

# Australian Federation of Disability Organisations



Annual report 2017 – 2018



Australian Federation of  
Disability Organisations




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## Acronyms used in this report

**ADDC**

Australian Disability  
Development Consortium

**AFDO**

Australian Federation of  
Disability Organisations

**AGM**

Annual General Meeting

**CoSP**

Conference of States Parties

**DES**

Disability Employment Service

**DSS**

Department of Social Services

**DPI**

Disabled Persons International

**DPO**

Disabled Peoples Organisation

**GST**

Goods and Services Tax

**IDA**

International Disability Alliance

**NDIA**

National Disability Insurance  
Agency

**NDIS**

National Disability Insurance  
Scheme

**NGO**

Non Government Organisation

**UNCRPD**

United Nations Convention  
on the Rights of Persons with  
Disabilities

AFDO acknowledges people with disability living in institutional settings and in the community across Australia, who have suffered or are suffering from violence, abuse and neglect.

AFDO also proudly acknowledges Australia's Aboriginal and Torres Strait Islander community and their rich culture and pays respect to their Elders past and present. We acknowledge Aboriginal and Torres Strait Islander peoples as Australia's first peoples and as the Traditional Owners and custodians of the land and water on which we rely.



**Aboriginal and Torres Strait Islander people are advised that this report may contain images of people who have passed away.**

# Table of Contents

About Australian Federation of Disability Organisations (AFDO).....	4
About Australians with Disability.....	6
Aboriginal and Torres Strait Islander Peoples Inclusion Statement.....	7
From our President.....	8
From our Chief Executive Officer .....	10
Strengthening Our Voice .....	12
AFDO Board .....	14
AFDO Staff .....	19
Policy Submissions .....	20
Advocacy and Policy .....	21
Employment – workforce participation.....	26
Diversity Field Officer Service .....	28
National Disability Insurance Scheme (NDIS) .....	32
Media.....	34
International Partnerships .....	36
International Activities .....	38
Directors Report .....	40
Financial Snapshot .....	42

# About Australian Federation of Disability Organisations (AFDO)

The Australian Federation of Disability Organisations (AFDO) is the peak organisation in the disability sector representing people with lived experience of disability. AFDO and its member organisations are run by and for people with lived experience of disability. We work to develop a community where people with disability can participate in all aspects of social, economic, political and cultural life. This includes genuine participation in mainstream community life, the development of respectful and valued relationships, social and economic participation, and the opportunity to contribute as valued citizens.

## Our vision

That all people with disabilities must be involved equally in all aspects of social, economic, political and cultural life.

## Our mission

Using the strength of our membership-based organisations to harness the collective power of uniting people with disability to change society into a community where everyone is equal.

## Our strategic objectives

To represent the united voice of our members and people with disability in national initiatives and policy debate.

To enhance the profile, respect and reputation for AFDO through our members.

To build the capacity and sustainability of AFDO and our members.



To foster strong collaboration and engagement between our members and stakeholders.

To enhance AFDO's connection and influence in international disability initiatives, particularly in the Asia Pacific region, through policy, advocacy and engagement.



## Our members

Autism Aspergers  
Advocacy Australia



Disability Advocacy  
Network Australia



People with Disability WA



Blind Citizens Australia



Disability Justice Advocacy



People with Disabilities ACT



Brain Injury Australia



Disability Resources Centre



Physical Disability Australia



Deaf Australia



Down Syndrome Australia



Women with  
Disabilities Victoria



Deafblind Australia



Enhanced Lifestyles



Women with  
Disabilities ACT



Deafness Forum of Australia



Inclusion Australia (NCID)



# About Australians with Disability


Australians with disability continue to have unmet need for support to live independently, to meet additional expenses when participating in education and employment, in accessing interpreting services and assistive technology, as well as unmet need in genuine participation in mainstream community life.

## The facts

- 18% of men, and 18.6% of women have a disability
- Almost 1 in 5 Australians reported living with disability (18.3% or 4.3 million people)
- 1 in 6 Australians are affected by hearing loss. There are approximately 30,000 Deaf Auslan users with total hearing loss
- 45% of the population will experience a mental health disorder during their lifetime
- Almost one third of people with disability had a profound or severe disability
- 45% of those with a disability in Australia are living either near or below the poverty line, more than double the OECD average of 22%
- 2.1 million Australians of working age (15 – 64 years) have disability
- Women with disabilities experience violence at a higher rate and for longer periods of time than women in the general population
- Women with disabilities encounter significant barriers to receiving appropriate services and justice responses to their experiences of violence

Sources: Australian Bureau of Statistics 2015 Survey of Disability, Ageing and Carers; Voices Against Violence: Paper 2: Current Issues in Understanding and Responding to Violence Against Women with Disabilities, Women with Disabilities Victoria, 2013





Pikilyi Jukurrpa  
(Vaughan Springs Dreaming)  
Artist: Ivy Napangardi Poulson

# Aboriginal and Torres Strait Islander Peoples Inclusion Statement

## Our commitment to Aboriginal and Torres Strait Islander people

The Australian Federation of Disability Organisations recognises Aboriginal and Torres Strait Islander peoples as the First Peoples of this continent and the islands of the Torres Strait. In doing so, we acknowledge the importance of connection to and access to country for Australia's First Peoples and recognise our shared history that has had a devastating impact on Aboriginal Torres Strait Islander families and communities.

We acknowledge and respect the distinct Aboriginal and Torres Strait Islander cultural differences, beliefs, values and languages.

Through working together with Aboriginal and Torres Strait Islander communities, AFDO will develop respectful and meaningful partnerships with Aboriginal and Torres Strait Islander communities and organisations, and partnership development that is respectful and sustainable with long-term vision will be critical in meeting our commitment to Aboriginal and Torres Strait Islander people.

# From our President



It is my pleasure to present my report for the 2017 - 2018 Financial Year. This past year has had a change in landscape with reforms to our Constitution, changes on our Board, the Strategic Plan revised and finalised, new members welcomed and also changes across our staff. It has been an extremely productive and satisfying year for the Board with great results for our organisation. The AFDO Board acknowledge the importance of a supportive and collaborative organisational culture, strong and respectful partnerships in delivering services for and with its members, and is committed to leading an organisation that recognises behaviours and values are as important as results.

At the 2017 Annual General Meeting (AGM) the members voted for changes to our constitution, which recognised and created three new member and Board opportunities. The changes recognised organisations that are a national disability organisations representing the lived experience of advocating for a family member with disability, children with disability, people with intellectual disability or families and carers of people with disability.

The Board got to work reviewing and finalising the AFDO Strategic Plan 2018 – 2021 which sets out a number of strategies to take the organisation forward. We will continue to monitor and report back to members our progress in achieving the outcomes developed for the five adopted strategic objectives being:

1. Represent the united voice of our members and people with disability in national initiatives and policy debate
2. Enhance the profile, respect and reputation for AFDO through our members
3. Build the capacity and sustainability of AFDO and our members
4. Foster strong collaboration and engagement between our members
5. Enhance the connection & influence of AFDO in international disability initiatives by policy, advocacy & engagement, focussed on the Asia Pacific region



Financially, the organisation continued its sound operation and our Treasurer, Frank Hall-Bentick monitored and reported a continuing strong financial position at the end of the financial year. This resulted in a small surplus and a growth in member's equity from the significant position achieved in 2017 of \$693,544 to \$712,544 in 2018.

