



# 2021–2022 Annual Report

# Acknowledgements

The Brain Injury Association of Tasmania gratefully acknowledges and thanks our funders – the Australian Government Department of Social Services and the Motor Accident Insurance Board – for their contribution to BIAT's accomplishments during the year:



Australian Government  
Department of Social Services

BIAT thanks our program partners and supporters for their expertise and partnership which helps enable us to achieve our shared goals:



BIAT recognises and expresses our heartfelt gratitude to the individuals and organisations who generously raised funds for and donated to the Association.

BIAT acknowledges Aboriginal people as the traditional custodians of the land and pays respect to elders past, present and emerging and to the ongoing contribution of Aboriginal people in enriching this community.

**Front cover:** BIAT Life Member Andy Rodman helps launch the National Assistance Card.

**Back cover:** Georgia Curwood (left) and Cate Curwood at the launch, with MC Sabra Lane (right); Brain Injury South Australia Employ Me project participant making her video.

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# About BIAT

Established in January 1998, the Brain Injury Association of Tasmania (BIAT) is widely recognised as having specialist knowledge and experience of brain injury and its impacts on individuals, families and communities.

Whilst the BIAT office is based in Hobart, BIAT provides services to all regions of Tasmania.

With the introduction of the National Disability Insurance Scheme (NDIS), BIAT's State Government funding ceased on 31 March 2020. BIAT now depends on other funding sources, including Australian Department of Social Services (DSS) Information Linkages and Capacity Building (ILC) grants.

Success in two ILC strategy grant applications now sees BIAT delivering on two key projects:

- The Recognise, Respect, Respond & Reform Program (RRRR), comprising the National Assistance Card and the establishment of the JustACE program; and
- Employ Me, which assists people with disability to develop their confidence and capacity to gain employment or other opportunities such as further education or volunteering.

Upon application, BIAT also receives funding through the Motor Accident Insurance Board (MAIB) Injury Prevention and Management Foundation (IPMF) to support and promote awareness of brain injury-related road-safety activities and to improve access to quality medical, rehabilitation and long-term care services for people living with or impacted by brain injury as a result of a motor vehicle crash.

# Our people

## **Committee of Management**

<b>President</b>	Helen Mulcahy
<b>Vice-President</b>	Geraldine Harwood
<b>Treasurer</b>	Raylene Boulter
<b>Secretary</b>	Rebecca O'Halloran
<b>Committee members</b>	Chantal Roddy Dario Tomat Tim Hunt (resigned May 2022)

## **Recognise, Respect, Respond & Reform (RRRR) Program Steering Group**

Geraldine Harwood (Chair)  
Alison Smith  
Don McCrae  
Greg Barns  
John Toohey  
Michael Hill  
Nick Bailly  
Rob White

## Staff

### Executive Officer

Deborah Byrne

### Program Managers

National Assistance Card  
JustACE

Rosie Mooney  
Marie-Clare Couper  
Sienna Tilley

### Marketing & PR

Mark Acheson (resigned May 2022)

### Project Officers

Employ Me/RRRR  
Peer Support

Malachi Cloak de Paul  
Sienna Tilley

### Administration Officers

Finance and Administration Officer  
Administration Support

Kaylene Bentley  
Amalia Partridge



BIAT staff, December 2021

Front (from left): Sienna Tilley, Deborah Byrne

Rear (from left): Marie-Clare Couper, Mark Acheson, Rosie Mooney

## Consultants

Business Software Tasmania  
Domin8Designs  
Social and Other Solutions  
Strategic Leverage

Graham Legg  
Dominic Anastasio  
Patrick Burton  
Alison Smith

# BIAT members

BIAT's membership comprises people with brain injury, family members/carers, individuals interested in brain injury and organisational members.

BIAT respects the knowledge held by, and experience of, its members. We utilise this in the deliberation of problems and solutions, ensuring opinions are articulated in a strong and united voice.

It is not a requirement that people be members of BIAT to receive a service.

BIAT Life Member Alf Archer ready to co-present at Custody for Life, a program funded by the Motor Accidents Insurance Board (MAIB) to engage and divert young people who have engaged in high-risk behaviours and have been referred by Tasmania Police or Community Youth Justice.



# Defining brain injury

Brain injury is defined as any damage or injury to the brain, occurring after birth, resulting in ongoing impairments. (The definition also includes Foetal Alcohol Spectrum Disorder, which is brain damage caused by alcohol exposure before birth.)

Common causes of brain injury include motor vehicle crashes, assaults, sporting accidents, stroke, lack of oxygen to the brain, brain tumours and degenerative neurological conditions.

The ongoing impairments a person may have could be physical, cognitive, emotional and/or behavioural.

Many of the effects of brain injury are not visible; this doesn't make the impacts any less real.



**Every brain injury is different.**

# Moments to celebrate 2021–2022

BIAT



Life Memberships awarded to former BIAT President Dario Tomat (above left) and BIAT member Andy Rodman (right).

NATIONAL  
ASSISTANCE  
CARD

Launch: More than 450 applications were started after the launch of the Card on 1 December, with 156 Cards issued up to 30 June. (see pp. 31–32)

Partnership established with Autism Tasmania for the trial of the National Assistance Card with the Tasmanian autistic community. (see p. 36)

# Moments to celebrate 2021–2022

## EMPLOY ME

Brain Injury South Australia  
Employ Me project participant  
making her video.



Project Implementation Guide finalised. (see p. 43)

Presentation given on Employ Me and its  
predecessor, the Disclosure Project, at the National  
Brain Injury Conference in Sydney. (see p. 44)

## JustACE

JustACE program progressively rolled out across  
Tasmania. (see p. 40)



BIAT President  
Helen Mulcahy  
(right) with BIAT  
Executive Officer  
Deborah Byrne

# President's report

Helen Mulcahy

I am pleased to report that the Brain Injury Association of Tasmania (BIAT) has had a very successful year, both financially and in terms of achievements.

Our prevention and awareness activities funded through the Motor Accident Insurance Board (MAIB) Injury Prevention and Management Foundation (IPMF) have continued, including through the flagship programs Custody for Life (CFL) and Rotary Youth Driver Awareness (RYDA). We thank MAIB for their continuing support and co-presenter Alf Archer for his invaluable contribution to the CFL and RYDA programs. The Heads Up to Brain Injury program has remained on pause but will shortly undergo revision through co-design; we look forward to its return next financial year.

As detailed in this report, this financial year has seen the progression of the projects that comprise the Recognise, Respect, Respond and Reform (RRRR) and Employ Me programs. These programs are funded through the Australian Government Department of Social Services National Disability Insurance Scheme (NDIS) Information, Linkages and Capacity (ILC) Building Strategy.

## President's report (continued)

Highlights include:

- Brain Injury Awareness Week in 2021 focused on expressions of interest for the National Assistance Card, helping build momentum towards its formal launch in December 2021. At the end of this reporting period, BIAT had issued over 150 National Assistance Cards, assisting their recipients in feeling more confident in the community, enhancing community understanding and supporting positive community interaction.
- The Cognitive Impairment Criminal Justice Support Service (CICJSS), delivered in partnership with Wellways Australia, was renamed the JustACE program and progressively launched state-wide. This program provides a service to adult offenders with cognitive impairment in Tasmania's criminal justice system.
- The establishment of key partnerships with the Association for Children with Disability Tasmania (ACD Tas) and Brain Injury South Australia for the Employ Me project. This project leveraged and has evolved from the Disclosure Project, implemented by BIAT in 2019–2020, expanding BIAT's reach to assist young people with disability in Tasmania and people living with brain injury in South Australia, Victoria and Tasmania to develop their confidence and capacity to gain employment, volunteering and/or further educational opportunities.

I would like to acknowledge the efforts of the RRRR Program Steering Committee, chaired by Geraldine Harwood, for their continuing input and guidance to the work of BIAT on these important initiatives.

Our brain injury Peer Support program continues to support people with brain injury and their family members to come together to share, learn and connect with others. Face-to-face meetings have recommenced post-COVID restrictions, supported and enhanced by maintaining the online platforms developed in 2020, enabling participants to stay involved no matter where they live.

## President's report (continued)

The BIAT Committee of Management (CoM) has been impressed by the continued focus of our staff, ably led by our Executive Officer Deborah Byrne, on ensuring that the needs of people living with brain injury, their families and carers are understood and promoted.

