



Care  
Education  
Advocacy

# Sexual Health Victoria

Annual Report  
2021-22





Care  
Education  
Advocacy

Annual Report 2021 – 2022

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For more information contact Sexual Health Victoria on:  
T/ 03 9257 0100 or visit [www.shvic.org.au](http://www.shvic.org.au)

Sexual Health Victoria acknowledges the support of the Victorian Government.



Sexual Health 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. Sexual Health 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 vision

is for everyone to enjoy reproductive and sexual health.

## 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.





# Acronyms

**AGM** Annual General Meeting

**BBV** Blood Borne Virus

**CERSH** Centre for Excellence in Rural Sexual Health

**CEO** Chief Executive Officer

**CEU** Clinical Education Unit

**COS** Community Outreach Service

**EAP** Employee Assistance Program

**FPAA** Family Planning Alliance Australia

**GP** General Practitioner

**HIV** Human Immunodeficiency Virus

**IDAHOBIT** International day against Homophobia, Biphobia and Transphobia

**IPPF** International Planned Parenthood Federation

**IRL** In Real Life

**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

**PrEP** Pre-Exposure Prophylaxis

**RACGP** Royal Australian College of General Practitioners

**RSE** Relationships and Sexuality Education

**SHV** Sexual Health Victoria

**STI** Sexually Transmitted Infection

**VACCHO** Victorian Aboriginal Community Controlled Health Organisation

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# About Sexual Health Victoria

Sexual Health Victoria (formerly Family Planning Victoria) is a state-wide independent, for purpose, all-choice organisation that focuses on reproductive and sexual health care, education and advocacy.

Sexual Health Victoria (SHV) seeks to advance the public's sexual health literacy and build capacity through education services within the primary care and community-based systems to further support people to make decisions about their reproductive and sexual health and wellbeing that are right for them.

Governed by a voluntary Board of Directors, SHV has been providing services to the Victorian community for over 50 years.

SHV works in partnership with a range of local, regional, and national organisations, including universities, Women's Health Centres and other Family Planning Organisations and is associated with International Planned Parenthood Federation (IPPF) and Family Planning Alliance Australia (FPAA).



***SHV seeks to advance the public's sexual health literacy and build capacity through education services within the primary care and community-based systems to further support people to make decisions about their reproductive and sexual health and wellbeing that are right for them.***





# A Year in Review

## Our reach and impact

### School & Community Education

**SHV EVERYBODY PROGRAM DELIVERED**  
over  
**300** programs to  
**55** primary schools  
**45** secondary schools  
**8000** students



**DISABILITY EDUCATION HAS REACHED**  
over  
**700** professionals who support  
people living with a disability

### Clinical Education Unit

**ALL CEU COURSES**  
over  
**400** registrations  
**140** from regional  
clinicians



**CERVICAL SCREENING COURSE  
AND SELF-PACED ONLINE COURSES**  
almost  
**50%** of registrants  
from regional communities

### Clinical Services

  
**15000**  
consultations  
of which  
  
**4000**  
were Telehealth

**98%**  
of our clients agree or strongly  
agree that they were satisfied  
with the care that they received

  
IUD  
insertions  
**1450**  
  
Hormonal rods  
insertions over  
**600**

**90%**  
of our clients are either highly likely  
or extremely likely to recommend  
our practice to family and friends.

**87%**  
of our clients believe that the  
interpersonal skills of our staff  
were outstanding, awarding us 5/5.



### Employment category by department

**42%**

**Clinic**

**18%**

**Schools & Community**

**15%**

**Administration**

**7%**

**Clinic Education Unit**

**13%**

**Corporate Services**

**5%**

**Executive**

### Employment category types

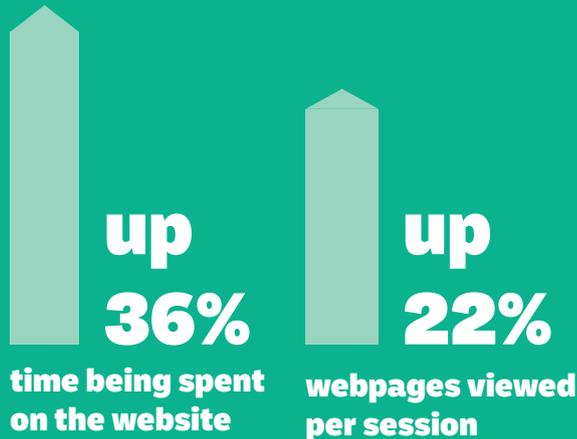
<b>Full Time</b>	<b>19%</b>
<b>Part Time</b>	<b>68%</b>
<b>Casual</b>	<b>13%</b>



### SHV WEBSITE



**615K** web visitors



### SOCIAL MEDIA

followers increase  
**245%** increase on YouTube



**35%** increase on LinkedIn



**28%** increase on Instagram



engagement increase  
**255%** increase on Facebook



# Chair of the Board Report



**Carolyn Morris**  
**Chair of the Board**

I am honoured to have been elected Board Chair in February of 2022. I would like to thank Anne Howells, our previous Chair, for her long and dedicated service to the organisation. Anne joined the board as a non-executive Director in 2015 and was elected chair in 2018. I am delighted to report that Anne has agreed to an ongoing contribution as Independent Chair of the Finance & Audit Committee.

There were several major changes in the organisation this year. One will be apparent from the branding on this Annual Report, the change of our name. Following the resolution at the AGM held in November 2021, staff set about the massive task of not only changing the name, but also undertaking a complete corporate rebrand.

**The change from Family Planning Victoria to Sexual Health Victoria has been very well received within the industry and we believe this closer alignment between our name and the work we do will increase our reach within our various target markets.**

The year also saw the departure of Chief Executive Officer (CEO) Claire Vissenga, who left the organisation in May. The Board is grateful to Claire for her years of service and commitment and wishes her well in her future endeavours. Following Claire's departure, an interim CEO was engaged while the Board started the search for a new CEO. I thank Ms Sophie Valkan for so ably holding the ship steady over this period.

