

## Acknowledgements

SHQ (Sexual Health Quarters) would like to acknowledge the following organisations for their support and financial assistance during 2018/19:

- WA Department of Health, Sexual Health and Blood-borne Virus Program
- WA Department of Health, Women & Newborn Health Service
- National Disability Insurance Agency
- Department of Communities (Disability Services)
- Department of Prime Minister and Cabinet
- Lotterywest
- // Healthway
  - Lifestyles

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Rick Brooks CHAIRPERSON (Current)



**Deborah Smith** CHAIRPERSON (to March 2019)

## CHAIRPERSON'S REPORT

SHQ recognises the many barriers to enjoying sexual health and wellbeing: culture, religion, location, language, financial status, to name a few.

In acknowledging Aboriginal and Torres Strait Islander peoples as the Traditional Owners of Country throughout Australia, SHQ continues its commitment to take action on reconciliation.

SHQ provides services to many communities who experience systemic barriers when accessing health services. SHQ seeks a future of equality in access for all living in Western Australia, especially those within our priority groups: Young people; Aboriginal and Torres Strait Islander peoples; People with disability; Sex workers; People from CaLD communities; People from regional, rural and remote communities; and LGBTI+. In the third year of SHQ's Strategic Plan, the Board commends everyone involved in enabling SHQ to work towards delivering a plan which demonstrates our strong commitment to inclusivity, and in recognising and celebrating diversity.

The individual highlights within this report are significant. Understanding the complexity of our clients, and the evolving environment and constraints that impact on SHQ, is a considerable challenge.

The ability of the Executive and Management to engage the community, funders, and other stakeholders to ensure we deliver services, advocacy and support to meet their needs is a testament to all that embrace a leadership role at SHQ. The Board recognises Julian's stewardship as CEO and unwavering commitment to enabling the Executives and Managers to embrace and deliver outstanding outcomes. The result of such commitment and leadership has ensured SHQ is able to deliver beyond expectations now, and into the future.

SHO is committed to reducing incidences of violence in our community. More research is needed to better understand why reproductive coercion occurs, and what is needed to support victims. SHQ was funded by the Department of the Prime Minister and Cabinet to develop a screening tool to identify women who are at risk of reproductive coercion (RC) and/or intimate partner violence (IPV). This is a significant project which will expand the evidence base in this area, and help establish possible links between IPV and RC and adverse sexual health outcomes. Moreover, the project will enable staff in primary care settings to screen for IPV and RC, ensuring that victims are identified and supported to get help.

Consumer engagement is a hallmark of SHQ's approach to providing services to the WA community. This has been expanded to include convening a face-to-face consumer reference group to provide direction and input into SHQ services and resources. This further enables SHQ to improve and refine the quality of its services, and ensure we meet the evolving needs and expectations of those in the community, particularly our priority groups.

We welcome: All Ages; All Cultures; All Genders: All Beliefs: All Identities: All Abilities; All Sexualities. This is more than just words on the door or website, it is core to SHQ. To continue to evolve our services, and ensure we are an inclusive organisation where all individuals feel accepted, safe, and affirmed, SHQ progressed towards Rainbow Tick Accreditation (LGBTI+ -inclusive practice standards) by appointing a project officer to lead the accreditation process. We convened a new Queer and Ally staff reference group, who will work to achieve and maintain accreditation and ensure we are providing safe and affirming services to all in the community.

Commitment to the sexual health and wellbeing for all Western Australians has seen SHQ reach people based in regional, rural and remote areas through activities such as: clinical training in the Kimberley region (Broome, Derby, Kununurra) supporting local workers to gain sexual health knowledge and skills; Mooditj Leader Training in Halls Creek; and, Magenta's outreach trips to Bunbury, Kalgoorlie, Albany and Geraldton.

SHQ's People 1st Programme (PIP) specialises in working with individuals with disability requiring education and counselling in respectful relationships, protective education and sexuality. In recognition of the value PIP delivers, the Department of Communities provided funding to assist the transition to NDIS. This included re-engineering of the PIP team and development of a database to manage clients and provide the necessary reporting.

