



**family
planning
victoria**

Reproductive & Sexual Health
Care. Education. Advocacy.

FAMILY PLANNING VICTORIA

**Annual Report
2020 – 2021**



Annual Report 2020 – 2021

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Family Planning Victoria acknowledges the support of the Victorian Government.



Family Planning Victoria acknowledges the Aboriginal and Torres Strait Islander people as the Traditional Custodians of the land on which our offices stand and in the regions in which we provide our services. We pay our respects to Elders past, present and future. Family Planning Victoria is committed to providing respectful and inclusive services and work environments where all individuals feel accepted, safe, affirmed and celebrated. With our commitment to embracing diversity and eliminating all forms of discrimination in the provision of reproductive and sexual health services, we welcome all people irrespective of cultural or linguistic background, sexual orientation, gender identity, intersex status, religion or spiritual beliefs, socio economic status, age or abilities.



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OUR AMBITION

is to be a credible and trusted authority that advocates for reproductive and sexual health for everyone and provides education and clinical training which:

- strengthens the primary care, school and community-based service systems to deliver inclusive, timely, accessible information and services
- empowers people to make informed decisions that are right for them.

OUR VISION

is for everyone to enjoy reproductive and sexual health.





ACRONYMS

AGM Annual General Meeting

BBV Blood Borne Virus

CALD Culturally and Linguistically Diverse

CERSH Centre for Excellence in Rural Sexual Health

CEU Clinical Education Unit

COS Community Outreach Service

CST Cervical Screening Test

DHHS Department of Health and Human Services

EACH Eastern Access Community Health

EAP Employee Assistance Program

FPAA Family Planning Alliance Australia

FPV Family Planning Victoria

GLLO Gay and Lesbian Liaison Officer

GP General Practitioner

HIV Human Immunodeficiency Virus

IPPF International Planned Parenthood Federation

IUD Intrauterine Device

LARC Long Acting Reversible Contraception

LGBTIQ+ Lesbian, Gay, Bisexual, Transgender, Intersex, Questioning or Queer, Asexual and more

MTOP Medical Termination of Pregnancy

NHMRC National Health and Medical Research Council

PPE Personal Protective Equipment

RACGP Royal Australian College of General Practitioners

RSE Relationships and Sexuality Education

RSH Reproductive and Sexual Health

STI Sexually Transmissible Infection

VACCHO Victorian Aboriginal Community Controlled Health Organisations

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ABOUT FAMILY PLANNING VICTORIA

FPV is a state-wide, independent, for purpose, all-choice organisation focused on reproductive and sexual health care, education and advocacy. For over 50 years, FPV has been providing services to the community. We are governed by a voluntary Board of Directors and whilst partially funded by the Victorian Government, FPV generates revenue through fee-based clinical services, education and training programs and the sale of resources. We reinvest these funds to improve and expand our services to our communities.

We partner with a range of local, regional and national organisations, including hospitals, state-wide health organisations, universities, women's health centres and other family planning organisations. FPV is also associated with the International Planned Parenthood Federation (IPPF) and Family Planning Alliance Australia (FPAA).



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A YEAR IN REVIEW

Our reach and impact



CLINICAL REACH
12,941
 clinical consultations provided



DIGITAL REACH & GROWTH



WEBSITE

899,699

Unique web visitors



SOCIAL MEDIA reach increase

- LinkedIn **x6**
- Facebook **x5**
- Instagram **x3**



SCHOOL & COMMUNITY EDUCATIONAL REACH

Delivered Relationships & Sexuality
education programs to

9,724

primary & secondary students, teachers
& staff members, parents/carers and
community & disability sector workers.

CHAIR OF THE BOARD REPORT



Anne Howells
Chair of the Board
Family Planning Victoria

It is with pleasure I provide my annual report on behalf of the Board of Family Planning Victoria (FPV) after a second extraordinary year of unprecedented challenges matched by incredible strength, tenacity and perseverance from all at FPV.

COVID affected all our services. Our staff were limited in what they could do and where they could go, appointments were conducted via Telehealth, training was delivered online and staff were deployed to work remotely.

The Board focused on our commitment to priority populations, our financial sustainability, the wide ranging impacts of limited service delivery and the health and wellbeing of all staff. Notwithstanding these challenges, FPV emerges from COVID challenges with some major wins and it is with pride and gratitude to all involved that I can say:

- We did not miss one day of clinical services. This is testimony to the dedication of the clinic staff of FPV who changed their processes, put on PPE and continued to provide reproductive and sexual health services to the community.
- The Schools Team was challenged significantly with school closures but faced into online training with skill and commitment.

- The Clinical Education Unit saw a surge in enrolments and real appreciation from their clients for the quality of the on-line training they were able to provide.
- Financially, FPV ended the year with a noteworthy surplus. This surplus reflects the benefit of JobKeeper income and belies a structural deficit which is directly proportional to the reduction in fee for service and the reduction in our rental income.

It is with real sadness that the AGM will mark the end of my time on the Board of FPV and as Chair.

The accountant in me is delighted that I leave FPV in such a strong financial position with a Board and Executive staff who are committed to utilising the benefits of the JobKeeper payments in future years to build the capacity, reach and impact of FPV and keep staff connected and engaged.

I am also confident that I leave this vitally important organisation with a clear direction and passion for the exceptional work it does for the Victorian community. I am also pleased we are able to close my term by announcing a name change at the AGM.



We did not miss one day of clinical services. This is testimony to the dedication of the clinic staff of FPV who changed their processes, put on PPE and continued to provide Reproductive and Sexual Health services to the community.

Other personal highlights of my time as Chair include:

- **The launch of the current strategic plan.**
- **The refurbishment of our Box Hill premises.**
- **The transition to and ongoing investment in high quality technology.**
- **The website redevelopment - The estimated over a million hits for 2021 show how well this has been received.**

It remains for me to thank all those who have supported me and contributed in so many ways to FPV during the last six years:

- The State Government's support is vital to the work we do and appreciated in good times and challenging ones – they empower us to make the contribution we make to the community and we are pleased to acquit ourselves so well against our grant funding. We have been assisted by the DHHS declaration that FPV's clinical services were an essential service and their consequent supply of PPE (Personal Protective Equipment).
- The many stakeholders with whom we work and collaborate allow us to leverage our skills and experience and work in combination

with them to achieve a level of reach and service delivery well beyond what we could do alone.

- Our clients are the reason we are here and I want to acknowledge their contribution and the trust they place in us to deliver the very best of education and clinical care.
- The Executive Team and all the FPV family are consistently 'punching above their weight' performing at an exceptional standard and I thank them for all they do for FPV each and every day – I recognise and appreciate their contribution.
- I particularly need to thank Claire who has been CEO throughout my tenure as Chair. She has leaned into the challenges of 2020 and 2021 with commitment, professionalism, a can-do attitude and great concern for all the staff and clients of FPV. We have been lucky to have such a steady hand on the controls through such a challenging period.
- My final thank you is to my fellow directors who have been exceptional throughout my time with FPV but particularly during the 'COVID Years'. Their commitment to FPV is remarkable and I know I leave you in very capable hands as I pass the baton to the next Chair.



CEO REPORT



Claire Vissenga
CEO
Family Planning Victoria

It is with pleasure that I provide the CEO report for the Family Planning Victoria (FPV) 2020 – 2021 Annual Report. This is the second financial year impacted by COVID. FPV has weathered the pandemic with remarkable resilience and in spite of significant periods of lockdown, service provision to the community has continued.

FPV is first and foremost involved in reproductive and sexual health education. Whether it is teaching children about friendships or advising people about their contraception options, FPV staff are committed to increasing health literacy, improving wellbeing and advocating for universal access to education and contemporary care.

Consistent with the government directives, only clinic staff have continued to come on site each day with most other staff working remotely. Facilitating remote access to all the information and equipment needed by staff has been a focus of energy and effort.

The clinics were deemed an essential service early in the pandemic. This facilitated access to good supplies of Personal Protective Equipment (PPE). With staff well protected from potential infection and good policy in place to ensure consistent

screening of clients, the clinics have remained open. In the reporting period, nearly 13,000 clients received clinical care. Almost 6,000 of those episodes of care were via Telehealth. The number of clients is consistent with previous years.

The Clinical Education Unit (CEU) quickly translated their courses to remote delivery. This has been well received with enrolment numbers remaining high. The most significant impact on this area has however been in the access to clinical placements with clinical training suspended for most of the financial year. The focus of the next financial year will be in catching up on those clinical placements and opening up training to the next tranche of health professionals.

The services most impacted in the last year has been in the Schools and Community area. With most students learning from home for most of the reporting period, it has been difficult to get our education programs to students. In spite of the difficulties with limited face to face work in schools, the team still achieved good results with 8,000 students, 1,000 parents and carers and hundreds of teaching staff receiving reproductive and sexual health education.



Behind the scenes, the Corporate Services Team has been active making significant changes to the infrastructure and systems in place to enable staff to do their important client facing work. All information and communications technology (ICT) hardware has been refreshed. The new computers are all the best available for our purposes and considerably more reliable than the dated equipment. FPV now has a fully cloud based telephony and document storage system with the implementation of Office 365. With new technology and processes in place, cyber security has become an increasing focus. A multi-faceted approach has been implemented to address these vulnerabilities with staff awareness training, multifactor authentication to access the FPV system and the highest industry standards in firewall security in place. The new infrastructure provides a solid basis for the next financial year's projects to update the software used to manage our finances, student enrolments and human resources.

The wellbeing of staff has been a high priority for the year. Social isolation and a remote working environment has been as great a challenge as the risks associated with providing face to face services on site. Regular communication, additional staff supports and improved connections between and within teams have all assisted in reducing the impact. As the entire community has experienced, the challenges of the pandemic are far reaching and will impact us as individuals as well as a community organisation for many years to come. The task to support staff as we emerge from the pandemic is ongoing.

Financially, FPV has at first glance fared well however the end of year results include the considerable benefits of our eligibility for the JobKeeper payments. JobKeeper certainly did what it was intended to do with staff remaining employed, connected and gainfully occupied. Unfortunately the fee for service income was

seriously impacted by the reduction in some areas of service provision and the end of year result reflects a substantial structural deficit. The next few years will be crucial to regain our financial position through modest expenditure and carefully planned expansion of service delivery.

Advocating for our community is a core responsibility of FPV. This year has been no different though in the absence of face to face meetings and conferences, the importance of technology to facilitate collaboration has come to the fore. The big-ticket advocacy topics have included Telehealth and affordable care.

The spotlight in the broader community has been on consent. FPV has contributed to the dialogue, advocated for strengthened laws and developed collateral to disseminate the message to all concerned. Whilst we may not have solved the problem, the topic of consent is now in the open and forms a positive and strengths based approach to making real changes in the way it is discussed.

I recommend this annual report to you and hope you enjoy learning about the highlights of the year. The full report includes far more detail than provided here and reflects the breadth and depth of our work at FPV.

My annual report for FPV is the formal opportunity to express my thanks and appreciation to our Board, staff and community. With the challenges faced in the 2020 – 2021 financial year it is also imperative that I acknowledge that every person involved with FPV has shown up, rolled up their sleeves and helped out everyday. Whether it is meetings out of hours, clinics run in full PPE or coffee runs in the rain, every person deserves my acknowledgment, thanks and respect. I hope we can all put the pandemic behind us and continue the incredibly important work of FPV with renewed commitment and care.