I am pleased to report that the Board adopted an AFDO and Full member Sustainability Strategy in June this year as part of our Budget consideration. The Board has committed \$205,000 from our member's equity position to ensure that this and other initiatives are actioned. The Board has considered and undertaken a planned budget deficit for 2018 - 2019 of this amount. This is in order to ensure that all Full members receive support and training to underpin their own organisations to continue to represent the unique voice of their communities'.

AFDO staff continued to progress the organisation and ensure that our member policy and advocacy issues were advanced at every opportunity with the Federal Government, relevant Ministers and Assistants as well as key government departments, Shadow Ministry and cross benchers.

The staff have continued to successfully deliver on a number of key projects and programs over the year with many of these actively involving our membership. AFDO has facilitated a number of successful Member Forums demonstrating our continuing commitment to all of our membership.

We approved three new organisations as members in the past financial year – with Inclusion Australia, Women with Disabilities Victoria and Women with Disabilities ACT being welcomed as Full members.

Internationally, I had the honour of representing AFDO along with then Director Trevor Carroll, at the Council of State Parties (CoSP) at the United Nations in New York, participating with the full Australian Delegation. We met and engaged with some incredible people with disability from around the world and we promoted AFDO and the significant work we do including internationally across the week.

I also want to thank my fellow Board members, past and present, all the AFDO staff and the volunteers for their continued enthusiasm, dedication, contribution and professionalism which they all bring to our unique organisation. I would particularly like to thank the members of the Executive; Trevor, Frank and now Richard who meet regularly and monitor the work and performance of AFDO between the Board meetings. A sincere thanks to each of you for the support.

I would like to congratulate Ross for his leadership and delivery of outcomes over the past year; AFDO is well positioned in the year ahead.

AFDO continues to grow and develop innovative ways of supporting our members in addition to delivering projects and programs in line with our Vision and Mission. We will continue to support our entire membership through the next phase of change within our sector.



Liz Reid

**President**

Australian Federation of Disability Organisations

# From our Chief Executive Officer



The last twelve months have seen a significant change in how we operate as an organisation at a Board, staff and member level.

For AFDO and our member organisations, sustainability including alternative funding or sponsorship sources is now a critical part of how we must operate in the changed sector and environment.

As a federally recognised national Disability Representative Organisation (DRO) or peak body, AFDO must ensure that we collaborate, build the capacity and sustainability of all our members inclusive of our national member organisations who are also DRO's in their own right. We value every one of our member organisations, as well as their members, and the unique communities whom they each represent.

We have undertaken further engagement work with our members, both Full and Associate, and our member engagement has been strengthened by the development of our Communications Plan which has seen us develop a Daily Media Wrap which is circulated to both our Full and Associate members each morning, providing them with the latest AFDO, member, NDIS, and disability sector news to help them stay on top of current issues across the sector in an easy to scan report each morning.

Another outcome of our Communications Plan has seen us reinstate the AFDO eNewsletter which is circulated to members, stakeholders

and the general community on a regular basis, to provide an update on our governance, operational and project specific work. In addition to this eNewsletter, we continue to provide our quarterly NDIS eNewsletter under our 'Disability Loop' brand. This eNewsletter provides NDIS information, news and resources to people with disability and their families, as well as the wider disability sector.

Good communication is essential to maintaining strong working relationships, which is why we are now holding at least four AFDO Member Forums each year where our members come together to discuss policy, advocacy, and other issues relevant to the sector. These Member Forums also assist us in obtaining direction from our membership on policy and advocacy priorities. To underpin the sustainability of AFDO and its membership, we also provide guest speakers in expert subject areas at these Member Forums, as well as providing training sessions for our Full members, which have been very successful.

I also regularly meet with Full members individually either by face-to-face meetings or via teleconference, and, in addition to the Member Forums, I will continue to meet with members individually to ensure that we stay up-to-date and understand the matters that are important to each of you to ensure we are addressing these matters at AFDO through our work and our projects.

AFDO also continues to meet regularly with its national members to discuss the work of each organisation following our successful AFDO led consortium bid for Disability Representative Organisation (DRO) funding via the Department of Social Services (DSS).

AFDO and all its Full national members are now recognised by the Federal Government and DSS as a Disability Representative Organisation (Peak Organisation) in their right. Following the Federal Government decision to defund AFDO and disability-specific Peak organisations in 2014, this consortium which includes all Full national members of AFDO have continued to meet regularly and in January this year, we all regained a very small amount of funding as Disability Representative Organisations (DROs).

We have stepped up our work in the policy and advocacy space with several campaigns being undertaken right now in access to the Disability Support Pension (DSP), the future of supported employment, public transport, the Federal Transport Act Review, as well as a continued push for a Royal Commission into the violence, abuse and neglect of people with disability. We have also supported or joined several of our members and other colleagues within the sector in their advocacy campaigns, policy submissions, and social media campaigns.

Our social media platforms have been reinvigorated and have achieved tremendous results in terms of followers, likes and reach across many important disability issues this year.

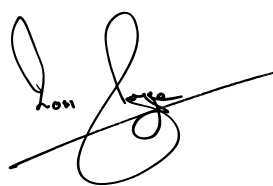
We completed and launched the Disability Australia Hub website which will be the gateway to disability knowledge, advocacy and information resources, as well as disability advocacy and information organisations in Australia. This website is fully accessible, as is our new AFDO

website which we launched a couple of months ago. We will be promoting the new Disability Australia Hub website to disability advocacy and representative organisations over the coming months.

The substantial growth achieved in our member equity position since early last year has allowed the AFDO Board to adopt a sustainability strategy as an initiative to underpin and build the capacity of AFDO and its membership over the next twelve months. In June this year, the AFDO Board adopted a planned budget deficit position for 2018 - 2019 to undertake this important work with our membership. I congratulate the Board of AFDO on taking this strategic step.

AFDO has continued its role on the national agenda, with the important and valued input of our membership, covering issues affecting people with disability. Our project work provided further strong evidence of our capability with several projects being successfully completed during the year and some large-scale funding being achieved for our work in Victoria.

It has been a privilege to once again work over this period with a very dedicated and talented Board, staff, membership and our tremendous group of stakeholders. I look forward to continuing our work to ensure that AFDO and our members are sustainable in advancing the role and importance of truly including people with disability in all aspects of Australian life.



Ross Joyce  
Chief Executive Officer  
Australian Federation of Disability Organisations

# Strengthening Our Voice

AFDO has been proactive in furthering the voice of people with disability over the past twelve months through our engagement with the National Disability Insurance Agency, Australian Government, national peak bodies, and by participating on committees and working groups.

