annual report
2015/16

whnsw peak body for 21 non-government women’s health centres in NSW

Funded by the NSW Ministry of Health
contents

- About Us 3
- Our Principles 3
- From the CEO 4
- Strategic Priorities 4
- Reducing Violence Against Women 5
- Strategic Activities 6
- WHNSW Outcomes 8
- Women’s Health Sector Collated Data 9
- Organisation and Structure 12
- Financial Report 13
- Women’s Health Centres 14

our vision

All women and girls are empowered to reach their potential within a safe and healthy environment.

our mission

To ensure that women’s health care is delivered in a gender appropriate, affordable and accessible way to meet the health needs of women.
**about us**

Women’s Health NSW is the peak body for 21 non-government community based women’s health centres in New South Wales.

We promote a coordinated approach to policy and planning, staff professional development and consultation between member services, NSW Ministry of Health and other government and non-government agencies.

Members include 17 women’s health centres providing multidisciplinary, primary health care focusing on wellness, prevention, early intervention, immediate and ongoing care including physical health/activity, chronic illness, emotional & mental health, reproductive and sexual health and the health effects of violence against women. Four special purpose services concentrate on culturally tailored programs for Aboriginal and Immigrant women and trauma specialised counselling. Throughout the network, service provision is influenced by the identified needs of local communities and the shared aim of improving the health of women, with a focus on women experiencing disadvantage.

Strategies incorporated by Women’s Health Centres include preventative health care, community education and development, advocacy and empowerment; providing women with knowledge, skills and resources to enable them to take more responsibility over factors that may adversely affect their lives.

All centres work within the social model of health framework which acknowledges the physical, emotional and mental aspects of health as well as the broader social, cultural and economic factors that impact on women’s wellbeing and ability to access services.

The Women’s Health NSW website whnsw.asn.au outlines our structure, aim, history and philosophy along with project information and annual reporting. It also provides information on each Women’s Health Centre in NSW outlining their range of services and contact information. See page 15 for contact information for all Women’s Health Centre’s located in NSW.

**our principles**

Women’s Health NSW works to the NSW Health CORE values of Collaboration, Openness, Respect and Empowerment which resonate with the WHNSW Principles of Women’s Health Care (endorsed in 1982) highlighted below

- Social justice and an understanding of a gendered approach to health care and policy
- Health is determined by a broad range of social, environmental, economic and biological factors
- Differences in health status are linked to gender, age, socio-economic status, ethnicity, disability, location environment, gender inequality and discrimination
- Health promotion, disease prevention, equity of access to appropriate and affordable services and strengthening the primary health care system are necessary along with high quality illness treatment services
- Information, consultation, advocacy and community empowerment are important elements of the health process
- Dignity, privacy, informed consent, confidentiality and safety
- Informed decision making about health care requires accessible and appropriately targeted information for socio-economic and cultural groups
- Health care is both evidence-based and values women’s own knowledge and experience
- Equity and accessibility
- Effective community management
- Links women’s individual experience and health needs to the social and cultural context of women’s lives
- Empowers women
- Challenges sex-role stereotyping, gender discrimination, racism and homophobia which affect health and well-being
- Increase the accessibility, sensitivity and acceptability of health services for women
- Relates to identified health priorities at the local and state level.

**NSW Health CORE values**

![Image of CORE values: Collaboration, Openness, Respect, Empowerment](image-url)
from the CEO

In 2015/16 WHNSW continued its collaborative work with NSW Ministry of Health (MOH) and NSW Health peak bodies as part of the MOH NGO Advisory Committee. Work focused on implementation of the Ministry’s Partnerships for Health policy and the development of the new contract arrangements for non-government organisations. During the process we have worked with the women’s health sector to identify capacity building opportunities, accreditation strategies, researching evidence based practice and program accountability and data.

In addition, WHNSW successfully organized three public events:

- 1 Billion Rising: an international mass action advocating for the end of violence against women. One in three or 1 billion women around the world will be raped or beaten at some time in their lives. In 2016 a demand for justice was the 1 billion rising theme. We joined 200 countries to demand the end to violence against women and children while distributing information and resources to communities.
- Galvanizing Equity in Health & Social Care Training: Strategies for inspiring new thinking on gender transformative and trauma-informed practices.
- What’s Health Got to Do With It – Reflecting Gender and Women’s Lives in Health Policy and Practice: to highlight the principles and research that inform and impact on women’s health practice, research, partnerships and health outcomes.

Our work with the NSW Women’s Alliance: Sexual Violence/Domestic & Family Violence continues to be important. The NSW Women’s Alliance brings together a range of agencies with a variety of expertise, knowledge and experience in responding to and working to prevent violence against women and to improve public policy and practice.