The Board has been working diligently with management and an external agency, with input from staff, to develop a new strategic plan for SHV. The new plan will be shared at our AGM. Our focus is on the development of a strategic plan that will enable our new CEO to ensure SHV is a thriving and sustainable organisation that meets the needs of Victorian communities.

I want to thank my fellow Board and Committee members for their commitment and hard work, as we navigated the challenges of the 2021/22 financial year. I am very grateful to have had such a diligent and passionate group with which to work.

Most importantly though, I want to thank sincerely the staff and volunteers of SHV. Throughout this eventful year, and despite the ongoing challenges caused by the pandemic, the staff and volunteers have shown an incredible commitment to our mission and to their clients. My fellow Board members and I, who volunteer, are proud to play a role in supporting them and their critical work to ensure Victorians enjoy good sexual and reproductive health.

# CEO Report



**Claire Vissenga**  
**Former CEO**



**Sophie Valkan**  
**Interim CEO**

I have had the privilege of working with the SHV team as the Interim CEO. In my time with SHV, I have witnessed the great contribution the organisation makes to the health and education of Victorians in this specialised and important area.

Like other organisations, our work has been negatively impacted by the COVID-19 pandemic. Despite the challenges experienced, our staff have soldiered on providing health care and education services to the community throughout the year. I acknowledge, respect and thank them for their ongoing commitment to our purpose and for their dedication to our community.

**The SHV clinics continued to operate throughout the year providing clinical care to over 4,000 clients at Box Hill and to more than 3,500 clients at our city clinic. Overall, we provided over 15,000 appointments, with approximately 4,000 of those via telehealth.**

Our education team were quick to realign their services and moved seamlessly to providing an online format. The success of this can be seen particularly in clinical education, where training to General Practitioners and Nurses remotely has also seen some of our courses attended (online) by practitioners outside Victoria. This has expanded our reach and our audience and is a testament to our education team's achievements.

We experienced most disruption in the delivery of our schools and community services during the year as a result of COVID-19. This however did not prevent the team being able to provide education services to over 10,000 people, including students, teachers, parents, carers and community and disability sector professionals. By far the largest group within this number (over 8,000) were students. Once the pandemic restrictions were lifted, our education staff tackled the backlog of school education delivery with commitment and vigour, achieving high volumes of delivery in a short space of time.

We have much to do to improve operational efficiency and this year we replaced much of our IT hardware to ensure our staff experience less disruption to their work. We have continued with our progress in improving our information and data capture and analysis systems, with new software installed to facilitate the management of education bookings and reporting.

Our staff are the backbone of our organisation and we have focussed on their health and wellbeing, providing support as needed. This has included flexible working arrangements and the provision of access to tools and systems to ensure they were able to work well in an environment that suited them.

SHV should be proud of its achievements and is poised for increased brand recognition, market penetration and its continued contribution to both the knowledge base and the delivery of reproductive and sexual health services.



# Achieving our Strategic Intent

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# Strategic Plan Goals

## Goal 1

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

## Goal 2

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

## Goal 3

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

## 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.

# Sexual Health Victoria Rebranded

## Recognising sexual health is more than ‘family planning’.

Sexual Health Victoria (formerly Family Planning Victoria) is a primary health care provider focussing on reproductive and sexual health care, education, and advocacy.

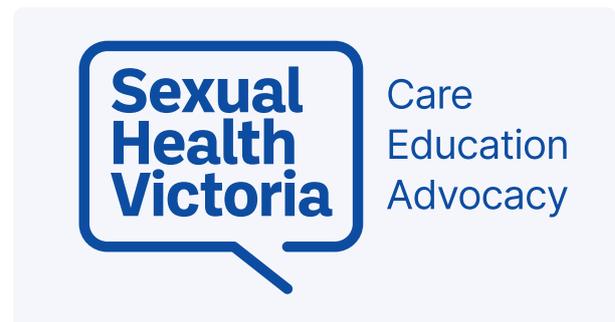
After more than five decades of servicing the Victorian community, the organisation rebranded on the 1st of February 2022.

The purpose of the rebrand was to expand the positioning beyond ‘just’ family planning to be more representative of the full spectrum of sexual health services provided – relevant to people of all ages, genders, sexual preferences, and circumstances.

From extensive research, a new brand was developed, including a new name, logo and master brand.

The objectives were to establish trust and credibility, while also creating a sense of support and approachability. It was important that the new

brand presented with gender neutrality and was representative to a diverse audience. A new visual identity was crafted and built on a foundation of brand strategy work that had been done in house.



The speech bubble in the logo symbolises the connectedness and importance of having conversations about sexual and reproductive health. The logo also represents a room with an open door, as SHV welcomes frank discussions in a safe and taboo-free space.

## SHV Core Promise and Rationale

- Putting ‘sexual’; first changes the emphasis broadens the relevance
- Noting reproductive health means different things to professionals vs the public
- Inclusive
- Targets minority groups/priority populations

### Empowering sexual and reproductive health and wellbeing for all

- Encompasses education, advocacy and support
- Active and passionate
- Embrace the focus on choice
- Extends an invitation to let us help
- Health is the traditional language, adding wellbeing highlights a more holistic approach.



### Ask the Experts Campaign

SHV developed a campaign designed to increase awareness of the organisation, as well as clearly communicating the new positioning established as part of the rebrand. Along with this, the key objectives were to change the perception of the current brand in a way that conveyed the organisation as welcoming, trustworthy, and knowledgeable. The campaign needed to encourage the target audience to see SHV as ‘the go-to sexual health organisation for Victorians, no matter what their gender, concern, orientation or background.’

The ‘Ask the Experts’ campaign achieved this by opening up the narrative on the awkward questions we often ask privately of people close

to us and demonstrated the value in turning to a non-judgemental, knowledgeable and reliable go-to source of information instead. The campaign concepts depicted individuals asking a wide range of sexual questions to inappropriate people in a humorous way. The misplaced questions elicit confused and somewhat shocked reactions from the recipients. The campaign messaging prompts the audience to consider SHV by stating “Not sure who to ask? Ask us.”