## International representation

International Initiative for  
Disability Leadership

Disabled People's International (DPI)

Australian Disability and Development

Consortium (ADDC)

Conference of States Parties to the UNCRPD

UNCRPD Civil Society Forum

## Australian representation

Aviation Access Forum

Victorian Government NDIS Implementation  
Taskforce Working Groups

NDIS ITF Complex Needs Working Group

NDIS ITF Participant Readiness Working Group

Australian Electoral Commission Disability Advisory  
Committee

Australian Public Service Commission Disability  
Employment Working Group

NDIS Independent Advisory Council

Centre for Applied Disability Research

State Trustees – Ageing, Disability and Mental  
Health Sector Collaborative Panel

UNSW School of Business / Centre for Research  
Excellence in Disability and Health

VicRoads Disability Parking Permit Eligibility  
Reference Group

VCOSS Disability Network Forum

National Assistive Technology Alliance

## Working with national peak bodies

National Disability and Carer Alliance

Mental Health Australia

Carers Australia

National Disability Services (NDS)

Australian Council of Social Service (ACOSS)

Australian Communications Consumer Action  
Network (ACCAN)



## Working with Disability Peak Organisations (DPOs)

### Practical Disability Workshops

AFDO led a project focused on the development of four workshops designed for community organisations and small businesses to implement low-cost practical recommendations related to accessibility, communications, employment and broader disability inclusion. As part of this project, ten AFDO national member organisations were engaged to develop specialised recommendations and information relating to hearing loss, brain injury, intellectual disability among a range of disabilities to complement workshop content. The workshops

are expected to be piloted throughout 2018 - 2019 with the finalisation of content by mid-2019. It is envisaged that the training will be available publicly as a fee for service offering in 2019 with delivery of eight workshops during the 2019 – 2020 in the Geelong and Bellarine region. A marketing strategy and engagement piece will be developed to ensure that awareness of how to meaningfully include people with disability is increased within the community.



Disability  
Australia  
**Hub**

### Disability Australia Hub

AFDO led a project to develop a new website to be the gateway to disability knowledge, advocacy and information resources, and disability organisations in Australia. As part of this project, ten AFDO national member organisations were engaged to develop an A – Z of disability information, and the website links through to disability organisations.

This project was completed in June 2018.

However, over the 2018 – 2019 year, we will grow this website to include national, state and territory disability advocacy and information organisations around Australia.

# AFDO Board

## Liz Reid

### President & Chair

Liz is an experienced professional with over 25 years experience in the community, disability and social justice sectors. Her career has been dedicated to assisting others to seek equitable opportunities to participate fully in their communities. Liz has a passion for seeking demonstrated economic and social outcomes.



Liz is the Executive Officer of YouthWorX NT; a not for profit organisation committed to partnering with Territorians in supporting their lifelong social, economic and career success. Liz is responsible for the management of diverse programs including life and career coaching, and the delivery of services to support employability skills. Liz administers the overall operation, strategic development and corporate health of the organisation.

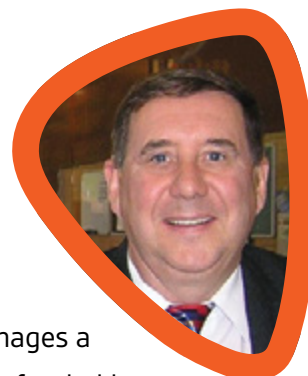
Previously Liz was the National Disability Coordination Officer for the Northern Territory for a decade. This role provided information, coordination and referral services to increase and improve transitional pathways for Territorians with a disability between families, community, school, post-secondary, education and subsequent employment.

Liz is the current President of Physical Disability Australia (PDA); the PDA representative and Co-deputy Chairperson on the AFDO Board; a member of the City of Darwin Access and Inclusion Advisory Committee; and a member of the National Disability Insurance Agency Independent Advisory Council.

## Trevor Carroll

### Deputy Chair

Trevor Carroll is Executive Officer of Disability Justice Advocacy. He has a M Ed in Disability and currently manages a team of disability advocates funded by the Department of Social Services. He is a former secondary school Principal and TAFE lecturer in Disability and Community Services and was a member of the Board of the Aids and Equipment Action Alliance from 2010-2013.



He is a member of the Disabled Peoples International (DPI) Board of Directors and is the DPI Asia-Pacific Chairperson. Trevor is also the Campaign Spokesperson and the Secretary for the Respite Alliance Whittlesea, and is the current Secretary and a founding member of the Friends of South Morang. He is also a trustee of an ASIC regulated superannuation fund and a member of the Victoria Police Disability Portfolio Reference Group.

Trevor was the Co Chair of the VEOHRC Disability Reference Group for 2010-2014 having been elected for four consecutive two-year terms as a member of the Reference Group. He is also a member of the Whittlesea Disability Network; Disabled Motorists Australia; Independence Australia; and Meniere's Australia. Trevor is also a volunteer mentor with the Australian Quadriplegics Association. He was a 2016 nominee for Australian of the Year.



## Frank Hall-Bentick

### Treasurer

Frank Hall-Bentick AM has a life-long disability (familial peripheral neuropathy) and through his outstanding efforts has contributed to improving human rights for people with a disability. He lives in Melbourne and has been involved in disability empowerment for the last thirty years. During this time he has been employed in the Equal Opportunity Unit of the Australian Public Service Board (9 years), as Coordinator of Disability Resources Centre (9 years) and as a Disability Officer at Centrelink (15 years).

Since 1981 the International Year of Disabled Persons he has been at the forefront of disability rights in local, state, national, regional and world organisations particularly through Disabled Peoples' International, founding and leading many of these groups. For twenty years he has worked closely with the United Nations in Bangkok as Resource Person and invited Expert. More recently he has been an active member of the International Disability Caucus and its work on the United Nations' Convention on the Rights of People with Disabilities in both Bangkok and New York.

During this time he has received a number of Awards for his work including;

- 1992 – International Plaque from DPI awarded for distinguished and unstinting service in the cause People with Disabilities in the Asia Pacific Region,
- 2001 - Australian Centenary of Federation Award for long and



outstanding service to disability organizations and People with Disabilities.

- 2011 - Recipient, National Disability Award – Minister's Lifelong Achievement
- 2012 - Recipient, Order of Australia Award June 2012
- 2012 Selected by UN ESCAP as one of ten Asia Pacific Disability Champions to promote the Incheon Decade Strategy and Goals.

Currently Frank continues to be involved at an international level through Disabled Peoples' International and the International Disability Alliance. At a national level he is involved with the Australian Federation of Disability Organisations and the Australian Disability Development Consortium and is chairperson and founder of the Australian Disability and Indigenous Peoples Education Fund. At state level, he continues to be involved in disability reference committees with the Victorian Equal Opportunity Commission, the Office of the Public Advocate, his local Yarra Council disability advisory committee and is Chairperson of the Disability Resources Centre.

## Peter Miller

### Director

Peter completed his education through Deaf and mainstream schools and university, completing Bachelors and Masters degrees in Electronics Engineering and Master of Business Administration.

Peter's educational and work experiences subsequently fueled a lifelong passion and belief that equity of access to telecommunications, social and education services is vital for the Deaf and hearing impaired communities; and best achieved through the delivery of services that are used and accepted by the wider community.

Peter has served as Chair of the Board of Australian Communication Exchange, Director of Deaf Resources Australia and President of Deaf Education Network. He is a Life Member of the Deaf Society of NSW and joined the Board of Deafness Forum in 2010.