In April 2019, Deborah Smith resigned as Chairperson of the SHQ Board to spend more time with her new family. During her five years membership, including four as Chairperson, the Board has successfully undertaken significant change: developing new rules for the Association in line with the Associations Incorporation Act 2015; implementing the Audit and Risk Committee, Board's skill matrix, Board and CEO evaluation processes; and, introducing breakfast meetings with the Board, Executive and Managers. The Board recognises Deborah's leadership and commitment led to a strong and collaborative environment for Board

members to actively participate. The Board, and organisation, wish her well for her future.

In the past few months, three provisional directors have been appointed to the Board: Meagan Roberts, Maria Quaggan and Kenny Lye. All three complement the Board's current skill set and they will stand for election at the 2019 AGM. The Board looks forward to their focus and commitment during the coming years, and are confident they will ensure the sustainability of the organisation.

In 2018 Julian advised the Board of his desire to retire from the role of CEO. During his tenure of five years he transformed the organisation, including: refurbishment of Roe Street, including installing a disabled toilet upstairs; undertaking an organisational rebrand, including the development of new logo; securing a permanent home for Magenta; redevelopment of our Strategic Plan, and linked Organisational Goals and Reconciliation Action Plan: accreditation under the National Safety and Quality Health Service Standards, including implementing required improvements to practice and facilities; and, successful tendering for our main, and other, contracts.

Testament to his professionalism and commitment to SHQ is his active

support of the Board's recruitment process during the past few months. Recognition of his legacy is seen in the depth and breadth of candidates from across Australia, all of whom acknowledged the standing SHQ has within the community.

The Board is focused on ensuring SHQ benefits from the solid foundations provided by Julian and Deborah in the coming years.

With the evolving nature of funding, service delivery models and community expectations, the Board will continue to encourage and support SHQ's people to be innovative and explore growth in its service offerings, ensuring the organisation remains a leader in sexual and reproductive health.

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Rick Brooks Chairperson (current)

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Deborah Smith Chairperson (to March 2019)

## **CEO'S** REPORT



Julian Henderson CEO I am pleased to present our 2018/2019 Annual Report, which highlights the outstanding achievements and hard work of our dedicated team of staff, Board and volunteers who ensure that we provide high quality sexual health services to people across Western Australia.

In September last year, the WA Department of Health awarded SHQ with a new service agreement to provide a comprehensive range of sexual health services. Through the agreement, which commenced in January 2019, SHQ continues to ensure that individuals and communities across the State have access to high quality, culturally secure and inclusive sexual and reproductive health (SRH) services. It will also enable us to further develop and expand upon our models of service to address areas of great need, for example, advancing our capabilities

in providing online education and training to professionals, and the implementation of strategies to reach priority populations who experience barriers to enjoying sexual health and wellbeing. SHQ is grateful for the support provided by the Department of Health, in particular the team at the Sexual Health and Blood-borne Virus Program (SHBBVP).

In order to maintain a clinical service that can meet the changing needs of our clients, SHQ introduced Medicare billing to its clinic in January 2019. A small gap fee for appointments is now charged to clients with a Medicare card. Clients who are in our priority groups, such as those aged under 25, or anyone with a Government concession or health care card, continue to be bulk-billed (with their consent), or have no out-of-pocket expense for appointments. As a non-profit organisation, we are committed to keeping our pricing as low as possible, while offering services covering all aspects of sexual health. The move to Medicare billing will enable SHQ to expand the services currently offered, as well as help to ensure that the organisation is solid and sustainable in the long-term. I would like to congratulate all staff involved for their hard work and contribution to making the Medicare transition a success.

In response to the syphilis epidemic in Western Australia, SHQ launched a digital campaign to increase awareness of outbreaks in urban areas, along with an infographic for community use. SHQ also commenced offering simple syphilis treatment, following an increase in referrals for treatment in the clinic.