We have been fortunate to retain the services of Rosie Mooney (National Assistance Card Program Manager), Marie-Clare Couper (JustACE Program Manager) and Sienna Tilley (JustACE and Peer Support Program Manager). We also welcome Malachi Cloak de Paul as Employ Me/RRRR Project Officer, Kaylene Bentley as Finance and Administration Officer, Amalia Partridge as Administration Support Officer, and thank and farewell Mark Acheson, our first Marketing and PR Manager. All BIAT CoM members thank the team for their continued dedication and professionalism.

This year also marked a significant milestone for BIAT and Deborah Byrne, who celebrated 20 years of working for the organisation. I congratulate Deb on this incredible milestone and thank her for the huge contribution she has made both to BIAT and to people impacted by brain injury.

While the RRRR Program grant has allowed BIAT to further strengthen capacity building, these remain challenging times for BIAT's strategic focus and direction, with continuing uncertainty around the NDIS and its future funding of programs. The CoM has invested significant time in strategic planning and risk management and is pleased to announce a new Strategic Plan for 2022–2024 [see pages 14–15 of this report], building towards our vision of “A Tasmanian community inclusive of people impacted by brain injury”.

Finally, I thank the CoM for their continued engagement in guiding BIAT through these challenging times. It has been a rewarding year as the incoming BIAT President and I look forward to working with the CoM in the next financial year.



BRAIN INJURY ASSOCIATION  
OF TASMANIA

# 2022 - 2024 STRATEGIC PLAN

## OUR VISION

A Tasmanian community inclusive of people impacted by brain injury

## OUR MISSION

Build the capacity of people with brain injury to live fulfilling lives and increase community awareness of brain injury and its impacts

## OUR PRIORITIES

### People are supported and empowered

We will:

- include and strengthen the voice of people impacted by brain injury
- build the capacity of people to better represent themselves and others
- foster a respectful environment in which everyone is heard
- promote innovation in supporting people with brain injury.

### Mainstream and community services are accessible and inclusive

We will:

- promote the welfare, rights and dignity of people living with brain injury
- facilitate change through systemic advocacy, projects and education
- seek to expand our influence.

### Incidence of brain injury is reduced

We will:

- continue and advance our brain injury prevention activities.

### BIAT is a resilient and enduring organisation

We will:

- build and grow our resource base
- strengthen internal systems and procedures to be efficient and retain corporate knowledge
- cultivate stakeholder relationships and partnerships
- respond to environmental and cultural needs.

## OUR VALUES



- ✓ People living with or impacted by brain injury are at the centre of all that we do
- ✓ We will use knowledge and experience of the impacts of brain injury to advocate for change
- ✓ We act with integrity, uphold our Code of Conduct and take responsibility for our decisions
- ✓ We foster a spirit of collaboration within our organisation and our community
- ✓ We share knowledge and learning and are transparent in our decision making
- ✓ We strive for excellence in everything we do



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# Executive Officer's report

Deborah Byrne

It is with much pleasure that I deliver the Brain Injury Association of Tasmania (BIAT) Executive Officer Report for 2021–2022 and, although I am not sure exactly where the time has gone, my 20th Executive Officer Report.

BIAT Annual Reports over the past few years have reported on how funding uncertainty and an ever-changing operating environment have made planning difficult. Whilst the shadow of ongoing organisational sustainability remains in our consciousness, without the distraction of funding submissions over the past year, we have enjoyed being able to focus our resources and expertise on BIAT's project delivery. This has been of great benefit to the BIAT team and to people living with or impacted by brain injury.

During the past year, which at times has been extremely testing as we strived to meet deadlines, we have learned what we are made of at BIAT and are more confident than ever that forward progress, innovative ideas and big goals are all part of the organisation's makeup. BIAT is proud to have come through this year with demonstrated achievements, financial health and highly capable and committed staff.

## Executive Officer's report (continued)

*“When you create bold life visions, surround yourself with a united team, and refuse to give up, you can experience your extraordinary.” –Jamie Valvano*

I believe this quote truly embodies the work of the Brain Injury Association of Tasmania over the past year. We had a bold vision to make available to every person living with brain injury in Australia a personalised card to assist them in the community. A united BIAT team achieved this and has now gone one step further with the trial of the National Assistance Card with and for the autistic community in Tasmania.

Testimonials from cardholders and their families included in this report illustrate the difference the National Assistance Card has made in their lives. These stories are the best testament to the National Assistance Card work that this report represents and validate the achievements of all involved.

We sincerely hope that this time next year, we will be able to report we have achieved, or are on our way to achieving, our next bold National Assistance Card vision of making the Card available to all people in Australia living with disability and health conditions.

BIAT also had a bold vision to create a program to address the overrepresentation of people with brain injury across the Tasmanian criminal justice system. A united BIAT team is well on the way to achieving this with the JustACE program progressively rolled out across the state, supporting not only people living with brain injury but also other people living with cognitive impairment regardless of the cause.

In developing and establishing the JustACE program, staff collaborated with a range of key services both in and external to the justice system to find solutions-focused opportunities to change the narrative about brain injury and the criminal justice system. They continue to work to remove stigma, judgements or uncertainties about brain injury so that JustACE program participants can overcome any barriers while achieving their goals and success.

## Executive Officer's report (continued)

With the unemployment rate for people with disability double that of people without disability, BIAT aspired to contribute to changing this, while at the same time driving awareness and changing societal stereotypes regarding employment for people with disability.

Through our partnerships with Brain Injury South Australia, Brain Injury Matters (Victoria) and the Association for Children with Disability (Tas), the Employ Me project is assisting and empowering adults and young people with disability to develop their confidence and capacity to gain and, more importantly, retain employment and/or further educational opportunities.

Whilst the results of Swinburne University Centre for Social Impact's review of the Information, Linkages and Capacity Building (ILC) Strategy ultimately led to the decision by the Australian Government Department of Social Services to extend the timeframe and funding for some ILC projects, it is my firm belief that BIAT's vision, ability to respond to identified needs with innovative solutions, refusal to give up and, as we have often been told, "punch above our weight" that resulted in both BIAT ILC projects being extended to 30 June 2024.

If you haven't already done so, I encourage you to read the Swinburne report, which can be found here:



Important to BIAT is the continued focus on how we can better meet the needs of the brain injury community. During the past year, we have continued our advocacy work and are proud to be a member of ATHRA, the Alliance for a Tasmanian Human Rights Act.

In the strongest possible terms, BIAT in partnership with other like-minded organisations has urged the Tasmanian Government to undertake a review of the criminal justice system in Tasmania and is a driving force in lobbying for either the Magistrate Court Diversion List to be codified into law or for a legislated Therapeutic Court to be established.

## Executive Officer's report (continued)

I have deliberately avoided using the “C” word until now; however, the past year has emphasised for us the risk and impact of isolation for people living with brain injury. We know the effect of lost social connection post-injury and this has been further emphasised by restrictions imposed by the pandemic. Appreciating people both need and enjoy coming together for face-to-face contact, BIAT has continued its peer support groups, which have provided valuable social engagement and connection.

Brain Injury Awareness Week was again a great success, continuing to build BIAT's media profile while achieving the goal of raising awareness of the National Assistance Card. This important event connects us with the brain injury community and provides an annual focus on the importance of growing understanding of brain injury within the broader community.

In planning and developing services, BIAT recognises the importance of communicating with people with lived experience of brain injury, acknowledges their expertise and values their experience. I would like to thank Brain Injury Matters for the comprehensive and valuable feedback they provided on BIAT's Stakeholder Engagement Framework. This framework promotes equitable participation and assists BIAT in engaging consistently with its stakeholders.

I would like to take this opportunity to thank the Committee of Management (CoM) and staff in their contributions to all that has been achieved this year: the CoM for their time and diligence during the year and all the support that goes with that; the staff for continuing to focus on delivering outstanding quality and caring service, their persistent energy to pursue better outcomes and for constantly seeking more – resources, knowledge and training – with which to assist the people we support.

I would also like to thank our partner organisations, shown on the inside front cover of this report, for their contribution to our success over the past year. BIAT will continue to pursue partnerships with like-minded organisations to strengthen the community's response to brain injury.