## Nick Rushworth

### Director

Nick Rushworth has been Executive Officer of Brain Injury Australia since 2008. He was also President of the Brain Injury Association of New South Wales between 2004 and 2008.

In 1996, Nick sustained a severe traumatic brain injury as a result of a bicycle accident. Before joining Brain Injury Australia, Nick worked for the Northern Territory Government setting up their new Office of Disability.

Formerly a producer with the Nine Television Network's "Sunday" program and ABC Radio National, Nick's journalism has won a number of awards, including a Silver World Medal at the New York Festival, a National Press Club and TV Week Logie Award.



## John Simpson

### Director



John's career has included appointments as Executive Officer with Blind Citizens Australia and later RPH Australia; National Program Manager for the Lions Eye Health Program; and five years as National Manager within Vision Australia's Accessible Information Solutions Division where he managed the Audio Description Service, Vision Australia Radio and the Division's broader operations at various times.

Alongside these appointments and his ongoing Directorship with Information Alternatives, John has undertaken many research and project management assignments to address the information needs of people with a print disability.

John is currently:

- President, Blind Citizens Australia
- Deputy Chair, Euroa Health Inc.
- Director, Australian Blindness Forum
- Director, Australian Federation of Disability Organisations
- Director Information Alternatives

## Debbie Kennewell

### Director



Debbie, who was born Deaf, is an Auslan user and was nominated to the AFDO Board by Deaf Australia.

Debbie is a Board member of Deaf Australia, and has also served on the Board of Deaf Community and Sports SA. She currently works as a Manager, Client Services at Deaf Can Do in South Australia and has also worked at Deaf Sports Recreation Victoria (DSRV).

Debbie was born Deaf and uses Auslan (Australian Sign Language), the language of the Deaf community in Australia.

Debbie currently represents AFDO on the Aviation Access Forum (AAF). Debbie was involved with the National Emergency Management Project (NEMP) to establish guidelines to improve services for Deaf, Deafblind and hard of hearing people who prefer Auslan for the preparatory, response and recovery stages of natural hazard emergencies.



## Kevin Stone

### Director

Kevin is the Chair of Inclusion Australia which was formerly known as National Council on Intellectual Disability (NCID).

Kevin is also the CEO of VALID (Victorian Advocacy League for Individuals with Disability), a Victorian organisation which empowers adults with intellectual disabilities. Kevin worked with other parents and people with disabilities to set up VALID over 25 years ago.

Kevin has over 40 years experience in the disability sector, and has worked relentlessly to improve the lives of people with disability, both as an individual advocate and systemically by influencing state and national policy. He has also represented people with disability and their families on numerous Reference Groups and Ministerial Advisory Committees over the years.

He has four children, three of whom have disabilities and one of whom has an intellectual disability.

Kevin's son, Damien lived in an institution until the age of 11 when he joined Kevin's family.

## Janine Neu

### Director

Janine was 35 weeks pregnant when she experienced sudden onset of Acute Transverse Myelitis in 1996, rendering her quadriplegic. Following the birth of her son and 6 months of hospital rehabilitation, she returned home to her family to challenge the WA Government for essential funding to enable her family to stay together.

Following receipt of permanent funding, Janine could continue to lead her life in her community.

Janine has personally focused on health and physical rehabilitation since hospital discharge whilst navigating an opaque, complex and compartmentalized system of services for people with disabilities. Staying healthy and active has resulted in Janine never being admitted to hospital since her discharge from the Spinal Unit in 1997 as well as continuing to achieve functional improvement.

She is passionate about maximising opportunities for people with disabilities as well as supporting individual and systemic advocacy. She serves as Treasurer of People with Disabilities WA and is a committee member of ACROD and Companion Card External Appeals in WA.

## Richard Dent

### Director

Richard was appointed by the Board for his governance expertise. Richard is the Chief Executive Officer of Leadership Victoria and a Fellow of the Australian Institute of Company Directors, Harvard Club and Disability Professionals Victoria.

Richard has been involved in disability services since 1993, working in a UnitingCare agency, then VCOSS and then 12 years as CEO of the E W Tipping Foundation.



Richard was a significant contributor to the campaign for the NDIS as part of the Premier's NDIS taskforce, Chair of the Victorian Every Australian Counts Campaign and as Victorian Chair of National Disability Services.

In Richard's current role as CEO of Leadership Victoria he helps develop leaders to make progress on complex issues, and helps broker skilled leaders to support social, economic and environmental causes. Richard maintains an ongoing involvement in disability issues.

## AFDO staff as at 30 June 2018

### Ross Joyce

Chief Executive Officer

### Cheryl Gratton

Personal Assistant to Ross Joyce

### Jessica Zammit

National Manager – Workforce Participation

### Robyn Gaile

National Manager – NDIS & Special Projects

### Patrick McGee

National Manager – Policy, Advocacy & Research

### Ramona Mandy

NDIS & Special Projects Officer

### Rebekah Bryant

Diversity Field Officer

### Victoria Strachan

Diversity Field Officer

### Sarah Yahya

Communications Assistant

Administrative Assistant

# 2017 – 2018 Policy Submissions

- Joint submission by AFDO & Community Mental Health Australia (CMHA) to the Australian National Audit Office (ANAO) on the Disability Support Pension (DSP), July 2018
  - AFDO submission to the Department of Social Services (DSS) outlining our views on the future of supported employment in Australia, March 2018
  - AFDO submission to the Department of Treasury outlining our views regarding priorities for the 2018-19 Budget, February 2018
  - Joint submission by People with Disabilities WA and AFDO to the inquiry into the need for laws in Western Australia to allow citizens to make informed decisions regarding their own end of life choices, November 2017
  - AFDO submission to the Senate Standing Committee on Economics on the Medicare Levy Amendment (National Disability Insurance Scheme Funding) Bill 2017 and 10 related bills, September 2017
  - AFDO Submission to the Joint Standing Committee on the National Disability Insurance Scheme enquiry into transitional arrangements for the NDIS, August 2017
  - AFDO and DANA joint submission on the National Disability Insurance Scheme Amendment (Quality and Safeguards Commission and Other Measures) Bill 2017, August 2017
  - AFDO submission to the Department of Social Services – 2nd Progress Report on the National Disability Strategy, August 2017
  - AFDO submission to the Productivity Commission National Disability Insurance Scheme (NDIS) Costs Issues Paper, July 2017
- All AFDO Policy Submissions can be downloaded from our website by visiting <https://www.afdo.org.au/our-work/policy-work/>



# Advocacy and Policy

In 2017, the CEO and Board of the Australian Federation of Disability Organisation invested in policy, advocacy and research and created a new national manager's position to affect the work. AFDO had not had a dedicated position in this space with the policy and advocacy work being carried out by existing AFDO staff since 2014.

Since June 2017, Patrick McGee has been working in this position, initially focussing on building the policy agenda for AFDO and its member organisations, raising the profile of the organisation nationally and building relationships with key stakeholders in the disability sector. In October 2017, AFDO and its member organisations identified seven key policy areas for focus including:

1. Violence, Abuse and Neglect of people with disability
2. Access to Justice
3. People with disability in the National Disability Insurance Scheme (NDIS)
4. Affordable Housing
5. Better Health for people with disability
6. Public Transport
7. Advocacy and Inclusion

A number of national contextual issues meant that AFDO prioritised Violence against people with disability, Access to Justice, Public Transport and people with disability in the NDIS as our initial policy areas.