Our advocacy work continued to grow this year, with SHQ advocating for policies, legislation, and practices to improve people's sexual and

reproductive health. This year SHQ's advocacy focused around strategies to prevent and raise awareness around family and domestic violence (FDV), in particular intimate partner violence and reproductive coercion, emerging areas of FDV. SHQ undertook advocacy supporting the introduction of Safe Access Zones legislation in WA, and supporting the removal of abortion from NSW legislation and the introduction of a new Act regulating abortion as a healthcare procedure. As a member of the Family Planning Alliance of Australia (FPAA), the national peak body for SRH issues, SHQ continues to be actively engaged in the development of national policies and advocacy strategies, including access to termination of pregnancy services, improving awareness and uptake of long-acting reversible contraceptives (LARCs), and sexuality and relationships education. SHQ's participation in research, increasing the body of knowledge in sexual and reproductive health, also remained a high priority. This year we were involved in a number of significant research projects, outlined on page 13 of this report.

SHQ recognises the value of partnerships with organisations to reach certain priority groups and address unmet need in the

community. This year SHQ partnered with several organisations to reach young people (one of our priority groups), particularly those who are at-risk. SHQ established a partnership with Headspace (Joondalup, Fremantle and Osborne Park) to provide counselling to young people in relation to sexual health-related issues. The counselling service also has regular contact with the Rockingham and Peel Region Headspace centres, with the Peel area identified as an area of high need for service provision. SHQ continues to partner with Hepatitis WA, WA AIDS Council. Peer Based Harm Reduction WA and Headspace to support atrisk youth. SHQ also strengthened its engagement and links with WA Primary Health Alliance and several service providers in the Kimberley region, to enhance the skills and knowledge of doctors, nurses and health workers across WA to better deliver sexual health services.

Finally, on behalf of SHQ, I would like to acknowledge the significant contributions of Jean McGibbon, our Director of Corporate Services, who retired this year after 24 years of service with the organisation. Jean has been an invaluable member of the team and her careful stewardship has brought SHQ to the strong financial position it is in today. We would like to express our sincerest gratitude to Jean for her commitment to improving the sexual health and wellbeing of West Australians and wish her all the very best. We would like to warmly welcome our new Director of Corporate Services, Suzanne Higgins, who commenced in December.

The achievements within this report would not be possible without the support of the organisations named in the Acknowledgements section. I would also like to acknowledge the dedication and hard work of our passionate team of staff, Board and volunteers who continue to strive for improving the sexual health, wellbeing and rights of people in WA.

Julian Henderson CEO



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## New Initiatives



- > Commencement of Rainbow Tick project officer role to lead accreditation process
- > Convened new Queer and Ally staff reference group to promote and protect cultural safety of staff and clients
- > Convened face-to-face consumer reference group to provide direction and input into our services and resources
- > Launched a digital syphilis campaign to increase awareness of outbreaks in urban areas, along with an infographic for community use
- Commenced offering simple syphilis treatment, and new pain management options for intrauterine device insertions
- > Developed a new video promoting sexually transmissible infection testing for men, and a new contraception podcast
- Began offering Medicare billing to allow expansion of service offerings in future
- > Commenced screening reproductive coercion and intimate partner violence using an evidence-based, consumer and clinician reviewed, screening tool
- Implemented a family and domestic violence leave policy for staff
- > Interviewed key internal and external stakeholders to inform online training strategy, and developed an infographic of findings to support others in the sector
- New acknowledgement of country signage in SHQ foyer
- → Became a collection point for the Share the Dignity campaign, supporting homeless people in need of sanitary items
- Provided clinical training in the Kimberley region, supporting local staff to gain sexual health knowledge and skills
- Developed new inclusive toilet signage
- ➔ Began offering free dams, in addition to condoms, in the SHQ clinic
- ➔ Supported Propel Youth Arts WA as a community partner for the KickstART Festival
- ➔ Commenced external website audit to inform redevelopment and improve user experience
- > Implemented a major upgrade of our accounting software, giving back-office staff the ability to be more effective and efficient in supporting SHQ services
- PIP developed a new model to support staff in navigating the NDIS system, including implementing a new client database, and redesigning all its policies and procedures, in line with NDIS requirements
- PIP became licenced to facilitate SoSAFE! Training for Sexual Health and Family Planning ACT, to promote social safety for people with an intellectual disability and Autism Spectrum Disorder
- ➔ PIP engaged PwC to design a service review for all its services.