During the year we continued to manage our ongoing programs; Women’s Health Statewide Meetings and Education Program (page 8) and the Women’s Health NSW Database.

Once again, through the collation of sector service data, WHNSW is able to demonstrate the service provision and demographics of service users across the sector (see pages 9-11). Together women’s health centres provided more than 133,000 occasions of service highlighted by the extensive service provision categories spanning more than 150 presenting health issues.

strategic priorities

Women’s Health NSW will be proactive on priority issues relevant to women’s health:

1. Advocating for improved outcomes for women
2. Networking and research
3. Reorienting the health system

Increase the capacity of the women’s health sector to respond to women’s health and wellbeing:

4. Good governance
5. Training and development
6. Women’s health priority issues

... we have worked with the women’s health sector to identify capacity building opportunities, accreditation strategies, researching evidence based practice and program accountability and data.

Work over the year has extended partnerships and improved policy, procedure and access to services for women and vulnerable communities across NSW. 2015/16 has been a productive year that has influenced the work ahead by identifying strategic directions that will make a difference.

We look forward to continuing partnerships, involvement in public policy and practice and a continued unpacking of gender inequity.

Denele Crozier
reducing violence against women

The work of the NGO women’s health centres in violence prevention and service provision are an essential part of the NSW primary integrated health care system. From safety planning, medical services, specialist trauma counselling and therapeutic resilience work, legal and financial information, court support, grief and loss counselling, parenting skills, to name but a few current services. The women’s health centres are a vital partner to enhance health, safety and well-being outcomes for women who have experienced violence.

‘Violence against women in our community is an injustice that is everybody’s concern. ...I want to see the entire community rally behind this issue.’

Elizabeth Broderick, Former Australian Sex Discrimination Commissioner

This graph includes service statistics from NSW Rape Crisis (NSWRC) representing 29% (7,166) of the category ‘Adult Sexual Assault’ (32.78%). Percentages change considerably when these figures are removed. Presenting Issue Violence/Abuse figures for Women’s Health Centres (17 centres, 17,457 occasions of VAW) include: Adult Survivor Child Sexual Assault (12%); Adult Sexual Assault (5%); Domestic & Family Violence (68%)
strategic activities

Data and Evaluation Systems

Evaluating the social model of health in service delivery requires a comprehensive approach to statistical data collection. WHNSW developed the WHNSW Database using a Microsoft Access software program as an integrated client management and statistical collection system. The database enables women’s health centres to collect consistent information on service delivery and demographics, which can be collated to form a state-wide picture.

Eighteen (18) Women’s Health Centres use the WHNSW Women’s Health Database. Other centres such as Waminda and Rape and Domestic Violence Services Australia use separate purpose-built databases to reflect their organisations’ specific requirements.

During 2015/16, WHNSW and members centres continued an analysis of the WHNSW Database with a view to enhancing its capacity to present information on key performance indicators and outcomes.

For more information on the WHNSW Database see pages 9-11.

Partnerships

During 2015/16 we participated in government and non-government committees and working groups including:

• NSW Ministry of Health NGO Advisory Committee
• Australian Women’s Health Network (AWHN)
• NSW Health Women’s Health Program Quarterly Meeting
• NSW Council of Social Service (NCOSS) Management
• NC OSS Health Policy Advice Group (HPAG)
• NSW Female Genital Mutilation (FGM) Education Program Advisory Committee
• NSW Women’s Alliance Sexual Violence/ Domestic & Family Violence
• Domestic Violence NSW
• Miranda Project, Keeping Women Out of Custody

Other projects, consultations and forums

• Empowering Populations, Family Planning Australia & the Pacific
• Unit Costing with MYOB & Calxa
• Immigrant Women’s Health Service management and governance enquiry
• NC OSS Sydney Festival For Civil Society, Social & Economic Challenges

• Domestic & Family Violence Blueprint Consultation, Women NSW
• Strong Women Safer Communities, Domestic Violence NSW Annual Conference
• White Ribbon Breakfast Forum, It’s Time to Talk
• Australian Women’s Health Network Strategic Review
• Inaugural National Research Conference on Violence Against Women and Their Children, ANROWS, Research to Policy & Practice
• NSW Police Force Domestic and Family Violence Stakeholder Forum
• QinetiQ NSW Health NGO Training Program, Preparing NGOs for Purchasing
• Women’s Domestic Violence Court Advocacy Program Forum. 20 years of Making a Difference
• The Australian Women’s Leadership Symposium 2016
• Our Watch Forum, Change the Story. A shared evidence based framework for the primary prevention of violence against women and their children in Australia

Professional Development

In 2015/16 WHNSW continued it focus on professional development programs, by organising three sector meetings attended by 83 employees.