## Violence, Abuse and Neglect of people with disability

As a result of the alarming figures of sexual assault against people with disability, particularly women with disability, AFDO developed a policy on violence, abuse and neglect. We actioned that policy by signing the Interagency Guideline for Addressing Violence, Abuse and Neglect developed by the Victorian Office of the Public Advocate.

*"Women with disabilities experience violence in many of the same ways as other women including violence starting or escalating during pregnancy or separation from a partner. But there are also many kinds of violence that are specific to women with disabilities. Examples of 'disability-based violence' found in our primary research include perpetrators controlling access to medication, mobility and communication supports, threats to withdraw care or institutionalise and abuse of enduring Power of Attorney."*<sup>1</sup>

Taking a systemic advocacy approach to violence, abuse and neglect of people with disability generally, and women and girls with disability specifically, we worked on representing the voices

of people with disability in the development of the NDIS Quality and Safeguards Commission (QSC) which came into being on the 1st July 2018. The purpose of the Quality and Safeguards Commission is to "improve the quality and safety of NDIS supports and services."<sup>2</sup>

AFDO believes that ensuring the rights of people with disability are protected and that systems that aid in the protection of those rights are robust and accessible is vital to the health of the NDIS

In December 2017, AFDO along with the Disability Advocacy Network Australia (DANA) and Disabled People's Organisations Australia (DPOA) were identified in the speech by The Hon Jenny Macklin MP to the House of Representatives on the Quality and Safeguards Legislation as having made a significant contribution to the quality of the Legislation. We continued to provide perspectives on the Rules attached to the QSC through the targeted consultation process hosted by the Department of Social Services (DSS).

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1 Women with Disability Victoria, "Voices Against Violence" Paper 1

2 <https://www.ndiscommission.gov.au/about>

3 National Social Security Rights Network: "Disability Support Pension (DSP) Project: A snapshot of DSP client experiences of claims and assessments since the 2015 changes" 2018

## Access to the Disability Support Pension

In October 2017, the Victorian Social Security Rights Network (SSRN) hosted a number of disability and welfare agencies concerned about the alarming decline of successful applications for the Disability Support Pension (DSP). Further concern emerged when a report from a member organisation of SSRN identified that of the 22 decisions rejecting an individual application, 17 were overturned at the Administrative Appeals Tribunal (AAT) in favour of the applicant.

*"Our snapshot demonstrated that many worthy DSP claimants experience significant delays in being granted the Disability Support Pension. In circumstances where a claimant appeals the Department of Human Services' decision, the Tribunal commonly makes a determination 10 months after the initial DSP claim was lodged."*<sup>3</sup>

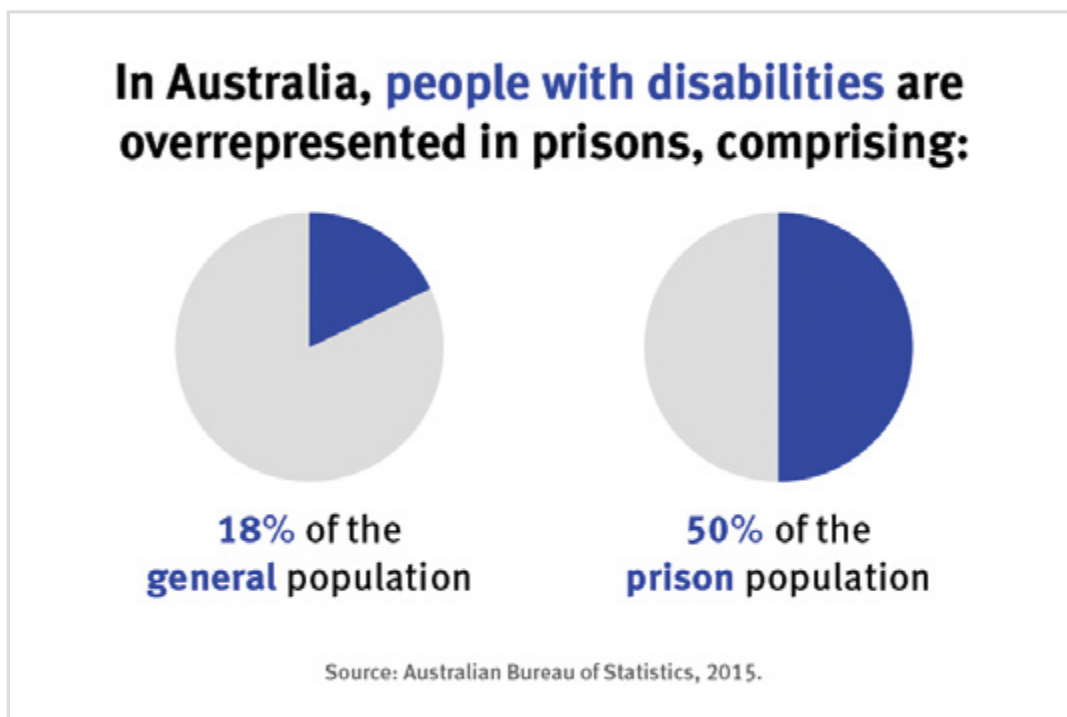
Working in partnership with welfare and disability advocacy agencies, AFDO developed a systemic advocacy campaign that responded to this widespread concern about access to the Disability Support Pension. The Access to the DSP initially focussed on raising concerns with the major political parties and through submissions to, and meetings with, the Australian National Audit Office (ANAO). AFDO has continued the systemic

advocacy so ably begun by Social Security Rights Victoria (SSRV) and now hosts a group of disability and welfare agencies along with key academics working in the DSP space to implement an advocacy campaign as we head into an election year.

## Access to Justice

We remain concerned about the overrepresentation of people with disability in our prisons. People with disability make up 18% of the population whilst making up almost 50% of people entering prison. 37% of the Victorian prison population have an acquired brain injury. In a juvenile detention centre in Western Australia, 39% of the young people were living with Foetal Alcohol Syndrome Disorder (FASD). AFDO further highlights that Indigenous Australians with disability constitute up to a third of the disability population that are detained.

In the Northern Territory, every person detained in a forensic facility is an Indigenous person with a disability. Australians for Disability Justice (ADJ) estimated that 150 people with disability are indefinitely detained, one-third of that group being Indigenous Australians. In the Northern Territory people with disability are detained in maximum security prisons with 80% of the prison population living with a hearing impairment.



This is why AFDO is focusing on the Optional Protocol to the Convention against Torture (OPCAT) as a mechanism to shine a light of people with disability in detention.

