



2022-23

Annual Report



**BRAIN INJURY
ASSOCIATION**
OF TASMANIA

Web
www.biat.org.au

Phone
FREECALL 1300 242 827

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 also 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 and present and to the ongoing contribution of Aboriginal people in enriching this community.

Front cover: BIAT Life Member Alf Archer at the National Assistance Card launch event.

Back cover: BIAT AGM 2022 (left) and shared stand between the National Assistance Card Service and Autism Tasmania at the 2022 Southern Disability Expo (right).

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Brain Injury Association of Tasmania
1–7 Liverpool St
Hobart TAS 7000
ABN: 42 686 820 819

PO Box 4580
Bathurst St Post Office
Hobart TAS 7000

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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 Service, JustACE Program, and Run and Justice User Peer Support (JUPS) projects; 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

President	Helen Mulcahy
Vice-President	Geraldine Harwood
Treasurer	Raylene Boulter
Secretary	Rebecca O'Halloran
Committee members	Dario Tomat Romy Winter

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

Geraldine Harwood (Chair)
Nick Baily
Greg Barns
Michael Hill
Don McCrae
Alison Smith
John Toohey
Romy Winter

Staff

Executive Officer

Deborah Byrne

Program Managers

National Assistance Card
JustACE

Rosie Mooney
Marie-Clare Couper
Sienna Tilley
Bill Fulton

Employ Me

Project Officers

National Assistance Card
Peer Support / Community
Engagement

Malachi Cloak de Paul
Kate Griggs
Doug Cooper (resigned January 2023)

Administration Officers

Finance and Administration Officer
Administration Support

Kaylene Bentley
Amalia Partridge

Consultants

Business Software Tasmania
Domin8 Designs / Domin8 Media
Social and Other Solutions

Graham Legg
Dominic Anastasio
Patrick Burton, Rob White and
Ron Mason
Alison Smith

Strategic Leverage

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.



Image: BIAT Life Member Nick smiling at the camera during a RYDA presentation recording.

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.



Image: The image displays a blue and red model of a human brain, against a blue background

Moments to Celebrate 2022–2023

BIAT

25th



BIAT celebrates its 25th anniversary.

NATIONAL
ASSISTANCE
CARD

366 National Assistance Cards issued as at 30 June 2023 (see p. 30)

Launch of Autism Trial (Tasmania) on 1 September 2022 in partnership with Autism Tasmania (see p. 29)

Moments to Celebrate 2022–2023

EMPLOY ME



Understanding Disclosure

Understanding disclosure can play a big role in how, when and what you want to discuss about yourself – as well as giving yourself the power around what information you want to disclose.

[Download Preview](#)



Finding Employment

Wherever you are along the five stages of finding employment, this booklet can help you prepare, plan, achieve, and maintain your employment goals.

[Download Preview](#)



Talking about brain injury in the workplace

This booklet will assist both employees and employers to understand brain injury, as well as adaptations that can be made in the workplace.

[Download Preview](#)

The new Employ Me Project Manager undertakes a review and update of all Employ Me Project participant resources and governance documents.

JustACE

Demand for the services sees a second worker in the South engaged (see p. 35)

The Tasmanian Department of Justice provides funding for the JustACE service to continue across the state through to June 2024 (see p. 35)

President's report

Helen Mulcahy



BIAT President
Helen Mulcahy

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

Our prevention and awareness activities funded through MAIB have continued, including through the flagship programs Custody for Life and Rotary Youth Driver Awareness (RYDA).

This year also marked a significant milestone for BIAT, celebrating our 25th Anniversary. All members, employees and volunteers, both past and present, should be incredibly proud of the amazing contribution this small organisation has made in supporting Tasmanian people impacted by brain injury.

The significant contribution and unique value that people living with or impacted by brain injury have brought to our organisation over this time is gratefully acknowledged.

As detailed in this report, this financial year has seen the continuation 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' NDIS Information, Linkages and Capacity (ILC) Building Strategy. This funding has been extended to June 2024, allowing BIAT to continue to realise the benefits of these projects.

Highlights include:

- The National Assistance Card welcomed its first partner organisation, Autism Tasmania, with the launch of the National Assistance Card Autism Trial (Tasmania) in September 2022.

President's report (continued)

- Brain Injury Awareness Week in 2022 included the 'Many Faces of Brain Injury' campaign, with BIAT showcasing a different element of its work each day during the week.
- The National Assistance Card continues to gain momentum, with 366 cards issued as of the 30th of June.
- After a considerable amount of scoping work to ensure the service met gaps and did not duplicate other services, the JustACE program (formerly known as the Cognitive Impairment Criminal Justice Support Service (CICJSS)), delivered in partnership with Wellways Australia, commenced. This program serves adult offenders with cognitive impairment in Tasmania's criminal justice system.
- Continuation of the partnership with the Association for Children with Disability Tasmania and Brain Injury South Australia in the delivery of the Employ Me Project.

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

I would also like to acknowledge and thank the Tasmanian Department of Justice for its engagement and support in exploring opportunities for the continued delivery of the JustACE program.

Our brain injury Peer Support program continues to provide the opportunity for people living with or impacted by brain injury to come together to share, learn and connect with others. This program now includes informal 'coffee catch-ups' in the north, south and north-west, providing a friendly way to foster friendships, new and old, with people who understand brain injury and can provide encouragement and support.

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, in 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 Project Manager), Malachi Cloak de Paul (National Assistance Card Project Officer), Marie-Clare Couper (JustACE Program Manager and RRRR Evaluation Lead), Sienna Tilley (JustACE Program Manager (Run Project and Justice User Peer Support) and Brain Injury Peer Support Program Manager), Kaylene Bentley (Finance and Administration), and Amalia Partridge (Administration Support). We also thank and farewell Doug Cooper and welcome Kate Griggs (Community Engagement Officer) and Bill Fulton (Employ Me Project Manager) into their roles. All BIAT CoM members thank the team for their continued dedication and professionalism.

While the extensions to the RRRR and Employ Me ILC funding grants are welcomed, these remain challenging times for BIAT's strategic focus and direction, with the grants drawing to a close in June 2024. There continues to be uncertainty around the National Disability Insurance Scheme (NDIS) and its future funding strategies; the impacts of time-limited project funding on the sustainability of small organisations like BIAT remain a challenge.

The CoM has invested significant time in strategic planning to support the organisation's current and future direction, including exploring options to support our flagship programs and investigating other areas for renewed focus and investment.

Finally, I thank the CoM, for their continued engagement in guiding BIAT through these difficult times.

It has been a rewarding year, and I look forward to continuing to work with you all towards achieving BIAT's vision of 'A Tasmanian community inclusive of people impacted by brain injury'.