# in the community

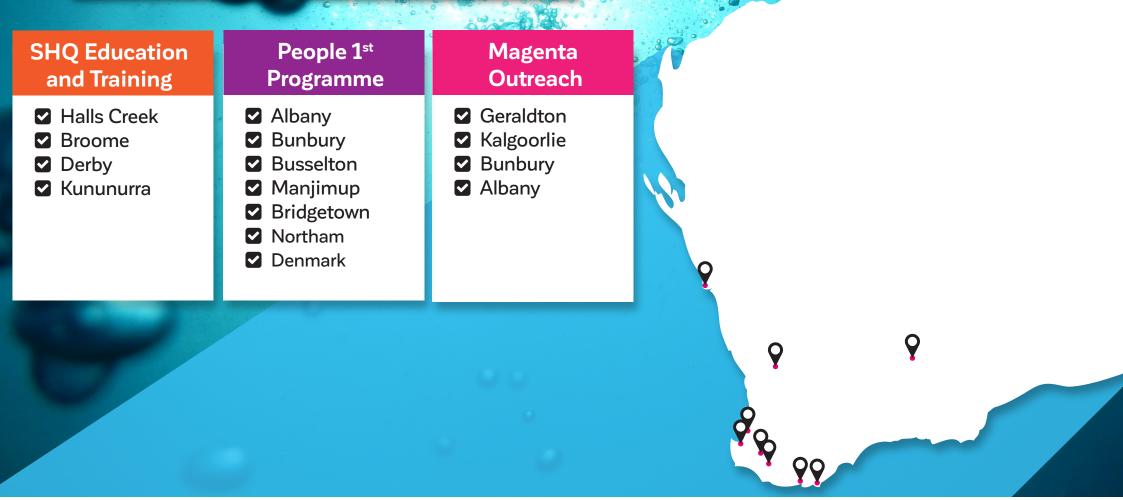
SHQ staff attended 17 health promotion events throughout the year and interacted with over 2,300 people from our target audiences. Staff used various interactive activities to engage attendees in discussions around contraception, STIs, consent, diverse sexuality and gender, respectful relationships, puberty and more.

Throughout the year, staff supported other important health campaigns such as National Condom Day, Wear It Purple Day, National Youth Week and Share the Dignity.









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# Reconciliation at \$40

Our vision for reconciliation: A future of justice and equality in Australia where Aboriginal and Torres Strait Islander peoples enjoy sexual health and wellbeing

SHQ is committed to taking action towards reconciliation, with staff participating in a range of activities built around reconciliation during 2018/19.

SHQ's new Reconciliation Action Plan (RAP) was endorsed by Reconciliation Australia this year. The RAP was launched in December, alongside the unveiling of an Acknowledgement of Country plaque in the SHQ foyer.

## Close the Gap Day (21st March)

National Close the Gap Day is a national day of action to pledge support for achieving Indigenous health equality by 2030. The campaign is an important step towards improving health outcomes for Aboriginal and Torres Strait Islander peoples.

In support of this year's Close the Gap Day, SHQ raised money to help support a healthy eating project at a local community college.

SHQ also offered a scholarship to an Aboriginal and Torres Strait Islander doctor and an Aboriginal and Torres Strait Islander nurse to participate in our certificate training programs, in recognition that in order to achieve health equality, more Aboriginal and Torres Strait Islander people are needed in the health workforce.