## Executive Officer's report (continued)

Whilst Annual Reports document the year passed, they also contribute to recording the history of an organisation. Established as an organisation specialising in addressing and advocating for the needs of people with brain injury in the community, BIAT is about to enter its 25th year of pursuing and achieving this goal; in our current environment, a significant achievement that should and will be celebrated.

In closing, I am sure the future will undoubtedly present BIAT with many challenges. I am confident however in the strength of our organisation to succeed, to continue to be a place where brain injury is understood and to fulfil our purpose of enabling people to embrace life after brain injury. We believe in our mission and are determined to show our community that whilst brain injury as a disability may be termed invisible, people living with or impacted by brain injury – and their stories – are not.



BIAT supporters Bianca and Izzy with BIAT Life Member Alf Archer.



Mental Health  
Week event, 2021

# Connecting with the community

During the reporting period, BIAT connected with a broad range of communities in a variety of ways:

## **Custody for Life (CFL)**

The Custody for Life (CFL) program continues to be run in conjunction with Tasmania Police and Community Youth Justice. Young people are referred to attend a session, typically following cautions for assault and/or traffic offences that could result in a brain injury to themselves or other people.

Although attendance was affected in the second half of the year by the pandemic, there were eight 1.5-hour sessions held during the year, with 68 youth attending, many with a parent, sibling or friend coming along for support. In all, some 135 people were engaged with the key message: preventing brain injury by minimising high-risk behaviours.

BIAT received 88 feedback forms from attendees, with 29 CFL participants responding that the key message they would take from the session was to “think before acting” and 37 stating that the content was good because it included real stories from people who have sustained a brain injury because of high-risk behaviour.

## Connecting with the community (continued)

In the second half of the year, BIAT partnered with the nearby Youth Arts and Recreation Centre (Youth ARC); we thank Youth ARC for providing a permanent CFL venue, one that young people find comfortable to be in.

### **Rotary Youth Driver Awareness (RYDA) program**

BIAT delivered 15 days of Crash Investigator sessions at three per day in August–September 2021 as part of the Rotary Youth Driver Awareness (RYDA) program. During the 15-day period, more than 2 500 Grade 10 students from 25 schools across Southern Tasmania attended.

The Crash Investigator component is the most popular segment with RYDA participants, in large part because of the presence of BIAT Life Member Alf Archer, who co-presents every session, sharing valuable insights on life with brain injury sustained in a motor vehicle crash. The sessions provide a unique opportunity for students to interview Alf and investigate the event that changed his life over 28 years ago. Alf sharing his experience helps to inform the choices these young people will make as they become independent road users.

### **Brain Injury Peer Support groups**

The state-wide BIAT Brain Injury Peer Support program continues to be well received by participants (people with brain injury and their family members/carers).

Thirteen face-to-face and five online peer support sessions were held during the reporting period, with many of the sessions including guest speakers presenting a range of topics. With BIAT mindful of member safety, the decision was made to cancel 3 face-to-face groups due to pandemic restrictions or precautions. Seventy-eight people living with brain injury attended the sessions that were held, along with 30 family members and/or carers.

It was pleasing to see an increase in new people attending, with work continuing to raise awareness/grow the membership of the peer support groups across the state.

## Connecting with the community (continued)

### Websites

Working closely with Domin8 Designs, BIAT

- continued to maintain and improve its website [www.biat.org.au](http://www.biat.org.au) for timeliness, content, functionality and readability
- developed a website for the National Assistance Card [www.nationalassistancecard.com.au](http://www.nationalassistancecard.com.au) that went live in July 2021, and
- began developing a website for the Employ Me project [www.employmeplus.com.au](http://www.employmeplus.com.au) that went live in August 2022.

### Social media

BIAT's Facebook page "likes" increased by 320 people during the reporting period, from 684 people at 1 July 2021 to 1004 people at 30 June 2022. Other notable statistics include a "page reach" of 43 581 people, with 1 893 page visits.

### Media

BIAT facilitated or participated in 6 radio interviews, 2 commercial television interviews and 6 newspaper interviews/print articles. BIAT Executive Officer Deborah Byrne, individuals with lived experience of brain injury and their family members, as well as BIAT members and other supporters were among those who engaged with the media.

Media included ABC Radio Hobart, ABC Radio Northern Tasmania, WIN Television, Southern Cross, the *Advocate* and the *Mercury*.

BIAT acknowledges the work of Cate and Georgia Curwood, Andrea Smith, Jonathan McCall, Greg Barns and others in helping get the word out about brain injury and the National Assistance Card.

After many years of BIAT initiating media contact, it is pleasing to note that on several occasions during the past year the media, particularly ABC radio, have approached BIAT for comments and/or stories.

# Connecting with the community (continued)

## Newsletters

BIAT produced more than a dozen E-news bulletins that were circulated via email and post to BIAT members and newsletter subscribers. Content included: updates on BIAT activities, invitations to BIAT events, local and national brain injury news, new brain injury resources, brain injury-related conference and workshop notices and educational and research opportunities.

## Enquiries

BIAT continues to be the first point of contact for many people, with over 200 enquiries for assistance, information and/or referral received and responded to. Requests for assistance from people living with brain injury, their family members and service providers were received via the BIAT website, email, phone and in person.



9 August 2021: Ulverstone Peer Support group participant Andrea Smith tells the *Advocate* what support means for her.



# National Brain Injury Awareness Week 2021

**National Brain Injury Awareness Week aims to increase the understanding and knowledge of brain injury in the Australian community.**

In 2021, National Brain Injury Awareness Week in Tasmania focused on promoting the National Assistance Card with an expression-of-interest campaign.

Through an extensive media and marketing campaign, BIAT appeared nine times in the media throughout Brain Injury Awareness Week.

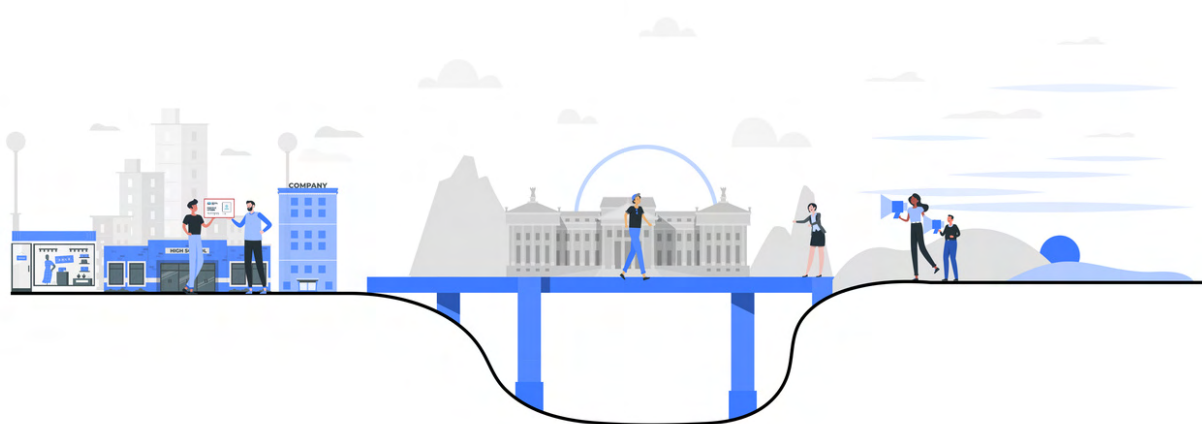
Attention was concentrated on having people living with brain injury attest to the importance of the National Assistance Card by sharing their real-life stories using a previous version of the card. Backed by commentary from Tasmania Police and BIAT, these stories helped consolidate the legitimacy and value of the National Assistance Card.

As a result of BIAT's Brain Injury Awareness Week marketing campaign, more than 370 expressions of interest were made to the National Assistance Card website regarding the Card.



# Recognise, Respect, Respond & Reform (RRRR) Program

# Recognise, Respect, Respond & Reform (RRRR) Program



## Overview

Comprising four discreet but interconnecting projects, the overarching objective of the Recognise, Respect, Respond and Reform (RRRR) Program is to develop and implement solution-focused strategies to help address the lack of understanding of brain injury in the community and the long-standing systemic issues of the overrepresentation of people with cognitive impairment in the criminal justice system.