The rebrand launch was supported by a six-week campaign including outdoor advertising at train stations and large format billboards, supported by digital ads and social ads to help build brand awareness of SHV.





**SHV is proud to have initiated and commenced the journey towards Rainbow Tick accreditation. Rainbow Tick accreditation involves a robust process involving six national standards.**



# SHV Prides Itself on Being an Ally

SHV is committed to advocating and providing a safe and inclusive environment and access to equitable care for all LGBTQIA+ people in the community for whom it supports. To continue to provide leading healthcare and support for the LGBTQIA+ community SHV undertook new initiatives to showcase a welcoming and stigma-free environment for staff, clients and students alike.

## **Rainbow Tick Accreditation**

SHV is proud to have initiated and commenced the journey towards Rainbow Tick accreditation. Rainbow Tick accreditation involves a robust process involving six national standards. SHV has engaged in this process as a whole of organisation sustainable approach, to support a safe and inclusive space for LGBTQIA+ clients and staff. The accreditation process will be completed within two years.

## **Inclusive Language Guide**

SHV developed an LGBTQIA+ inclusive language guide. This provides guidance and education to

both staff and the community on language that is respectful, accurate and relevant when working with and referencing people who are sexuality and gender diverse. SHV is thankful for the consultation and time provided by community members to develop this important resource to help improve inclusion literacy.

## **Celebrations of Diversity**

SHV celebrated Trans day of Visibility, IDAHOBIT (International day against Homophobia, Biphobia and Transphobia) Pride Month, Non-Binary Day, Wear it Purple and Intersex Awareness days to engage celebrate diversity.

During IDAHOBIT day SHV was delighted to welcome Alexander Dalton to speak at the SHV all-staff forum. Alex is an inspiring young person who works closely with mental health organisations across Victoria to provide critical insight and advice on how to support trans and gender-diverse young people.

# Core Work

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# School and Community Education

The SHV Schools and Community team has strengthened its reach and profile in the 2021-22 financial Year. Although the lockdowns experienced during COVID concluded during the year, these lockdowns, and other effects of COVID have caused many students to miss vital social and emotional learning opportunities coinciding with the increased community and educational direction on consent education. SHV is well positioned to continue as leaders in the field of Relationships and Sexuality Education (RSE) and advance the promotion of contemporary, comprehensive RSE, including consent education.

As part of the rebrand project a new name was introduced for schools' program, which is now trademarked as the everyBODY Education Program. The name was to ensure content is seen as age-appropriate for a young person from foundation through to tertiary education.



The everyBODY Education Program delivered over 300 programs to 55 primary schools and 45 secondary schools reaching 8000 students.



Disability Education has reached over 700 professionals who support people living with a disability.



The team worked with CERSH (Centre of Excellence in Rural Sexual Health) to make available self-paced online courses dedicated to teachers working in remote or rural areas of Victoria. Course topics made available through CERSH included; How to Confidently Answer Questions, STI (Sexually Transmitted Infections) & Contraception Options, Relationship and Sexuality Education in a School Setting and Relationship and Sexuality Education for People with a Disability.



The Doing 'IT' podcast continues to grow. In each episode, SHV's Schools Educator Anne interviews the experts to help parents, carers and teachers of school-aged children navigate the world of relationships and sexuality education. 16 new episodes were released this year and attracted 5500 downloads. SHV partnered with 1800Myoptions, VARTA and eSafety on several thought-leading podcasts.



SHV hosted two meetings with the Sexuality Educators Collective. This collective of specialist relationship and sexuality educators that collaborate and share knowledge around best practice RSE. SHV has also provided professional guidance for The Big Sista Experience as they expand their program to include consent education.



The SHV Schools and Community team was the successful applicant for an eSafety Commissioner Grants Program. The grant has enabled SHV to build upon our Socialising Online module for grade 5 & 6 students and offer schools support to deliver a whole school approach to education on sexual content online as part of an 8-school pilot program.



# Clinical Services

Clinical staff continue to provide high-quality clinical care to our clients and expert clinical education to a range of health professionals.

The clinic has maintained its strong focus on the provision of long-acting reversible contraception (LARC) and timely access to medical termination of pregnancy (MTP) as well as introducing several new appointment types. In response to community needs, SHV has recently implemented dedicated menopause, vulval health and pre-exposure prophylaxis for HIV (PrEP) clinics.

The clinical team delivered more than 15,000 client consultations and continued to provide telehealth consultations to clients who resided in remote and isolated areas or who had difficulty accessing our clinical sites. Approximately 26% of all consultations were conducted via phone.

The demand for Intra Uterine Device (IUD) insertion has remained strong and our clinicians inserted 1450 IUDs, representing a 25% increase from last year. In response to this demand, SHV increased the total number of IUD insertion appointments and trained new clinicians to be IUD inserters.

**Several experienced clinicians have also undergone further training to become IUD insertion trainers to help support the increased demand for IUDs. There has been a significant reduction in the wait time for GPs to receive training in IUD insertion. Despite COVID lockdowns in the last part of 2021, SHV was able to train over 30 GPs to competently insert IUDs and support them to take their skill back into their local communities.**

The number of clients who chose to have a Hormonal Rod inserted as their preferred method of contraception or cycle control has remained stable over the last few years with just over 600 rods inserted in the 12-month period.

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



**15000**  
consultations  
of which



**4000**  
were Telehealth



**IUD**  
Insertions  
**1450**



**Hormonal rods**  
insertions over  
**600**



### **Client feedback**

As part of our ongoing commitment to quality improvement, we recently undertook an externally administered client feedback survey. Once again, our clients highlighted the exemplary care that is provided by our clinicians evidenced by the following survey results:

**98%**

**of our clients agree or strongly agree that they were satisfied with the care that they received**

**87%**

**of our clients believe that the interpersonal skills of our staff were outstanding, awarding us 5/5.**

**90%**

**of our clients are either highly likely or extremely likely to recommend our practice to family and friends.**

Reflecting the ongoing community need for quality, safe and inclusive sexual and reproductive health services, our clients reiterated the need for a greater availability of appointments and reduced wait time for clinical procedure appointments. As we move into the future, SHV remains committed to the provision of accessible care and will look towards strategies to meet the demand.