#### **Reconciliation display**



<image>

## National Reconciliation Week (27<sup>th</sup> May - 3<sup>rd</sup> June)

This year's theme for National Reconciliation Week (NRW) was 'Grounded in Truth – Walk Together with Courage'. The theme acknowledges that positive relationships shared by Aboriginal and Torres Strait Islander people and other Australians must be grounded in a foundation of truth. In recognition of NRW, SHQ displayed a reconciliation banner with our logo in the City of Swan as part of a City of Perth project.

Balladong Wadjuk Yorga (woman) Vivienne Hansen presented interactive workshops to staff on bush medicine. Staff learnt how to make potpourri with bush medicine plants, and heard about traditional methods of healing and promoting wellbeing.

The SHQ Reconciliation Working Group (RWG) compiled a visual Walk in Time session called "Our Place – Northbridge and surrounds", where staff yarned about the history of the area and its significance to the Noongar Wadjuk people.

Brian Councillor from Richmond Wellbeing talked to staff about his time spent in Ingada Mission, as well as his personal experiences accessing health services. As a mental health support worker, he also discussed with staff ways in which they can work effectively with Aboriginal and Torres Strait Islander clients.

## NAIDOC Week (7<sup>th</sup> - 14<sup>th</sup> July)

Each July NAIDOC Week celebrations are held across Australia to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples.

This year's theme was 'Voice. Treaty. Truth.' - three key elements to the reforms set out in the Uluru Statement from the Heart. The theme recognised the importance of a formal treaty, and for Aboriginal and Torres Strait Islander peoples' voices to be heard so that we can work together for a shared future.

SHQ staff also hosted a community stall at the NAIDOC Family Day in Ashfield, where staff ran activities and promoted SHQ services.

## Research at SHQ

SHQ values research in the sexual health field, in particular around areas where current data is lacking. This year our research participation grew, increasing the local body of knowledge around sexual and reproductive health.



#### **HPV Impact Study**

SHQ completed its involvement in the Impact Study for the National Human Papilloma Virus (HPV) Monitoring Program, the largest assessment of HPV infection prevalence in Australian men and women since the vaccine was introduced. Over three years, SHQ staff were involved in the study design, coordination, and recruitment of 195 participants. Preliminary findings show the quadrivalent vaccine has had a significant impact in reducing prevalence of the vaccine-targeted HPV types.



### **Intimate Partner Violence and Reproductive Coercion**

SHQ received funding from the Australian Government Women's Leadership and Development Program for a project to identify and respond to intimate partner violence and reproductive coercion. An emerging area of research in Australia, SHQ has developed, and is trialling, a screening tool to identify women who are at risk of IPV and/or RC. Clients who identify as female can elect to have their de-identified screening data used in the research to help establish possible links between IPV or RC, and unintended pregnancy and STIs.



### **Enablers and Barriers to Young People Accessing STI Services**

The SHQ clinic has been recruiting participants for an Edith Cowan University (ECU) study on enablers and barriers to young people accessing STI testing. The qualitative study aims to explore the experiences, enablers and barriers of young people aged 18-29 when accessing STI testing services at SHQ. The study is being conducted by ECU researchers and Masters students.



#### Assessing Patient Experiences of an STI Diagnosis

This qualitative study by the University of WA and SHQ explored people's experiences of receiving a positive STI diagnosis to increase understanding, inform strategies and improve the quality of services. The research was presented at the IUSTI Asia Pacific Sexual Health Congress 2018 in Auckland.



#### **Clinical Audits**

SHQ continues to partner with Notre Dame University to support medical students in conducting audits on SHQ clinical practice. The audits have provided valuable data around STIs and long-acting reversible contraceptives (LARCs), and have been consistently accepted for presentation at national and international conferences.



#### People 1st Programme Attendance

PIP, SHQ's disability service, undertook research into why some individuals do not attend appointments. A number of factors were shown to contribute to this, including the client's cognitive functioning, requiring support of others to assist with transport, and frequent changes to their place of residence. An SMS reminder system has been implemented as one strategy to address this.