## Rationale

There is a general lack of awareness in the community about the causes and effects of brain injury and the challenges experienced by people living with brain injury. This lack of awareness is compounded by the fact that some of the impacts of brain injury can be hard to recognise, such as cognitive-based issues like memory, communication or emotional regulation difficulties. This can create problems for people with brain injury in the community when their brain injury-related behaviours are misunderstood or not supported adequately.

The RRRR Program's National Assistance Card Service was created in response to a need for a national resource for people living with brain injury to communicate, to the community, the impacts of their disability.

## Recognise, Respect, Respond & Reform (RRRR) Program (continued)

Because community responses to brain injury are often inadequate, people with brain injury are more likely to experience stigma, discrimination, social disadvantage and marginalisation in a range of ways. In some cases, people with brain injury can become involved with the criminal justice system.

While most people with brain injury will never offend, those that do find themselves on the wrong side of the law face the dual disadvantage and stigma of having a “disability” and being an “offender”. This dual disadvantage can result in people with brain injury repeatedly cycling through the justice system without the support they need to live safe and meaningful lives in the community.

People with brain injury are overrepresented in the criminal justice system. Screening and neuropsychological assessments in a Victorian prison have found as many as 42% of male and 33% of female adult prisoners have evidence of brain injury,<sup>1</sup> compared to just 2% in the general community.<sup>2</sup>

This overrepresentation is thought to be related to a general lack of community understanding of brain injury and the complex ways it can impact a person. This is compounded by a lack of screening and appropriate supports within justice-based services for people living with brain injury.

The RRRR Program’s JustACE program has been designed to improve how brain injury is recognised and responded to by justice-related services and in the community.

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1. M. Jackson & G. Hardy 2010, *Acquired Brain Injury: Screening, identification, and validation in the Victorian correctional system*, La Trobe University, Australia.

2. Australian Institute of Health and Welfare 2007, *Disability in Australia: Acquired brain injury*, bulletin no. 55, Canberra. Available from [www.aihw.gov.au/getmedia/1f719b27-6b93-434a-b0e6-997b4ead061a/bulletin55.pdf](http://www.aihw.gov.au/getmedia/1f719b27-6b93-434a-b0e6-997b4ead061a/bulletin55.pdf)

## Recognise, Respect, Respond & Reform (RRRR) Program (continued)

The RRRR Program's Run and Justice User Peer Support projects will work to provide a consumer voice for people with lived experience of brain injury and/or cognitive impairment and the criminal justice system.

The Recognise, Respect, Respond and Reform (RRRR) Program is funded by the Australian Government Department of Social Services. Visit [www.dss.gov.au](http://www.dss.gov.au) for more information.

## National Assistance Card Service

### Background

The National Assistance Card is a personalised card to assist people with disability and health conditions in the community. The Card is available to all people in Australia living with brain injury. In Tasmania the Card is being trialled with the autistic community (launched September 2022).



BIAT developed the National Assistance Card Service in response to a need for a national resource for people living with brain injury to communicate the impacts of their disability to the community.

The Service expands the Tasmanian Acquired Brain Injury (ABI) Identification (ID) Card program, offered by BIAT for over 20 years, to a national card and builds in additional features such as an online application platform and personalised QR code.

## **Recognise, Respect, Respond & Reform (RRRR) Program (continued)**

The National Assistance Card brand and concept places the focus on the understanding or assistance a cardholder may require rather than the person's disability or health condition. This supports the potential for the Card to have wider application beyond the original cohort of people living with brain injury. The National Assistance Card Service hope that, in the future, the Card will be available to all people in Australia with disabilities and health conditions.

### **About the Card**

The National Assistance Card can be used in everyday or emergency situations, including shops, banks, transport and with work colleagues or first responders, such as the police. The Card can:

- help cardholders communicate their unique areas of difficulty and the assistance they may need
- give cardholders greater independence
- assist cardholders to feel more confident in everyday social situations
- provide peace of mind for families and carers
- enhance community understanding of disability and health conditions
- support positive community interactions with cardholders.

### **Key National Assistance Card Service milestones include:**

#### ***National Brain Injury Awareness Week expression-of-interest (EOI) campaign***

- 372 National Assistance Card expressions of interest were received from people across Australia during BIAT's Brain Injury Awareness Week 2021 EOI campaign.
- Two original ABI ID cardholders, Cate Curwood and Jonathan McCall, generously shared their stories with the media during the EOI campaign highlighting the Card's benefits using real-life examples.

## Recognise, Respect, Respond & Reform (RRRR) Program (continued)

### *Online application development and user testing*

- Working closely with the BIAT team and informed by feedback from consumer consultations and the National Assistance Card Working Group (35 people impacted by brain injury), a purpose-built user-friendly online National Assistance Card application platform was developed by Business Software Tasmania.
- The online application underwent extensive User Acceptance Testing (UAT).
- The design and functionality of the platform include technology that enables applicants to:
  - take and upload a photo of themselves for their Card, and
  - include additional information linked to a personalised QR code on the Card about the impacts of their disability and/or health condition and how people in the community can assist them. The information can be in writing or they can script and record a video of themselves talking.



National Assistance Card launch,  
Waterside Pavillion, Hobart, 1 Dec. 2021

## Recognise, Respect, Respond & Reform (RRRR) Program (continued)

### *National Assistance Card launch*

- On 1 December 2021, BIAT was proud to officially launch the National Assistance Card for all people in Australia living with brain injury. The event, held at Hobart's Waterside Pavilion, was attended by over 60 people and streamed live on Facebook.
- People living with brain injury who attended the event were invited to the stage to officially launch the Card, with BIAT life member and RRRR Program Steering Group member Nick Baily saying a few words before an oversized National Assistance Card was revealed.
- Alf Archer, BIAT life member and long-time co-presenter of BIAT's brain injury community education programs, was officially presented with National Assistance Card 001.
- The ABC's Sabra Lane was MC for the event and guest speakers included: National Assistance Card ambassadors Ita Buttrose and Alexa Leary (Move for Lex) via video, Tasmania Police Inspector John Toohey and cardholder Cate Curwood.
- Izzy Elliot presented BIAT with a cheque for \$1000 in honour and memory of her Uncle Brodie, who had an acquired brain injury as a result of a near-drowning incident when he was a teenager. Since 2019 Izzy has been raising awareness of brain injury and funds for BIAT through her Scrunch\_Iz initiative, making and selling hair scrunchies and face masks. Izzy's donation will be used to cover the cost of the National Assistance Card for people who are experiencing financial and social hardship and are unable to pay for a Card themselves.

## Recognise, Respect, Respond & Reform (RRRR) Program (continued)

### *Uptake of Card*

- The Card has been enthusiastically welcomed by people with brain injury and their families.
- 156 National Assistance Cards were issued during the reporting period, with over 300 additional applications in progress.

### *Cardholder testimonials*

*“The National Assistance Card has given me the independence to live life, and it has enabled me to re-join the normal day-to-day activities I used to enjoy.”*

*“The Card makes it easier for me to communicate. Other people can now read or watch a video to understand my unique challenges and the assistance I may need.”*

*“When I get confused and people see the Assistance Card, they seem to try harder to be more understanding, which then calms me down.”*

*“A brain injury affects everyone in different ways. To reach into your wallet and present it [National Assistance Card] to the appropriate people, will explain quickly why you need assistance. Communication is key.”*

**‘The National Assistance Card gives us the ability to not stress and call every five minutes.’ – family member**

# Recognise, Respect, Respond & Reform (RRRR) Program (continued)

## *Promotion of the Card*

A suite of resources has been developed to promote the National Assistance Card and support people to apply, including a dedicated website and Facebook page, animated explainer videos, brochures, How to Apply written guides and videos and a series of in-person and online information sessions.



Scan the QR code to go to  
[www.nationalassistancecard.com.au](http://www.nationalassistancecard.com.au)



Scan the QR code to go to  
[www.facebook.com/nationalassistancecard](https://www.facebook.com/nationalassistancecard)



The Card has been promoted across television, radio, print, digital and social media, including securing the cover story of the February 2022 edition of Link: Australia's disability magazine featuring an interview with Card ambassador Ita Buttrose.



Scan the QR code to read the article

# Recognise, Respect, Respond & Reform (RRRR) Program (continued)

## *Community awareness and support of the Card*

A targeted community awareness strategy is underway, including a Community Assistance Guide, to educate the community, businesses and services on what to do if they are shown a National Assistance Card.