*"Aboriginal and Torres Strait Islander women with disabilities are similarly overrepresented in prisons: among Aboriginal and Torres Strait Islanders in Queensland prisons, 73 per cent of male and 86 per cent of female Aboriginal, and Torres Strait Islander prisoners had a diagnosed psychosocial disability."*<sup>4</sup>

In December 2017, Australia ratified the Optional Protocol to the Convention against Torture. The OPCAT allows for independent monitoring of places of detention. Given the significant overrepresentation of people with disability in Australia's prisons and forensic facilities, this will be an important mechanism for protecting the rights of people with disability who are detained. AFDO has participated in consultations with the Australian Human Rights Commission regarding the implementation of OPCAT, proposing that places of detention include places where people with disability cannot leave voluntarily.

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4 Human Rights Report, "I Needed Help, Instead I Was Punished" Abuse and Neglect of Prisoners with Disabilities in Australia" February 2018





# Employment – workforce participation

Access to sustainable employment remains out of reach for almost half of Australians with disability. Participating in the workforce is important for social inclusion and financial independence. Having a disability can impact on a person's ability and opportunities to participate in paid work.

## The facts

- 18% of men, and 18.6% of women have disability
- 2.1 million Australians of working age (15 - 64 years) have disability
- In 2015, the unemployment rate for people with disability was 10%; higher than that for people without disability at 5.3%.
- 1 million people with disability are employed and another 114,900 are looking for work
- 53.4% of people with a disability aged 15 - 64 years participate in the workforce, compared with 83.2% of people without a disability
- 46.6% of people with disability are not in the labour force, compared with 16.8% of those without disability
- 27% of people with disability work full-time, while 21% of people with disability work part-time

Source: Australian Bureau of Statistics (ABS) 2015 Survey of Disability, Ageing and Carers



## Future of supported employment

This year saw the Federal Government focus on the future of supported employment with the Department of Social Services conducting a review process with the release of a discussion paper. AFDO provided a detail submission to this Inquiry recommending genuine co-design with people with disability and their representative organisations, a school to work pathway that involves a presumption of work capacity, and a pathway for school leavers with significant disability to open employment.

A Summary Report was released by the Department in which AFDO provided significant feedback including concerns regarding the level of representation of the voice of people with disability, the need for investment to increase employment in open mainstream settings and in 'place and train' models (i.e. place a participant directly in an open employment job together with explicit job training instruction, and subsequent ongoing support) which the evidence shows is the most effective mechanism to increase employment of people with intellectual disability, who comprise over 60 percent of the cohort in Australian Disability Enterprises (ADEs).

AFDO also recommended the need for independent information for students and parents to enable informed choice about the options available within local settings, including appropriate employment support, work with schools and teachers, in particular, to build employment aspirations beyond ADEs, and specific work in the roll-out of the NDIS to build an open employment first approach as part of NDIS planning. It is likely that recommendations regarding the future of supported employment will be made before the next election, with AFDO working closely with DANA and Inclusion Australia to ensure that the voice of people with disability remains front and centre and that investment in a customised employment model is a priority.



# Diversity Field Officer Service

## How we've been going

Worked with 50 workplaces across 15+ industries, with 36 participating in the evaluation



97% satisfied with the Diversity Field Officer Service, with business expectations 'fully' or 'mostly' met



75% were employing people with disability at the end of the pilot, compared to 38% at the start of the pilot



86% indicated that there might be an opportunity to employ people with disability in the next 12 months, compared to 58% at the start of the pilot



79% have, or plan to, include welcoming wording in job advertisements and position descriptions



36% have, or plan to offer, work experience to a person with disability



30% have, or plan to offer, graduate opportunities or internships to a person with disability



42% currently looking at "job carving" - creating a set of tasks or particular role to match a job candidate with disability



64% of businesses have committed, or are currently working to improve mental health in their workplace



Source: Murfitt. K, et.al. Diversity Field Officer Service Pilot Evaluation, Deakin University, 2017.

## Diversity Field Officer Service

The AFDO Diversity Field Officer Service (DFOS) developed in collaboration with Deakin University commenced in September 2015 with a focus on building the disability confidence of small and medium-sized businesses to improve workforce participation, accessibility and customer service. Due to the success of the pilot, we made the decision to continue to deliver the service during 2017 to 2018 in a part-time capacity through funding support from Helen Macpherson Smith Trust and WorkSafe Victoria.

As at April 2018, 10 new businesses were engaged, with support provided to pilot businesses to take the next steps to recruit, job carve, take on work experience, improve accessibility and make broader workforce improvements.

In May 2018, after 18 months of negotiation, we were successful in our application to the Victorian Government to deliver the 'Improving the Accessibility of Geelong and Bellarine' project, a 1.7 million dollar project (inclusive of in kind support) with the focus on working with 110 workplaces, 60 of whom are new businesses in the tourism and hospitality sectors. This project will engage two and a half Diversity Field Officers (DFOs) on the ground, two of whom have been involved with the project since its inception, Rebekah Bryant and Victoria Strachan. The project will continue to June 2020 and include the development and delivery of training and an accessibility tool kit for small businesses, in conjunction with tourism Greater Geelong and the Bellarine and Deakin University.

## Disability employment services reform

Also during this year there has been significant reform of Disability Employment Services (DES) including the release of new contracting requirements and an opening up of the market to enable new employment services to enter. We provided a detailed submission to this process with new arrangements to commence on 1 July 2018. However, as AFDO only resumed its government recognised peak status in January 2018, we were excluded from earlier DSS led sector discussions to inform DES reform. Two meetings were held directly with DSS to inform the process, and although these meetings were positive, not being at the table limited our capacity to inform the direction of the DES process. We will be monitoring the implementation and ensure that any critical issues are communicated to government.



## Passport to employment

AFDO has been successfully working with the National Disability Coordination Officer's (NDCO) Passport to Employment Program. AFDO was approached to work closely to achieve its objectives in Geelong (2 programs) and in Colac during 2018 and 2019. We worked with the program to organise DFOS employers to participate in mock interviews, with 26 employers indicating their interest to participate in the September 2018 program. AFDO will auspice the project over the following year in collaboration with NDCO and Geelong Region Local Learning Employment nNtwork with the project funded by Give Where You Live.

## Sustainability analysis

As a result of funding support through the Percy Baxter Trust and Helen Macpherson Smith Trust, an independent sustainability analysis was commissioned to determine how the DFOS model can be sustainably delivered in Geelong into the future and on a national scale from 2019. Three models have been identified including licensing, direct delivery and fee for service/cross subsidisation. A specific role will be created to implement the recommendations, with the view of a national rollout of the model over the next year. The first pilot location is in Western Australia, and is being delivered through licence by People with Disabilities WA with one Diversity Field Officer hired for an eighteen month period to work with fifteen businesses. Mentoring and establishment support has been provided by AFDO to ensure that the pilot is successful.



## Other initiatives

In addition to reform work around employment, AFDO took a number of steps to change the conversation around employment of people with disability. In the fourth quarter of the financial year AFDO extended our relationship with the Department of Health and Human Services in Victoria with a focus on designing and hosting two unique small business festival events in Victoria focused on increasing entrepreneurship among people with disability and encouraging businesses to implement workforce and workplace changes that are more inclusive of

people with disability. These events will be held in August 2018 with significant interest already expressed in the entrepreneurship event with an expected attendance of over 100 people. Both events will be fully accessible and draw on entrepreneurs with and without disability to maximise business success for attendees.





