



**redr**  
australia

**Annual  
Report**  
FY23

# Acknowledgement of Country

We acknowledge that the RedR Australia Melbourne office is situated on the land of the Wurundjeri people of the Kulin Nation and we pay our respects to their elders—past and present.

We acknowledge and seek to champion the continued connection of Aboriginal and Torres Strait Islander people to land, waterways and skies, and we pay our respects to all First Nations people whose communities we work in, across the world.

Image: *Yirr-Ma* by Wagiman artist, Tara-Rose Gonebale.  
Artist statement:

“

**TITLED ‘YIRR-MA’, WHICH TRANSLATES TO ‘COME TOGETHER’, THIS PIECE DEPICTS THE RELATIONSHIP BETWEEN REDR AUSTRALIA AND OTHER HUMANITARIAN ORGANISATIONS AROUND THE GLOBE, AND HOW THEY SUPPORT THE RESPONSE TO DISASTERS AND COMMUNITIES IN CRISIS.**



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**REDR AUSTRALIA  
CONTINUES TO STRENGTHEN  
ITS EFFORTS TO MITIGATE  
THE EFFECTS OF OUR  
CHANGING CLIMATE,  
WHILE LEADING ON  
GENDER EQUITY AND  
DISABILITY INCLUSION, AND  
BUILDING MORE LOCALLY  
DRIVEN APPROACHES.**

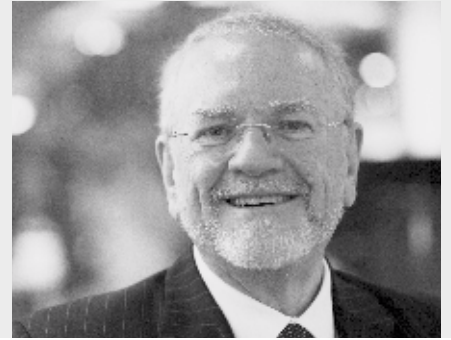
**—Professor Robert Care**

*Front cover: Mathieu, civil engineer  
and project manager with Habitat for  
Humanity in Cox's Bazar, Bangladesh.*

*Back cover: A trainer at the inaugural Essentials of  
Humanitarian Practice course in Amman, Jordan.*

# Chair's message

Professor Robert Care AM



Last year, with the number of people facing crisis worldwide at its highest level ever, I was reminded of the life-changing value of humanitarian expertise.

Faced with this high level of need, I'm proud that RedR Australia continued to do everything we could to respond. In FY23, RedR Australia deployed the largest number of roster members to the highest number of countries in our 31-year history. With 135 humanitarian experts deployed to 40 host countries, together we achieved nearly 700 total months of deployment to crises new and ongoing—an increase of nearly 20 per cent on the previous year.

In particular, we are proud to continue our partnership with the Australian Government's Department of Foreign Affairs and Trade, and FY23 marked the sixth year of the Australia Assists Program—the Australian Government's humanitarian civilian deployment capability, implemented by RedR Australia. The Australia Assists Program represents a very large proportion of RedR Australia's overall deployment footprint, funding 92 per cent of all deployment months. We are indebted to the Australian Government's support for this important humanitarian work. I'm happy to report that the sixth year of the Australia Assists Program

was delivered on time and on budget, exceeding our deployment targets across all regions, and we received two new funding packages for deployments linked to peace and stability as well as deployments to Bangladesh. We head into our seventh year of the program stronger than ever.

We are nothing without our people and in the last year we continued to expand our roster. We are indebted to the 1,077 senior humanitarians on our roster around the world, who are ready to respond when called. With the Covid-19 crisis seemingly to be finally easing, we were also able to offer our full suite of training courses, with more than 700 participants, and with an outstanding average participant satisfaction rating of 92 per cent.

I'm pleased to report that RedR Australia continues to strengthen its efforts to mitigate the effects of our changing climate, while leading on gender equity and disability inclusion, and building more locally driven approaches. This year, a total of 40 roster members worked on climate and disaster risk reduction roles—double the number from last year. We also continued to be the only United Nations Standby Partner to achieve gender parity in our deployments to United Nations agencies. Meanwhile, thanks to concerted efforts from

our training and roster teams, we trained humanitarians from around the world and continued to diversify our roster. We also continued to build new partnerships with local community organisations across the Pacific.

On a sad yet celebratory note, in February we said farewell to our CEO, Kirsten Sayers. Kirsten offered ten years of dedicated service to RedR Australia and RedR International, and we thank her and celebrate all she has done. She will be missed.