Executive Officer's report

Deborah Byrne



BIAT Executive
Officer
Deborah Byrne

I am delighted to present the Executive Officer Report on the Brain Injury Association of Tasmania's (BIAT) achievements over 2022–2023. Whilst it has been another challenging period, I am pleased with how BIAT has navigated through this and continued to push forward.

Notable achievements include:

- reaching the important milestone of our 25th anniversary;
- the success of the National Assistance Card Autism Pilot in Tasmania largely attributable to the tireless work of the National Assistance Card Project Manager, Rosie Mooney and our partnership with Autism Tasmania;
- our JustACE program expanding its reach, serving considerably more individuals than the previous year; and
- advancement of the Employ Me Project through the engagement of a competent and experienced Program Manager.

Dedicated reports from each BIAT program manager are included in this Report, detailing the impact of our programs and highlighting success stories.

Executive Officer's report (continued)

*“Having the Card, to me, just gives that added
confidence to go about my daily life.”*

(National Assistance Card cardholder)

BIAT's vision is a Tasmanian community inclusive of people impacted by brain injury. National Assistance Card testimonials, such as the one above, reflect the impact of our programs and how they align with and support our vision.

Our state-wide peer support groups have continued across the state, and it has been particularly pleasing to see participants take the lead in establishing regular, informal coffee catch-ups in each of the regions.

Whilst still largely unfunded, BIAT's systemic advocacy work is critical to creating change and addressing the inadequacy of services to meet the needs of people living with brain injury. As the only remaining specialist organisation in Tasmania serving the brain injury community, BIAT has continued its systemic advocacy work during the past year to ensure people living with brain injury and their families receive the evidence-informed services they deserve.

To support our work in this and other key areas, BIAT revisited the importance of the involvement of people with lived experience as drivers and contributors to the directions taken by the organisation. A dedicated project officer with considerable experience in consumer engagement has been employed to progress work in this area.

As detailed in the President's Report, whilst funding for our current projects has been extended to June 2024, ongoing uncertainty continues to exist around the future of the organisation and the programs we have worked so hard to establish over the past few years.

BIAT, along with many others in the disability sector, welcomed the announcement of an Independent Review of the National Disability Insurance Scheme (NDIS) and eagerly awaits its findings.

Executive Officer's report (continued)

Of all disability dollars currently being spent in Australia, 93% is spent through the NDIS, yet it is estimated 90% of people living with disability will not be eligible for the NDIS. BIAT strongly advocated for and was particularly pleased to see the Independent Review include a focus on the need for better support for the significant number of people outside the NDIS.

As Independent Review co-chair Professor Bruce Bonyhady AM so aptly said in a recent Review webinar, if you “get insufficient supports or no supports, your disability will worsen, and at some point, you'll need to have the NDIS. And so, it's the exact opposite of what we're trying to do with an insurance scheme, which is to maximise lifetime outcomes and minimise lifetime costs. So, this issue of tier two is absolutely essential to the sustainability of the Scheme”.

Whilst BIAT is extremely grateful for the opportunities Information, Linkages and Capacity Building (ILC) funding has provided, concerns remain over the lack of:

- genuine pathways for scale and scope when a pilot is successful or a concept has been proven;
- monitoring and accountability of and strategic direction around ILC Project outcomes; and
- viable alternatives for ‘tier two’ organisations who are not successful in securing an ILC grant and whose closure would result in a significant loss of critical intellectual and invaluable social capital.

BIAT and other ILC grant recipients are required to regularly report to the Australian Government Department of Social Services against agreed project outcomes. It is interesting, therefore, that the Independent Review of the NDIS has identified there hasn't been enough focus on what contribution the NDIS is making to improving outcomes for people with disability and their families or, more importantly, what outcomes the scheme is achieving for the Australian community.

Executive Officer's report (continued)

Twenty-five years ago, the Brain Injury Association of Tasmania (BIAT) was established as the peak body for people living with or impacted by brain injury and the services supporting them. I would like to take this opportunity to acknowledge Sue Hodgson, the inaugural Executive Officer and her early advocacy work and pioneering service development.

Celebrating this milestone anniversary provided an opportunity to reflect on what has changed over the past 25 years and, more importantly, what has not.

The early work of the organisation focussed on the huge gap in the needs of people living with or impacted by brain injury and improving community understanding of brain injury. We know that better community awareness and understanding of brain injury is as important to people living with brain injury today as it was in the early days. As such, improving the understanding of brain injury and its impact on individuals, families, and the broader community continues to underpin all BIAT activities.

Happy 25th Birthday BIAT!

I would like to take this opportunity to extend my thanks to Alison Smith of Strategic Leverage, Dominic Anastasio of Domin8Design, project partners – Autism Tasmania, Wellways Australia, Association for Children with Disability Tasmania and Brain Injury South Australia, and our funders, the Australian Department of Social Services and the Motor Accident Insurance Board, who all make our work possible.

At the end of the 2022–2023 financial year, the staff team numbered nine (9). The restructure flagged in last year's report and the addition of part-time administration and finance officers to the team strengthened our office support team and enabled me to spend more time working with key stakeholders and on systemic advocacy.

Executive Officer's report (continued)

At BIAT, we don't just rest on our achievements and over the last twelve months, BIAT could not have made the progress we have without our amazing team of dedicated and experienced staff – Rosie, Marie-Clare, Sienna, Malachi, Kaylene, Kate, Bill and Amalia. To each of them, I give my sincere thanks for their ongoing commitment, support and professionalism.

I also extend my gratitude to our dedicated Committee of Management members, whose guidance has been invaluable in shaping BIAT's strategic direction. Whilst specific issues remain a concern through our work, I am very proud of how the organisation has come through this year with demonstrated accomplishments, financial health and highly capable and committed staff.

In closing, BIAT's commitment to showcasing the diversity of the brain injury community and reducing the stigma associated with having a brain injury remains unwavering, and our mission of building the capacity of people with brain injury to live fulfilling lives remains steadfast. We are excited about the opportunities the future holds.



Photo of BIAT Life Member, Alf Archer with his Rotary International Paul Harris Fellow Award Certificate.

Connecting with the community



**Welcome to the
“Custody for Life”
brain injury session**

Image: Screenshot of the first slide in the Custody for Life program presentation.

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

Custody for Life (CFL)

Funded through BIAT’s annual Motor Accident Insurance Board Injury Prevention and Management Foundation grant, 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.

The sessions are held at the nearby Youth Arts and Recreation Centre (Youth ARC) and we are grateful to them for their support in providing a permanent venue for the program.

Feedback is sought after every session from both participants and their accompanying family member and/or friend, with a total of 139 feedback forms received during the 2022-23 reporting period.

Connecting with the community (continued)

Utilising feedback received on the CFL feedback form itself and taking into consideration the literacy levels of some participants, changes were made to the format of the CFL feedback form towards the end of 2022.