# Clinical Education

SHV's Clinical Education Unit (CEU) is a leading provider of education and training for doctors, nurse practitioners, registered nurses and midwives. SHV offers training to enrolled nurses and Aboriginal and/or Torres Strait Islander Health Workers and Health Practitioners.

CEU continued to develop our virtual training opportunities. Proudly providing a range of face-to-face, online and hybrid courses with a focus on supporting access for regional and remote health professionals.

**CEU attracted over 400 registrations across all courses with 140 of the registrations from regional clinicians. The cervical screening course and self-paced online courses had significant levels of regional participation with almost 50% of registrants from regional communities. Hormonal rod training, both virtual and hybrid had the biggest uptake with over 200 registrations**

New courses developed in the last 12 months included:

- Implanon NXT Train the Trainer
- IUD Train the Trainer
- IUD Assistant Course
- Unplanned Pregnancy

## **Implanon NXT Train the Trainer**

This course credentials experienced Implanon NXT proceduralists with a background in education to deliver Implanon NXT training to other health care professionals.

*"I feel like I have cemented the knowledge I already had and improved on it. I plan to jump into training clinicians for Implanon which I was not doing previously. Thanks for the course and update. Thoroughly enjoyable!" - 2022 Implanon NXT Train the Trainer participant.*

## **IUD Train the Trainer and the IUD Assistant Course**

The IUD Train the Trainer course has increased the number of SHV staff who can provide IUD insertion training. The online IUD assistant course educates about the roles and responsibilities of staff assisting clinicians in inserting IUDs (intra uterine devices).

## **Unplanned Pregnancy**

The Unplanned Pregnancy course content was broadened to include more comprehensive education on the provision of medical abortion. The course increases participant knowledge and skill in abortion care, improving the quality of healthcare for consumers.

*"Thank you so much, it was extremely useful and so many great resources and links. I am about to commence a new role providing MTOP (medical termination of pregnancy) and this has given me a great base of info to grow from." - 2022 Unplanned pregnancy participant.*

The CEU team continues to deliver and contribute to a range of webinars and forums relating to sexual and reproductive health in partnership with other organisations such as Jean Hailes, EACH, Women's Health East, Royal Women's Hospital, CESRH, North Western Primary Health Network, Gippsland Primary Health Network, AUSCAPPs, SPHERE NHMRC (National Health and Medical Research Council) Centre of Research Excellence and the RACGP (Royal Australian College of General Practitioners). CEU worked with The Australian Primary Health Care Nurses Association to deliver an interactive session to conference attendees titled, 'Legal issues in primary health care'. SHV has been involved in the podcast Nursing Australia and Nurse Talk, a bimonthly webinar series.

37 health professionals working in primary health care were awarded course attendance scholarships. Recipients included staff from the Victorian Government-supported women's sexual and reproductive health hub clinics, GP (General Practitioner) registrar training organisations and VACCHO (Victorian Aboriginal Community Controlled Health Organisation).



## Community Outreach Service

The Community Outreach Service (COS) has strengthened work with the youth and community sector to provide comprehensive and contemporary information sessions on young people's sexual health.

The team has maintained and developed relationships with the youth and community workforce to deliver training that meets the needs of workers by providing a hybrid model of training that offers both face-to-face and online training delivery modes.

*"Fantastic in knowledge and delivering online there was various topics of law, contraception, STI (Sexually Transmitted Infections) and BBV (blood borne viruses) and LGBTIQ+. Was very engaging and insightful. Great to have access to training and information for 6 months to go back to as a professional and as a team. Thank you." – 2022 Young People Sexual Health Session for Youth and Community workers participant.*

## KEY STATISTICS

### ALL CEU COURSES

over  
**400** registrations

**140** from regional clinicians



### CERVICAL SCREENING COURSE AND SELF-PACED ONLINE COURSES

almost  
**50%** of registrants  
from regional communities



### HORMONAL ROD TRAINING HAD THE BIGGEST UPTAKE over

**200** registrations





# Engaging our Community

Improving the sexual health literacy of the community - based on evidence-based health promotion - was a key strategic marketing and engagement goal.

**The rebrand and rename of the organisation were imperative to align community understanding of the offerings of Family Planning Victoria, following in-depth qualitative and quantitative research on 1000+ participants in 2020.**

Marketing campaign tactics focused on increasing brand awareness of SHV's rebrand, plus to promote sexual health literacy and to drive training course registrations within the professional sector.

## IRL (In Real Life) Sex Education Shareable App

Launched in November 2021, a new youth-focused app, IRL: Sexual Health and Wellbeing in Real Life, enables young people aged 15-25 to access free sexual and reproductive health information direct on their mobile phones. IRL covers topics including sexual consent, contraception, and STI prevention. IRL has had over 1000 downloads since launch.

## SHV Articles in the Media

### TikTok is a bad influence when it comes to contraception

SHV expressed concerns regarding the growing trend of misinformation on social media, including the DIY removal of intrauterine devices, on TikTok. *The Guardian, Refinery29, Crikey, The Daily Mail, Body, and Soul.*

### Why the '4 Rs' of healthcare branding are even more important in the age of Dr Google

In this release, SHV highlighted how credible health information providers compete – and conquer – in a world of misinformation. *Marketing Magazine, B&T publication*

### SHV program teaching primary school students' online safety

SHV discussed why being proactive and teaching young children about socialising safely online is paramount.