I also take this opportunity to thank RedR Australia's staff for carrying through this leadership transition and particularly Will Brown, in his role as Acting CEO. I'm also delighted to welcome our new CEO, Dr. Helen Durham, whose significant experience in the humanitarian sector will see RedR Australia into a exciting new chapter.

Finally, I would like to extend my deepest thanks to everyone who has helped us achieve these important results for communities facing crisis. RedR Australia's roster members, trainers, volunteers, partners and staff are truly extraordinary and without you, none of this could be achieved. I would also like to thank my fellow board members for generously volunteering their time and expertise. Thank you.

# CEO's message

Dr. Helen Durham AO



Welcome to our FY23 Annual Report! As you read through its pages, you'll learn about our impact around the world, understand the challenges we've encountered, and connect with inspiring stories from our diverse roster members, associate trainers and volunteers.

I joined RedR Australia in July 2023 and I am delighted to lead the team at this exciting time.

While this report falls outside of my tenure, I would like to commend my colleagues on their significant achievements. With a record number of deployments and roster members, and high-quality training in new and existing regions, I feel proud and privileged to join such a high-performing team.

As a devoted humanitarian with more than three decades' experience, I'm keen to make the most of my well-honed operational, policy and diplomatic

skills to support RedR Australia's growth and development. As we look to the future, together we strive to harness our knowledge and experience to meet the dynamic needs and challenges of the sector. In particular, our focus on localisation, the climate crisis, gender equity and disability inclusion will continue to be key areas of focus and innovation.

I'm also keen to work closely with our extended RedR family—from India to Indonesia and the UK—to explore more collaborative opportunities to achieve our common goals.

I am also determined to support RedR's reconciliation efforts with First Nations people here in Australia. At RedR, we strive to work more collaboratively with the First Nations peoples of every country where we are placed. In Australia, that means taking meaningful action towards finalising our Reconciliation Action Plan and embedding the foundations to ensure it is strong and sustainable.

Together, we're committed to working towards a stronger and more sustainable future for the communities, families and individuals we serve.



**TOGETHER, WE'RE  
COMMITTED TO WORKING  
TOWARDS A STRONGER AND  
MORE SUSTAINABLE FUTURE  
FOR THE COMMUNITIES,  
FAMILIES AND  
INDIVIDUALS WE SERVE.**

# Who we are

RedR Australia is a world leader in humanitarian best practice.

Established in 1992 by a group of engineers, we have since widened our vision to include humanitarian experts of all stripes—from experts in logistics, to world leaders in gender, to pioneers in disaster risk reduction and climate change adaptation.

RedR Australia was founded with a strong vision—to deploy experts during international crises and help alleviate suffering. We are proud of the thousands of humanitarian leaders who have chosen to join our roster, facilitate our world-class training courses and deploy into humanitarian responses around the globe.

And, as a member of RedR International, we are working with partners around the world to achieve our common goals.

## Our purpose

We work in the toughest places to mitigate crises for people and planet.

## Our mission

We build resilience, relieve suffering, and strengthen institutions before, during and after crises and conflict.

## Our vision

A world in which sufficient competent and committed personnel are available and responding to humanitarian needs.

*Tiziana, a disability inclusion officer with the World Food Programme (WFP) in Lebanon, worked to enable better access and support for persons with disabilities. Tiziana's deployment was funded by the Australia Assists Program.*