The new form includes a scale from 'Strongly Agree' to 'Strongly Disagree' on the statements 'This brain injury session was good' and 'I will use what I heard today in my day-to-day life', and provides for a yes/no answer to the statement 'I have learnt something from this brain injury session'. Attendees also have the opportunity to elaborate further with the questions 'What do you think was good about this brain injury session?', 'How will you use what you have heard today in your day-to-day life?' and 'What was the key message you will take away from today's session?'

It is pleasing to note that the majority of respondents either agree or strongly agree that the session is good, agree or strongly agree that they will use what they have heard in their day-to-day life, and say yes to having learnt something from the session. Making better choices, thinking twice about their actions, making good decisions, and that actions have consequences were common themes across the additional written feedback provided.

Rotary Youth Driver Awareness (RYDA) program

BIAT again delivered 15 days of Crash Investigator sessions at three per day in August–September 2022 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, largely 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 29 years ago. Alf sharing his experience helps to inform the choices these young people will make as they become independent road users.

Connecting with the community (continued)

Brain Injury Peer Support groups

In 2022/23, participation in our Brain Injury Peer Support program has continued to grow, with people living with brain injury, their family members and carers attending groups across the state.

Across 2022/23 we provided:

- Four (4) online statewide meetings with guest speakers;
- Twelve (12) face-to-face facilitated peer support meetings in Hobart, Ulverstone and Launceston;
- Nine (9) peer support coffee catch-ups in Hobart and Ulverstone (note - Launceston commenced in July 2023).

The coffee catch-ups are a new style of meeting created in late 2022 in response to feedback from our peer support members, which indicated a desire to have more informal and friendly social events in addition to the regular facilitated meetings. Each coffee catch-up is hosted by one of our peer support members - Claire in Hobart and Bianca in Ulverstone - and we owe a great debt of gratitude to them for their leadership and wisdom.

Across the events listed above, we attracted 165 occasions of attendance, comprising 122 people living with brain injury and 43 family members or carers.

The Peer Support program has around 300 people on its database. In addition to our events, we also send out resources, which are particularly valuable for those who are unable to attend but would still like to receive information that may assist in their management of brain injury.

Our peer support members tell us that they find the peer support community a very helpful one in that it is a place where they feel like they can just be themselves and don't have to explain the difficulties they may have, or things that they struggle with. They feel accepted for being just who they are.

In the past year, we have covered a range of topics, including neuroplasticity, stress management, online safety and support for carers. Our members have said they appreciate the different resources and guest speakers we have been able to provide them to help them manage their daily activities.

Connecting with the community (continued)

Websites

Working alongside Domin8 Designs, BIAT:

- continued to develop the website www.biat.org.au, including updates for National Brain Injury Awareness Week 2022 as well as regular updates for the growing Peer Support groups. Discussions were also held regarding redeveloping/establishing project-specific areas of the website to highlight these achievements better.
- continued major developments for the National Assistance Card www.nationalassistancecard.com.au website, including a dedicated information pack hub, digital library area, testimonials, videos and more.
- made structural changes to the Employ Me website, www.employmeplus.com.au, to better protect resources and streamline enquiries.

Both the BIAT and National Assistance Card websites continue to serve the respective communities with key information and pivot based on data and feedback.

Social media

BIAT's Facebook page was further developed in 22/23, taken on board by staff members to achieve a more consistent online presence.

Off the back of these efforts, the Facebook page saw a close to 30% increase in reach (27,185) from the previous year, with a paid reach of 116,000+. 177 posts were published across the timeframe with 'likes' increasing by 138 people to 1,335.



Connecting with the community (continued)

Newsletters

BIAT emailed semi-regular e-newsletters to its Association members, newsletter subscribers, and peer support participants. Content included: updates on BIAT activities, invitations to BIAT events, local and national brain injury news, information about new brain injury resources, workshop notices and educational and research opportunities.

Enquiries

BIAT continues to be the first point of contact for many people seeking brain injury-related assistance, information or referral to other services. Requests are received from people living with brain injury, family members, allied health providers and service providers via the BIAT website, email, and phone.

The establishment of a new CRM system has supported BIAT in better capturing and responding to the myriad of enquiries it receives.

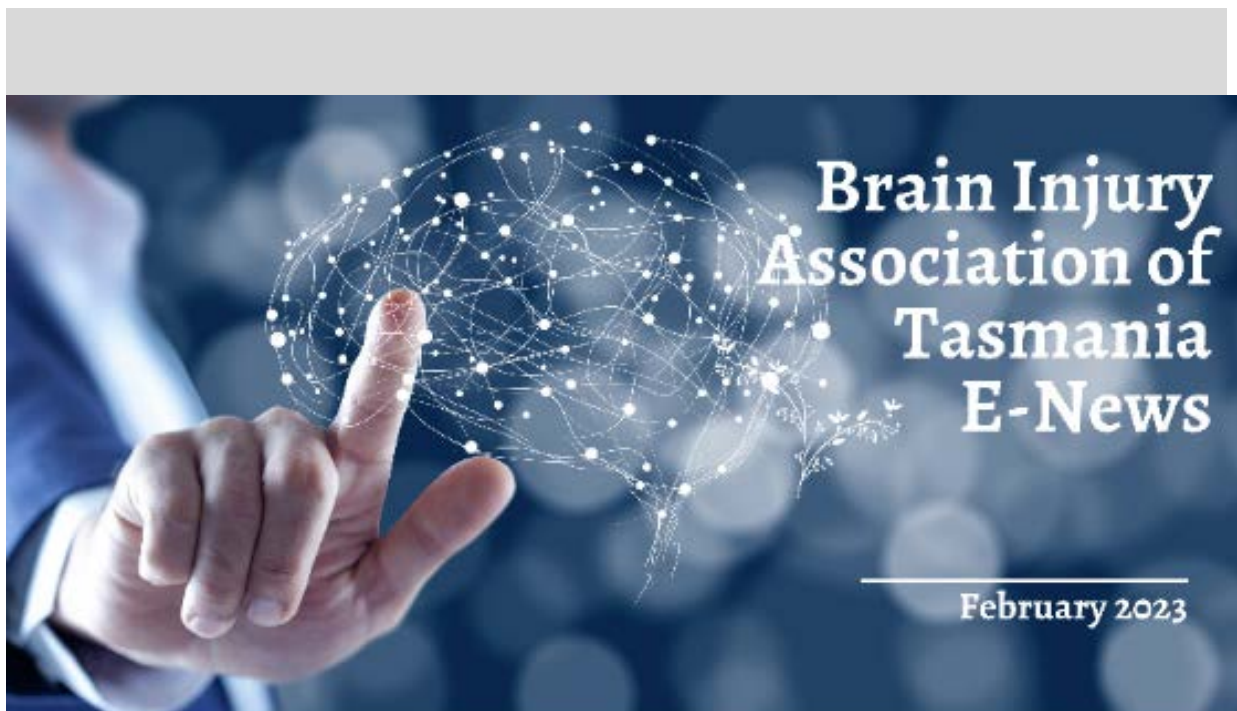


Image: February 2023 BIAT E-News cover

National Brain Injury Awareness Week 2022



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

Image: Campaign graphic from 2022 National Brain Injury Awareness Week.