Training

• Advanced Negotiation Skills, Sarah Ludowici, Public Interest Advocacy Centre
• Evaluation Frameworks – Jackie Burke, Clinical Director, Rape and Domestic Violence Services Australia
• Introduction to Pivot Tables – WHNSW Database – Scott Dovey, Access Database Systems
• Introduction to Sharepoint, Rape and Domestic Violence Services Australia
• Smarter Data – Reporting & Analysing Data – Scott Dovey, Access Data Systems

Presentations

• WHNSW Database – Strategic Directions and Data Dictionaries – Scott Dovey, Access Data Systems
• Scoping the Sector – Jacqueline Schroeder, WHNSW Research Officer
• Annual Report Designs – Jodie McLeod Young, Purple House Design
• Australian Women’s Longitudinal Study on Women’s Health, Dr Catherine Chojenta and Jenny Powers
• Domestic Violence among Immigrant and Refugee Women in Australia: Summary of the Literature Review, Hunter Women’s Centre
• Stepping Stones to Freedom from Domestic Violence, Blacktown Women’s and Girls Health Centre
• Moving Forward to Work Education and Business, Hunter Women’s Centre

Briefings
• Integrated Care Branch Update, Ministry of Health, Cathy Ellis and Andrew Whitehead
• Sector Priorities in Partnerships for Health, WHNSW Sector Strategies Evaluation, Denele Crozier
• Medicare Benefits Schedule – Changes and Review, Kym Gardner and Andrea Cornish, Australian Medical Association
• Medical Termination of Pregnancy – Integrating Policies and Practice

Evidence Based Practice

WHNSW Research officer Jacqueline Schroeder developed discussion papers and evidence libraries for

• Violence Against Women
• Women and Chronic Illnesses
• Sexual, Reproductive Health & Wellbeing

The process comprised three activities

1. Framework development aiming to separate women’s health needs into four categories:
   1.1 Structural Drivers – Law, policy and habitual procedures, cultural attitudes and beliefs
   1.2 Social Determinants – Gender, age, socio-economic status, ethnicity, disability, location
   1.3 Health Behaviours – Stress, poor nutrition and physical activity, smoking, poor health screening
   1.4 Health Outcomes – Blood pressure, emotional and physical health, chronic disease, gender based violence

2. Scoping the evidence
3. Development of evidence libraries

The final papers are designed to support the women’s health sector in articulating the evidence that supports the work we do for women utilising our services across NSW.
**women’s health nsw outcomes**

**Goal: Be proactive on priority issues relevant to women’s health**

- **Women’s Health Summit – 220 Registrations**
  *What’s Health Got to do with it? – Reflecting Gender & Women’s Lives in Health Policy and Practice*
  
  **Topics included:**
  - Gender Analysis in Public Policy – the development of gender specific health guidelines in Acute Coronary Disease
  - Self Determination for health and wellbeing of Aboriginal Women
  - Australian Muslim Women – health effects of negative social media
  - Violence Against Women
    - The Trauma Model of Care
    - It Stops Here: Safer Pathways Reform
    - Violence Tool Kits for GPs
    - Advocacy for Women with Disability
  - Safe Access Zones around women’s medical clinics
  - Gender Transformative Health Promotion & Practice
  - Social Determinants of Health in Australian Health Policy
  - Poverty is Sexist
  - Health Justice Partnerships
  
  For summit papers, visit: whnsw.asn.au

- **Women’s Domestic Violence Advocacy Program Forum – 20 Years of Making a Difference – 400 registrations**
  *Women’s Health NSW Keynote Presentation: Partnerships for Health & Wellbeing: Understanding the Effects of Violence on Women’s Health*

- **The Australian Women’s Health Charter**
  *Developed by the Australian Women’s Health Network where Women’s Health NSW holds an executive position. The Charter aims to make a new beginning for women’s health at a national level and contribute to the creation of a fair and healthy society.*
  
  To view the complete Charter, visit: awhn.org.au

**Goal: Increase the capacity of women’s health sector to respond to women’s health and wellbeing**

- **Sector capacity building** training is listed under the Professional Development section on page 6