- Metro Tasmania, the state's largest public transport provider, has shared information about the National Assistance Card and what to do if shown a Card with their bus operators and customer services team.
- The National Assistance Card Service is working with Police in all States and Territories to ensure they are aware of and informed about the Card. They have been provided with an educational video created in partnership with Tasmania Police.
- A proposal for cardholders to have a flag added to their personal identity record in the relevant Police department's database is under consideration. This would mean that, should they need to, Police would be able to access the cardholder's information prior to dispatch, helping Police provide an informed and considered response.

Deborah Byrne  
(left), cardholder  
Nick Bailly and  
Katie Cooper,  
Metro Tasmania



## Recognise, Respect, Respond & Reform (RRRR) Program (continued)

*“The National Assistance Card will help emergency personnel administer appropriate assistance should they attend a situation where a person with brain injury has become distressed or overwhelmed.” –Tasmania Police*

Inspector John Toohey,  
Tasmania Police



### Partnerships

- The National Assistance Card partnered with Autism Tasmania to support the successful trial of the Card with the Tasmanian autistic community.
  - Consultations with Autism Tasmania and the Autism Trial Advisory Group, comprised of 12 autistic people and their family members, are informing revisions to the online platform and resources in preparation for the Trial launch later in 2022.



Deborah Byrne (left) and Autism Tasmania CEO Donna Blanchard at the 1 December 2021 National Assistance Card launch.

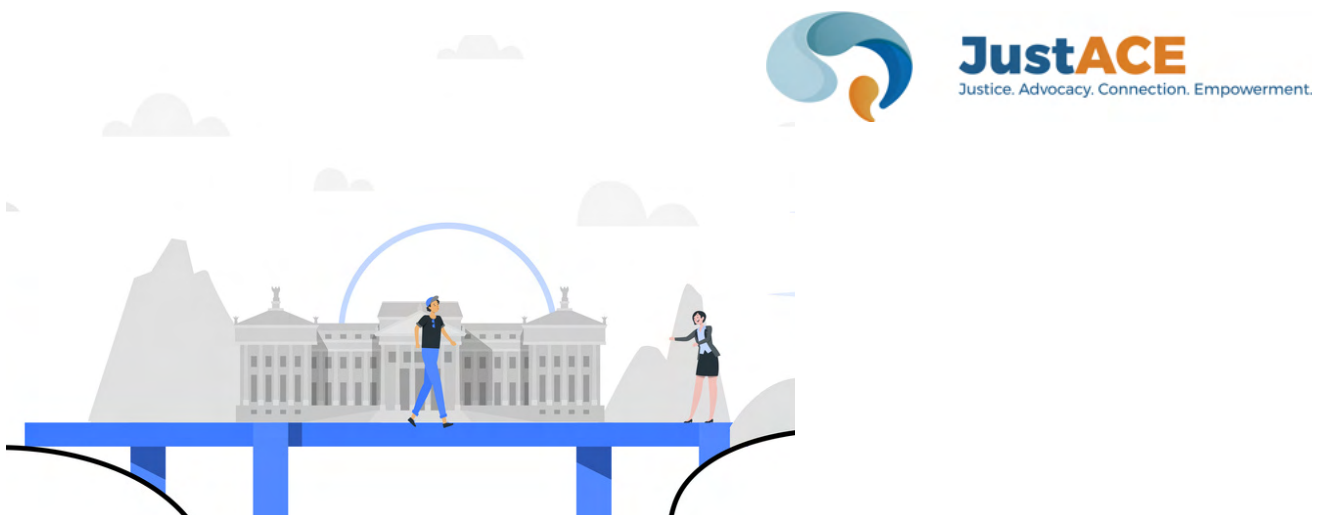
# Recognise, Respect, Respond & Reform (RRRR) Program (continued)

## National Assistance Card Future

In 2022–2023, the National Assistance Card Service will focus on promotion and awareness-raising activities, launching the National Assistance Card for the autistic community in Tasmania and continuing to develop partnership discussions with organisations that support people with other disabilities and health conditions.

## JustACE program

The JustACE program provides a state-wide service for adults with cognitive impairment involved in the justice system as offenders. The aim is to reduce offending by working with participants to improve their cognitive function and better manage challenging behaviours related to their offending.



# Recognise, Respect, Respond & Reform (RRRR) Program (continued)

## Key JustACE program milestones include:

### *Design and establishment of the program model and delivery plan*

Research and comprehensive stakeholder consultation informed the design of the JustACE program.

JustACE includes three key areas of program delivery:



#### CONSULTATION

Meet with JustACE staff to find out how cognitive impairment could be impacting your day to day life and your offending.



#### BRAIN TRAINING

Learn strategies to improve brain function for day to day living and help you meet justice service requirements.



#### CASE MANAGEMENT

We will work with you to:  
Build support networks,  
prepare for court or reintegration,  
and coordinate with other  
services to get your needs met.

- **Consultation:** Includes a full needs assessment, cognitive screening and assessment (not diagnostic) and development of an individual support plan.
- **Brain training:** Consists of cognitive remediation sessions (group and/or individual) where participants learn evidence-based strategies to improve cognitive function for day-to-day living, reduce offending and improve engagement with community services.
- **Case management:** Supports participants with court assistance, advocacy, reintegration planning and building sustainable support networks.

## **Recognise, Respect, Respond & Reform (RRRR) Program (continued)**

### ***Partnership***

The Brain Injury Association of Tasmania partnered with Wellways Australia (Tasmania) to provide the direct service delivery component of the JustACE program. This partnership has supported an efficient and successful rollout of the program state-wide.

### ***Recruitment and training***

Between January and June 2022, JustACE recruited 3 Case Managers/Program Facilitators (one for Hobart, Launceston and Burnie). JustACE staff received training from Clinical Neuropsychologist Jamie Berry on applying the screening and assessment tools and resources for JustACE program participants.

### ***Stakeholder relationships, building referral pathways and information and education sessions***

To support the development of referral pathways to the JustACE program, BIAT developed positive working relationships with and held information sessions for a range of key services both in and external to the justice system.

The JustACE program provided Using Cognitive Impairment Screening and Assessment Tools training by Clinical Neuropsychologist Jamie Berry to Community Corrections and Tasmania Prison Service staff to enhance their recognition of and response to brain injury and cognitive impairment. Several services have participated in information and education sessions on cognitive impairment, the justice system and the JustACE program.

# Recognise, Respect, Respond & Reform (RRRR) Program (continued)

## *Resources*

A range of resources has been developed to support service delivery and promotion of the JustACE program. These include original service delivery documents (referral and assessment forms), flyers and brochures.

## *State-wide program launch*

The JustACE program launched progressively across the North-west, North and South of the state in 2022. Utilising an “online launch” format, over 50 people attended. The launch events included information about brain injury and cognitive impairment, referral pathways and program interventions.

## *Program delivery*

The JustACE program began accepting referrals and participants in April 2022 and in a short time has had a noticeable impact. For example, local Magistrates have reported the benefit of support letters provided to the courts, allowing for adjournments to enable further support to be provided.



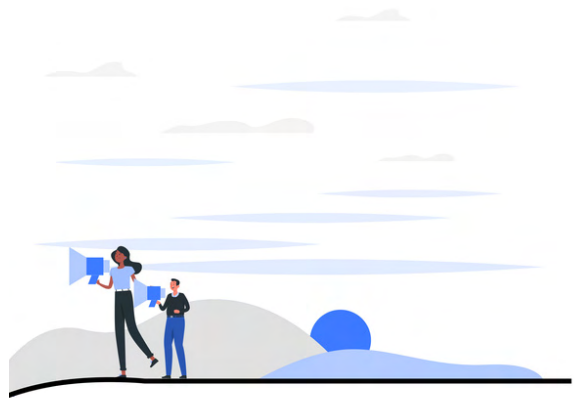
**Tasmania currently has no consumer representation for people with cognitive impairment involved in the criminal justice service.**

# Recognise, Respect, Respond & Reform (RRRR) Program (continued)

## Run Project and Justice User Peer Support

Through Run and Justice User Peer Support (JUPS) project research, problems were experienced accessing people with lived experience of brain injury and cognitive impairment and the criminal justice system.