BRAND POSITION AND RESEARCH

The Family Planning Victoria (FPV) brand, with a legacy of over 51 years, is one of the organisations most influential assets. The FPV brand provides the organisation with a memorable identity and enables it to reach and engage priority populations effectively.

Over the years, the organisation has provided medical and education services in line with society's changing values. FPV's aim has always been to ensure that a significant impact is being made to support positive long-term sexual health outcomes. FPV has continued to engage the wider community and support the sexual health needs of young people, CALD communities, LGBTQI+ groups and at-risk and low socio-economic communities.

To assess if the Family Planning Victoria brand continues to appeal in the current landscape, an extensive marketing research project was conducted between June and July 2021. Over 1,100 people participated in a series of one-to-one interviews, online billboard reviews and surveys. This research aimed to ascertain if the FPV brand is still delivering on community expectations and if the brand identity remains relevant.

The research provided FPV with comprehensive and valuable quantitative and qualitative data which equipped the organisation to move forward confidently with an updated brand strategy.

The research indicated that the use of the words 'Family Planning' has changed in the vernacular and has over the years become synonymous with the process of starting a family. This misinterpretation of the brand makes it difficult to engage some communities, as it is believed FPV's services may not be relevant to them, thus shadowing the core promise of 'Empowering reproductive and sexual health and wellbeing for all'.

The market research key insights:

- **55% of participants believed FPV focused mainly on pregnancy-related services.**
- **21% of participants considered the FPV name ambiguous.**
- **Only 13% believed FPV provided cervical screening.**
- **Only 8% believed FPV offers STI testing and treatment prevention services.**

Overwhelmingly, participants supported a brand review with 83% agreeing that it would be beneficial for Family Planning Victoria to update its brand identity.

In 2022 FPV will be taking steps to ensure the organisation is extending its reach by becoming more relevant and accessible by presenting the brand in a clear, professional, supportive, trustworthy and approachable way.

83%

of participants agreed that it would be beneficial for FPV to update its brand identity.

55%

of participants believed FPV focused mainly on pregnancy-related services.

21%

of participants considered the FPV name ambiguous.



Core Work

- 14 Clinical Services
- 16 School & Community Education
- 18 Clinical Education
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- 26 Publications and Conference Presentations



CLINICAL SERVICES

This year has been an exceptionally busy time for clinical services at Family Planning Victoria (FPV). Despite the challenges of COVID we have been able to successfully continue to offer essential reproductive and sexual health services to our community. The clinic maintained a strong emphasis on the provision of long-acting reversible contraception (LARC) and medical termination of pregnancy (MTO). The use of Telehealth provided the team with an opportunity to provide services to clients in need that resided in more regional and rural locations. FPV conducted 46% of all services via the phone to offer continued healthcare for people living in remote and isolated areas. A significant highlight of the year was the clinic's successful completion of the accreditation process against the 5th Edition Standards as set by the Royal Australian College of General Practitioners (RACGP). Independent feedback obtained as part of the accreditation process provided valuable insight into our client's journey and highlighted the exceptional care that the Clinical Team have been able to continue to provide.

LARC and MTO

In 2020 – 2021 the Clinical Team were committed to ensuring ongoing accessibility to the provision of LARC and MTO. In the Pre-COVID period, the number of IUD insertions increased significantly to meet community demand. Despite significant lockdown restrictions, the clinic continued this essential service and inserted 1,165 IUDs in clients who were triaged as having the greatest contraceptive and/or menstrual management needs. Unfortunately, due to COVID restrictions IUD insertion training for health professionals was offered intermittently and the team are looking forward to welcoming trainees back into the clinic as soon as practical.

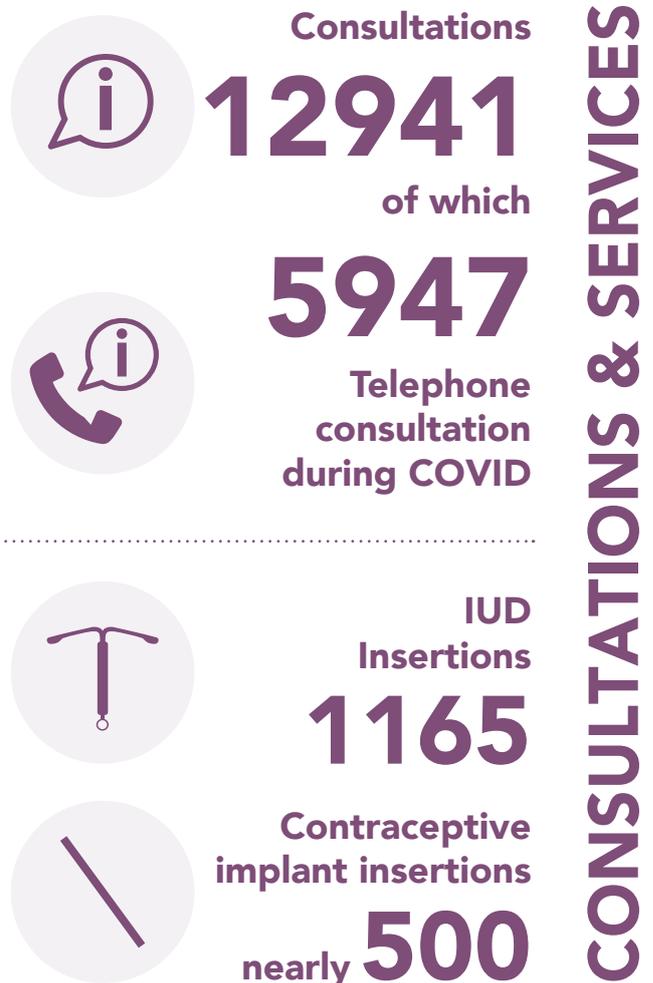
The use of Telehealth in the provision of MTO allowed the clinic to broaden our reach and provide this vital service to clients outside of the usual geographical catchment zone who may have otherwise had difficulty accessing services.

The number of clients that we assisted to make informed decisions about their pregnancies was comparable to previous years.

The clinical contraceptive implant service remained popular with close to 500 implants inserted. This was a slight reduction on previous years.

RACGP accreditation

In a first for the Family Planning Australia Alliance (FPAA), FPV was awarded successful accreditation against the RACGP 5th Edition Standards. Accreditation against these standards highlights FPV's commitment to the delivery of accessible, high quality, safe medical care with a strong emphasis on quality improvement.





Client feedback

As part of the RACGP accreditation process, FPV obtained feedback from our clients. This feedback provided valuable insights and highlighted the exemplary care provided by our clinicians.

93% of our clients believe that the interpersonal skills of our staff was outstanding, awarding us 5/5.

91% of our clients are either very likely or extremely likely to recommend our practice to family and friends.

What was the best thing about your experience with this practice?

- The time taken to make sure I understand what would happen and that I was comfortable
- Sincerely caring about my wellbeing and not rushing the procedure
- I appreciate the simple language used
- Very easy to talk to and helped me not feel as anxious or stressed
- All the staff are caring and respectful, they genuinely care about my physical health.

In response to client feedback, the number of urgent appointments available on a given day was increased and a wider availability for IUD insertion appointments has been provided.



SCHOOL & COMMUNITY EDUCATION

Creating the Conversation: Relationship and Sexuality Education in Schools and Community

In the 2020 – 2021 financial year, the focus for the Family Planning Victoria (FPV) Schools and Community (S&C) Team was to increase both our reach, in terms of number of schools and community groups that we deliver to, and our rigour, in terms of our standing in the community. Our aim is to be Victoria's pre-eminent provider of Relationship and Sexuality Education (RSE), and despite the complications the entire world faced in the 2020 – 2021 financial year, the S&C Team were still able to take significant steps towards achieving this aim.

Delivery of Relationships and Sexuality Programs in Schools

In 2020 – 2021 we were able to directly deliver 197 lessons about Relationship and Sexual Health (RSH) in schools across Victoria, comparable with our last fully COVID free financial year, 2018 – 2019. In a financial year marked by extended periods of lockdown, this is a truly remarkable feat. We educated more than 6000 primary students and over 2000 secondary students, in addition to 175 individual teachers and staff members, and 1075 parents and/or carers.

Furthermore, our community and disability educators have extended their reach significantly in 2020 – 2021 financial year, with 489 clients accessing our services and expertise. This too is a number of note, exceeding the number of clients in previous years.

While FPV has been unable to provide direct delivery to students during lockdown periods, the continued ability to provide other services has been due to the team's willingness to identify creative and safe ways to utilise online tools and resources. This has had the serendipitous secondary impact of opening alternative opportunities for rural and remote teachers and workers to access our information sessions and professional learning workshops.

Key Industry Partnerships

In response to the increasing demands for schools and community groups to teach consent to their students and clients, the S&C Team has partnered with both Respectful Relationships and Victorian Legal Aid to create a series of professional learning workshops for teachers. This partnership has originated from the Victorian Government mandating consent education in all schools. As a result, Respectful Relationships reached out to the FPV S&C Team to augment their excellent work which has grown into substantial partnerships in both the North East Metropolitan and Gippsland regions.

The S&C Team also continue to engage with community level partners such as the Council of International Students, the Centre for Young People with Disability Australia, the Victorian Assisted Reproductive Technology Association, the Centre for Excellence in Rural Sexual Health, and many, many more.

Adapting to a More Digital World

With research that tells us that 61% of young people are looking for RSH information online, it has been vital that the S&C Team have a presence in this space. With this in mind, we have continued to invest in our Doing 'IT' podcast, which has increased its listenership from 3537 in the 2019 – 2020 financial year to 5438 in the 2020 – 2021 financial year, an increase of 53.7%. In addition, the interviews conducted via the podcast inform our ongoing efforts to constantly improve the work we deliver in classrooms, staffrooms and meeting rooms. Topics such as Enthusiastic Consent, Rainbow Families, Transgender Students, Reproductive Technologies, Sexting and Pornography have been both enthusiastically received by our listening public and food for thought for our team.

In addition, the RSE section of the FPV website has undergone a major transformation. The new website offers teachers quick and easy opportunities to find the resources they are looking for, contact an educator or book a session. In addition, it looks fantastic and is still able to house hundreds of free RSE activities for teachers and community workers.



Primary Students

6000



Secondary Students

2000



Parents/Carers

1075



Teachers & Staff
Members

175



Community &
Disability

489

**EDUCATIONAL
SESSIONS ATTENDANCE**



CLINICAL EDUCATION

Family Planning Victoria's (FPV) Clinical Education Unit (CEU) is a leading provider of education and training for doctors, nurses, midwives, youth workers, community workers, Aboriginal health practitioners and Aboriginal health workers. CEU have had a highly productive year where courses have been translated and provided in eLearning format and new programs, courses and delivery have been a highlight. We are increasing our reach to regional and remote participants and building important partnerships to increase our contribution to the sector.

Over the last twelve months FPV's CEU has been well positioned to translate courses to provide ongoing education and training despite the restrictions. Our established learning management system and experience in delivering online learning provided a strong foundation for a rapid pivot to combining self-paced online learning with video virtual classroom sessions. The ability for our clinical educators to use their experience and create interactive learning for our courses with larger curriculum has been an exciting experience which we will continue to offer as a learning option in the future to provide greater access.

Flagship courses such as the Comprehensive Sexual & Reproductive Health (Nursing) course, Cervical Screening course and Family Planning National Certificate in Reproductive & Sexual Health for Doctors courses were able to continue and received excellent feedback from participants and staff alike.