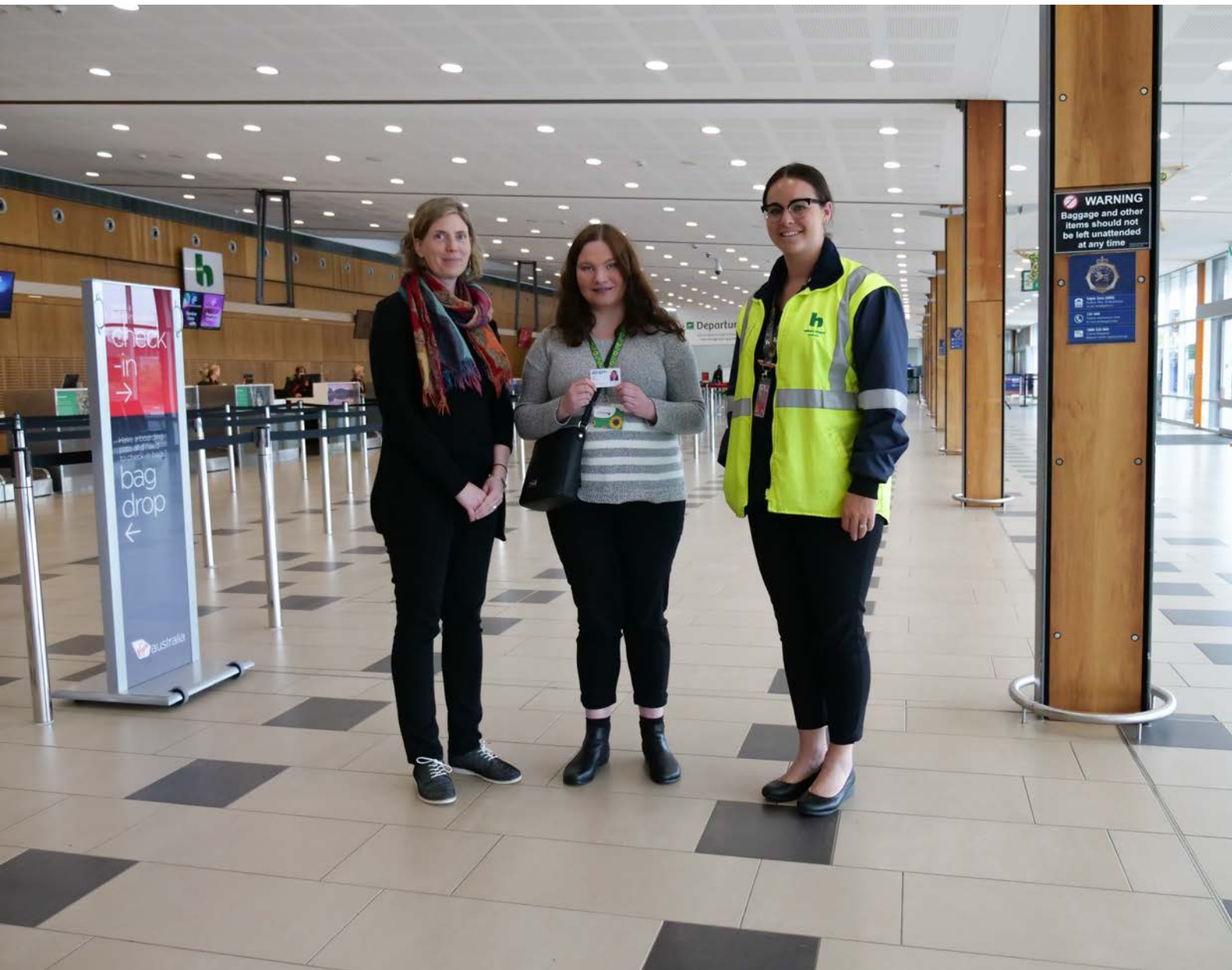
During Brain Injury Awareness Week 2022, BIAT highlighted the multiple impacts of brain injury on individuals and the Tasmanian community.

Each day was dedicated to a specific theme, ranging from social connections and the role of carers to participation in sports and employment and the experience of people with brain injury in the criminal justice system.

The week began with a focus on the social disconnection that individuals often feel following a brain injury and featured insights from peer support members. As the week progressed, BIAT shed light on the overrepresentation of people with brain injury in the criminal justice system and emphasised the importance of proper recognition and support for people with "invisible disabilities."

The culmination of the week's activities was a dialogue on sports-related brain injuries, spotlighting local athletes' experiences with concussions.

BIAT's Brain Injury Awareness Week served as a vital platform for advocacy, support, and community engagement, driving forward the conversation on brain injury with the aim of fostering understanding and creating a more inclusive society.



Recognise, Respect, Respond & Reform (RRRR) Program

Recognise, Respect, Respond & Reform (RRRR) Program

The Recognise, Respect, Respond and Reform (RRRR) Program aims to increase the understanding of brain injury within the community and address the systemic issues related to the disproportionate representation of people with cognitive impairment in the criminal justice system.

The Program's rationale stems from a widespread lack of awareness about the causes and effects of brain injury, especially in terms of cognitive-based challenges. This lack of awareness can lead to misunderstandings and inadequate support for people living with brain injury, contributing to stigma, discrimination, and social disadvantage. Some people with brain injury even become involved in the criminal justice system, facing the dual challenge of being labelled both as having a "disability" and as an "offender."

To tackle these issues, the RRRR Program comprises four key subprojects. The National Assistance Card Service aims to help people with brain injury and other disabilities communicate the impacts of their disability and the assistance they may need to the community. The JustACE program focuses on improving recognition and responses to cognitive impairment within justice-related services and the community.

Meanwhile, the Run Project and Justice User Peer Support projects aim to provide a voice for people with lived experience of brain injury and cognitive impairment within the criminal justice system. These initiatives collectively strive to create a more informed and supportive community by building the capacity of individuals and services to recognise and appropriately respond to brain injury and cognitive impairment.