# National Disability Insurance Scheme (NDIS)

The NDIS is scheduled to be fully rolled out in all regions of Australia in 2019. There is much work that still needs to be done to support people with disability and their families and user-led and community-based organisations to be ready for the NDIS. During the 2016-17 financial year, AFDO worked with our member organisations to develop their capacity to be ready for the NDIS.

## The facts

- As at 30 June 2018, there are 183,965 Australians being supported by the NDIS
- Of the 183,965 participants being supported by the Scheme, 54,802 had never previously received supports before the NDIS
- The NDIS aims to support an estimated 460,000 Australians with disability by July 2020
- 91% of parents and carers consider the NDIS to have helped with their child's development.
- 71% of participants aged 25 and over indicated that the NDIS had helped them with their Daily Living Activities.
- 67% of participants aged 25 and over indicated that the NDIS had helped them with Choice and Control.

Source: NDIS COAG Quarterly Report – 30 June 2018

## Information, Linkages and Capacity-building (ILC)

ILC is about making sure that people with disability and their families are connected into their communities. It is also about making sure that the community is more accessible and inclusive of people with disability. ILC supports people

to build on the skills, resources and confidence they need to participate in the community. It also aims to make sure that mainstream services and community organisations are more inclusive of people with disability.



The National Disability Insurance Agency (NDIA) provides funding to organisations to deliver ILC activities. And while the NDIS is being rolled out across Australia, the NDIA has been providing ILC readiness funding to assist organisations to get ready for the full roll out of the NDIS and ILC.

## Getting ready for ILC

During the reporting period, AFDO received ILC Readiness grant funding from the NDIA and the Victorian Government Transition Support Package (TSP) program. The ILC Readiness grant enabled AFDO to work with 23 partner organisations to support them to get ready for the new ILC funding environment. Project partners included a range of small national and state and territory based user-led organisations. Traditionally, ILC type activities have been provided by state funding and often been provided in a block grant. The new ILC funding system will be via a competitive grants process. Many small user-led and grass roots organisations have limited experience and capacity to competitively bid for business and are likely to be disadvantaged by this process.

AFDO and its 23 project partners utilised the ILC readiness funding to conduct organisation-specific projects, and develop a program of training activities including survey design and distribution, customer relationships management systems, data analysis and outcomes measurement.

The project was divided into two separate projects which were run independently of each other. Project 1 was conducted in the first year of the project in 2017 and involved working with ten national people with disability organisations, and project 2, the smaller component of the overall project, involved working with thirteen state and territory based user led organisations.

## ILC workshops

AFDO received a small ILC readiness grant from the Victorian Government, through the Transition Support Package (TSP) program to deliver workshops on ILC. The workshops were designed specifically for small community and grass roots organisations to build their understanding of ILC and funding opportunities available to them through ILC funding. In addition to developing content for the workshops, AFDO produced a handbook for workshop participants to take away and share with their staff, volunteers and Board members. Workshops were delivered in the inner and outer regions of all four Victorian Government Department of Health & Human Services (DHHS) regions. In total 73 people attended the workshops, with 94% rating the workshop content as useful or very useful.



# Media

AFDO is often featured in the media following the distribution of media releases on current disability issues, as well as being interviewed on radio and with journalists in print and online media. Some of the issues we have addressed in the past year include calling for Royal Commission in to the abuse & violence against people with disability, fully funding the NDIS, public transport issues, access to the Disability Support Pension, and employment issues.

## Media releases

- AFDO to attend the Conference of State Parties at the UN in New York
- Huge win for Geelong tourism businesses & all Victorians with disability
- Turnbull Government delivers on the NDIS
- Prime Minister, Show us the NDIS money!
- Turnbull Government must show how it will fully fund the NDIS
- Queensland Rail and Transport disregards human rights!
- Urgent action needed on abuse of people with disability
- Welcome WA to the National Disability Insurance Scheme (NDIS)
- Joint Statement on Funding for the NDIS

## In the Media

- Launch of the Melbourne Disability Institute - video
- New guidelines released by the NDIS Quality and Safeguards Commission will ensure the quality and safety of NDIS supports and services.
- DFO - Creating employment pathways for people with a disability





AFDO has several social media channels, including a Twitter and Facebook presence dedicated to the National Disability Insurance Scheme (NDIS). Our social media presence and regular eNewsletters help us reach more people with disability, community & disability organisations, government, as well as the general community.



**4,326**

**eNewsletters**



**7,362**

**Twitter**



**2,441**

**Facebook**



**434**

**Linked In**

To receive regular updates and media releases from AFDO, please subscribe to our newsletter at [www.afdo.org.au](http://www.afdo.org.au), and for NDIS newsletters, please subscribe at [www.disabilityloop.org.au](http://www.disabilityloop.org.au)

# International Partnerships

Over the past year, AFDO has participated in the United Nations 11th Conference of State Parties (CoSP) in New York. Our International Coordinator, Frank Hall-Bentick is our representative on the Australian Disability & Development Consortium (ADDC), and our Vice President, Trevor Carroll is the Chair of the Disabled People's International (DPI) Asia-Pacific Executive, and the Information Officer on the DPI World Council Executive.

## Disabled People's International



Trevor Carroll is the Chair of the Disabled People's International (DPI) Asia-Pacific Executive, and the Information Officer on the DPI World Council Executive.

AFDO is a Full member of DPI, and is privileged to hold the sole Australian representative vote on DPI, which has national disability organisational members in over 130 countries, 31 in the Asia Pacific. DPI was established in 1981, the International Year of Disabled Persons. 37 years after it was formed, DPI continues to be the world's only cross-disability global Disabled People's Organization (DPO). It is in partnership with the United Nations.

[www.disabledpeoplesinternational.org](http://www.disabledpeoplesinternational.org)

## International Disability Alliance



International Disability Alliance (IDA) is an alliance of networks which brings together over 1,100 peak organisations of persons with disabilities and their families from across eight global and six regional networks including the Pacific Disability Forum of which AFDO is a full member.

Two of our AFDO member organisations have held the Chair role for IDA. Maryanne Diamond (Blind Citizens Australia), and Colin Allen (Deaf Australia).

[www.internationaldisabilityalliance.org](http://www.internationaldisabilityalliance.org)





## Pacific Disability Forum



AFDO is a full member of the Pacific Disability Forum (PDF). The PDF is a regional peak body that works in partnership with Disabled Persons Organisations (DPOs) in the Pacific region.

As part of its mission to improve the situation of persons with disabilities, it runs programs for women and youth with disabilities, research, advocacy, capacity building and development.

[www.pacificdisability.org](http://www.pacificdisability.org)

## Australian Disability Development Consortium



Frank Hall-Bentick is our representative. Australian Disability Development Consortium (ADDC) is an Australian based, international network focusing attention, expertise and action on disability issues in developing countries; building on a human rights platform for disability advocacy.

Its mission is to promote the rights and inclusion of persons with disabilities in development activities, advocating that disability be fully integrated into all Australian development programs and policies.

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

# International Activities

AFDO President, Liz Reid and AFDO International Representative, Trevor Carroll attended the 11th Session of the Conference of State Parties (CoSP) which was held at the UN Headquarters in New York from 12 – 14 June 2018.