*Raf Epstein ABC Drive Radio, Herald Sun News*

### Roe v Wade

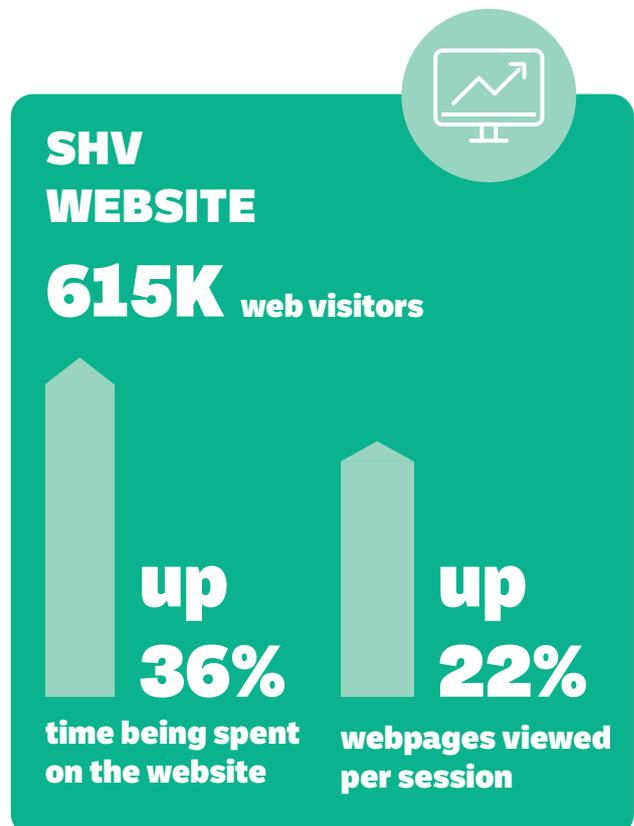
SHV spoke to John Baron of The Context on the implications of Roe Vs Wade on abortion access in Australia.

*TV Show – The Context*

### Self-collect option gets cervical screening off the 'to-do' list

SHV discussed this as a positive step forward for the sexual healthcare industry and for anyone with a cervix.

*Body and Soul, The Age/Sydney Morning Herald.*





## GOOGLE SEARCH ADS GRANT PROVIDED

**\$78.2K**  
gifted advertising  
which resulted in

**217K**  
impressions

**20.7K**  
website visits

\* Google Analytics 1 July 2021 – 30 July 2022



## E-NEWSLETTERS

**20**  
email campaigns

**34K**  
emailed sent

**37%**  
open rate



**up**  
**25%**

click rate



## SOCIAL MEDIA

followers increase

**245%** increase on YouTube

**35%** increase on LinkedIn

**28%** increase on Instagram

engagement increase

**255%** increase on Facebook





# Research and Evaluation

Research and evaluation are integral strategic goals and activities, enabling SHV to:

- Ensure the quality of our services and programs
- Advance professional knowledge and innovation in the field of sexual health
- Promote and support community sexual health and well-being.

SHV does this by:

1. Embedding evidence in our programs and services,
2. Supporting capacity building within and outside the organisation, and
3. Collaboration with key stakeholders to develop, disseminate and translate research evidence.

## Embedding Evidence

SHV's teams draw on the latest evidence of best practice from peer-reviewed academic literature to develop and deliver each program and service. Feedback from health professionals, clients, students, teachers, parents, and carers is also regularly utilised to ensure SHV services meet community needs.

Evaluation is integrated within any new SHV program or service. A highlight this year has been the co-design and pilot of a new eSafety program for early adolescents funded by the eSafety Commissioner. For more information visit the Schools and Community pages.

## Capacity Building

SHV supports capacity building among staff via a number of activities. Among these are a monthly clinical education journal club, where staff critique research papers and discuss implications of findings for clinical practice. Staff are also supported to participate in key local and national conferences such as the annual ASHM HIV & Sexual Health Conference, to disseminate project findings, share

expertise, learn about the latest research and network with colleagues in the field.

This year SHV is pleased to have hosted undergraduate and postgraduate students from the University of Melbourne, La Trobe University and Curtin University; supervising students to develop research and evaluation skills while undertaking projects that have practical applications for SHV education and training programs.

## Collaboration

SHV collaborates with universities, community-based organisations, government departments, communities, and professionals to seek and translate evidence that informs best practice in sexual health care and education.

**SHV collaborates on and supports a range of research projects that relate directly to the betterment of community sexual health and well-being. Among these is a 5-year NHMRC-funded project led by the University of Melbourne to co-design, pilot and evaluate Australia's first digital sexual health clinic that provides online testing and e-prescribing without needing to attend a clinic in person. The project aims to reduce the burden of STI & HIV in the community by increasing access to testing and management.**



# Publications and Conference Presentations

SHV strives to share knowledge from our research, evaluation and professional expertise via journal publications, conference presentations and articles in popular media.

## Publications

Bateson D, McNamee K. Drospirenone 4mg: a new progestogen-only pill. *Medicine Today* 2021; 22(12): 56-59.

Bateson D, McNamee K, Harvey C. Medical abortion in primary care. *Australian Prescriber* 2021; 44:187-92.

Bateson D, McNamee K, Lathlean E. Contraception choice dilemma. A woman with migraine with aura. *Medicine Today* 2021; 22(11): 48-51.

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# Our People

SHV moved forward and embraced a new name and brand. The focus of SHV's people agenda over the past 12 months has been on a phase of renewal, innovation, and revival. SHV's people have shown incredible resilience, and determination, and have brought fresh ideas to the forefront across every department, moving boldly forward.

**SHV implemented a range of initiatives to strengthen the organisation's commitment to providing an all-inclusive and diverse service delivery including working towards Rainbow Tick Accreditation. Implementing the Rainbow Tick standards will further support SHV staff in providing inclusive practices to the LGBTQI+ community. SHV is also developing a Reconciliation Action Plan further deepening our commitment as a culturally safe and inclusive employer and service provider.**

SHV appointed the first Enrolled Nurse, providing opportunities for additional General Practice and Sexual Health Physician Registrars. SHV strengthened its workforce by employing new Medical Practitioners and Schools Educators with diverse backgrounds and experiences. SHV's connection with universities and other tertiary institutions provided a gateway for new and exciting ideas into the organisation while providing work experience to early career health professionals.

In the last 12 months, SHV hosted interns and student placements across organisational areas, including Research, Evaluation and Policy and Schools Education and Community. As a result of these internships, SHV secured a permanent Health Promotion Officer. SHV is closing the gap in our gender equality profile within the workforce.