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

RRRR Program evaluation:

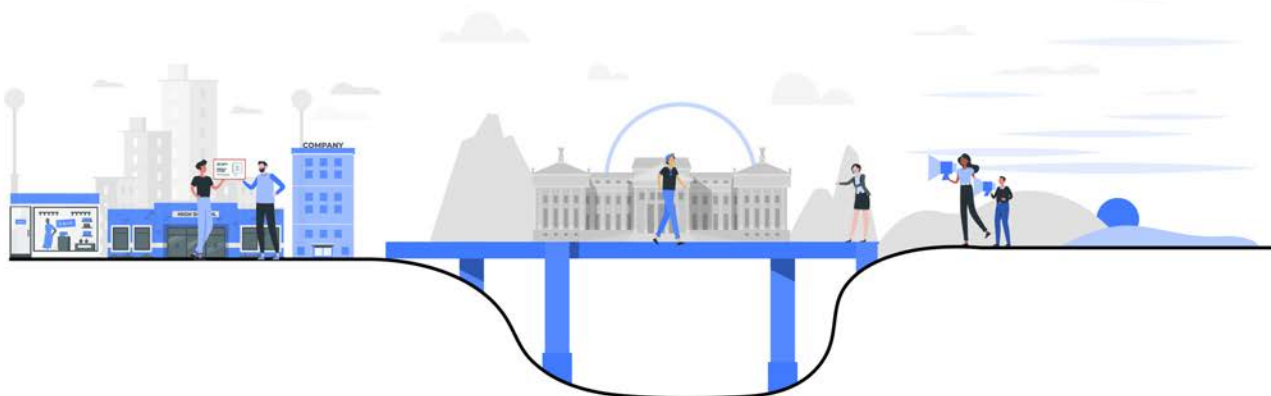
An evaluation of the RRRR Program is being conducted by Social and Other Solutions (SAOS), administered by Pat Burton, under the project management of Rob White and evaluation project lead of Ron Mason and supported by the project managers of each of the individual RRRR Program projects, BIAT's executive officer and a suitable representative from the RRRR Program Committee of Management.

The evaluation is 'continuous', which provides the advantage of enabling the evaluation team to work closely with the Program team- providing feedback and insights to assist with ongoing Program development as part of the evaluation process.

The evaluation team includes quantitative data from across the four RRRR Program areas and provides an interpretation of trends and issues. This is complemented by qualitative data, including interviews with BIAT Project Managers. The team will also liaise with other evaluators (e.g., clinical services) to ensure the broadest coverage possible of significant factors affecting program delivery and outcomes. Case studies have been included to capture particularly interesting and important aspects of Program delivery and roll-out.

In the 2022-2023 reporting period SAOS provided two interim reports of the RRRR Program.

The RRRR Program is funded by the Australian Government Department of Social Services. For more information, please visit www.dss.gov.au.



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



**NATIONAL
ASSISTANCE
CARD®**

National Assistance Card Service

The National Assistance Card is a personalised card to assist people with disability and health conditions to communicate their unique areas of difficulty and the assistance they may need.

- The Card is available to all people in Australia living with brain injury.
- In Tasmania the Card is being trialled with the autistic community.

Background

The National Assistance Card evolved from BIAT's long-standing Tasmanian ABI ID Card program and features an online application process and personalised QR code. The emphasis is on the assistance a person may need rather than the person's disability.



Images: Example of the front and back of the National Assistance Card.
Scan the QR code on the back of the Card to view example written/video information.

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

Key National Assistance Card Service milestones include:

National Assistance Card Autism Trial (Tasmania) Launch

On 1 September 2022, in partnership with Autism Tasmania, we were proud to launch the National Assistance Card Autism Trial in Tasmania.

An official launch event on 28 October 2022 included a panel discussion with National Assistance Card Autism Trial Advisory Group Members (including cardholders and family members), and messages of support from the Hon. Jo Palmer MLC; the Minister for NDIS, Bill Shorten; Metro Tasmania; and National Assistance Card ambassador, Ita Buttrose.



Image: Inspector John Toohey (Tasmania Police), Rosie Mooney (BIAT Project Manager) and Skie Mitchell (Autism Tasmania Chairperson) at the Autism Trial (Tas) launch event, 28 October 2022.

“It was like the Card fixed it without me having to use it...”

“I was in town last week and I was feeling quite overwhelmed. And I thought ‘I have my Assistance Card’ and actually just thinking that, and knowing that, made the feeling actually better and I didn’t feel as overwhelmed. It was like the Card fixed it without me having to use it... So I thought ‘oh that’s cool’.”



Pen, cardholder

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

Card Uptake

210 new National Assistance Cards were issued between 1 July 2022 and 30 June 2023.

This brings the total number of cardholders to 366 (1 December 2021 to 30 June 2023), including:

- 270 Cards issued for the National Assistance Card Brain Injury Trial (National).
- 96 Cards issued for the National Assistance Card Autism Trial (Tasmania).
- and includes 3 Cards issued to JustACE program participants.

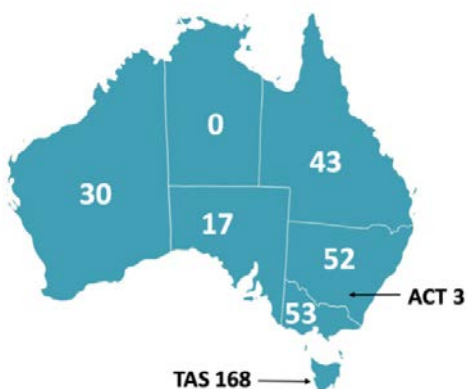


Image: Number of National Assistance Card holders by state/territory at 30 June 2023.

"Ever since I have had my National Assistance Card, I have a new-found freedom, independence and confidence."

"Last time I went [to the marathon], I got lost in the race precinct, had to ask security for help, panic attack and tears meant I ended up starting about 40 minutes late. It really affected my confidence... I was so nervous this year about getting to the start line but because I had my National Assistance Card in my running bag, I had the confidence to do it."



Belinda, cardholder

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

Promotion of the Card

New resources have been developed to promote the National Assistance Card and raise awareness of how to respond when shown a Card, including an awareness badge, feature videos and information packs targeting service providers, businesses, organisations, and government services.



Scan the QR code to go to the Card website Digital Library to view and download resources –
www.nationalassistancecard.com.au/digital-library

The Card has been promoted across television, radio, print, digital and social media, including an article showcasing the National Assistance Card Autism Trial (Tasmania) in the October 2022 edition of Link: Australia's disability magazine and as part of Autism Tasmania's 'Be Open to Autism' campaign.



Scan the QR code to read the Link Magazine article about the National Assistance Card Autism Trial (Tas), October 2022.

Image: 'Be Open to Autism' Poster campaign by Autism Tasmania, National Assistance Card Autism Trial (Tas) partner.

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

In July 2022 the National Assistance Card were honoured to sponsor the Larapinta Adaptive Expedition – the first all-abilities team to walk the challenging 232km Larapinta Trail. Team members Paul Pritchard and Paul Allen, Tasmanian cardholders who live with brain injury, used and raised awareness of the Card on their travels. A film of the Expedition will further promote the Card.



Image: Paul Pritchard and Paul Allen, Larapinta Trail, July 2022.