- **WHNSW manages an e-list system** designed to keep centres informed of issues such as new resources, education, sponsorship and grant opportunities, research initiatives, government policy announcements and changes to law or practice, including:
  - Grants and scholarships (11) e.g. Heart Foundation Grants, Volunteer Grant Program, Law & Justice Foundation Grants and the Expert Advice Exchange Program
  - Communiques (24) e.g. NGO Funding Agreement Report Templates, Residential Tenancies Act Statutory Review, Advanced Care Directives Website, Industrial Law changes regarding Excessive Annual Leave, MOH NGO Training Program Update and Website
  - External training opportunities (38) e.g. Mental Health First Aid, Suicide Prevention, Older Women & Housing Affordability, Gender & Addiction Workshop, Urinary Incontinence Management in Women, Unit Costing with MYOB, Love your Tender, Cultural Safety in Supervision
  - Research, consultations & surveys (10) e.g. Grandparent Care Survey, Lifelong Economic Wellbeing for Women in Australia Survey, Life as a woman with no children in Australian Society Research, Consultation on Family Law and Confidentiality publication Sense & Sensitivity, Improving End of Life Research, Intimacy & Sexuality Research
  - Publications/reports (8) e.g. Women in NSW 2015, The Respect checklist respect.gov.au, Advanced Care Directives website advancedcaredirectives.sa.gov.au

**Goal: Enhance WHNSW governance and performance to achieve its aims and objectives**

- WHNSW has maintained its accreditation status since 2014
- 89% of Board positions were filled
- Strategic planning and evaluation cycles were maintained
women's health sector collated data

**Presenting Health Issues**

2015/16 Data (19)

 NSW Women's Health Centres

Reported Figures

Total: 173,895

- 11%
- 12%
- 26%
- 9%
- 42%
- 10%

**Occasions of Service by Practitioner Type**

2015/16 Data (20)

 NSW Women's Health Centres

Total: 133,219

- 0.17%
- 7.84%
- 27.85%
- 28.14%
- 14.73%
- 15.14%
- 10%
- 10%
- 10%

**WHNSW Member E-List Resource Distribution**

2015/16 Data (19)

 NSW Women's Health Centres

- 11%
- 45%
- 35%
- 10%
- 10%

**NSW Women's Health Centre's Accreditation Status**

2015/16 Data (20)

- Royal Australian College of General Practice
- Quality Improvement Council
- Enrolled/In process
- Australian Service Excellence Standards

- Research Surveys and Consultations
- Training Education and Forums
- New Publications and Resources
- Grant Programs and Scholarships
- Communiques and Information

women's health sector collated data

**Research Surveys and Consultations**

- 11%
- 45%
- 35%
- 10%
- 10%

**Training Education and Forums**

- 11%
- 45%
- 35%
- 10%
- 10%

**New Publications and Resources**

- 11%
- 45%
- 35%
- 10%
- 10%

**Grant Programs and Scholarships**

- 11%
- 45%
- 35%
- 10%
- 10%

**Communiques and Information**

- 11%
- 45%
- 35%
- 10%
- 10%

- Addiction
- Breast
- Emotional/Mental Health
- Gynaecological/Urogenital
- Legal/Financial
- Other
- Physical/Medical Health
- Relationships
- Reproductive
- Social/Cultural
- Violence/Abuse
- Medical Practitioners
- Complementary and Allied Health Care
- Mental Health Practitioners
- Group Education Health Promotion Projects
- Support, Culture, Social, Welfare
- Information and Referral
- Legal Practitioners
- Other Practitioners

- Royal Australian College of General Practice
- Quality Improvement Council
- Enrolled/In process
- Australian Service Excellence Standards

- Research Surveys and Consultations
- Training Education and Forums
- New Publications and Resources
- Grant Programs and Scholarships
- Communiques and Information