The Community Outreach Service (COS) was able to continue to support Youth and Community Workers who work with priority populations by responding to demand for the popular Sex in the City (for individual workers) and Young People's Sexual Health courses (for organisation groups) at no cost, through online learning and video virtual classrooms, as well as provide information sessions on sexual health to young people.

Clinical placements have continued when restrictions have allowed, providing Doctors, Nurses and Midwives with valuable clinical knowledge and expert guidance as they gain clinical experience and attain procedural skills.

"Fantastic! Best online education I have ever attended. All content felt relevant, well explained and engaging." - quote from CST course participant (2021)

Despite continued restrictions, the CEU medical and nurse educators successfully launched new training opportunities. For example, Implanon NXT training was achieved by simulated education over Zoom. The training has resulted in positive feedback, notably for the ease of access to the training and praise for the ability to be responsive to the training needs of health professionals.

"The online simulation was so helpful and saved me a lot of travel time. All aspects were very well organised." - quote from Implanon video link course February 2021

CEU continued its commitment to providing expert support to health professionals by creating new clinical resources. These included a hormonal IUD comparison chart for prescribers and IUD inserters to support patient choice.

The COS developed and delivered a Professional Mentoring Program influenced by the latest in contemporary practice to increase the knowledge and confidence of youth workers providing sexual health information and support to at-risk young people.

Expert nurse educators have designed the newly developed unplanned pregnancy course to provide nurses and aboriginal health practitioners with the knowledge and clinical skill required to support people with unplanned pregnancy. In response to evaluations provided by youth workers, an online module, 'Contraception with youth workers', was also developed.

This year the CEU Team showed their tenacity and passion for providing excellence in reproductive and sexual health education. The CEU Team was able to do this by providing clinical training usually delivered only in a face-to-face format in an eLearning format. Travel restrictions imposed due to COVID meant that many health professionals could not travel to access vital professional development and upskilling. However, the CEU Team has been able to respond by offering a broad range of eLearning opportunities.



This move to eLearning has significantly increased geographical reach to doctors, nurses, aboriginal health workers and youth workers. Over 30% of participants were from Victorian regional or rural areas.

The COS was also able to significantly increase the reach of training into rural and regional Victoria. 206 youth workers working in regional and rural Victoria received our fully funded training to support young people with their RSH.

“Thank you so much for the opportunity to engage in critical training for free, it was really valuable and even though I had a fairly good understanding of sexual health, it took me to the next level and gave me skills, knowledge and confidence to improve my interactions with young people when discussing sexual health”

“Terrific job facilitating a full day session online. I found their knowledge to be exceptional and their delivery engaging. Their interactive approach to learning was excellent.”

Partnering with and supporting other organisations has created many opportunities throughout the year. The CEU medical and nurse educators have delivered and contributed to webinars in partnership with Australian College of Rural and Remote Medicine (ACRRM), Jean Hailes, The University of Melbourne (supporting clinicians working in the Doctors in Secondary Schools Program), EACH, Women’s Health East, The Women’s, SPHERE NHMRC Centre of Research Excellence, Royal Australian College of General Practitioners (RACGP) and The Council of International Students Australia. Topics covered include contraception, sexually transmissible infections, and abortion care.

We have supported 47 doctors and nurses working in primary health care with scholarships for courses. Scholarships were awarded to staff from the Victorian Government supported Women’s sexual and reproductive health hub clinics and Victorian Aboriginal Community Controlled Health Organisation (VACCHO). Scholarships were also awarded to clinicians who provide education and mentorship to the next generation; rural nurses providing cervical screening preceptorship and GP medical educators.

“The strong partnering relationship Bendigo Community Health Services holds with Family Planning Victoria underpins the training and professional development of our clinical staff and helps strengthen our capacity to attract and retain specialised trained staff in Sexual and Reproductive Health. The training also meets the competencies required of our staff to meet contemporary credentialing requirements. FPV is a valued professional partner of BCHS.”
Executive Leader – Better Health, BCHS.

The development and launch of the Clinical eNewsletter is a terrific way to stay in touch with our network of doctors, nurses, midwives, aboriginal health workers, aboriginal health practitioners, youth and community workers to provide updates in the field of reproductive and sexual health.





ENGAGING OUR COMMUNITY

The focus for 2020 – 2021 financial year was increasing our digital reach, improving the user experience, harnessing modern technologies and developing more personalised, industry relevant content, which helped increase digital engagement and our community impact.

Success was measured by a lift in new users to the website up 32%, an increase of 283K new visitors to the site. Page views also increased more than 19%, a strong indicator of improved user experience.

Family Planning Victoria (FPV) continued to engage with the community through key projects which ran throughout the year.

Highlights of key initiatives are;

New Website User Journeys

- A 'Quick Exit' button has been added across all the pages of the FPV website. This function allows visitors to close a browser session immediately if they feel unsafe or their browsing might be seen by others. This function is intended to help people feel more comfortable looking up information on the site they may see as embarrassing or private.
- The website home page was redesigned to improve the user experience by linking to new index pages of the most frequently visited topics on the homepage, so users can quickly access the most relevant information.
- New index pages with images and iconography have been introduced to make content more visually appealing. This includes new indexes for Contraception Options, Pregnancy Options, Schools Education Resources and Clinical Resources.
- The booking an appointment or professional training course buttons were made more prominent on the website. Drawing attention by highlighting these actions has resulted in more conversions to service delivery.

These new website changes and features were crafted to allow a better experience for our website visitors which has successfully resulted in an increase of page views by 19% and online visitors grew by 32% year on year.

Google Ads Grant

Success in winning a Google Ad Grant provided the opportunity to run Search Ads on Google's platform to the value of \$120K USD free each year.

This grant is being used to run advertisements for sexual health education for students, schools and communities, Sexually Transmissible Infections (STI) awareness campaigns, consent education and promote the Doing It Podcast, plus promoting our training and education courses. The grant further supports our strategy of harnessing digital technologies and enabling FPV to expand and target personalised content to new audiences.

The Google Ad grant contributed to \$26.7K of free advertising and 7.7K new website visitors within the first four months.

New Social Media Advertising Trial

In addition to organic social media posts, FPV has been trialling social media ads to target new audiences on Facebook, LinkedIn and Instagram. The results have shown an increased reach across for all platforms:

- Facebook Page - reach increased 5 times
- Instagram – reach increased 3 times
- LinkedIn – reach increased 6 times

With only a small budget, by targeting personalised groups relevant to the content topics, our social media content reached an additional 105K within our community.

Introduced Industry eNewsletter Campaigns

Leveraging an email marketing platform, new quarterly e-newsletters have been introduced for four key industries with bespoke content relevant for each key group. This includes a newsletter dedicated to clinical, schools, disability and community and welfare workers. These newsletters have enabled FPV to drive brand awareness and engagement, whilst promoting traffic and bookings through the FPV website.

So far, these newsletters have reached over 5K subscribers, 3.7K website visits and open rates for the clinical e-newsletter reaching as high as 48% (almost 18% higher than industry standard).



WEBSITE

UNIQUE WEB VISITORS

899,699



AN INCREASE OF **283K** NEW VISITORS

NEW VISITORS

up **32%**

PAGE VIEWS

up **19%**

E-NEWSLETTERS

REACHED OVER **5K** SUBSCRIBERS



GOOGLE ADS GRANT

CONTRIBUTED TO **\$26.7K** OF FREE ADVERTISING

OUR DIGITAL GROWTH



SOCIAL MEDIA

reach increase

LinkedIn **x6** Facebook **x5** Instagram **x3**

Research and Brand Position

FPV has maintained strong brand awareness and advocated for good community sexual health for over 50 years and FPV continues to promote safe sexual health practices.

During this time, many of the communities' values, needs and attitudes have evolved. Huge advances in technology have impacted how easily people can access information in relation to their sexual health. To future proof FPV's position in the sector, qualitative and quantitative research has been undertaken to gain deep insights into our priority populations and how FPV can continue to best support their sexual health needs.

Over the coming year, this research will help direct the brand position and ensure FPV continues to remain relevant and has the greatest possible impact on positive sexual health outcomes for the community.

Consent and FPV's Position Statements

Consent and respectful relationships have been a topic of focus for the media narrative in 2021. In response to calls for action from women such as Australian of the Year Grace Tame, Chanel Contos, and Brittany Higgins, the Victorian Government has recently mandated consent be included in the school curriculum.

FPV strongly endorsed the position to mandate the education of consent and health relationships to students in Victoria. To further support teachers in the community FPV released a new Education Resource Centre in June 2021, providing a comprehensive library of over 80 classroom teaching activities and RSE resources, all available free of charge from the FPV website.



OUR PEOPLE

The focus of our activities this financial year was both in progressing our strategic objectives as they relate to staff as well as remaining agile as we responded to the on-going challenges of COVID. Our Clinical and Administration Teams continued to provide high quality services face to face or via Telehealth, ensuring the community was able to safely access our services. Staff working in a hybrid model, mainly off-site, were adaptive to interrupted routines and were innovative in delivering our services in new ways to schools, professionals and the broader community.

Through a survey of our staff, we know that 93% of those on-site and 84% of those working predominately remotely believe they adapted well to a new way of working over the last year. We start the new financial year with optimism that we will return to the office in larger numbers while continuing the benefits from flexible ways of working.

The health, safety and wellbeing of our people has been front of mind, with a focus on keeping our staff and the community safe while we delivered our essential services. Robust infection control protocols as well as regular and reinforced training in COVID-safe practices shaped safety activity this

year. Staff were also supported to maintain their health and wellbeing through targeted training and workshops including Mental Fitness and R U OK? – Having the conversation. Our staff were encouraged to access our Employee Assistance Program (EAP) as an additional layer of support throughout a challenging year.

In continuing our commitment to an inclusive and diverse workplace, we rolled out, in partnership with YourMob, Indigenous Cultural Awareness training to all staff. This training equips our people with the skills and knowledge to build a culturally safe space, sensitively communicate with indigenous community members and to better identify cultural gaps while actively working towards Indigenous reconciliation.

Aligned with our strategic objective to foster leadership, our Management Team undertook adaptive leadership training with Leadership Victoria. Our emerging leaders focussed on skills such as communication and resilience, while our more established leaders reflected on their leadership style assessing their strengths and opportunities for development. This investment in our staff has been of great benefit to the organisation with our leaders actively navigating the adaptive challenges presented by the pandemic.



<5 Years

61%

5-10 Years

7%

11-15 Years

13%

16-20 Years

5%

21-25 Years

8%

>25 Years

6%



LENGTH OF SERVICE





RESEARCH AND ADVOCACY

Research underpins each of Family Planning Victoria's (FPV) programs, ensuring we continue to deliver and advocate for high quality, evidence-based clinical care, education, training and support. We have seen a strengthening of partnerships within the Reproductive and Sexual and Health (RSH) community over the year as we worked towards shared goals throughout the pandemic.

Strength in Collaboration

FPV staff are actively engaged as members of several networks to facilitate ongoing community access to essential SRH services during COVID. These networks have functioned to share and learn from one another's experiences and strategies and develop evidence-based practice guides, advocate for access to Telehealth RSH services and undertake collaborative research.

FPV's Medical Director, Dr Kathleen McNamee, is an associate investigator of SPHERE, the NHMRC Centre of Research Excellence in Sexual and Reproductive Health for Women in Primary Care. SPHERE is a collaborative network of experts working to improve the provision of women's sexual and reproductive health services in primary care through research and advocacy. In April 2020 the SPHERE Women's Sexual and Reproductive Health COVID-19 Coalition was formed with the aim of providing a strong collective voice to enable high quality services during the pandemic.