Community Awareness and Support of the Card

Targeted campaigns to raise awareness of what to do when you are shown a National Assistance Card are ongoing and have been well received by the community, businesses, services and first responders. This highlights the Card's potential to support cardholders, improve customer service, better inform staff and create a more inclusive society.



Image: National Assistance Card Awareness Badge.

"The National Assistance Card Service is a fantastic initiative to help our staff provide genuine and authentic support to our passengers. We look forward to helping to raise awareness in the local community so that everyone has the opportunity to support each other."



Hobart Airport

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

A Letter of Understanding between BIAT and Tasmania Police was signed in September 2022 to enable Tasmanian cardholders to have a flag added to their personal identity record. This means Tasmania Police can access the information on Tasmanian cardholder's Cards prior to dispatch, helping police provide an informed and considered response. Cardholders agree to this as part of their application. BIAT is in discussion with other police jurisdictions to establish similar agreements to support cardholders across Australia.



Image: Graphic used by Tasmania Police to promote the Card on their social media platforms.

Future

BIAT is exploring future funding opportunities to expand the National Assistance Card nationally for all people with disability.

Please refer to the BIAT 2021–2022 Annual Report and the National Assistance Card website for more information about the Card:

www.nationalassistancecard.com.au

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



JustACE program

The JustACE program is a state-wide pilot program that works with adults experiencing cognitive impairment who are involved with the criminal justice system as suspects/offenders. The program was established in early 2022 in partnership with Wellways. The 2022-2023 financial year has seen a focus on adapting to the learnings of the pilot, consolidating program processes and working toward long term sustainability. *(To learn more about the establishment of the JustACE program please refer to the 2021-2022 Annual report).*

Key JustACE program activities 2022-2023:

Consolidation of program delivery processes:

A review of program outputs identified how the program model was working and provided an opportunity to make adaptations, build capacity and explore opportunities for improvements. For example, the review identified that some participants with severe cognitive impairment were found to not be suitable for completing the structured Brain Training modules, so adaptations were made to support outcomes for these participants.

Capacity building of staff:

The JustACE program model is unique and therefore has required significant investment in the training and supervision of staff to build their capacity. Some examples of this include:

- JustACE Case managers and Project Managers attendance at International Criminal Justice Conference in Melbourne in November 2022.
- Attendance at Restorative Justice Workshops.
- Fortnightly in-house training to target areas of need. E.g., Reporting on cognitive impairment in letters of support to the court.

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

Adapting to meet need:

- Demand for the JustACE program grew rapidly and so a second program facilitator/case manager was recruited in the South.
- Transport is a frequent issue for people living outside of regional centres. The JustACE case managers have trialled outreach engagement by meeting participants unable to travel in their closest town. We are grateful to local Community and Health Centres for allowing us to use their spaces for meeting with participants.
- In Launceston the JustACE case manager has been building connections with the homeless community by visiting Safe Spaces weekly.

Program funding and sustainability:

- Ongoing sustainability of the JustACE program has been a priority in this reporting period. The JustACE team has worked closely with the Tasmanian Government Department of Justice to secure bridging funding to ensure the program could be maintained in all regions of the state through to 30 June 2024.



Image: The word 'Judgement' is surrounded by a coffee cup, other words and hands with people taking notes.

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

Run/Justice User Peer Support Projects

The Run project collaborates with individuals who have firsthand experience with brain injury, cognitive impairment and the criminal justice system. The focus is on skill building and empowering individuals by creating opportunities for their voices and experiences to be heard and in turn, contribute to positive change in the criminal justice system and the future experiences of others.

The Justice User Peer Support (JUPS) project was initially designed to establish a peer support group specifically for people with cognitive impairment in the justice system. However, challenges were identified, leading to its integration into the JustACE program and Run project for a more fluid development of peer connections. Recognising the complexity of building peer support programs, especially for previously incarcerated individuals, the project has focussed on pursuing organic methods to create peer activities and spaces that cater to diverse needs and vulnerabilities, ensuring a safe and comfortable environment.

Work on these projects this year has focused on the development of a program model, which was informed by a review of existing national and international programs and consultation with people with lived experience to identify the most needed areas of support and gauge interest in groups (both in the prison and community).

Run project activities that will be developed in consultation with people with lived experience include:

- Voice of lived experience: Form a voice of lived experience and produce a report with the stories, experiences, and insights from people with lived experience.
- Organiser/diary: Developed in conjunction with project participants.
- A third activity to be determined by people with lived experience.

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

Run/Justice User Peer Support Projects (Cont.)

The JUPS project plans to work closely with the JustACE program, inviting participants to share their stories and support peers into mentoring roles. A key activity of the JUPS project is to run groups in the prison and community with a focus on the development of strategies to support daily living, particularly in regard to reintegrating back into the community and building peer networks and connections. The JustACE program also provides the opportunity for the groups to be facilitated by JustACE program staff.

This year, a new project support officer joined the team to assist in advancing the Run and JUPS projects towards achieving their intended outcomes.



Image: Group of people with four people watching/playing table tennis and five people sitting on couches talking.



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

[View Project Resources](#)

[Learn more](#)



Employ Me Project

In summary, 'Employ Me' (Empowered Me) for youth has a niche, created by youth with disabilities for youth with disabilities and provides tools that enable participants to take some control over their own representation and empowerment when accessing new spaces whether that be work, education, supports etc.

(Brittney Wilson & Eleanor Taylor,
ACD Tas Employ Me Project participants)

Employ Me

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

The Employ Me Project uses and evolves the methodology and resources developed in the Disclosure Project and tests their applicability for other cohorts, including people with brain injury living in urban, rural and remote areas of Tasmania, people with brain injury living in South Australia (through a partnership with Brain Injury South Australia (BISA)), and young Tasmanians living with disability (through a partnership with the Association for Children with Disability Tasmania (ACD Tas)).

As reported last year, the Employ Me Project completed its first stage, where partner organisations engaged participants in a co-design process to tailor project resources to suit each cohort.

The Project has now moved into its second stage, in which project partners' focus moves to support participants in engaging in the Employ Me capacity-building activities, including developing personalised "About Me" videos. To date, 54 individuals have participated in Employ Me, either through our project partners or directly with BIAT.

A significant review of the Implementation Guide and core resources occurred during the reporting period. As the Implementation Guide establishes the governance arrangements and describes how the resources and activities that form the project's methodology are used, the update ensures consistency in the core approach across partner agencies, whilst the capacity-building activities and materials are adapted to suit the specific needs of different cohorts.



Employ Me Project (continued)

The Employ Me Project resource package has been comprehensively reviewed and reworked by the team of youth engaged by ACD Tas to participate in the Employ Me Project to meet and fulfil the needs of young people with disability. The adaptation of the name of this component of the Employ Me Project to 'Empowered Me' and the modification of the workbook and personal profile utilised a co-design approach to meet the learning, engagement, and visual needs of the cohort.