women's health sector collated data

**Research Surveys and Consultations**

- 11%
- 45%
- 35%
- 10%
- 10%

**Training Education and Forums**

- 11%
- 45%
- 35%
- 10%
- 10%

**New Publications and Resources**

- 11%
- 45%
- 35%
- 10%
- 10%

**Grant Programs and Scholarships**

- 11%
- 45%
- 35%
- 10%
- 10%

**Communiques and Information**

- 11%
- 45%
- 35%
- 10%
- 10%
<table>
<thead>
<tr>
<th>Physical/Medical</th>
<th>Breast</th>
<th>Addiction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acute Pain</td>
<td>Breast cancer</td>
<td>Alcohol</td>
</tr>
<tr>
<td>Allergies</td>
<td>Breast cancer metastasis</td>
<td>Amphetamines</td>
</tr>
<tr>
<td>Arthritis</td>
<td>Breast diagnostic</td>
<td>Cannabis</td>
</tr>
<tr>
<td>Cardiovascular (heart and blood)</td>
<td>Breast feeding</td>
<td>Cocaine</td>
</tr>
<tr>
<td>Chronic fatigue syndrome</td>
<td>Breast implants</td>
<td>Gambling</td>
</tr>
<tr>
<td>Chronic Pain</td>
<td>Breast lumps</td>
<td>Hallucinogens and party drugs</td>
</tr>
<tr>
<td>Dermatological</td>
<td>Breast other</td>
<td>Opiates</td>
</tr>
<tr>
<td>Digestion</td>
<td>Breast screening/examination</td>
<td>Other drug abuse</td>
</tr>
<tr>
<td>Ears, Nose, Throat</td>
<td>Breast surgery</td>
<td>Poly drug abuse</td>
</tr>
<tr>
<td>Endocrine/Hormonal – diabetes</td>
<td>Lymphoedema</td>
<td>Prescription medication abuse</td>
</tr>
<tr>
<td>Endocrine/Hormonal – other</td>
<td>Gynaecological / Urogenital</td>
<td>Tobacco smoking/nicotine)</td>
</tr>
<tr>
<td>Faeal incontinence</td>
<td>Endometriosis</td>
<td>Legal / Financial</td>
</tr>
<tr>
<td>Gastrointestinal</td>
<td>Cervical Cancer</td>
<td>Adoption</td>
</tr>
<tr>
<td>Haematology</td>
<td>Circumcision/female genital mutilation</td>
<td>Employment</td>
</tr>
<tr>
<td>Headache</td>
<td>Gynaecological general (e.g. fibroids, cysts, polyps)</td>
<td>Financial problems</td>
</tr>
<tr>
<td>Health Other</td>
<td>Hormone replacement therapy</td>
<td>Homelessness</td>
</tr>
<tr>
<td>Hepatitis C</td>
<td>Hysterectomy</td>
<td>Housing</td>
</tr>
<tr>
<td>Herbal/homeopathic medication</td>
<td>Menopause</td>
<td>Legal issues – child custody</td>
</tr>
<tr>
<td>HIV/AIDS</td>
<td>Menstruation</td>
<td>Legal issues – divorce</td>
</tr>
<tr>
<td>Immunology</td>
<td>Ovarian Cancer</td>
<td>Legal issues – family law</td>
</tr>
<tr>
<td>Injury – acute</td>
<td>Pap/Cervical screening</td>
<td>Legal issues – other</td>
</tr>
<tr>
<td>Injury – chronic</td>
<td>Polycystic ovarian syndrome</td>
<td>Legal issues – victims compensation</td>
</tr>
<tr>
<td>Injury – repetitive strain/tendonitis</td>
<td>Premenstrual syndrome</td>
<td>Emotional / Mental Health</td>
</tr>
<tr>
<td>Injury physical – other</td>
<td>Thruh</td>
<td>Anger</td>
</tr>
<tr>
<td>Medication</td>
<td>Urinary (kidney/bladder)other</td>
<td>Anxiety/panic disorders</td>
</tr>
<tr>
<td>Musculoskeletal other</td>
<td>Urinary incontinence</td>
<td>Stress</td>
</tr>
<tr>
<td>Neurological – other</td>
<td>Urinary tract infections</td>
<td>Depression</td>
</tr>
<tr>
<td>Nutrition</td>
<td>Vulva-vaginal other</td>
<td>Grief/loss</td>
</tr>
<tr>
<td>Oncology/Cancer – other</td>
<td>Reproductive</td>
<td>Mental health</td>
</tr>
<tr>
<td>Also see Breast and Cervical Cancer</td>
<td>Pregnancy – artificial insemination</td>
<td>Body image (not eating disorder)</td>
</tr>
<tr>
<td>Osteoporosis</td>
<td>Pregnancy – infertility</td>
<td>Disordered eating</td>
</tr>
<tr>
<td>Pathology and other tests</td>
<td>Pregnancy – IVF</td>
<td>Self esteem</td>
</tr>
<tr>
<td>Pre/Post surgery</td>
<td>Pregnancy – miscarriage</td>
<td>Suicide</td>
</tr>
<tr>
<td>Pulmonary (lung)/Respiratory</td>
<td>Pregnancy – pregnancy test</td>
<td>Trauma – emotional</td>
</tr>
<tr>
<td>Sciatica</td>
<td>Contraception – emergency</td>
<td>Self harm</td>
</tr>
<tr>
<td>Sexually Transmitted Infection</td>
<td>Contraception – general</td>
<td>Post natal depression</td>
</tr>
<tr>
<td>Sight/Vision/Eyes</td>
<td>Pregnancy – antenatal/ prenatal care</td>
<td>Social / Cultural</td>
</tr>
<tr>
<td>Sleep issues</td>
<td>Pregnancy – ectopic pregnancy</td>
<td>Cultural concerns</td>
</tr>
<tr>
<td>Tiredness/ fatigue</td>
<td>Pregnancy – gestational diabetes</td>
<td>Discrimination</td>
</tr>
<tr>
<td>Weight management</td>
<td>Pregnancy – other</td>
<td>Loneliness/isolation</td>
</tr>
<tr>
<td>Relationships</td>
<td>Pregnancy – post natal check ups</td>
<td>Migration</td>
</tr>
<tr>
<td>Childhood Issues</td>
<td>Pregnancy – options</td>
<td>Racism</td>
</tr>
<tr>
<td>Family Issues</td>
<td>Pregnancy – post termination</td>
<td>Systemic Racism – indigenous</td>
</tr>
<tr>
<td>Impacted Addiction</td>
<td>Pregnancy – termination</td>
<td>Systemic Racism – immigrant/refuge</td>
</tr>
<tr>
<td>Impacted Health – mental</td>
<td>Violence / Abuse</td>
<td>Sexual discrimination</td>
</tr>
<tr>
<td>Impacted Health – physical</td>
<td>Sexual harassment</td>
<td>Sexual Identity</td>
</tr>
<tr>
<td>Impacted Identity</td>
<td>Violence – Adult CSA</td>
<td>Other</td>
</tr>
<tr>
<td>Impacted Other</td>
<td>Violence – Adult sexual assault</td>
<td>Access and advocacy</td>
</tr>
<tr>
<td>Parenting</td>
<td>Violence – Child CSA</td>
<td>Complaint</td>
</tr>
<tr>
<td>Relationships</td>
<td>Violence – Children</td>
<td>Disability – management of</td>
</tr>
<tr>
<td>Safe sex</td>
<td>Violence – DV</td>
<td>Emergency/crisis</td>
</tr>
<tr>
<td>Sex &amp; sexuality (not identity)</td>
<td>Violence – other</td>
<td>Other</td>
</tr>
<tr>
<td></td>
<td>Violence – Ritual Abuse</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Violence – Systemic Abuse</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Violence – trauma/torture</td>
<td></td>
</tr>
</tbody>
</table>
### Client by Age Range