# Highlights from FY23

## Train



**706**

training participants



**28**

training courses across 5 countries



**217**

registered volunteers



**80**

associate trainers



**92%**

average participant satisfaction rating

## Deploy



**694**

deployment months – the highest in RedR Australia's history



**135**

humanitarian experts deployed



**40**

host countries



**32**

host organisations

## Connect



**1,077**

roster members



**82**

nationalities represented by roster members

## Lead



**50%**

of deployees identify as female



**49%**

of associate trainers identify as female



**48%**

of roster members identify as female



**40**

employees worked in roles addressing climate change



**27**

employees worked in gender-empowerment roles



**20%**

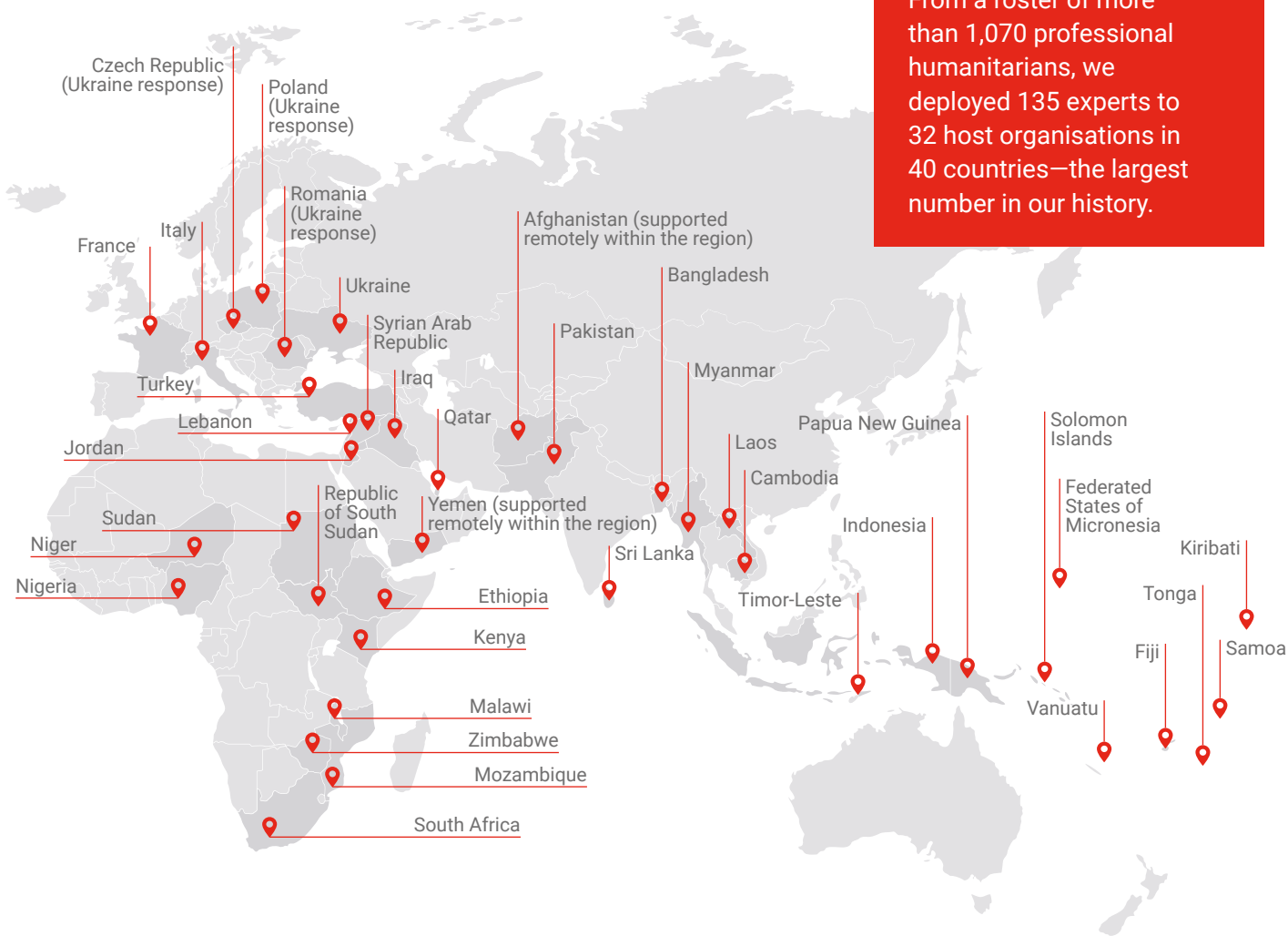
of roles were national or regional deployments

# Where we work

In FY23, we provided world-class humanitarian training for more than 700 participants across Australia, Fiji, Tonga, Jordan, Occupied Palestinian Territories and online. Our diverse pool of 80 associate trainers hail from 17 countries.

From a roster of more than 1,070 professional humanitarians, we deployed 135 experts to 32 host organisations in 40 countries—the largest number in our history.

## Countries where we deployed experts



## Countries where we ran training



Australia



Fiji



Tonga



Jordan



Occupied  
Palestinian  
Territory



and  
online

# Deployments

## Deploying experts on a global scale

Every year, RedR Australia works in the world's toughest places to respond to crises and reduce suffering. Through our roster of humanitarian experts, we select and deploy specialists to support humanitarian relief efforts around the world.

While responding to global crises, we also have a strong focus on responding to climate change, increasing gender equality, supporting local communities and enhancing inclusion for people with disabilities.

In FY23, our roster members deployed for a total of 694 months (or 57 years). That's the longest amount of time in our history and represents an 18.5 per cent increase on the previous year.

We deployed 135 humanitarian specialists to 40 countries around the world, partnering with 32 host organisations to support their life-changing work. These included UN agencies, national governments, NGOs and multilateral organisations.