FPV has been actively involved in this coalition and contributed to several statements including:

- Evidence-based practice and policy recommendations regarding early medical abortion: a consensus statement.
- Contraceptive method considerations for individuals with active COVID infection: a consensus statement.
- Coalition consensus statement on the provision of long-acting reversible contraception during COVID.

Our Medical Director is also an active member of the Clinical Reference Group of the Medical Advisory Committee of Family Planning Alliance Australia (FPAA). This committee reviews current clinical practice and provides evidence and consensus-based recommendations and statements for health practitioners on a range of issues including the use of the contraceptive implants in individuals with obesity.

VPACT Study

Over the past 12 months, FPV has been actively involved in the Victorian Public Abortion and Contraception Tracker (VPACT) study. VPACT is a State-wide collaborative research project examining the impacts of COVID restrictions on public contraception and abortion service delivery and access throughout 2020 and early 2021. This study is led by a team of researchers at FPV, University of Melbourne (UoM) Centre for Excellence in Rural Sexual Health (CERSH), UoM Nossal Institute for Global Health, Royal Women's Hospital and Youth Affairs Council Victoria. Through a series of online surveys and key stakeholder interviews with health professionals across metropolitan and rural Victoria, the team has documented a range of barriers to service delivery and access during COVID restrictions and identified key strategies implemented by health providers to enable ongoing community access to essential services. Research findings have been presented at national conferences and forums and are currently being prepared for publication.

Supporting Research

FPV supports high quality research that contributes to good reproductive and sexual health for everyone. FPV continues to collaborate with universities and community-based partners to support the development of grant applications, undertake research, supervise students, disseminate findings and translate recommendations to practice. We welcome opportunities to collaborate, support and supervise clinical, educational and psychosocial



FPV has been actively involved in this coalition and contributed to several statements including:

- Evidence-based practice and policy recommendations regarding early medical abortion: a consensus statement.
- Contraceptive method considerations for individuals with active COVID infection: a consensus statement.
- Coalition consensus statement on the provision of long-acting reversible contraception during COVID.

research that informs sexual and reproductive health care, training and education. To find out more or discuss opportunities for collaboration or supervision, contact Dr Cat Kirby, Research, Evaluation and Policy Manager, at ckirby@fpv.org.au

Dissemination

FPV's Schools, Community and Clinical Teams actively participate in local and national forums and conferences to share insights from research and professional experience within the SRH community. Our teams also strive to share this knowledge in peer reviewed journals and relevant local publications, with the goal of improving SRH clinical care, education and support. A list of publications and presentations can be found on page 26.



PUBLICATIONS AND CONFERENCE PRESENTATIONS

Publications

Bateson, D., & McNamee, K. (2021). Hormonal Contraception. What's new? 'Endocrinology Today', 10(1), 14-18.

Black, K. I., McGeechan, K., Watson, C. J., Lucke, J., Taft, A., McNamee, K., Haas, M., Peipert, J.F., & Mazza, D. (2021). Women's satisfaction with and ongoing use of hormonal long-acting methods compared to the oral contraceptive pill: Findings from an Australian general practice cluster randomised trial (ACCORd). 'Australian and New Zealand Journal of Obstetrics and Gynaecology', published online, 18 February 2021.

Boerma, C., Pearson S., & McNamee, K. Insertion site update for contraceptive implants. 'Australian Doctor'. 11 Nov 2020

Garrett, C.C., & Vaisey, A. (2020): 'Most women really actually do just appreciate being asked': clinicians' views on integrating sexual wellbeing into contraceptive care. 'Culture, Health & Sexuality', 1-15.

Greig, J., Bailey, B., Abbott, L., & Brunzell, T. (2021). Trauma-Informed Integral Leadership: Leading School Communities With a Systems-Aware Approach. 'International Journal of Whole Schooling', 17(1), 62-97.

Goller, J.L., Coombe, J., Bittleston, H., Bourne, C., Bateson D., Vaisey A., Tomnay J., Garrett C.C., Temple-Smith M., & Hocking J.S. (2021). Patient delivered partner therapy for chlamydia infection is used by some general practitioners, but more support is needed to increase uptake: Findings from a mixed-methods study. 'Sexually Transmitted Infections', published online: 30 June 2021.

Mazza, D., Amos, N., Watson, C.J., McGeechan, K., Haas, M., Peipert, J.F., Lucke, J., Taft, A., McNamee, K., & Black, K. (2020). Increasing the uptake of long-acting reversible contraception in general practice: the Australian Contraceptive ChOice pRoject (ACCORd) cluster randomised controlled trial longitudinal follow-up protocol. 'BMJ Open', 10(9), e035895.

McNamee, K., & Bateson, D. (2020). A new low-dose levonorgestrel intrauterine contraceptive. 'Medicine Today', 21(8), 39-42.

McNamee, K., Whitburn, S., & Pearson, S. (2021). A GP guide to IUD options. 'Australian Doctor', 19 May 2021.

Subasinghe, A. K., Watson, C. J., Black, K. I., Taft, A., Lucke, J., McGeechan, K., Haas, M., McNamee, K., Peipert, J.F., & Mazza, D. (2021). Current contraceptive use in women with a history of unintended pregnancies: Insights from the Australian Contraceptive ChOice pRoject (ACCORd) trial. 'Australian Journal of General Practice', 50(6), 422-425.

Conferences and forums

Duffin, A., & Read, S. (2020, November). Meeting the reproductive and sexual health needs of vulnerable young people and their support workers: development of a professional mentoring program (PMP). Presented at Joint Australasian HIV & AIDS and Sexual Health Conferences, online.

Goller, J.L., Coombe, J., Bittleston, H., Bourne, C., Bateson, D., Vaisey, A., Garrett, C.C., Tomnay, J., Temple-Smith, M., & Hocking, J.S. (2020, November). Patient delivered partner therapy for chlamydia: Views of Australian general practitioners. Presented at Joint Australasian HIV & AIDS and Sexual Health Conferences, online.

Hudson, L., & Moreira, S. (2021, June). Love, relationships, STIs, contraception, pregnancy and abortion. Presented at Council of International Students Sexual Health Conference, online.

Kirby, C., Stephens, K., Boudville, A., Hannon, C., Ryan, D., & Watson, N. (2020, November). How are COVID-19 pandemic restrictions impacting sexual and reproductive health service provision and access? Preliminary findings from the Victorian Public Abortion and Contraception Tracker (VPACT) study. Presented at Joint Australasian HIV & AIDS and Sexual Health, online

Kirby, C., Stephens, K. Watson, N., Boudville, A., Hannon, C., & Ryan, D. (2021, May). Responding to disruption of rural sexual and reproductive health services and prevention efforts throughout COVID-19. Presented at Public Health Association of Australia Preventive Health Conference, online.

Lee, B. (2020, November). The politics of and challenges to initiating a National Curriculum on Sexuality and Relationships Education in Australia: interpretation, implementation and expectations. Presented at Joint Australasian HIV & AIDS and Sexual Health Conferences, online.

Mazza, D, Amos, N, Watson, CJ, McGeechan, K, Haas, M, Peipert, JF, Lucke, J, Taft, A, McNamee, K, & Black, K. (2020, August). Increasing the uptake of long-acting reversible contraception in general practice: the Australian Contraceptive ChOice pRoject (ACCORd) cluster randomised controlled trial longitudinal follow-up protocol. Poster at Australian Association for Academic Primary Care 2020 Annual Research Conference.

McNamee, K. (2020, November). LARC Symposium: use of LARC in adolescents. Presented at Joint Australasian HIV & AIDS and Sexual Health, online.

Moreira, S. (2021, April). Teaching consent from foundation to year 12. Presented at Gippsland Women's Health Sexual Health Forum, Traralgon, Victoria, Australia.

Pearson, S. (2020, November). LARC Symposium: providing contraceptive implant training remotely. Presented at Joint Australasian HIV & AIDS and Sexual Health, online.

Whitburn, S. (2020, November). Hot Topics in Clinical Sexual Health: recurrent candidiasis and bacterial vaginosis. Presented at Joint Australasian HIV & AIDS and Sexual Health, online.



Governance & Financials

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OUR BOARD OF DIRECTORS



Anne Howells

Appointed to the Board as a non-executive director in 2015.



Diana Nestorovska

Appointed to the Board as a non-executive director in 2017.



Dr Sarah White

Appointed to the Board as a non-executive director in 2018.



John Kuot

Appointed to the Board as a non-executive director in 2021.



Ann Maree Keenan

Appointed to the Board as a non-executive director in 2020.



Stelvio Vido

Appointed to the Board as a non-executive director in 2020.



Carolyn Morris

Appointed to the Board as a non-executive director in 2018.



Sandie de Wolf, AM

Appointed to the Board as a non-executive director in 2018.



Dr Anna Wilkinson

Appointed to the Board as a non-executive director in 2017.



Family Planning Victoria Inc.

ABN 97 379 402 182

Financial Statements for the year ended 30 June 2021



FAMILY PLANNING VICTORIA INC.

ABN 97 379 402 182

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FAMILY PLANNING VICTORIA INC.

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Directors' Report

For the year ended 30 June 2021

The members of the Board present their report, together with the financial statements of Family Planning Victoria Inc. ("FPV") for the year ended 30 June 2021.

Directors

The following persons were directors of the Association during the whole of the financial year and up to the date of this report, unless otherwise stated:

Anne Howells
Ann Maree Keenan
John Kuot (appointed 13 April 2021)
Carolyn Morris
Diana Nestorovska
Stelvio Vido (appointed 10 November 2020)
Sarah White
Anna Wilkinson
Sandie de Wolf AM (resigned 10 November 2020)

Principal activities

In pursuance of the purpose of the Association, the core business of FPV is to:

- provide a leadership role in public policy, advocacy, education and clinical care in reproductive and sexual health;
- promote and provide professional clinical and medical services in the areas of reproductive and sexual health with the aim of improving the health and wellbeing of the communities in which we operate;
- promote and provide relevant and accessible information and evidenced based quality education to the communities in which we operate in reproductive and sexual health to improve health literacy, wellbeing, participation and quality of life;
- undertake research relevant to the clinical and educational services offered to inform and improve contemporary practice and access to education;
- undertake advocacy relevant to the clinical and educational services offered to inform policy and priorities in the community and advance social and public welfare; and
- undertake any other activities that align with the purpose and values of the Association.

FPV received funding for the above activities from the Victorian Government. The Association also generates income from:

- providing medical services;
- education and training;
- rental income derived from excess office space at the Box Hill premises;
- selling resources on reproductive and sexual health and related subjects; and
- donations.

This discretionary income is used to improve and expand FPV's services.

Objectives

The short-term objective of Family Planning Victoria is informed by the priorities in the Department of Health's Integrated Health Promotion plan which focusses on empowering individuals and groups to take control of their reproductive and sexual health (RSH).

The long-term objective of FPV is to remain a leader in population-level intervention in sexual health through advocacy, education, capacity building and working in collaboration with organisations in the health, community and education sectors.



FAMILY PLANNING VICTORIA INC.

ABN 97 379 402 182

Directors' Report

For the year ended 30 June 2021

Strategy for achieving the objectives

Family Planning Victoria is delivering on its objectives by;

- improving access to reproductive and sexual health (RSH) information and services;
- strengthening our digital presence and quality of digital information;
- undertaking research into RSH issues and education and delivering evidence based best practice;
- providing education and training to both schools and primary care and community health staff.