**2015/16 Data (18) Women's Health Centres**  
**Reported Figures Total: 16,105**

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-15</td>
<td>322</td>
</tr>
<tr>
<td>16-19</td>
<td>448</td>
</tr>
<tr>
<td>20-24</td>
<td>815</td>
</tr>
<tr>
<td>25-29</td>
<td>1,103</td>
</tr>
<tr>
<td>30-34</td>
<td>1,290</td>
</tr>
<tr>
<td>35-39</td>
<td>2,588</td>
</tr>
<tr>
<td>40-44</td>
<td>1,393</td>
</tr>
<tr>
<td>45-49</td>
<td>1,348</td>
</tr>
<tr>
<td>50-54</td>
<td>1,211</td>
</tr>
<tr>
<td>55-59</td>
<td>3,224</td>
</tr>
<tr>
<td>60-64</td>
<td>940</td>
</tr>
<tr>
<td>65-69</td>
<td>732</td>
</tr>
<tr>
<td>70-74</td>
<td>395</td>
</tr>
<tr>
<td>75-79</td>
<td>180</td>
</tr>
<tr>
<td>80-84</td>
<td>75</td>
</tr>
<tr>
<td>85+</td>
<td>41</td>
</tr>
</tbody>
</table>

### Client Financial Status

**2015/16 Data (16) Women's Health Centres**  
**Reported Figures Total: 9,989**

<table>
<thead>
<tr>
<th>Financial Status</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed: Type Not Specified</td>
<td>277</td>
</tr>
<tr>
<td>Employed: Casual</td>
<td>789</td>
</tr>
<tr>
<td>Employed: Full Time</td>
<td>1,253</td>
</tr>
<tr>
<td>Employed: Part Time</td>
<td>1,128</td>
</tr>
<tr>
<td>Student</td>
<td>1,055</td>
</tr>
<tr>
<td>Pension/Benefit</td>
<td>4,032</td>
</tr>
<tr>
<td>No Personal Income</td>
<td>933</td>
</tr>
<tr>
<td>Other Income</td>
<td>522</td>
</tr>
</tbody>
</table>