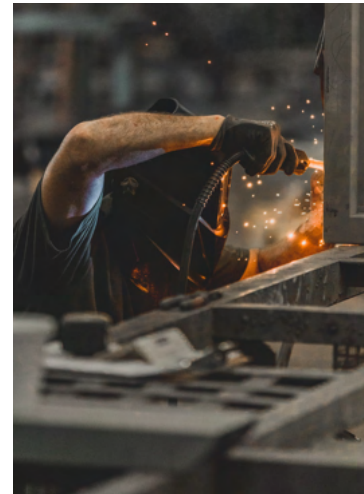
Tasmania currently has no consumer representation for people with cognitive impairment involved in the criminal justice system.



We know that meaningful change cannot happen without the voice of people with lived experience at the centre of all our work. As such, our aim has been refocused on building a strong lived experience voice in the State.

Objectives moving forward include:

- developing a “lived experience voice” for Tasmanians living with cognitive impairment involved in the criminal justice system
- establishing a JustACE presence in key community and custodial settings to recruit people with lived experience and to build peer networks
- developing a small consumer-driven project to pilot the model, which addresses some of the challenges identified by people with lived experience.



(Clockwise from upper left) Photos by: Brett Jordan, Nate Johnston, Krakkenimages & Jesse Orrico on Unsplash

# Employ Me project

## Employ Me project

The Employ Me project builds on the Disclosure Project implemented by BIAT in 2019–2020. As detailed in last year's Annual Report, the Disclosure Project targeted people with brain injury living in or close to Hobart or Launceston.

The Employ Me project uses and evolves the methodology and approach developed in the Disclosure Project and tests its applicability for other cohorts including people living with brain injury in Victoria, South Australia or rural and remote areas of Tasmania and young Tasmanians living with disability.

The grant application also included First Nations people with disability. However, despite many attempts, BIAT was unable to get a local or national First Nations organisation to respond to its direct appeal nor to an expression-of-interest approach to partner with BIAT to increase the employability of First Nations people living with disability.

A comprehensive Employ Me Implementation Guide was developed to guide and assist partner organisations in delivering Employ Me. The Implementation Guide established the governance arrangements and described how the resources and activities that form the project's methodology were to be used. The Implementation Guide also ensured consistency in approach across partner agencies, despite materials being adapted to suit the specific needs of different cohorts.



**'Finally, we could  
be part of the  
change.'**

## Employ Me project (continued)

Employ Me project partner organisations – the Association for Children with Disability Tasmania (ACD Tas), Brain Injury South Australia (BISA) and Brain Injury Matters (BIM) in Victoria – have been using the Disclosure Project methodology and utilising a co-design approach, adapting the associated resources to make them applicable for the people they support.

The year culminated in a presentation given at the National Brain Injury Conference in Sydney on the Employ Me project and its predecessor, the Disclosure Project.



The presentation can be viewed here (from 19:05 to 40:50):

The Employ Me project continues to demonstrate that participants experience benefits beyond employment or educational outcomes.



## Employ Me project (continued)

### Partner organisation highlights

#### *Brain Injury Matters (Victoria)*

Employ Me Project Officer Malachi Cloak de Paul worked with Brain Injury Matters members in the redesign of the employment toolkit. Conducted over multiple phases involving workshops and one-on-one testing, the co-design led to the creation and development of three workbooks (adapted from the existing About Me Cards), three sets of Employment Cards and a Journey to Employment Guide.

The previous Disclosure Project resource manual for employers and employees, Talking about Brain Injury in the Workplace, was also redesigned, with an Understanding Disclosure resource created. With technology playing a significant part in how people access and receive information, BIAT produced and created a short animated video on understanding disclosure, its connection with employment and how, what and when to disclose.

#### *Association for Children with Disability Tasmania (ACD Tas)*

The youth-focused Employ Me project team hit the ground running this year! Led by a committed team of four young leaders from ACD's Youth Empowering Peers (YEP) network, known as youth connectors, they began by reviewing the original Disclosure Project process and documents through the lens of young people with disabilities. After many hours of reading and discussing the resources, they got down to reframing the content and design of the package. Collaboration, cooperation and methodical testing meant they came up with a solid but shorter process that was flexible enough for multiple purposes.

*"We were able to be critical, assertive and honest with our feedback on original source materials and found a restructure was needed to suit youth we were targeting. Working on a program like this that affects our own community was extremely empowering, especially as we have been a part of so many failed attempts 'to improve our employability' in the past. Finally, we were able to be part of the change!"* – Employ Me YEP youth connector

## Employ Me project (continued)

Two of the youth then went on to work one-on-one with people to discover what they wanted to do, who they had in their corner and what and who they needed to succeed. They determined that Employ Me project videos and worksheets have and can be used in different ways – for job interviews, to show career advisors, with Disability Employment Service (DES) providers and in NDIS plan reviews.

The Inclusive Changes worksheet has been used to inform ACD Tas staff about what some of the youth connectors needed within its workplace and to flesh out business plans when a series of self-employment workshops, called We Can, were held with Illuminate Futures.

*“It has been wonderful to see how the Employ Me project process has provided a framework for youth to identify their strengths and goals and to effectively communicate them in so many ways.”* –Melinda Oogjes, ACD Tas Project Lead

The implementation phase of the project has seen the youth develop a transcript system, five videos and nine sets of worksheets. With a focus on continuous improvement to ensure good practice, a presentation has been developed, information sessions held via Zoom, and talks at high schools, colleges and TAFE have been given.

Further recruiting for project participants continues with youth connectors networking across the state and working on understanding how the Employ Me project fits or could synergise with other youth activities and formal environments.

### **Brain Injury South Australia (BISA)**

Brain Injury South Australia Employ Me project participants further tested and refined the resources developed by Brain Injury Matters and have engaged in Employ Me project capacity-building activities, assisting them to become more work ready and to gain employment, volunteering and/or further education opportunities.

## Employ Me project (continued)

*“I have vastly enjoyed both getting to film my Employ Me video as well as having the opportunity to help Madeleine and Karlee film others. I believe the Employ Me project will not only help future employers but also friends and family to understand my needs. My favourite part of the project would have had to be connecting with the other participants. As I enjoy hearing others’ experiences, it was something I thought really powerful. Maddie and Karlee were very understanding and helped all the participants, especially if they seemed a little uncomfortable. I thoroughly enjoyed my time working on the Employ Me project and would do it again if I could.” – BISA Employ Me project participant*

At the time of reporting, several videos for South Australian participants have been filmed and are with the Employ Me project videographer for editing. The edited videos will be returned to participants and, supported by the BISA project lead, used by participants to find employment in their identified areas of interest.

*“The Employ Me project has been an exciting project to be a part of. There was a great interest from people living with ABI to be involved in the project, excited at the thought of being supported back into employment. Most participants*

**‘The Employ Me project has been an exciting project to be a part of.’**

## Employ Me project (continued)

*expressed that this was a huge part of their life that they still felt was missing since sustaining their brain injury.*

*“The feedback from all the participants has been positive, with many of them expressing that their video will not only be helpful for employment, but to show their family and friends and help them to gain more of an understanding of the impacts of their ABI.” – BISA project lead*

**Employ Me**  
EMPLOYMENT PROJECT FOR EMPLOYMENT

Home About the Project Get Involved Project Resources Contact us

### Employ Me develops confidence and capacity to gain employment

[View Project Resources](#) [Learn more](#)

#### About Employ Me

Employ Me is a project to assist people living with brain injury in South Australia, Victoria and Tasmania that aims to develop the skills to gain employment.

**Disclosure and Employment**

Watch on

#### Project Aims

The Employ Me Project aims to:

- build Confidence and Capacity
- improve Employment Outcomes
- support Disclosure
- test a Methodology

The Employ Me Project is being delivered through partner agencies including Brain Injury South Australia (BISA), the Association for Children with Disability Tasmania (ACD) and Brain Injury Matters (BIM), with the assistance of the Brain Injury Association of Tasmania (BIAT).

#### Get Involved

There are two ways you can participate in the Employ Me Project:

People with disability, Australia's First Peoples with disability and people with brain injury in South Australia, Victoria and Tasmania can **apply to be employed (paid) to review and develop existing project resources** to ensure they are appropriate for and meet the needs of the Employ Me Project target audiences, and if required, co-design new resources.