Performance measures

FPV measures its performance by the number of services provided over the year and the quality of those services against relevant indicators and standards. FPV uses a variety of surveys and evaluation tools to measure the quality, need and appropriateness of the services it provides.

Significant changes in the state of affairs

There were no significant changes in the state of affairs of FPV during the financial year.

Review of operations

The surplus for the FPV amounted to \$800,762 (2020: \$425,703).

Information on directors

Anne Howells	
Title:	Mrs
Qualification:	BCom, University of Tasmania, CA, MB (Corporate Governance) RMIT, GAICD, FGIA
Experience and expertise:	<p>Anne is a Chartered Accountant who began her career with PwC advising SMEs and then moving to consulting in risk management, compliance and corporate governance. She was appointed Assistant Company Secretary, Governance & Compliance by Telstra in 2005 and then undertook a number of senior quality and complaints management roles as part of Telstra's journey to improve customer service.</p> <p>Anne has run her own consultancy company providing interim executive support to businesses experiencing growth or other changes supporting businesses in the financial services, retail, healthcare and risk management sectors and was General Manager of the Caring for You Nursing Agency.</p> <p>In 2019 she rejoined PwC as Director, Compliance & Policy.</p> <p>Anne is a Director, Deputy Chair and Committee Chair of Alfred Health and the Director of CP Solutions Pty Ltd (a private company).</p> <p>She is passionate about excellence in customer service, inclusion, ease of access to high quality healthcare, freedom of choice, sound financial management and corporate governance.</p>
Special responsibilities:	<p>Board Chair (appointed 2018)</p> <p>Chair, Finance and Audit Committee</p> <p>Member, Remuneration and Governance Committee</p>



FAMILY PLANNING VICTORIA INC.

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Directors' Report

For the year ended 30 June 2021

Ann Maree Keenan	
Title:	Ms
Qualification:	Bachelor of Nursing; Grad Dip Advanced Nursing (La Trobe University), Master Enterprise (University Melbourne), GAID, Williamson Community Leadership Fellow, MACN
Experience and expertise:	<p>Ann Maree is a registered nurse with clinical experience across a range of specialties. She has an extensive background in professional leadership and health service operations including over 15 years as a health service executive and within the department of health. She is passionate about the role of nurses and midwives in health care and in advancing the health system safety and quality agenda.</p> <p>Ann Maree is a Fellow of the Williamsons Community Leadership program and a graduate of the Australian Institute of Company Directors. In 2020 Ann Maree was named in the Victorian Institute of Public Administration Australia top 50 public sector women as recognition of her leadership, inspiration and contribution to the public service.</p> <p>Ann Maree serves on a number of other boards.</p> <p>Ann Maree's special interests include governance, leadership, quality and consumer experience.</p>
Special responsibilities:	Member, Quality and Risk Committee
John Kuot	
Title:	Mr
Qualification:	BBA & International Studies, Flinders University; MBA, RMIT, MPA-Economic Policy, Columbia University
Experience and expertise:	<p>John is a multidisciplinary professional with extensive experience across finance, government, technology and the community sector.</p> <p>John is currently a Principal Adviser with the Victorian Government and was previously a lending specialist with Westpac Banking Corporation. In 2016, John, with a group of South Sudanese youths, started a Youth-led organisation named SSAYU, which currently supports thousands of South Sudanese young people across Victoria. John is a Williamson alumnus, holds an MBA from RMIT, and is currently completing a Masters of Economic Policy at Columbia University as a Fulbrighter.</p>
Special responsibilities:	N/A
Carolyn Morris	
Title:	Ms
Qualification:	MBA, Australian Graduate School of Management, CA, Institute of Chartered Accountants Australia, BCom, University of Melbourne
Experience and expertise:	<p>Carolyn is Chief Executive Officer of YMCA Victoria. Since joining, Carolyn has been strategically overseeing the organisation's 150 locations across Camps, Recreation, Children's Programs, Youth Services, Kingswim and Action Sport.</p> <p>Carolyn has 18 years' experience leading organisations spanning childcare, aged care and retail banking, with a reputation for transforming customer experience, world-class employee engagement results and exponential growth. Carolyn was previously a Chief Financial Officer for five years both in Australia and the USA.</p> <p>In 2017, Carolyn chose to dedicate her life to social justice issues and has previously volunteered as a Director and Treasurer of Fitted for Work and RMIT social ventures.</p>
Special responsibilities:	Chair, Quality and Risk Committee



FAMILY PLANNING VICTORIA INC.

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Directors' Report

For the year ended 30 June 2021

Diana Nestorovska	
Title:	Ms
Qualification:	BA, LLB (Hons), Grad Dip Legal Practice (University of Wollongong), LLM (University of Melbourne)
Experience and expertise:	<p>Diana is an experienced commercial and government lawyer. Her experience includes private and in-house commercial practice with a focus on general commercial, IP/IT, privacy and regulatory matters, and government practice with a focus on administrative law and litigation. Diana has advised many clients in the health sector and has taught commercial law at Monash University.</p> <p>In addition to her legal experience, Diana is a former Australian diplomat, having gained extensive experience in public policy and stakeholder management through various roles in the Department of Foreign Affairs and Trade.</p> <p>Diana is a graduate of the Australian Institute of Company Directors and is currently working towards a Master of Business Administration (part time) at Melbourne Business School. She has previously served on the University of Wollongong's University Council, and is currently serving on the board of Melba Support Services.</p>
Special responsibilities:	Member, Remuneration and Governance Committee
Stelvio Vido	
Title:	Mr
Qualification:	BCom, LLB, University of Melbourne; MBA, Melbourne Business School; GAICD
Experience and expertise:	<p>Stelvio is an experienced Board Director and Chair with over 20 years Board experience across a range of sectors including health and human services, group training and employment services, community legal aid and TAFE.</p> <p>He also has extensive executive experience having worked in senior roles in community organisations, management consulting, local government and commercial media. His most recent executive role was CEO of Spectrum Migrant Resource Centre. Since then he has focussed on governance roles in 'for purpose' organisations.</p> <p>He has a strong skillset in leadership, general management, business development, and corporate governance.</p> <p>Stelvio is currently a Director of Latrobe Community Health Service Ltd, AMES Australia Ltd, Windana Drug and Alcohol Recovery Ltd, and Lengo Football Academy</p>
Special responsibilities:	Member, Finance & Audit Committee
Sarah White	
Title:	Dr
Qualification:	BSc (Hons) Melbourne University, PhD (paediatrics) Melbourne University, MAICD
Experience and expertise:	<p>Sarah was appointed director of Quit Victoria, the peak tobacco control body in Victoria, in 2014. Prior to this appointment, she had been the director of communications and fundraising at the Royal Women's Hospital for five years, with executive oversight of the hospital's research portfolio. Sarah also spent seven years heading up the communications efforts of the Ludwig Institute for Cancer Research, an international research institute based in New York. After obtaining her PhD in paediatric genetics at the Murdoch Children's Research Institute (Melbourne), Sarah spent several years undertaking molecular research in breast cancer at University College London.</p> <p>Sarah has extensive experience in stakeholder management and media relations, particularly in communicating medical research. She also has a strong track record in policy development and government relations. Sarah has been Australia's leading national spokesperson for tobacco control issues since 2015.</p>
Special responsibilities:	Member, Finance & Audit Committee



FAMILY PLANNING VICTORIA INC.

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Directors' Report

For the year ended 30 June 2021

Anna Wilkinson	
Title:	Dr
Qualification:	BNursing, Griffith University, MPH, University of Melbourne, PhD, Monash University
Experience and expertise:	Anna is a Research Fellow with the Burnet Institute working in the Disease Elimination Program, specifically the EC Partnership which focuses on the elimination of hepatitis C. She completed her PhD in 2016 at the Burnet Institute and Monash University, which examined the epidemiology and prevention of HIV and other sexually transmissible infections. Anna has an extensive clinical background, including work in rural and remote Australia and in the UK. She is passionate about public health and use of quantitative data to inform policy.
Special responsibilities:	Member, Quality and Risk Committee

Sandie de Wolf, AM (resigned 10 November 2020)	
Title:	Ms
Qualification:	BA (Hons), Dip SoC Stud, Master of Human Service Management, Fellow of the AICD
Experience and expertise:	<p>Sandie has spent her professional life working with, and advocating for, vulnerable children, young people, women and families. Starting work as a frontline Departmental social worker in Broadmeadows in 1974, she has held a number of leadership roles, in service delivery and policy in government and the community sector.</p> <p>Sandie left her role as CEO of Berry Street in December 2017 after 26 years having significantly grown its reach, impact and reputation. Sandie served as Interim CEO of Domestic Violence Victoria from December 2018-June 2019.</p> <p>Sandie serves on the Board of Kilfinan, is Chair of the Eastern Domestic Violence Organisation (EDVOS), Chair of the Western Integrated Family Violence Committee, Deputy Chair of the Victorian Children's Council, a member of the DHHS Suitability Panel and one Education panel and is also a mentor.</p>
Special responsibilities:	Chair, Remuneration and Governance Committee

Meetings of board members

The number of meetings of the Association's Board of Directors ('the Board') and of each Board committee held during the year ended 30 June 2021, and the number of meetings attended by each director were:

	Directors' meetings			
	Full board		Committees	
	Eligible	Attended	Eligible	Attended
Anne Howells	10	10	6	6
Ann Maree Keenan	10	8	2	2
John Kuot	4	4	0	0
Carolyn Morris	10	8	4	4
Diana Nestorovska	10	8	3	3
Stelvio Vido	7	7	3	3
Sarah White	10	9	6	6
Anna Wilkinson	10	10	4	4
Sandie de Wolf	3	3	0	0

Matters subsequent to the end of the financial year

The impact of the Coronavirus (COVID-19) pandemic is ongoing and while the support of government stimulus such as JobKeeper has been financially positive for FPV up to 30 June 2021 it is not practicable to estimate the potential impact, positive or negative, after the reporting date. The situation is rapidly developing and is dependent on measures imposed by the Australian Government and other countries, such as maintaining social distancing requirements, quarantine, travel restrictions and any economic stimulus that may be provided. In the absence of



FAMILY PLANNING VICTORIA INC.

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Directors' Report

For the year ended 30 June 2021

government support for the financial years ended 30 June 2020 and 30 June 2021 FPV would have reported a loss. In the absence of on-going support in the current financial year (ending 30 June 2022) and the continuing pandemic including the impact of the *Delta* variant the outlook is increasingly challenging. Fortunately, the positive financial result of this financial year will mitigate the adverse effects in future years.

No other matter or circumstance has arisen since 30 June 2021 that has significantly affected, or may significantly affect FPV's operations, the results of those operations, or the organisation's state of affairs in future financial years.

Auditor's independence declaration

The lead auditor's independence declaration for the year ended 30 June 2021 has been received and can be found immediately after this directors' report.

Signed in accordance with a resolution of the members of the board.

Anne Howells
Board Chair
Chair, Finance & Audit Committee

Dated this 18th day of August 2021



AUDITOR'S INDEPENDENCE DECLARATION

RSM Australia Partners

12 Anderson Street West, Ballarat VIC 3350
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As lead auditor for the audit of the financial report of Family Planning Victoria Inc for the year ended 30 June 2021, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements of the *Associations Incorporation Reform Act 2012* and the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

RSM

RSM AUSTRALIA PARTNERS

JOHN FINDLAY

Partner

Ballarat, Victoria

Dated this 18th day of August 2021

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FAMILY PLANNING VICTORIA INC.