### Client Ethnicity

**2015/16 Data (20) NSW Women's Health Centres**  
**Reported Figures Total: 11,383**

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arab</td>
<td>207</td>
</tr>
<tr>
<td>Australian</td>
<td>5,128</td>
</tr>
<tr>
<td>ATSI</td>
<td>457</td>
</tr>
<tr>
<td>British</td>
<td>456</td>
</tr>
<tr>
<td>Central Asian</td>
<td>21</td>
</tr>
<tr>
<td>Central American</td>
<td>10</td>
</tr>
<tr>
<td>Chinese Asian</td>
<td>236</td>
</tr>
<tr>
<td>Eastern European</td>
<td>120</td>
</tr>
<tr>
<td>Irish</td>
<td>61</td>
</tr>
<tr>
<td>Jewish</td>
<td>3</td>
</tr>
<tr>
<td>Mainland SE Asian</td>
<td>232</td>
</tr>
<tr>
<td>Maritime SE Asian</td>
<td>149</td>
</tr>
<tr>
<td>Melanesian and Papuan</td>
<td>5</td>
</tr>
<tr>
<td>New Zealand</td>
<td>116</td>
</tr>
<tr>
<td>North American</td>
<td>59</td>
</tr>
<tr>
<td>Northern European</td>
<td>69</td>
</tr>
<tr>
<td>Other Nth African &amp; Mid Estrn</td>
<td>1,835</td>
</tr>
<tr>
<td>Other North East Asian</td>
<td>248</td>
</tr>
<tr>
<td>Polynesian</td>
<td>107</td>
</tr>
<tr>
<td>South American</td>
<td>140</td>
</tr>
<tr>
<td>South Eastern European</td>
<td>558</td>
</tr>
<tr>
<td>Southern and East African</td>
<td>45</td>
</tr>
<tr>
<td>Southern Asian</td>
<td>636</td>
</tr>
<tr>
<td>Southern European</td>
<td>332</td>
</tr>
<tr>
<td>Western European</td>
<td>153</td>
</tr>
</tbody>
</table>
organisation & structure

Women’s Health NSW Inc is managed by an elected Board of Management comprising eight members representing rural, metropolitan, outer-metropolitan and special purpose services across NSW, and the Chief Executive Officer.

Board of Management 2015/16

<table>
<thead>
<tr>
<th>Category</th>
<th>Name</th>
<th>Organisation</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Specialist Service</td>
<td>Margherita Basile</td>
<td>Sydney Women’s Counselling Centre</td>
<td>Chair</td>
</tr>
<tr>
<td>Specialist Service</td>
<td>Karen Willis</td>
<td>Rape &amp; Domestic Violence Services Australia</td>
<td>Director</td>
</tr>
<tr>
<td>Metropolitan</td>
<td>Saiwa AlBaz</td>
<td>Cumberland WHC</td>
<td>Director</td>
</tr>
<tr>
<td>Rural</td>
<td>Tracy Lumb</td>
<td>Shoalhaven WHC</td>
<td>Secretary</td>
</tr>
<tr>
<td>Rural</td>
<td>Gail Meyer</td>
<td>Wagga WHC</td>
<td>Director</td>
</tr>
<tr>
<td>Outer Metropolitan</td>
<td>Jane Gold</td>
<td>Penrith WHC</td>
<td>Treasurer</td>
</tr>
<tr>
<td>Outer Metropolitan</td>
<td>Sarala Porter</td>
<td>Blue Mountains WHC</td>
<td>Director</td>
</tr>
<tr>
<td>Chief Executive Officer</td>
<td>Denele Crozier</td>
<td>WHNSW</td>
<td>Director</td>
</tr>
</tbody>
</table>

Our Employees (1.9 FTE)

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denele Crozier</td>
<td>Chief Executive Officer</td>
</tr>
<tr>
<td>Jacqueline Schroeder</td>
<td>Research Officer</td>
</tr>
<tr>
<td>Louise Weston</td>
<td>Administration Officer</td>
</tr>
<tr>
<td>Nola Cooper</td>
<td>Bookkeeper</td>
</tr>
</tbody>
</table>

Our Committees

- WHNSW Database: Scott Dovey, Roxanne McMurray, Margherita Basile, Denele Crozier
- Communications: Roxanne McMurray, Margherita Basile, Denele Crozier
- Research Reference Group: Jacqueline Schroeder, Margherita Basile, Roxanne McMurray, Toni Schofield, Sally Stevenson, Betty Green, Denele Crozier

Contract

- Access Data Systems: WHNSW Database
- Not Just Networks Pty Ltd: WHNSW IT Systems
- Purple House Design: Publications and Brochures
- Minmoko: Web Design & Management
financial report

Audited Financial Accounts for the 2015/2016 financial year are tabled at the WHNSW AGM. Women’s Health NSW continues to operate to budget and asserts that there are reasonable grounds to believe it will be able to pay its debts if and when they fall due.