In 2016 the SHQ Board established Appreciation of Service Awards to recognise staff commitment and service to the organisation.

The following staff were presented with awards at the 2018 AGM:

**10 years** Elaine Alderson Samara Pierce Maricruz Wignall **20 years** Robyn Wansbrough

25 years

Dr Angela Cooney

## Our Organisation

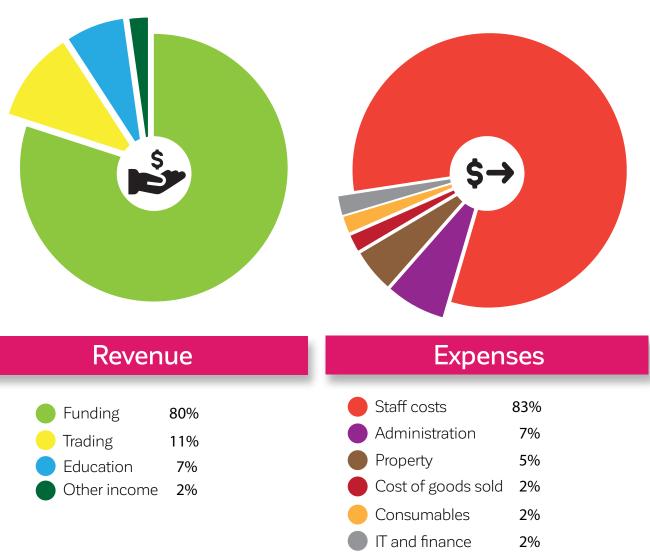


**80** Total number of staff as at 30 June 2019

Part-time staff 60Full-time staff 12Casual staff 8



## **Financial Overview**



# the SHQ Board

Rick Brooks Chairperson (Vice Chairperson to March 2019)

Rick has enabled significant cultural, organisational, process and technological change within Resources, Technology and For Purpose Sectors. He influences the way people think, act and behave, enabling the development and implementation of effective strategies, structures and systems to ensure organisations achieve their goals.

Rick is currently Director of Virtual Business Links, a management consultancy focusing on organisational effectiveness delivering transformation through collaboration. He is co-founder and Chairman of the Disruptive Solutions, an accelerator of innovation, enabling makers and builders to change the way the world thinks, behaves and learns. Rick completed the Australian Institute of Company Directors (AICD) Course in 2014.

## Deborah Smith (Chairperson to March 2019)

Deborah has been a Non-Executive Director for over eight years and is a member of the AICD. In 2016 Deborah graduated from the AICD Company Directors Course with an Order of Merit.

Deborah is also an Australian Chartered Accountant with over 20 years' experience gained at blue chip, listed companies and smaller organisations, including seven years of international experience in London and six years' West African experience.

Deborah's strong financial acumen, excellent understanding of strategy and good corporate governance are three of the key attributes she brings to her directorship roles.

## Polly Klante Vice Chairperson

Polly has over 20 years' experience as a finance professional having previously worked in management roles in the UK, Tokyo and Sydney. She has been responsible for the financial management of various complex accounting situations and entities and has worked for several large corporate entities, as well as currently being the Chief Financial Officer for a not for profit organisation in the human services area.

Polly will provide financial governance expertise as well as her knowledge and experience in risk, strategy, compliance and organisational governance. In other roles, Polly is keen on developing others through mentoring relationships. She holds a Bachelor of Science with Honours in mathematics, is a qualified Chartered Accountant and is a graduate and member of the AICD and a Fellow of the Governance Institute Australia.

## Dr Paul J. Maginn

Paul is Program Co-ordinator of the Masters in Urban & Regional Planning program at UWA where he has been based since 2007.

Since moving to Australia, he has held positions at ECU and the University of South Australia. His primary research expertise/interests lie in geographies and regulation of the sex industry; geographies and sociologies of porn consumption, metropolitan planning in Australia; gender and cultural representation in local government; and, socio-cultural representations of suburbia.