Young people involved with the project through ACD Tas said of the original processes and resources designed to support adults with brain injury to disclose their disability and articulate their support needs to a potential employer, "we had to redesign them for youth with disabilities."

Participants tested each step and gave feedback, which then informed group redesign work. One participant said, "That was how my video was created, and because it felt different from working in a project, I needed to be more focused." This participant noted the corollary benefits of participating in the project, including that they learned how to be comfortable in different social environments.

"It helped me to be able to adapt or become more comfortable in different situations, particularly more formal situations."

Staffing changes again occurred within the Employ Me Project, with Malachi Cloak de Paul moving to the National Assistance Card project full-time and Employ Me Project Manager Bill Fulton's onboarding in late May 2023.

With the focus of the project outcome shifting from employment to employability, it was pleasing to see that employment outcomes resulting from project participation were obtained by some individuals, including a young woman who was involved in Employ Me through Brain Injury South Australia (BISA).

Employ Me Project (continued)

In her case, prior to the production of her video, she obtained part-time employment with a Disability Employment Service Provider. Although her video was not used as part of her application process, the skills she learned through the Employ Me process gave her confidence in presenting herself effectively to an employer whilst also acknowledging the support she required to be successful. Her role with the DES provider involves running pre-employment skills groups for teenagers and young adolescents living with disabilities. We are exploring whether activities undertaken through the Employ Me Program could also be used in her work with this group.

In response to consultation with key stakeholders, Employ Me governance structures were adapted during the reporting period. With each project partner operating its own reference group and providing an opportunity for input from people living with disabilities, a decision was made not to establish a Project Steering Group.

A bi-monthly Project Working Group facilitates the consideration of reference group input via the membership of each Employ Me Project partner project officer. People with lived experience of brain injury and other disability are also invited to attend these meetings.

Implementation of the Employ Me Project to build the employability of people living with brain injury in the most rural and remote areas of Tasmania has not actively commenced, however, a project plan has been developed, including strategies for recruiting project partners working in these areas; seven Disability Employment Service Providers – all servicing these remote areas – have confirmed their intention to participate.

Similarly, plans have been developed for engaging Tasmanian Allied Health professionals with an invitation to deliver Employ Me capacity-building activities directly to their clients.

Employ Me project (continued)

Project documentation has been updated to recognise project growth to include individual project partners as well as the existing partner organisations and the altered, wider project delivery resulting from this new model.

The following is an extract from the Youth Story section of the Winter 2023 edition of PEPTalk – The Magazine of The Association for Children with Disability (Tas) Inc.

EMPOWERED ME

By Brittney Wilson & Eleanor Taylor

....The new youth project we have been running under the banner of Employ Me is in the next stage of co-design, development and trial project. It is now called Empowered Me. What started as a trial of a post school discovery tool has now progressed to something that could be folded into the curriculum for youth as they begin to consider their values, skills and talents in the context of a future that feels good for them, and communicating what they need in a new environment to thrive. It is super exciting to be kicking off a pilot with the TasTAFE Pathways students.....

Scoping – What have we been doing?

Before we took on the next exciting phase with the ‘Employ Me’ project, Eleanor did some work in researching what other planning for employment programs are already out there. She looked to see if there is any program like ours. She considered service, scope, and what makes us different, and what resources already exist for young people, so we can provide the best possible project that fills in the gaps that youth with disabilities experience. We did find options available, but they are designed for either support staff, guardians or employers. These options did not have a self-advocacy expert or youth connector with lived experience involved, or are less related to “Employ Me” and more comparable to our YEP program. Rather than being person-centred and future focused programs, what we found revolved around base skill building. We also found that many of the options and resources can be difficult to navigate when self-guided.....

Treasurer's report

Raylene Boulter



I have pleasure in presenting the Treasurer's Report for the Brain Injury Association of Tasmania (BIAT) for the year 1 July 2022 to 30 June 2023, 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 2022-23 Financial Year. This 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 \$204,155. 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 remain financially sustainable.

An annual review of the Financial Contingency Reserve was undertaken in 2023. The Committee is satisfied that the Reserve is sufficient to meet financial obligations arising if BIAT ceased operations. The adequacy of the reserve level will continue to be monitored annually.

Treasurer's report (continued)

The cash position, along with the organisation's reserves and the grant funding for 2022-2023 that is held in Unexpended Grants, are the basis for the Committee of Management's declaration in the audit report that BIAT can meet its debts as they fall due.

Income

Project grant funding was received for the Individual Capacity Building Project: Recognise, Respect, Respond and Reform; this funding was granted in 2019-20. Grant funding was also received for the ILC Economic Participation Program Employ Me Project, which commenced in July 2021. MAIB grant funding continued in 2022-2023.

Expenditure

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

The annual MAIB grant runs from September to September each year. Expenditure in 2022-2023 is less than the total 12-month grant amount received as funds have been carried forward for system enhancements to BIAT's new CRM to streamline BIAT's management of enquiries, newsletter distribution and engagement with Peer Support Group members and Custody for Life participants, etc.

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



BRAIN INJURY
ASSOCIATION
OF TASMANIA

2023 FINANCIAL REPORT

BRAIN INJURY ASSOCIATION OF TASMANIA INC.
STATEMENT OF FINANCIAL PERFORMANCE
FOR THE YEAR ENDED 30TH JUNE 2023

	2023	2022
	\$	\$
<u>INCOME – DoC, MAIB, OTHER</u>		
Subscriptions	332	487
Grants- MAIB	78,959	100,000
Donations	3,974	1,338
BIAT Training Fees	5,954	5,689
Sundry Income	2,790	-
Sub Total Income	92,009	107,514
	2023	2022
	\$	\$
<u>INCOME – ILC GRANTS</u>		
DPFO RRRR	764,755	710,675
Employ Me	365,962	327,892
National Assistance Card Sale	7,300	4,816
Other RRRR Income	292	942
Sub Total Income	1,138,309	1,044,325
TOTAL INCOME	<u>1,230,317</u>	<u>1,151,838</u>

BRAIN INJURY ASSOCIATION OF TASMANIA INC.
STATEMENT OF FINANCIAL PERFORMANCE
FOR THE YEAR ENDED 30TH JUNE 2023

	2023	2022
	\$	\$
EXPENDITURE – MAIB, OTHER		
Audit Fee	236	251
Depreciation	408	306
Insurance	1,009	718
Meeting Expenses/Venue Hire	444	677
Motor Vehicle Expenses	139	107
Office Expenses	1,034	1,321
Printing, Stationery, Postage	-	139
Professional Fees	1,662	4,696
Promotional Activities	-	73
Office Rental	3,322	-
Salaries	71,958	83,495
Superannuation	8,818	8,342
Subscriptions	-	25
Sundry Expenses	46	1,161
Telephone	845	925
Conference Attendance, Travel & Accommodation	2,033	4,989
Training	56	289
Sub Total Expenditure	92,009	107,514