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Statement of Profit or Loss and Other Comprehensive Income For the year ended 30 June 2021

	Note	2021	2020
		\$	\$
Revenue			
Revenue	2.1	6,086,400	6,128,780
Other income	2.2	1,731,283	973,224
Total revenue		7,817,683	7,102,004
Expenses			
Employee benefits expense	3.1	4,926,922	4,901,428
Other expenses	3.3	1,704,707	1,419,671
Depreciation & amortisation	4.3	357,756	321,673
Finance costs		27,536	33,529
Total expenses		7,016,921	6,676,301
Surplus before income tax		800,762	425,703
Income tax expense		-	-
Surplus for the year after tax		800,762	425,703
Other comprehensive income			
Items that will not be reclassified subsequently to profit or loss		-	-
Other comprehensive income for the year		-	-
Total comprehensive income for the year		800,762	425,703

The accompanying notes form part of these financial statements



FAMILY PLANNING VICTORIA INC.

ABN 97 379 402 182

Statement of Financial Position
As at 30 June 2021

	Note	2021	2020
		\$	\$
ASSETS			
Current Assets			
Cash and cash equivalents	6.1	1,614,950	601,084
Trade and other receivables	5.1	54,300	247,650
Financial assets	4.4	2,091,305	1,618,688
Other assets	5.2	47,799	39,964
Inventories	5.3	5,055	7,282
Total Current Assets		3,813,409	2,514,668
Non-Current Assets			
Property, plant and equipment	4.1	1,890,394	2,043,616
Right-of-use assets	4.2	385,549	494,461
Intangible assets	4.5	155,286	228,798
Total Non-Current Assets		2,431,229	2,766,875
TOTAL ASSETS		6,244,638	5,281,543
LIABILITIES			
Current Liabilities			
Trade and other payables	5.4	666,841	448,129
Lease liabilities	6.2	198,908	101,214
Employee benefit provisions	3.2	1,005,409	989,115
Total Current Liabilities		1,871,158	1,538,458
Non-Current Liabilities			
Trade and other payables	5.4	20,000	20,000
Lease liabilities	6.2	191,316	390,224
Employee benefit provisions	3.2	66,613	38,072
Total Non-Current Liabilities		277,929	448,296
TOTAL LIABILITIES		2,149,087	1,986,754
NET ASSETS		4,095,551	3,294,789
EQUITY			
Reserves		5,827	5,827
Retained surpluses		4,089,724	3,288,962
TOTAL EQUITY		4,095,551	3,294,789

The accompanying notes form part of these financial statements



FAMILY PLANNING VICTORIA INC.

ABN 97 379 402 182

Statement of Changes in Equity For the year ended 30 June 2021

	Retained surpluses	Reserves	Total
	\$	\$	\$
2021			
Balance at 1 July 2020	3,288,962	5,827	3,294,789
Surplus for the year	800,762	-	800,762
Transfer to retained surplus			
Other comprehensive income			
Balance at 30 June 2021	4,089,724	5,827	4,095,551
2020			
Balance at 1 July 2019	2,863,259	5,827	2,869,086
Surplus for the year	425,703	-	425,703
Balance at 30 June 2020	3,288,962	5,827	3,294,789



FAMILY PLANNING VICTORIA INC.

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Statement of Cash Flows

For the year ended 30 June 2021

	Note	2021	2020
		\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from grant (including GST)		4,988,539	4,885,720
Receipts from operations & other income (including GST)		3,463,073	2,460,805
Payments to suppliers and employees (including GST)		(6,483,424)	(6,502,163)
Interest received		21,328	24,768
Finance costs		(27,536)	(33,529)
GST (remitted to)/refunded from ATO		(352,173)	(295,743)
Net cash provided by operating activities	6.1.1	<u>1,609,807</u>	<u>539,858</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant and equipment		-	6,090
Purchase of property, plant and equipment and intangible assets		(22,110)	(411,779)
Redemption of financial assets		(472,617)	227,181
Net cash used in investing activities		<u>(494,727)</u>	<u>(178,508)</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Payment for lease liabilities		(101,214)	(91,935)
Net cash used in financing activities		<u>(101,214)</u>	<u>(91,935)</u>
Net increase in cash and cash equivalents held		1,013,866	269,415
Cash and cash equivalents at beginning of financial year		601,084	331,669
Cash and cash equivalents at end of financial year	6.1	<u>1,614,950</u>	<u>601,084</u>

The accompanying notes form part of these financial statements



FAMILY PLANNING VICTORIA INC.

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Notes to the Financial Statements For the year ended 30 June 2021

Note 1 Summary of Significant Accounting Policies

The financial statements cover Family Planning Victoria Inc. ("FPV") as an individual entity. FPV is an incorporated Association incorporated in Victoria under the *Associations Incorporation Reform Act 2012 (Vic)*.

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

New or amended Accounting Standards and Interpretations adopted

FPV has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

No new or amended Accounting Standards or Interpretations that are not yet mandatory have been early adopted.

Basis of preparation

In the directors' opinion, FPV is not a reporting entity because there are no users dependent on general purpose financial statements.

These are special purpose financial statements that have been prepared for the purposes of complying with the *Associations Incorporation Reform Act 2012 (Vic)*, the *Australian Charities and Not-for-profits Commission Act 2012* and associated regulations. The directors have determined that the accounting policies adopted are appropriate to meet the needs of the members of FPV.

These financial statements have been prepared in accordance with the recognition and measurement requirements specified by the Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') and the disclosure requirements of AASB 101 'Presentation of Financial Statements', AASB 107 'Statement of Cash Flows', AASB 108 'Accounting Policies, Changes in Accounting Estimates and Errors', AASB 1048 'Interpretation of Standards' and AASB 1054 'Australian Additional Disclosures', as appropriate for not-for-profit oriented entities.

Historical cost convention

The financial statements have been prepared under the historical cost convention.

Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying FPV's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in the relevant notes.

a) Association details

The registered office and principal place of business of the Association is:

901 Whitehorse Road
Box Hill VIC 3128

b) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the Australian Taxation Office (ATO). In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities, which are recoverable from or payable to the ATO, are presented as operating cash flows included in receipts from customers or payments to suppliers.



FAMILY PLANNING VICTORIA INC.

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Notes to the Financial Statements For the year ended 30 June 2021

Note 1 Summary of Significant Accounting Policies (cont.)

c) Income tax

No provision for income tax has been raised as FPV is exempt from income tax pursuant to Division 50, section 50-10 of the *Income Tax Assessment Act 1997*.

d) Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in FPV's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the FPV's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

e) Comparative figures

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.



FAMILY PLANNING VICTORIA INC.

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Notes to the Financial Statements

For the year ended 30 June 2021

Note 2 Funding Delivery of Our Services

FPV derives income from the provision of education, training and clinical reproductive and sexual health services. The Victorian State Government Grant is applied against agreed health promotion priorities.

- 2.1: Revenue
- 2.2: Other income

	2021	2020
	\$	\$
Note 2.1: Revenue		
Grant revenue	4,532,049	4,470,754
Clinical services revenue	866,763	983,041
Education services revenue	687,588	674,985
Total revenue	6,086,400	6,128,780
Note 2.2: Other income		
Rental income	260,376	284,929
Interest income	21,328	24,768
Miscellaneous income	10,997	22,407
Donation income	4,892	8,092
Resource sales revenue	9,441	6,659
Member subscriptions revenue	665	615
Net (loss) on disposal of property, plant and equipment	0	(1,746)
Workcover Refund	223,534	0
JobKeeper income	1,150,050	577,500
Government stimulus revenue	50,000	50,000
Total other income	1,731,283	973,224

Revenue recognition

All revenue is stated net of the amount of goods and services tax (GST).

Grant revenue with sufficiently specific and enforceable performance obligations

Grant funds received by FPV that have sufficiently specific and enforceable performance obligations, in accordance with AASB 15, are recognised as a contract liability on receipt and are recognised as revenue, over time, as FPV satisfies its performance obligations.

Grant income without sufficiently specific and enforceable performance obligations

Grant funds received by FPV that do not have sufficiently specific and enforceable performance obligations are recognised as income on receipt of the funds.

Clinical and education services revenue

Clinical and education services revenue is recognised over time as services are provided.

Rental income

Rental income is recognised on a straight-line basis over the term of the lease.



FAMILY PLANNING VICTORIA INC.

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Notes to the Financial Statements **For the year ended 30 June 2021**

Note 2 Funding Delivery of Our Services (Cont.)

Interest income

Interest income is recognised on an accrual basis using the effective interest method.

Donation income

Donation income is recognised when FPV gains control of the funds and when the funds provided do not give rise to an obligation.

Resource sales

Revenue from resource sales comprises revenue earned from the sale of goods purchased for resale. Revenue is recognised when the control of goods passes to the customer.

Other income

Other income is recognised on receipt.



FAMILY PLANNING VICTORIA INC.

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Notes to the Financial Statements For the year ended 30 June 2021

Note 3 The Cost of Delivering Services

This section provides an account of the expenses incurred by FPV in education, training and clinical services in reproductive and sexual health. In Note 2, the funds that enable the provision of services/products were disclosed and in this note the cost associated with provision of services are recorded.

- 3.1: Breakdown of employee benefits expenses
- 3.2: Provisions for employee benefits in the statement of financial position
- 3.3: Breakdown of operating expenses

	2021	2020
	\$	\$
Note 3.1: Breakdown of employee benefits expenses		
Salaries and wages	4,480,462	4,393,614
Superannuation	407,631	408,664
Workcover	38,829	98,907
Fringe benefits tax	-	243
Total employee benefits expenses	4,926,922	4,901,428

Employee benefits expenses include all costs related to employment including wages and salaries, fringe benefits tax, leave entitlements, and WorkCover premiums.

All employees of FPV who are members of FPV's default superannuation fund Aware Super are entitled to benefits on retirement, disability or death.

Contributions are calculated in accordance with the Trust Deeds of the Superannuation Funds. Employer's contributions to all superannuation schemes are calculated at 9.5% (2020: 9.5%) of the employees' salary.

The amount paid to all Superannuation Funds, including employee after tax contributions, during the year was \$413,489 (2020: \$424,429). The amount of contributions outstanding at the end of the year was nil (2020: nil).

Note 3.2: Provision for employee benefits in the statement of financial position

Current

Provision for annual leave	404,405	385,023
Provision for long service leave	595,522	602,267
Other provision	5,482	945
Provision for fringe benefits tax	0	880
Total current employee benefits provisions	1,005,409	989,115

Non-current

Provision for long service leave	66,613	38,072
Total non-current employee benefits provisions	66,613	38,072

Provision is made for FPV's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs and are recorded as a current liability.

FPV adopts the policy of accruing a long service leave liability for all employees and applies a probability percentage to those employees with less than 7 years' service. These employee benefits are recorded as a non-current liability.



FAMILY PLANNING VICTORIA INC.

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Notes to the Financial Statements For the year ended 30 June 2021

Note 3 The Cost of Delivering Services (Cont.)

Critical accounting estimates and judgments: Employee benefits

As discussed above, the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

	2021	2020
	\$	\$
Note 3.3: Breakdown of operating expenses		
IT related expenses	408,925	390,094
Office & medical equipment	169,652	53,319
Project expenses	168,426	60,822
Rental property expenses	130,501	138,604
Consultancy & agency fees	129,915	109,360
Stock and consumables used	93,225	96,053
Professional development	87,689	31,558
Advertising, marketing & branding	67,076	12,639
Communications	63,477	63,602
Cleaning	61,494	64,626
Legal expenses	45,700	21,450
Recruitment	37,764	12,826
Staff & client amenities	34,954	11,698
Training course expenses	23,725	37,703
Remuneration of auditor - audit or review services	18,500	14,100
Other expenses	163,684	301,217
Total operating expenses	<u>1,704,707</u>	<u>1,419,671</u>

Other operating expenses generally represent the day-to-day running costs incurred in normal operations. Other operating expenses are recognised as an expense in the reporting period in which they are incurred.