This year, AFDO was part of a larger Australian government and civil society delegation, which consisted of the Department of Social Services (DSS), the Department of Foreign Affairs and Trade (DFAT), and the Disability Discrimination Commissioner, Alastair McEwen, as well as representatives from NSW Council on Intellectual Disability (NSWCID), First Peoples Disability Network (FPDN), Women with Disability Australia (WWDA) Children and Young People with Disabilities Australia (CYDA), People with Disability Australia (PWDA), National Ethnic Disability Alliance (NEDA), and Rights and Inclusion Australia.

The funding for our Chairperson Liz Reid and Trevor to attend CoSP came from AFDO's international budget, and Trevor's wife, Dayle attended as Trevor's carer at her own expense. The theme for CoSP was leaving no one behind through the full implementation of the CRPD. One subtheme was on public private partnerships, the second subtheme was on women and girls with disabilities, and the third subtheme was political participation and equal recognition before the law.

Trevor and Liz attended many events at CoSP including events hosted by International Disability Alliance (IDA), Disabled Peoples International (DPI), and the Civil Society Forum which was held the day before the conference commenced.

Trevor and Liz both commented on the good relationship building that happened at CoSP with international organisations as well as Australian organisations, and said that participating in CoSP was very beneficial to AFDO.

At this conference of state parties, Australian Rosemary Kayess was elected to the Committee which audits and monitors the implementation of the CRPD. Rosemary is an internationally respected lawyer and researcher specialising in discrimination and human rights law. She is currently Chair of the Australian Centre for Disability Law. Ms Kayess' research and advocacy includes access to justice, human rights, guardianship, social inclusion, housing and employment. Rosemary will commence her four-year term on the CRPD Committee from 1 January 2019.





# Directors Report

The Board is responsible for the governance of AFDO in accordance with the Corporations Act and the AFDO Constitution.

The Board was made up of the following Member nominated, or Board-appointed Directors throughout the 2017 – 2018 Financial Year:

## **Liz Reid**

Chairperson (as of 17th October 2017),  
Deputy Chairperson (until 17th October 2017)  
Nominated by Physical Disability Australia  
Person with a disability

## **Trevor Carroll**

Chairperson (until 17th October 2017),  
Deputy Chairperson (as of 17th October 2017)  
Nominated by Disability Justice Advocacy  
Person with a disability

## **Frank Hall-Bentick**

Treasurer  
Nominated by Disability Resources Centre  
Person with a disability

## **Peter Miller**

Director  
Nominated by Deafness Forum of Australia  
Person with a disability

## **John Simpson**

Director  
Nominated by Blind Citizens Australia  
Person with a disability

## **Nick Rushworth**

Director  
Nominated by Brain Injury Australia  
Person with a disability

## **Ramas McRae**

Director (resigned 16th October 2017)  
Nominated by Deaf Australia  
Person with a disability

## **Debbie Kennewell**

Director (appointed 16th October 2017)  
Nominated by Deaf Australia  
Person with a disability

## **Kevin Stone**

Director (appointed 19th February 2018)  
Nominated by Inclusion Australia  
Person with lived experience of disability

## **Greg Madson**

Director (resigned 16th October 2017)  
Nominated by People with Disabilities WA  
Person with disability

## **Richard Dent**

Director  
Board Appointed for  
Leadership and Governance expertise

## **Angus Graham**

Director (Term ended 17th October 2017),  
Board Appointed for Financial expertise

## Business registrations

ACN: 105 510 898

ABN: 25 105 510 898

### Registered Business Offices:

Level 2, 247 Flinders Lane, Melbourne VIC 3000

Level 1, The Realm, 18 National Circuit, Barton,  
ACT 2600

AFDO is a Public Benevolent Institution and a  
Registered Charity with the Australian Charities  
and Not for Profit Commission (ACNC)

## Board meetings and attendance

The Board met five times during the 2017-18  
Financial Year

18th September 2017  
Teleconference

17th October 2017  
Face-to-face

19th February 2018  
Face-to-face

16th April 2018  
Teleconference

29th June 2018  
Face-to-face

## Executive committee composition and attendance

The Executive is elected by the Board and  
comprised the President/Chair, Vice Presidents  
and Treasurer.

The Executive Committee met five times between  
Board meetings by Teleconference during the  
2017-18 financial year.

17th July 2017  
20th November 2017  
11th December 2017  
19th March 2018  
21st May 2018

## Finance, Audit & Risk Committee meetings and attendance

13th September 2017  
13th November 2017  
7th December 2017  
12th February 2018  
12th April 2018  
4th May 2018  
20th June 2018

## Company Secretary

Ross Joyce

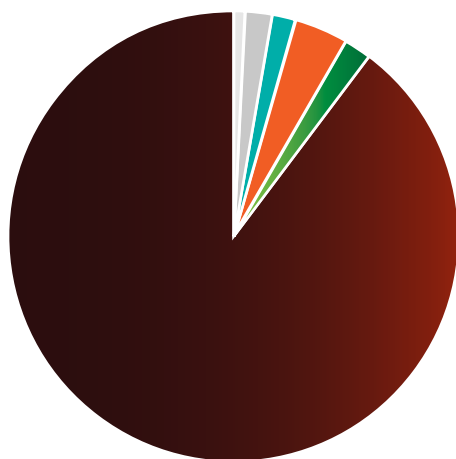


# Financial Snapshot

## 2017 – 2018 Results

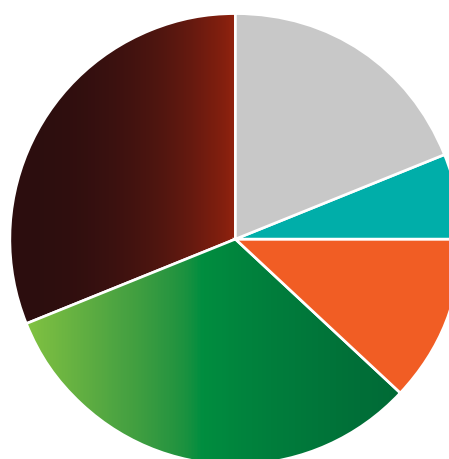
Total Revenue.....	\$2,738,857
Total Expenditure.....	\$2,719,466
<b>Result - Surplus or (Deficit).....</b>	<b>\$19,391</b>
Total Members Equity - 2016 – 2017.....	\$693,544
<b>Total Members Equity - 2017 – 2018.....</b>	<b>\$712,935</b>

## Income 2017 – 2018



Donations.....	0%
Membership fees.....	<1%
Investment interest.....	1%
Other income.....	2%
Department of Social Services.....	<1%
Grants other sources.....	96%

## Expenditure 2017 – 2018



Consultancy.....	19%
Operating expenses.....	6%
Office expenses.....	12%
Employment expenses.....	32%
Consortium distribution.....	31%

Consortium distribution refers to funding obtained by AFDO for projects or other funded activities and distributed directly to AFDO national Full members as part of undertaking these activities.







is that  
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s of social,  
political  
ral life.



**Australian Federation of  
Disability Organisations**

Our vision is that all people with disabilities must be involved  
equally in all aspects of social, economic, political and cultural life.