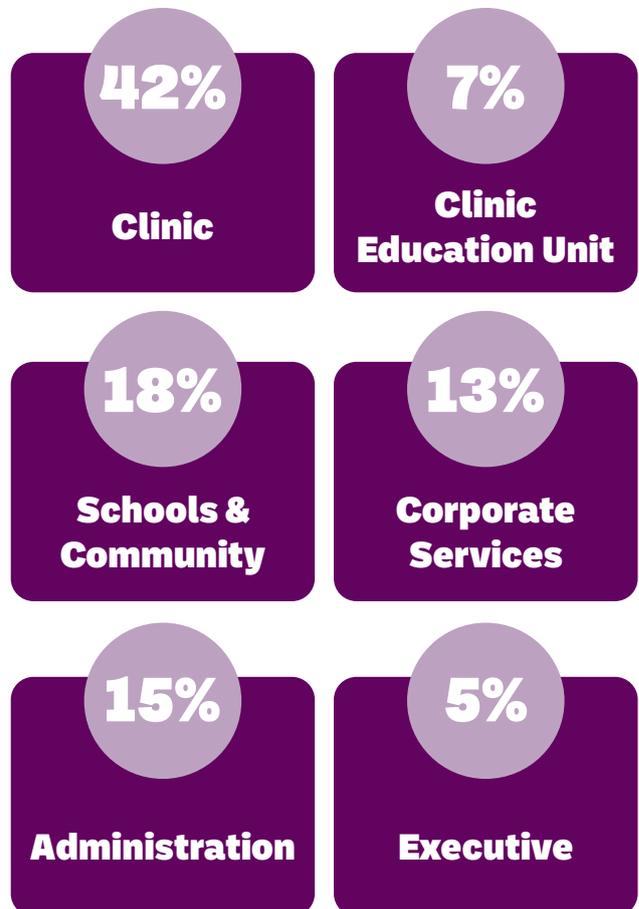
SHV continues to seek original and cost-effective ways to support staff wellbeing in a constrained economic and skills environment. In the last 12 months SHV introduced paid Covid-19 leave, embedded remote and flexible working practices across the organisation and commenced work on drafting a new Family & Domestic Violence leave policy significantly improving support and the entitlement to paid leave.

To support a positive work environment the Culture Committee plans activities designed to build engagement across the organisation. The annual end-of-year function was the highlight and brought many staff together for the first time to connect face-to-face. A disco themed barefoot bowls drew out the competitive nature of some and provided much needed fun for all.

## Employment category types



## Employment category by department

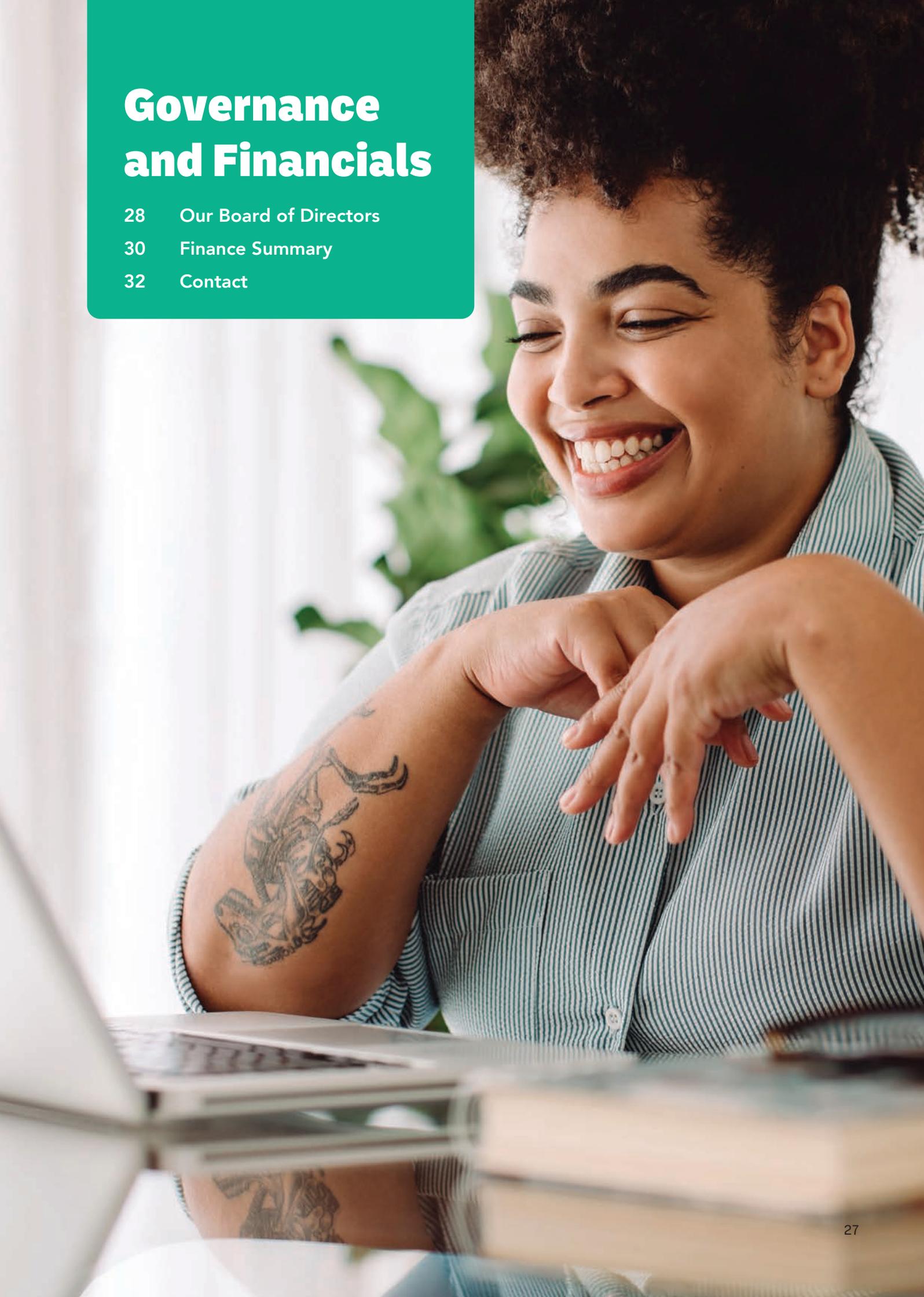


# Governance and Financials

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# Our Board of Directors



**Carolyn Morris**

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



**Anne Howells**

Appointed to the Board as a non-executive director in 2015 (Term ended November 2021)