FAMILY PLANNING VICTORIA INC.

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Notes to the Financial Statements
For the year ended 30 June 2021

Note 4 Key Assets to Support Service Delivery

FPV controls infrastructure and other investments that are utilised in fulfilling its objectives and conducting its activities. They represent the key resources to be utilised for delivery of those outputs.

- 4.1: Property, plant and equipment
- 4.2: Right-of-use assets
- 4.3: Depreciation
- 4.4: Financial assets
- 4.5: Intangible assets

	2021	2020
	\$	\$
Note 4.1: Property, plant and equipment		
<i>Land</i>		
Freehold land at cost	493,113	493,113
Total land	493,113	493,113
<i>Buildings</i>		
Buildings at cost	1,770,224	1,770,224
Less accumulated depreciation	(891,778)	(856,642)
Total buildings	878,446	913,582
Total land and buildings	1,371,559	1,406,695
<i>Plant and equipment</i>		
Fit-out costs at cost	750,236	750,236
Less accumulated depreciation	(285,178)	(162,107)
Total fit-out costs	465,058	588,129
Plant and equipment at cost	644,221	622,111
Less accumulated depreciation	(590,444)	(573,319)
Total plant and equipment	53,777	48,792
Total fit-outs and plant and equipment	518,835	636,921
Total property, plant and equipment	1,890,394	2,043,616



FAMILY PLANNING VICTORIA INC.

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Notes to the Financial Statements

For the year ended 30 June 2021

Note 4 Key Assets to Support Service Delivery (cont.)

Note 4.1: Property, plant and equipment (cont.)

i) Reconciliations of the carrying amounts of each class of asset

	Land and buildings \$	Fit-out costs \$	Plant and equipment \$	Total \$
2021				
Balance at 1 July 2020	1,406,695	588,129	48,792	2,043,616
Additions	-	-	22,110	22,110
Depreciation expense	(35,136)	(123,071)	(17,125)	(175,332)
Balance at 30 June 2021	1,371,559	465,058	53,777	1,890,394
2020				
Balance at 1 July 2019	1,441,833	281,218	55,883	1,778,934
Additions	-	390,549	21,230	411,779
Asset write-off ¹	-	-	(7,839)	(7,839)
Depreciation expense	(35,138)	(83,638)	(20,482)	(139,258)
Balance at 30 June 2020	1,406,695	588,129	48,792	2,043,616

¹ Plant & equipment with a total cost \$673,382 and accumulated depreciation amount of \$665,546 was removed from the asset register.

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment losses.

Land and buildings

Land and buildings are shown at cost less subsequent depreciation and impairment for buildings.

Plant and equipment

Property, plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of property, plant and equipment is greater than its estimated recoverable amount, the carrying amount is written down immediately to its estimated recoverable amount, and impairment losses are recognised either in profit or loss or as a revaluation decrease if the impairment losses relate to a revalued asset. A formal assessment of recoverable amount is made when impairment indicators are present.

Impairment of assets

At each reporting date, FPV reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value-in-use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of profit or loss and other comprehensive income.

Critical accounting estimates and judgments: Impairment of non-financial assets

FPV assesses impairment of non-financial assets and other indefinite life intangible assets at each reporting date by evaluating conditions specific to FPV and to the particular asset that may lead to impairment. If an impairment trigger exists, the recoverable amount of the asset is determined. This involves fair value less costs of disposal or value-in-use calculations, which incorporate a number of key estimates and assumptions.



FAMILY PLANNING VICTORIA INC.

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Notes to the Financial Statements

For the year ended 30 June 2021

Note 4 Key Assets to Support Service Delivery (cont.)

	2021	2020
	\$	\$
Note 4.2: Right-of-use assets		
<i>Non-Current</i>		
Buildings	500,186	500,186
Less accumulated depreciation	<u>(164,444)</u>	<u>(82,222)</u>
Total buildings right-of-use assets	<u>335,742</u>	<u>417,964</u>
Motor vehicles	103,186	103,186
Less accumulated depreciation	<u>(53,379)</u>	<u>(26,689)</u>
Total motor vehicles right-of-use assets	<u>49,807</u>	<u>76,497</u>
Total right-of-use assets	<u>385,549</u>	<u>494,461</u>

Reconciliations of the carrying amounts of each class of asset

	Buildings	Motor vehicles	Total
	\$	\$	\$
Year ended 30 June 2021			
Balance at the beginning of year	417,964	76,497	494,461
Depreciation	<u>(82,222)</u>	<u>(26,690)</u>	<u>(108,912)</u>
Balance at the end of the year	<u>335,742</u>	<u>49,807</u>	<u>385,549</u>
Year ended 30 June 2020			
Balance at the beginning of year	500,186	103,186	603,372
Depreciation	<u>(82,222)</u>	<u>(26,689)</u>	<u>(108,911)</u>
Balance at the end of the year	<u>417,964</u>	<u>76,497</u>	<u>494,461</u>

Right-of-use asset recognition

A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where FPV expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right-of-use assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

FPV has elected not to recognise a right-of-use asset and corresponding lease liability for short-term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.



FAMILY PLANNING VICTORIA INC.

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Notes to the Financial Statements

For the year ended 30 June 2021

Note 4 Key Assets to Support Service Delivery (cont.)

	2021	2020
	\$	\$
Note 4.3: Depreciation		
Buildings	35,136	35,138
Fit-out costs	123,071	83,638
Plant and equipment	17,125	20,485
Buildings – right-of-use assets	82,222	82,222
Motor vehicles – right-of-use assets	26,690	26,689
Total depreciation	284,244	248,172
Total amortisation	73,512	73,501
Total depreciation & amortisation	357,756	321,673

The depreciable amounts of all fixed assets are depreciated on a straight-line basis over the useful lives of the assets to FPV commencing from the time the asset is held ready for use.

The depreciation rates used for each class of depreciable assets are:

Class of fixed asset	Depreciation rate
Buildings	2% – 20%
Fit-out costs	12.5% – 20%
Plant and equipment	20% – 33%

FPV leases approximately 782 squares metres of the Box Hill property to other parties.

Note 4.4: Financial assets

Current

Term deposit	<u>2,091,305</u>	<u>1,618,688</u>
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Financial assets recognition

Note 7.1 details recognition policies in relation to financial assets.

Note 4.5: Intangible assets

Non-current

Intangibles – Learning Management System at cost	367,550	367,550
Less amortisation	(212,264)	(138,752)
Total intangible assets	155,286	228,798

Reconciliations of the carrying amounts

	Learning Management System \$	Total \$
2021		
Balance at 1 July 2020	228,798	228,798
Amortisation	(73,512)	(73,512)
Balance at 30 June 2021	155,286	155,286



FAMILY PLANNING VICTORIA INC.

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Notes to the Financial Statements

For the year ended 30 June 2021

Note 4 Key Assets to Support Service Delivery (cont.)

	Learning Management System \$	Total \$
2020		
Balance at 1 July 2019	302,299	302,299
Amortisation	(73,501)	(73,501)
Balance at 30 June 2020	228,798	228,798

Intangible assets recognition

Internally developed software

Expenditure on the research phase of projects to develop new customised software is recognised as an expense as incurred. Costs that are directly attributable to a project's development phase are recognised as intangible assets, provided they meet the recognition requirements of AASB 138.

Costs that are directly attributable include employees' costs incurred on software development.

Subsequent measurement

Intangible assets are accounted for using the cost model whereby capitalised costs are amortised on a straight-line basis over their estimated useful lives, as these assets are considered finite. Residual values and useful lives are reviewed at each reporting date. The useful lives of Learning Management System Online Courses is 5 years.

Subsequent expenditures on the maintenance of computer software are expensed as incurred.

Critical accounting estimates and judgments: Estimation of useful lives of assets

FPV determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.



FAMILY PLANNING VICTORIA INC.

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Notes to the Financial Statements For the year ended 30 June 2021

Note 5 Other Assets and Liabilities

This section sets out those assets and liabilities that arose from FPV's operations.

- 5.1: Trade and other receivables
- 5.2: Other assets
- 5.3: Inventories
- 5.4: Trade and other payables

	2021	2020
	\$	\$
Note 5.1: Trade and other receivables		
Trade receivables	15,297	1,650
Other receivables	39,003	-
JobKeeper	-	246,000
Total trade and other receivables	<u>54,300</u>	<u>247,650</u>

Receivables recognition

Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any provision for impairment. Trade receivables are generally due for settlement within 30 days from date of invoice.

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

Note 5.2: Other assets

Prepayments	47,799	39,964
Total other assets	<u>47,799</u>	<u>39,964</u>

Other assets include prepayments which represent payments in advance of receipt of goods or services or that part of expenditure made in one accounting period covering a term extending beyond that period.

Note 5.3: Inventories

Resources – at cost	1,720	3,848
Medical supplies – at cost	3,335	5,087
Less: Provision for slow moving and obsolete stock	-	(1,653)
Total inventories	<u>5,055</u>	<u>7,282</u>

Inventories are measured at the lower of cost and net realisable value. Costs are assigned on a first-in first-out basis.

Note 5.4: Trade and other payables

Current

Trade payables	366,670	63,000
Other payables and accruals	196,857	248,594
Revenue received in advance	7,414	4,428
Course revenue received in advance	95,900	132,107
Total current trade and other payables	<u>666,841</u>	<u>448,129</u>



FAMILY PLANNING VICTORIA INC.

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Notes to the Financial Statements

For the year ended 30 June 2021

Note 5 Other Assets and Liabilities (Cont.)

Payables recognition

Payables are classified as financial instruments and measured at amortised cost. These amounts represent liabilities for goods and services provided to FPV prior to the end of the financial year and which are unpaid. Due to their short-term nature, they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

	2021	2020
	\$	\$
Note 5.4: Trade and other payables (cont.)		
<i>Non-current</i>		
Make good provision	20,000	20,000
Total non-current trade and other payables	<u><u>20,000</u></u>	<u><u>20,000</u></u>

Provision recognition

Provisions are recognised when FPV has a present (legal or constructive) obligation as a result of a past event, it is probable FPV will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting date, taking into account the risks and uncertainties surrounding the obligation. If the time value of money is material, provisions are discounted using a current pre-tax rate specific to the liability. The increase in the provision resulting from the passage of time is recognised as a finance cost.



FAMILY PLANNING VICTORIA INC.

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Notes to the Financial Statements For the year ended 30 June 2021

Note 6 How We Finance Our Operations

This section provides information on the sources of finance utilised by FPV during its operations, along with other information related to financing activities of FPV.

This section includes disclosures of balances that are financial instruments.

- 6.1: Cash and cash equivalents
- 6.2: Lease liabilities

	2021	2020
	\$	\$
Note 6.1: Cash and cash equivalents		
<i>Current</i>		
Cash on hand	1,500	1,500
Cash at bank	1,613,450	599,584
Total cash and cash equivalents	1,614,950	601,084

Cash and cash equivalents include cash on hand, at banks, deposit held at call with banks, and other short term highly liquid investments with original maturities of three months or less.