Paul is Editor-in-Chief of the journal Urban Policy and Research, Co-Chair of the 2019 State of Australian Cities Conference; and, co-editor/contributor of the edited volume (Sub)Urban Sexscapes: Geographies and Regulation of the Sex Industry which won the 2016 Planning Institute of Australia Award for Excellence in Cutting Edge Research. He has published scholarly papers and op-eds on sex work, adult retailing, sex toys, porn consumption, and sexualised leisure. He is currently working on another edited volume, Navigating Sex Work in the 21st Century: Gender, Justice and Policy.

## Veronica Walshe

Veronica has vast "on the ground" experience delivering clinical services in the areas of sexual health and women's health. Veronica is currently a Specialist Clinical Trainer at the Aboriginal Health Council of WA (AHCWA) where she provides clinical education and training to health professionals and works to build the knowledge and skills of people working in the community.

Veronica's passion lies in sexual health and at AHCWA she is involved in the development and implementation of strategies that help to decrease STIs and BBVs in Aboriginal people in WA, which includes delivery of sexual health training for Aboriginal Health Workers and others working with Aboriginal people. Veronica is also a Practice Nurse at Mundaring Medical Centre where she specialises in women's health and provides cervical screening, breast awareness and contraceptive advice and education.

## Susan Theseira

Susan is a young emerging health promotion professional and is passionate about sexual health, social justice issues and human rights. In 2016, she graduated from Curtin University with a double degree in Health Promotion and Nutrition.

After four years of experience working in the youth sexual health sector as a peer educator, Susan now works at headspace Joondalup as the Community & Youth Engagement Officer.

Susan joined the SHQ Board in 2017, and has since been undertaking a Diploma of Business for Board Governance with the Institute of Community Directors Australia (ICDA). Susan sees this as a fantastic opportunity to set a strong foundation for her governance practices at SHQ and beyond.

## Meagan Roberts

Meagan currently works as a Research Assistant at Curtin University. She has a Bachelor of Science in Health Promotion, and is currently completing a Master of Public Health. She has worked in the youth/sexual health sector for over five years, and is passionate about helping disadvantaged groups to access health services.

## Kenny Lye

Kenny is currently the Head of Finance and Operations at Perth Festival, having held senior management roles delivering corporate services. In addition to working across the arts and culture, education and retail sectors, Kenny has spent over 10 years' with not-for-profit organisations in Western Australia. His expertise includes financial management, governance, company secretarial, risk management, and human resources management. Kenny is a Chartered Management Accountant, an Associate member of the Governance Institute of Australia, and a member of the AICD.

## Maria Quaggan

Maria has over 12 years' experience in operational business management roles across manufacturing and supply chains, with a focus on compliance, strategy and risk. Over that time, she has successfully delivered organisational goals through strong commercial acumen, change management, processes optimisation, and building outstanding team cultures. She currently holds a senior national role with a leading privately owned Australian company.

Maria's previous governance experience includes family and community organisations. She is presently Chairperson of a successful not-for-profit family centre.

Maria holds a BA (Hons) degree in Media and Communication, a Master's degree in Business Management, and is a graduate of the AICD. Maria is passionate about good governance and excited to contribute to the wellbeing of Western Australians through her role on the SHQ Board.

## Katrina Duncan (Staff Representative)

Katrina has worked with SHQ since 2014 as part of the Information and Education Services unit. She has a Graduate Diploma in Information and Library Studies, and has also undertaken professional development in records management and project management since joining SHQ.

She is currently the Library and Information Coordinator, a role that oversees the running of the SHQ Library and Resource Centre, as well as administering the organisation's Electronic Document and Records Management System (EDRMS). Katrina is also coordinator of the Rainbow Tick accreditation project, and provides support to the Education and Training team.

Katrina is passionate about the essential services that are provided by SHQ, and proud to represent the wonderful staff who work for the organisation.

## **SHQ** Sexual Health Quarters

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## shq.org.au

SHQ (Sexual Health Quarters) acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners of Country throughout Australia.

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