**Dr Anna Wilkinson**

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



**Diana Nestorovska**

Appointed to the Board as a non-executive director in 2017. (Resigned November 2021)



**Dr Sarah White**

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



**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.



**John Kuot**

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



**Caroline Mulcahy**

Appointed to the Board as a non-executive director in 2022.



**Dr Angela Lu**

Appointed to the Board as a non-executive director in 2022.



# Finance Summary

SHV's 2021/22 financial result shows a (\$741,417) deficit. The financial position reflects our commitment to the ongoing delivery of sexual and reproductive health care and education, despite the ongoing disruption resulting from the COVID-19 pandemic.

As expected, clinical income decreased; however, Fee for Service income increased by 28% when compared with the previous year, despite rolling school closures and the mandated isolation requirements. We were pleased to have received the ongoing support of the Victorian Government and received a grant which ensured our services were accessible and continued to be available to the community throughout the year.

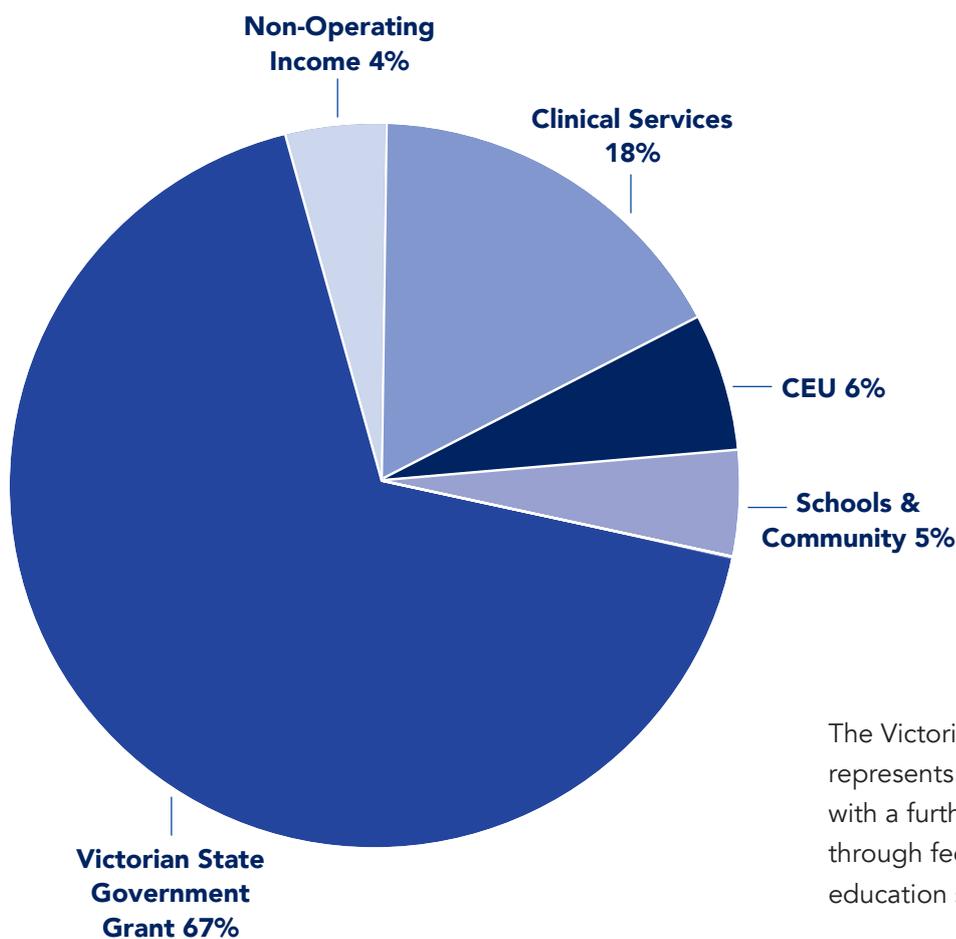
At the end June 2022, SHV has \$3.35m in Retained Earnings. Strong cash and working capital balances provide sufficient liquidity, particularly when considering the Employee Benefits provided for on the Balance Sheet.

SHV prepares financial statements in accordance with the Australian Accounting Standards as outlined in the Independent Auditors report. A full set of the audited financial statements for the Year Ending 30th June 2022 and the accompanying notes are available on our website at [www.shvic.org.au](http://www.shvic.org.au).

A summary of the year's financials are provided below.