Women’s Health NSW has a strong finance team coupled with good financial systems and projected budgets for the year ahead.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Income</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>NSW Ministry of Health</td>
<td>205,500</td>
<td>198,000</td>
</tr>
<tr>
<td>Training/Interest/Other</td>
<td>83,515</td>
<td>80,468</td>
</tr>
<tr>
<td>Donations</td>
<td>6,770</td>
<td>-</td>
</tr>
<tr>
<td>Income Brought Forward</td>
<td>20,109</td>
<td>19,870</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>315,894</td>
<td>298,338</td>
</tr>
<tr>
<td><strong>Expenditure</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wages and On Costs</td>
<td>200,948</td>
<td>206,728</td>
</tr>
<tr>
<td>Operational Expenses</td>
<td>68,262</td>
<td>58,626</td>
</tr>
<tr>
<td>Sector Development and Training</td>
<td>20,778</td>
<td>24,432</td>
</tr>
<tr>
<td>Sector Programs &amp; Resource Development</td>
<td>26,405</td>
<td>4,618</td>
</tr>
<tr>
<td>IT &amp; Equipment</td>
<td>4,289</td>
<td>3,952</td>
</tr>
<tr>
<td><strong>Total Expenditure</strong></td>
<td>320,682</td>
<td>298,357</td>
</tr>
<tr>
<td><strong>Operating Surplus/(Deficit)</strong></td>
<td>(4,788)</td>
<td>(19)</td>
</tr>
<tr>
<td><strong>Total Equity</strong></td>
<td>3,381</td>
<td>8,169</td>
</tr>
</tbody>
</table>

For a full set of accounts, please contact admin@whnsw.asn.au
women's health services in nsw

Women's Health Centres

1. Bankstown Women's Health Centre
   www.bwhc.org.au
   Telephone: 9790 1378

2. Blacktown Women's and Girls Health Centre
   www.womensandgirls.org.au
   Telephone: 9831 2070

3. Blue Mountains Women's Health and Resource Centre
   www.bmwhrc.org
   Telephone: 4782 5133

4. Central Coast Community Women's Health Centre
   www.cccwhc.com.au
   Telephone: 4324 2533

5. Central West Women's Health Centre
   www.cwwhc.org.au
   Telephone: 6331 4133

6. Coffs Harbour Women's Health Centre
   www.genhealth.org.au
   Telephone: 6652 8111

7. Cumberland Women's Health Centre
   www.cwhc.org.au
   Telephone: 9689 3044

8. Hunter Women's Centre
   www.hwc.org.au
   Telephone: 4968 2511

9. Illawarra Women's Health Centre
   www.womenshealthcentre.com.au
   Telephone: 4255 6800

10. Leichhardt Women's Community Health Centre
    www.lwchc.org.au
    Telephone: 9560 3011

11. Lismore & District Women's Health Centre Inc
    www.lismorewomen.org.au
    Telephone: 6621 9800

12. Liverpool Women's Health Centre
    www.liverpoolwomenshealth.org.au
    Telephone: 9601 3555

13. Penrith Women's Health Centre
    www.penrithwomenshealthcentre.com.au
    Telephone: 4721 8749

14. Shoalhaven Women's Health Centre
    www.shoalhavenwomenshealthcentre.org.au
    Telephone: 4421 0730

15. Wagga Women's Health Centre
    www.waggawomen.org.au
    Telephone: 6921 3333

16. WILMA Women's Health Centre Campbelltown
    www.wilma.org.au
    Telephone: 4627 2955

17. Women's Centre for Health & Wellbeing Albury Wodonga
    www.womenscentre.org.au
    Telephone: 6041 1977

Special Purpose Services

18. Immigrant Women's Health Service
    (Closed 30 June 2016)
    www.immigrantwomenshealth.org.au
    Telephone: 9726 4044 (Fairfield)
    Telephone: 9726 1016 (Cabramatta)

19. Rape & Domestic Violence Services Australia
    www.rape-dvservices.org.au
    Telephone: 8585 0333 (Admin)
    Freecall: 1800 424 017 (Counselling and Support)

20. Sydney Women's Counselling Centre
    www.womenscounselling.com.au
    Telephone: 9718 1955

21. Waminda – South Coast Women's Health and Welfare Aboriginal Corporation
    www.waminda.org.au
    Telephone: 4421 7400