Note 6.1.1: Reconciliation of operating surplus to net cash flows from operations

Operating surplus for the year	800,762	425,703
Reconciling items		
- depreciation and amortisation	357,756	321,673
- net loss on disposal of property, plant and equipment	-	1,746
- decrease/(increase) in trade and other receivables	193,350	(194,787)
- decrease in inventories	2,227	3,169
- (increase)/decrease in other assets	(7,835)	14,104
- increase/(decrease) in trade and other payables	218,712	(76,538)
- increase in employee benefits	44,835	44,788
Net cashflows provided by operating activities	1,609,807	539,858

Note 6.2: Lease liabilities

<i>Current</i>		
Lease liabilities	198,908	101,214
<i>Non-Current</i>		
Lease liabilities	191,316	390,224
Total lease liabilities	390,224	491,438

Lease liabilities recognition

FPV currently hold leases in relation to buildings.

A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, FPV's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.



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Notes to the Financial Statements For the year ended 30 June 2021

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

Critical accounting estimates and judgments: incremental borrowing rate

Where the interest rate implicit in a lease cannot be readily determined, an incremental borrowing rate is estimated to discount future lease payments to measure the present value of the lease liability at the lease commencement date. Such a rate is based on what FPV estimates it would have to pay a third party to borrow the funds necessary to obtain an asset of a similar value to the right-of-use asset, with similar terms, security and economic environment.



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Notes to the Financial Statements For the year ended 30 June 2021

Note 7 Risks, Contingencies and Valuation Uncertainties

FPV is exposed to risk from its activities and outside factors. In addition, it is often necessary to make judgements and estimates associated with recognition and measurement of items in the financial statements. This section sets out financial instrument specific information, as well as those items that are contingent in nature or require a higher level of judgement to be applied, which for FPV is related mainly to fair value determination.

- 7.1: Financial instruments
- 7.2: Contingent assets and contingent liabilities

Note 7.1: Financial instruments

Financial instruments arise out of agreements that give rise to a financial asset of one entity and a financial liability or equity instrument of another entity. FPV applies AASB 9 and classifies all of its financial assets based on the business model for managing the assets and the asset's contractual terms.

Financial assets at amortised cost

Financial assets are measured at amortised costs if both of the following criteria are met and the assets are not designated as fair value through net result:

- the assets are held by the group to collect the contractual cash flows; and
- the assets' contractual terms give rise to cash flows that are solely payments of principal and interests.

These assets are initially recognised at fair value plus any directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method less any impairment.

FPV recognises the following assets in this category:

- cash and cash equivalents;
- receivables; and
- term deposits.

Financial liabilities at amortised cost

Financial liabilities at amortised cost are initially recognised on the date they are originated. They are initially measured at fair value plus any directly attributable transaction costs. Subsequent to initial recognition, these financial instruments are measured at amortised cost with any difference between the initial recognised amount and the redemption value being recognised in profit and loss over the period of the interest-bearing liability, using the effective interest rate method.

FPV recognises the following liabilities in this category:

- payables;
- other financial liabilities; and
- lease liabilities.



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Notes to the Financial Statements

For the year ended 30 June 2021

Note 7 Risks, Contingencies and Valuation Uncertainties (cont.)

Note 7.1: Financial instruments (cont.)

Derecognition of financial assets and financial liabilities

Financial assets

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is derecognised when:

- the rights to receive cash flows from the asset have expired; or
- FPV retains the right to receive cash flows from the asset, but has assumed an obligation to pay them in full without material delay to a third party under a 'pass through' arrangement; or
- FPV has transferred its rights to receive cash flows from the asset and either:
 - has transferred substantially all the risks and rewards of the asset; or
 - has neither transferred nor retained substantially all the risks and rewards of the asset but has transferred control of the asset.

Where FPV has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset is recognised to the extent of the FPV's continuing involvement in the asset.

Financial liabilities

A financial liability is derecognised when the obligation under the liability is discharged, cancelled or expires.

Reclassification of financial instruments

Subsequent to initial recognition reclassification of financial liabilities is not permitted. Financial assets are required to be reclassified between fair value through profit or loss, fair value through other comprehensive income and amortised cost when and only when the FPV's business model for managing its financial assets has changed such that its previous model would no longer apply.

Financial risk management objectives and policies

FPV's activities expose it to some financial risks which need to be actively managed.

Market risk

FPV's exposure to market risk is primarily through interest rate risk

Interest rate risk

Changes in interest rates affect the ability for FPV to earn returns on investment. Management negotiates with banking institutions to get the best available rates for these deposit accounts. On this basis, FPV is exposed to interest rate risk although this risk is mitigated where possible.

Liquidity risk

Vigilant liquidity risk management requires FPV to maintain sufficient liquid assets (mainly cash and cash equivalents) to be able to pay debts as and when they become due and payable. FPV manages liquidity risk by maintaining adequate cash reserves, by continuously monitoring actual and forecast cash flows and matching the maturity profiles of financial assets and liabilities.

Credit risk

FPV is not exposed to any significant credit risk.

Foreign currency risk

FPV is not exposed to any significant foreign currency risk.



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Notes to the Financial Statements For the year ended 30 June 2021

Note 7 Risks, Contingencies and Valuation Uncertainties (cont.)

Note 7.1: Financial instruments (cont.)

Price risk

FPV is not exposed to any significant price risk.

Note 7.2: Contingent assets and contingent liabilities

There are no known contingent assets or contingent liabilities for FPV as at 30 June 2021 (2020: NIL).

A bank guarantee of \$40,000 has been provided to Competitive Retail Australia P/L as security for the property at the Action Centre, 94 Elizabeth Street, Melbourne (2020 : \$40,000).



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Notes to the Financial Statements For the year ended 30 June 2021

Note 8 Other Disclosures

This section includes additional material disclosures required by accounting standards or otherwise, for the understanding of this financial report.

- 8.1: Related parties
- 8.2: Remuneration of the auditors
- 8.3: Issued but not yet effective Australian accounting and reporting pronouncements
- 8.4: Events occurring after balance sheet date

Note 8.1: Related parties

Transactions with related parties

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

There were no material transactions with related parties during the current financial year.

Receivable from and payable to related parties

There were no material receivables from or payables to related parties at the current and previous reporting date.

Loans to/from related parties

There were no loans to or from related parties at the current and previous reporting date.

	2021 \$	2020 \$
Note 8.2: Remuneration of the auditors		
Audit of the financial statements	18,500	14,100
	18,500	14,100

Note 8.3: Issued but not yet effective Australian accounting and reporting pronouncements

Standard/ Interpretation	Summary	Applicable for annual reporting periods beginning on	Impact on financial statements
AASB 1060 <i>General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities</i>	This standard, together with other related amendments, removes the option for for-profit entities which prepare financial statements under the <i>Corporations Act 2001</i> or otherwise prepare financial statements in accordance with Australian Accounting Standards, to prepare General Special Purpose Financial Statements. Instead, they must prepare General Purpose Financial Statements under either Tier 1 (Full IFRS compliance) or Tier 2 (Specified Disclosure Requirements). As a not-for-profit FPV currently prepares Special Purpose Financial Statements.	Periods beginning on or after 1 July 2021	On adoption of AASB 1060, FPV will move to Tier 2 disclosure requirements which will reduce the disclosure included within the financial statements.



FAMILY PLANNING VICTORIA INC.

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Notes to the Financial Statements For the year ended 30 June 2021

Note 8.4: Events occurring after balance sheet date

The impact of the Coronavirus (COVID-19) pandemic is ongoing and while the support of government stimulus such as JobKeeper has been financially positive for FPV up to 30 June 2021 it is not practicable to estimate the potential impact, positive or negative, after the reporting date. The situation is rapidly developing and is dependent on measures imposed by the Australian Government and other countries, such as maintaining social distancing requirements, quarantine, travel restrictions and any economic stimulus that may be provided. In the absence of government support for the financial years ended 30 June 2020 and 30 June 2021 FPV would have reported a loss. In the absence of on-going support in the current financial year (ending 30 June 2022) and the continuing pandemic including the impact of the *Delta* variant the outlook is increasingly challenging. Fortunately, the positive financial result of this financial year will mitigate the adverse effects in future years.

No other matter or circumstance has arisen since 30 June 2021 that has significantly affected, or may significantly affect FPV's operations, the results of those operations, or the FPV's state of affairs in future financial years.



FAMILY PLANNING VICTORIA INC.

ABN 97 379 402 182

Directors' Declaration

For the year ended 30 June 2021

In the directors' opinion:

- a. Family Planning Victoria Inc. is not a reporting entity because there are no users dependent on general purpose financial statements. Accordingly, as described in note 1 to the financial statements, the attached special purpose financial statements have been prepared for the purposes of complying with the *Associations Incorporation Reform Act 2012*, the *Australian Charities and Not-for-profits Commission Act 2012* and associated regulations;
- b. the attached financial statements and notes comply with the Accounting Standards as described in note 1 to the financial statements;
- c. the attached financial statements and notes give a true and fair view of Family Planning Victoria Inc's financial position as at 30 June 2021 and of its performance for the financial year ended on that date; and
- d. there are reasonable grounds to believe that Family Planning Victoria Inc. will be able to pay its debts as and when they become due and payable.

This statement is made in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profits Commission Regulation 2013* and a resolution of the Board of Directors.

Anne Howells
Board Chair
Chair – Finance & Audit Committee

Dated this 18th day of August 2021



INDEPENDENT AUDITOR'S REPORT To the Members of Family Planning Victoria Inc.

RSM Australia Partners

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Opinion

We have audited the financial report of Family Planning Victoria Inc., which comprises the statement of financial position as at 30 June 2021, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the financial report of Family Planning Victoria Inc. has been prepared in accordance with the *Associations Incorporation Reform Act 2012 (Vic)* and Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (a) giving a true and fair view of the registered entity's financial position as at 30 June 2021 and of its financial performance and cash flows for the year ended on that date; and
- (b) complying with Australian Accounting Standards to the extent described in Note 1 and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Family Planning Victoria Inc. in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist Family Planning Victoria Inc. to meet the requirements of Division 60 of the Australian Charities and Not-for-profits Commission Act 2012. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Other Information

Those charged with governance are responsible for the other information. The other information comprises the information included in Family Planning Victoria Inc.'s annual report for the year ended 30 June 2021, but does not include the financial report and the auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

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If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Report

The directors of the registered entity are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing Family Planning Victoria Inc.'s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate Family Planning Victoria Inc. or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.

RSM

RSM AUSTRALIA PARTNERS

JOHN FINDAY
Partner

Ballarat, Victoria
Dated this 18th day of August 2021



STRATEGIC PLAN GOALS



Goal 1

Improve the reproductive and sexual health literacy of the population, focusing on priority populations.

Goal 3

Build the evidence base for reproductive and sexual health services and health promotion.

Goal 2

Provide primary care and community health providers with expert advice, consultancy services and support regarding reproductive and sexual health.

Goal 4

Provide a balanced suite of quality, client-centred, clinical services that are evidence-based and demonstrate best practice in clinical placement training.



Goal 5

Advocate for changes in legislation/policy/practice that increase access to reproductive and sexual health services and uphold the rights of all people.

Goal 6

Attract, develop, maintain and organise high performing teams to optimise implementation of our strategic plan.

Goal 7

Embed continuous improvement practice across the organisation.

Goal 8

Develop a growth strategy to ensure the long-term value and financial sustainability of the organisation.

Goal 9

Realise the full potential of the Box Hill property.



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Reproductive & Sexual Health
Care. Education. Advocacy.