## Revenue

Total Revenue for the 2021/21 financial year was \$6.8 million

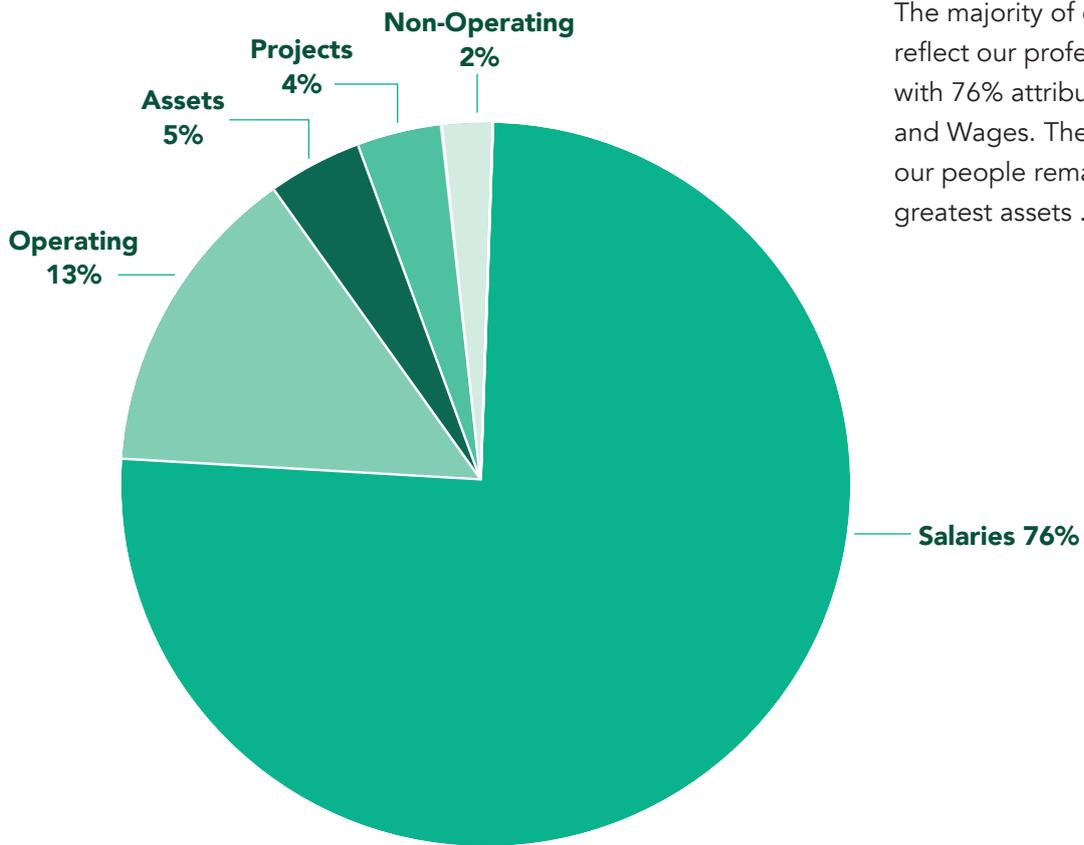


The Victorian State Grant funding represents 67% of revenue, with a further 29% generated through fees for our clinical and education services.



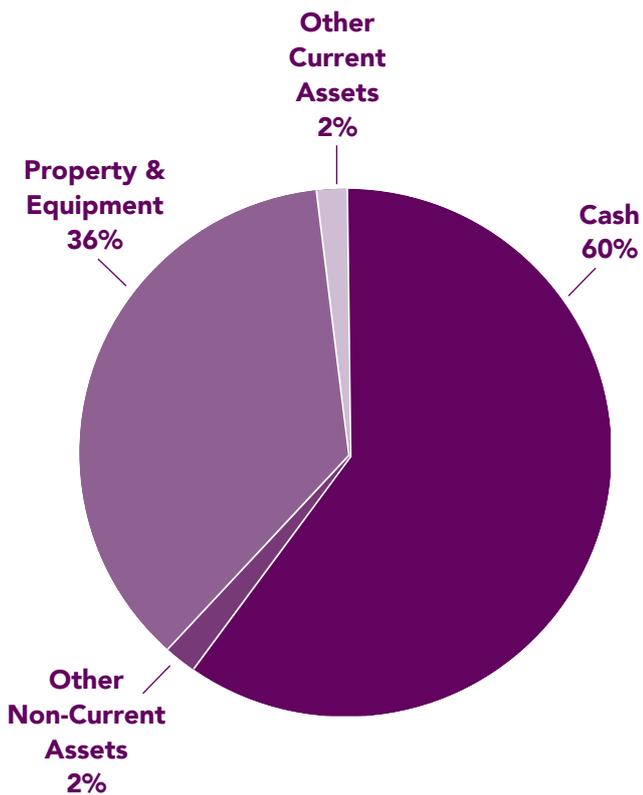
## Expenditure

Total Expenditure for the 2021/22 financial year of \$7.5m.

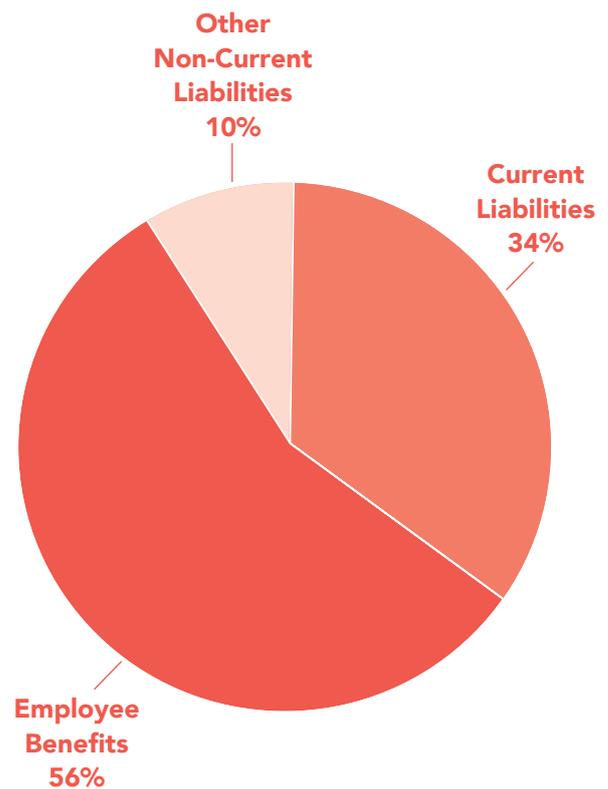


The majority of our expenses reflect our professional staff, with 76% attributed to Salary and Wages. The expertise of our people remains one of our greatest assets .

## Assets



## Liabilities





# Contact

## Box Hill

901 Whitehorse Rd,  
Box Hill VIC 3128  
T: 03 9257 0100

## Melbourne

Level 1, 94 Elizabeth St,  
Melbourne VIC 3000  
T: 03 9660 4700

[www.shvic.org.au](http://www.shvic.org.au)

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