If you are **looking for employment or want to build your confidence and work readiness**, you can work closely with Project staff to improve your employment options. This involves using the Employ Me tailored resources to create a personalised video that can be used by you to gain and maintain employment.

[About the Project](#) [Contact us](#)

Scan to visit the website:



# Treasurer's report

Raylene Boulter

I have the pleasure in presenting the Treasurer's Report for the Brain Injury Association of Tasmania (BIAT) for the year 1 July 2021 to 30 June 2022, and in confirming the financial performance for the fiscal year was in accordance with the budget approved by the BIAT Committee of Management.

The Financial Report and Auditor's Report are provided as separate documents. The audited Financial Statement shows a break-even position in the 2021–2022 Financial Year. Whilst a small operating surplus was realised in the prior year, the 2021–2022 result reflects the alignment of grant funding received in advance with project activity undertaken in the financial year. Surplus grant funding received in the financial year is recorded as grants in advance in the Balance Sheet and is fully committed to future project activity.

The Statement of Financial Position shows BIAT's accumulated funds (reserves) of \$214 155.32. The BIAT Committee of Management remains conscious of the need for a solid financial position to buffer the organisation from future financial risks. Its focus on good financial management encompasses the need to ensure that BIAT can meet all potential liabilities and remains financially sustainable.

## **Treasurer's report (continued)**

As a result of the increase in equity in 2020, a review of the Financial Contingency Reserve was undertaken in 2021. The Committee is satisfied that the Reserve is sufficient to meet financial obligations arising if BIAT ceased operations. The adequacy of the level of the Reserve will be monitored annually.

The cash position, along with the organisation's reserves and the grant funding for 2021–2022 that is held in Unexpended Grants, are the basis for the Committee of Management declaration in the audit report that BIAT can meet its debts as they fall due.

### **Income**

Grant funding was received for the ILC Project: Recognise, Respect, Respond and Reform. The funding was granted in 2019–2020. Grant funding was also received for the ILC Economic Participation Program Employ Me Project, which commenced in July 2021. ILC grants reflect the cessation of previous grants and full year of project delivery. MAIB grant funding continued in 2021–2022.

### **Expenditure**

There was significant growth in expenditure commensurate with the increase in program activity. Mostly this translated as increased staffing and professional fees to support programs.

In closing, I would like to take this opportunity to thank the Department of Social Services and the Motor Accident Insurance Board for their ongoing support of the work of BIAT.



**BRAIN INJURY**  
**ASSOCIATION**  
OF TASMANIA

## 2022 FINANCIAL REPORT

**BRAIN INJURY ASSOCIATION OF TASMANIA INC.**  
**STATEMENT OF FINANCIAL PERFORMANCE**  
**FOR THE YEAR ENDED 30TH JUNE 2022**

	2022	2021
	\$	\$
<b><u>INCOME – DoC, MAIB, OTHER</u></b>		
Subscriptions	486.71	562.17
Grants- MAIB	100 000.00	91 670.00
Grants - DoC	-	20 000.00
Grants – Other	-	5 750.00
Personal Story Videos	-	2 385.00
Interest received	-	1 281.56
Donations	1 338.12	2 411.11
BIAT Training Fees	5 689.00	11 216.13
BIAT Consultancy Fee	-	4 000.00
Sundry Income	-	196.40
Federal Govt Cash Flow Boost	-	27 027.00
<b>Sub Total Income</b>	<b>107 513.83</b>	<b>166 499.37</b>

	2022	2021
	\$	\$
<b><u>INCOME – ILC GRANTS</u></b>		
DPFO ICB	-	4 206.04
DPFO OCB	-	4 205.98
Economic Participation	-	27 945.00
DPFO RRRR	710 674.87	379 554.65
Employ Me	327 891.55	1 762.00
National Assistance Card Sale	4 816.22	-
Other RRRR Income	942.00	-
<b>Sub Total Income</b>	<b>1 044 324.64</b>	<b>417 673.67</b>

<b>TOTAL INCOME</b>	<b><u>1 151 838.47</u></b>	<b><u>584 173.04</u></b>
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**BRAIN INJURY ASSOCIATION OF TASMANIA INC.**  
**STATEMENT OF FINANCIAL PERFORMANCE**  
**FOR THE YEAR ENDED 30TH JUNE 2022**

	<b><u>2022</u></b>	<b><u>2021</u></b>
	<b>\$</b>	<b>\$</b>
<b>EXPENDITURE – DoC, MAIB, OTHER</b>		
Audit Fee	251.05	925.00
Depreciation	305.99	-
Insurance	717.80	1 316.87
Meeting Expenses/Venue Hire	676.72	964.37
Motor Vehicle Expenses	107.43	39.09
Office Expenses	1 320.62	2 447.87
New Equipment Purchases	-	1 888.37
Printing, Stationery, Postage	139.35	227.57
Professional Fees	4,695.87	25 874.54
Promotional Activities	72.73	814.37
Office Rental	-	2 489.61
Salaries	83,495.18	79 047.01
Superannuation	8,341.80	7 407.87
Subscriptions	24.69	806.44
Sundry Expenses	1 160.79	2 337.69
Telephone	925.06	1 069.15
Conference Attendance, Travel & Accommodation	4 989.43	1 729.62
Training	289.32	7 126.09
<b>Sub Total Expenditure</b>	<b>107 513.83</b>	<b>136 511.53</b>

**BRAIN INJURY ASSOCIATION OF TASMANIA INC.**  
**STATEMENT OF FINANCIAL PERFORMANCE**  
**FOR THE YEAR ENDED 30TH JUNE 2022**

	2022	2021
	\$	\$
<b>EXPENDITURE – ILC PROJECTS</b>		
Audit Fee	1 648.94	925.00
Depreciation	2 784.70	4 120.84
Employee Entitlements	-	6 493.73
Insurance	4 415.43	8 384.92
Meeting Expenses/Venue Hire	-	1 801.78
Motor Vehicle Expenses	3 608.10	2 136.89
New Equipment Purchases	543.06	9 918.86
Office Expenses	2 112.58	10 345.81
Printing, Stationery, Postage	5 227.46	1 710.51
Professional Fees	384 779.10	60 165.28
Promotional Activities	1 520.76	-
Office Rental	20 526.17	15 512.90
Salaries	510 654.13	268 199.92
Superannuation	49 645.62	24 985.43
Subscriptions	2 964.60	1 887.21
Sundry Expenses	369.27	42.68
Telephone	6 788.22	5 406.92
Training	9 056.45	1 590.27
Travel & Accommodation/ Conference Attendance	11 520.67	5 399.34
National Assistance Card Expense	26 159.38	-
<b>Sub Total Expenditure</b>	<b>1 044 324.64</b>	<b>429 028.29</b>
<b>TOTAL EXPENDITURE</b>	<b><u>1 151 838.47</u></b>	<b><u>565 539.82</u></b>
<b>SURPLUS/DEFICIT FOR YEAR</b>	<b>-</b>	<b><u>18 633.22</u></b>

**BRAIN INJURY ASSOCIATION OF TASMANIA INC.**

**STATEMENT OF FINANCIAL POSITION**

**AS AT 30TH JUNE 2022**

	2022 \$	2021 \$
<b>MEMBERS' EQUITY</b>		
<b>GENERAL</b>		
Financial Contingency Reserve	126 171.00	126 171.00
Accumulated Funds Brought Forward	87 984.32	69 351.10
Add Surplus (Deficit) for the year	-	18 633.22
<b>TOTAL MEMBERS' EQUITY</b>	<b><u>214,155.32</u></b>	<b><u>214 155.32</u></b>
Represented by:-		
<b>NON-CURRENT ASSETS</b>		
Motor Vehicles @ cost	28 512.12	28 512.12
Less Provision for Depreciation	(19 240.11)	(16 149.42)
<b>Total Non-Current Assets</b>	<b><u>9 272.00</u></b>	<b><u>12 362.69</u></b>
<b>CURRENT ASSETS</b>		
Cash at Bank - MyState	2 842.53	2 644.53
Cash at Bank – ANZ	1 214 988.63	1 512 217.48
Cash at Bank – Donations/Grants	174 796.12	157 520.62
Shares – MyState	10.00	10.00
Accounts Receivable	65 069.60	7 456.10
MyState Investment	2 294.25	2 294.25
Insurance Prepaid	5 138.06	-
Investment - ANZ	129 372.37	129 050.09
<b>Total Current Assets</b>	<b><u>1 594 511.56</u></b>	<b><u>1 811 193.07</u></b>
<b>Total Assets</b>	<b><u>1 603 783.56</u></b>	<b><u>1 823 555.76</u></b>