BRAIN INJURY ASSOCIATION OF TASMANIA INC.
STATEMENT OF FINANCIAL PERFORMANCE
FOR THE YEAR ENDED 30TH JUNE 2023

	2023	2022
	\$	\$
EXPENDITURE – ILC PROJECTS		
Audit Fee	1,714	1,649
Depreciation	2,683	2,785
Insurance	9,323	4,415
Meeting Expenses/Venue Hire	1,322	-
Motor Vehicle Expenses	2,719	3,608
New Equipment Purchases	3,234	543
Office Expenses	13,437	2,113
Printing, Stationery, Postage	4,764	5,227
Professional Fees	462,930	384,779
Promotional Activities	5,154	1,521
Office Rental	24,766	20,526
Salaries	517,183	510,654
Superannuation	58,134	49,646
Subscriptions	2,722	2,965
Sundry Expenses	692	369
Telephone	8,996	6,788
Training	140	9,056
Travel & Accommodation/ Conference Attendance	14,452	11,521
National Assistance Card Expense	3,944	26,160
Sub Total Expenditure	1,138,309	1,044,324
TOTAL EXPENDITURE	<u>1,230,317</u>	<u>1,151,838</u>
SURPLUS/DEFICIT FOR YEAR	-	-

BRAIN INJURY ASSOCIATION OF TASMANIA INC.**STATEMENT OF FINANCIAL POSITION****AS AT 30TH JUNE 2023**

	2023	2022
	\$	\$
MEMBERS' EQUITY		
GENERAL		
Financial Contingency Reserve	126,171	126,171
Accumulated Funds Brought Forward	77,984	77,984
Add Surplus (Deficit) for the year	-	-
TOTAL MEMBERS' EQUITY	<u>204,155</u>	<u>204,155</u>
Represented by:-		
NON-CURRENT ASSETS		
Motor Vehicles @ cost	28,512	28,512
Less Provision for Depreciation	(22,331)	(19,240)
Total Non-Current Assets	<u>6,181</u>	<u>9,272</u>
CURRENT ASSETS		
Cash at Bank - MyState	2,843	2,843
Cash at Bank – ANZ	1,617,631	1,214,989
Cash at Bank – Donations/Grants	181,671	174,796
Shares – MyState	10	10
Security Deposit	4,920	-
Accounts Receivable	-	55,069
MyState Investment	2,294	2,294
Insurance Prepaid	6,971	5,138
Investment - ANZ	129,664	129,372
Total Current Assets	<u>1,946,004</u>	<u>1,584,511</u>
Total Assets	<u>1,952,185</u>	<u>1,593,783</u>

BRAIN INJURY ASSOCIATION OF TASMANIA INC.**STATEMENT OF FINANCIAL POSITION****AS AT 30TH JUNE 2023**

	2023	2022
	\$	\$
CURRENT LIABILITIES		
Accounts Payable	-	3,252
ANZ – BIAT Company Card	4,643	3,815
Annual Leave Provision	37,787	46,252
Provision for Long-Service Leave	54,020	54,734
Superannuation Payable	-	374
GST Payable	94,189	9,021
Training Fees (Training Deferred)	-	3,620
Unexpended Grant – HU2BI	13,620	10,000
Unexpended Grant – BrainLink Project	36,506	11,835
Unexpended Grant – MAIB	40,871	15,830
Unexpended Grant – DPFO ILC – RRRR	913,589	853,318
Unexpended Grant – ILC – Employ Me	546,218	353,108
Unexpended Grant – Other	-	17,795
Total Current Liabilities	<u>1,741,443</u>	<u>1,382,954</u>
NON CURRENT LIABILITIES		
Provision for Long-Service Leave	6,587	6,674
Total Non Current Liabilities	<u>6,587</u>	<u>6,674</u>
Total Liabilities	<u>1,748,030</u>	<u>1,389,628</u>
NET ASSETS	<u>204,155</u>	<u>204,155</u>

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 2023 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 10th day of Nov 2023

BRAIN INJURY ASSOCIATION OF TASMANIA INC.
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH JUNE 2023

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a special 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) and the Australian Charities and Not-for-profits Commission (ACNC) Act 2012 (ACNC Act). 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) **EQUIPMENT**

Equipment is 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.

d) **INCOME TAX**

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

e) **CASH**

Cash includes cash at bank and on deposit.

BRAIN INJURY ASSOCIATION OF TASMANIA INC.
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH JUNE 2023

f) REVENUE

When the Association receives operating grant revenue, donations or bequests, it assesses whether the contract is enforceable and has sufficiently specific performance obligation:

When both of these conditions are satisfied, the Association:

- identifies each performance obligation relating to the grant
- recognises a contract liability for its obligations under the agreement
- recognises revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations, the Association:

- recognises the asset received in accordance with the recognition requirements of other applicable accounting standards (eg AASB 9, AASB 16, AASB 116 and AASB 13)
- recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer)
- recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

If a contract liability is recognised as a related amount above, the Association recognises income in the profit or loss when or as it satisfies its obligations under the contract.

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 inclusive 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 2023, 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.

NOTE 4: RELATED PARTY DISCLOSURE

During or since the financial year the Members of the Association have not received or become entitled to receive any benefit by reason of a contract entered into by the Association or a body corporate that was related to the Association when the contract was made or when the Members received, or became entitled to receive, the benefit with:

- a Member
- a firm of which a Member is related to; or
- an entity in which a Member has a substantial financial interest.
-

NOTE 5: CHANGES IN COMPARATIVES

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

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 2023.

COMMITTEE MEMBERS

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

H Mulcahy
D Tomat
R. Winter

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.

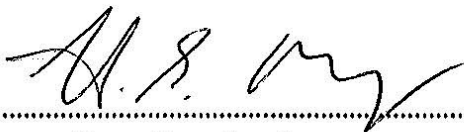
SIGNIFICANT CHANGES

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 10th day of Nov 2023

BRAIN INJURY ASSOCIATION OF TASMANIA INC.

EXECUTIVE COMMITTEE MEMBERS

AS AT 30TH JUNE 2023

President	Helen Mulcahy
Vice President	Geraldine Harwood
Treasurer	Raylene Boulter
Secretary	Rebeccah O'Halloran

To the best of our knowledge and belief the above named comprised the executive of the Brain Injury Association of Tasmania Inc as at 30 June 2023.

Hobart this 10th day of November 2023

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**



Brain Injury Association of Tasmania
Web: www.biat.org.au
Phone: (Freecall) 1800 242 827
Email: enquiries@biat.org.au



Web

www.biat.org.au

Phone

FREECALL 1300 242 827