**BRAIN INJURY ASSOCIATION OF TASMANIA INC.**  
**STATEMENT OF FINANCIAL POSITION**  
**AS AT 30TH JUNE 2022**

	2022 \$	2021 \$
<b>CURRENT LIABILITIES</b>		
Accounts Payable	3 252.00	-
ANZ – BIAT Company Card	3 814.66	858.52
Annual leave provision	46 251.65	17 205.49
Payroll Clearing	-	60.00
Superannuation Payable	374.20	3 072.78
Tax Payable	9 020.80	.30
Training Fees (Training Deferred)	3 620.00	3 620.00
Unexpended Grant – HU2BI	10 000.00	-
Unexpended Grant – BrainLink Project	11 834.79	11 834.79
Unexpended Grant – MAIB	15 830.00	15 830.00
Unexpended Grant – DPFO ILC – RRRR	853 317.63	1 076 815.75
Unexpended Grant – ILC – Employ Me	353 108.45	370 889.50
Unexpended Grant – Other	17 795.78	-
<b>Total Current Liabilities</b>	<b><u>1 328 219.96</u></b>	<b><u>1 569 276.22</u></b>
<b>NON CURRENT LIABILITIES</b>		
Provision for long-service leave	61 408.28	40 124.22
<b>Total Non Current Liabilities</b>	<b><u>61 408.28</u></b>	<b><u>40 124.22</u></b>
<b>Total Liabilities</b>	<b><u>1 389 628.24</u></b>	<b><u>1 609 400.44</u></b>
<b>NET ASSETS</b>	<b><u>214 155.32</u></b>	<b><u>214 155.32</u></b>

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**INDEPENDENT AUDIT REPORT TO THE MEMBERS  
OF BRAIN INJURY ASSOCIATION OF TASMANIA INC  
ABN: 42 686 820 819**

**Opinion**

We have audited the special purpose financial report of Brain Injury Association of Tasmania Inc (the Entity), which comprises the balance sheet as at 30 June 2022, the profit and loss statement for the year then ended and notes comprising a summary of significant accounting policies and other explanatory notes.

In our opinion the financial report of Brain Injury Association of Tasmania Inc has been prepared in accordance with Division 60 of the Australian Charities and Not-for-Profits Commission Act 2012, including:

- a) giving a true and fair view of the registered entity's financial position as at 30 June 2022, and of its financial performance for the year ended on that date; and
- b) complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 the Australian Charities and Not-for-profits Commission Regulation 2013.

**Basis for Opinion**

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

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

**Emphasis of Matter – Basis of Accounting**

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The special purpose financial report has been prepared for the purpose of fulfilling the responsible entities' financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

## **Responsibility of the Committee for the Financial Report**

The Committee of the registered entity is responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of the members. The Committee's responsibility also includes such internal control as the Committee determines is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Committee is responsible for assessing the registered entities ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the Committee either intends to liquidate the registered entity or to cease operations, or has no realistic alternative but to do so.

## **Auditor's Responsibilities for the Audit of the Financial Report**

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

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the registered entity's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by responsible entities.
- Conclude on the appropriateness of the responsible entities' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the registered entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the registered entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



**Michael Ian Derbyshire**  
**Director**

30 November 2022

**BRAIN INJURY ASSOCIATION OF TASMANIA INC.**  
**STATEMENT BY MEMBERS OF THE COMMITTEE**

In the opinion of the Committee the attached financial report:

1. Presents fairly the financial position of the Brain Injury Association of Tasmania Inc. as at 30 June 2022 and its performance for the year ended on that date in accordance with Australian Accounting Standards, mandatory professional reporting requirements and other authoritative pronouncements of the Australian Accounting Standards Board.
2. At the date of this statement, there are reasonable grounds to believe that the Brain Injury Association of Tasmania Inc. will be able to pay its debts as and when they fall due.
3. Grants received were disbursed for the purposes for which they were given.

This statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the Committee by:

Committee Member.....

Committee Member.....

Hobart this 30th day of November 2022

**BRAIN INJURY ASSOCIATION OF TASMANIA INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30TH JUNE 2022**

**NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES**

This financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards and other mandatory professional reporting requirements and the requirements of the Associations Incorporation Act (1964). The financial report is prepared on an accruals basis and is based on historical costs and does not take into account changing money values or, except where stated, current valuations of non-current assets.

Cost is based on the fair values of the consideration given in exchange for assets. The accounting policies have been consistently applied, unless otherwise stated.

The following is a summary of the material accounting policies adopted by the association in the preparation of the financial report:

a) PROPERTY, PLANT & EQUIPMENT

Property, plant & equipment are recorded at cost. The depreciable amounts of capitalised fixed assets are depreciated over their useful lives to the association, commencing in the year of acquisition. The straight line and reducing balance methods of depreciation are used. The recoverable amount is assessed on the basis of the expected net cash flows which will be received from the assets employment and subsequent disposal. The expected net cash flows have not been discounted to present values in determining the recoverable amount. The gain or loss on disposal of all fixed assets is determined as the difference between the carrying amount of the asset at the time of the disposal and the proceeds of the disposal, and is included in the operating profit of the association in the year of disposal.

b) PROVISIONS FOR EMPLOYEE ENTITLEMENTS

Provision is made for the associations' liability for employee entitlements arising from services rendered by employees to balance date. Employee entitlements expected to be settled within one year together with entitlements arising from wages and salaries and annual leave which will be settled after one year have been measured at their nominal amount.

c) SUPERANNUATION

Contributions are made to the employee superannuation funds in accordance with the requirements of the Superannuation Guarantee Levy.

**BRAIN INJURY ASSOCIATION OF TASMANIA INC.**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30TH JUNE 2022**

d) INCOME TAX

The association is exempt from income tax and tax effect accounting is therefore not appropriate.

e) CASH

For the purposes of the Statement of Cash Flows, cash includes cash at bank and on deposit.

f) REVENUE

Operating Grant revenue is recognised in the period to which it relates.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

g) GOODS & SERVICES TAX (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the Statement of Financial Position are shown exclusive of GST.

h) LEASES

Lease payments under operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

**NOTE 2: EVENTS SUBSEQUENT TO REPORTING DATE**

Since 30 June 2022, no event has arisen that would significantly or may significantly affect the operation of the association, the result of those operations, or the state of affairs of the association in subsequent financial years.

**NOTE 3: PRESENTATION AND DISCLOSURE OF FINANCIAL INSTRUMENTS**

The application of the relevant Accounting Standard has been considered, however the additional disclosure required, particularly concerning the fair value of financial instruments, would not be materially different to the disclosure already reflected in these financial statements.

**BRAIN INJURY ASSOCIATION OF TASMANIA INC.**  
**COMMITTEES' REPORT**

Your committee members submit the financial report of Brain Injury Association of Tasmania Inc. for the financial year ended 30 June 2022.

**COMMITTEE MEMBERS**

The names of the committee members throughout the year and at the date of this report are:

H Mulcahy  
D Tomat  
C Roddy

G Harwood  
B O'Halloran  
R Boulter

**PRINCIPAL ACTIVITIES**

The principal activity of the Association during the financial year was to deliver Department of Social Services and MAIB funded projects for people living with or impacted by brain injury.

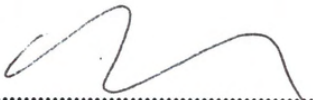
**SIGNIFICANT CHANGES**

No significant change in the nature of this activity occurred during the year.

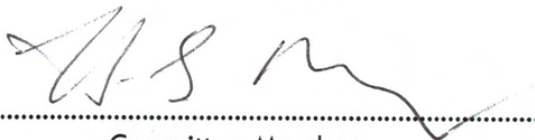
**OPERATING RESULTS**

The surplus from ordinary activities amounted to \$0.00

Signed in accordance with a resolution of the Members of the Committee.



.....  
Committee Member



.....  
Committee Member

Dated at Hobart this 30th day of November 2022



# 2021–2022 Annual Report



**Web**

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**Phone**

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