We're proud to support gender equality with 50 per cent of deployees identifying as female. Meanwhile, 27 deployees worked in roles specifically focused on gender-empowerment, which represents a 68 per cent increase on the previous year.

### Supporting responses to global crises

FY23 was characterised by ongoing and new humanitarian crises. Some of the responses we supported include:

- the earthquake in Syria and Türkiye
- twin tropical cyclones Judy and Kevin in Vanuatu
- drought response in Kiribati
- conflict across the Middle East, Africa, Asia and Europe

- floods in Pakistan
- the global COVID-19 pandemic.

We are committed to mitigating the effects of our changing climate. This year, a total of 40 RedR Australia roster members worked on climate and disaster risk reduction roles across the Pacific, Asia and the Middle East. That's double the number from last year and it represents how seriously we take this growing threat to global peace and stability.



**In FY23, our roster members deployed for a total of 694 months. That's the longest amount of time in our history.**

## Working in new areas

In FY23, we deployed humanitarian experts to three new countries. These deployments supported a range of emerging and existing crises across the world, including the multi-dimensional humanitarian crisis in Sri Lanka; the effects of climate change in Qatar; and preventing gender-based violence and HIV and AIDS in South Africa.

## Local deployments

We also made further progress toward localisation, as we move towards providing more local deployments in communities around the world.

A total of 20 per cent of all deployees were either from the country or region they deployed to. National deployees (who were deployed within their own country) undertook 8 per cent of deployments, while regional deployees (who were deployed within their region)

represented a further 12 per cent of deployments. The Pacific region had the most local deployments, with 25 per cent of all deployees from within the country or region. This represents a modest increase in regional deployments from FY22 and is the result of targeted efforts to acquire international talent, facilitated in part by regional RedR Australia humanitarian training courses in Jordan, Fiji and Tonga.

## Responding to COVID-19

As the COVID-19 pandemic response wound down globally, six deployees supported COVID-19 response and recovery in five countries. This included risk communications and public health specialists in the Pacific and Cambodia, supporting countries as they transitioned from response towards stabilisation.

## Family deployments

We're proud to support our humanitarians to deploy with their families as they provide expert assistance to partners and communities. In FY23, we saw 11 accompanied deployments in accordance with our Deployment Remuneration Policy, which is about 8 per cent of all deployments in FY23 and more than double the number from the previous financial year. Our accompanied deployees supported humanitarian initiatives across Europe, Asia and the Pacific.

*In July 2022, RedR Australia sent three deployees to work with Samoa Police Prisons and Correction Services (SPPCS), in collaboration with Samoa Australia Police Partnership (SAPP), through the Australia Assists Program.*





*Logistics expert, Carol, was deployed to work in Ukraine with global non-profit organisation FHI 360.*

## The Middle East

In FY23, we continued to support a range of crises and responses in the Middle East, with 21 deployments to seven countries. These deployments included roles supporting the transition to peace in Yemen; responding to cholera in Syria and Lebanon; and supporting climate change adaptation in Qatar. Four deployments supported the earthquake response to Syria and Türkiye, including three who were already working on other humanitarian responses within the region and pivoted to support the earthquake response.

## Africa

Across Africa, we supported 18 deployments to 10 countries, which focussed on supporting refugee and internally displaced populations. Two deployments focussed on health emergencies—a cholera outbreak in Malawi and Ebola preparedness in Sudan.

## Europe

As the crisis in Ukraine continued throughout FY23, we supported 12 deployments to Europe, with five based in Ukraine and six in surrounding countries. These roles ranged from security to logistics, shelter and the prevention of gender-based violence.

## The Pacific

The Pacific continued to have the largest deployment footprint, with 51 deployments assisting government ministries, national disaster management offices and UN partners across the disaster cycle. A new initiative under the Australia Assists Program saw a three-person Humanitarian Response Team (HRT) deploy to Vanuatu in the aftermath of twin cyclones Kevin and Judy to undertake needs assessments. Additionally, three deployees supported the development and roll-out of a Family Violence Policy for the Samoa Police Prisons Correction Services (SPPCS). Three deployees also supported the drought response in Kiribati and a further deployee supported the Food and Agriculture Organization of the United Nations (FAO) in the Federated States of Micronesia, supporting the effective coordination of the FAO's emergency portfolio in the north Pacific.

## Asia

We are committed to supporting countries across Asia, with 33 deployments to 10 countries in Asia in FY23. The largest cohort of deployees supported the Rohingya response across Bangladesh and Myanmar. Other deployments focused on improving gender equality and protecting children in Afghanistan; responding to the multi-dimensional crisis in Sri Lanka; flood relief in Pakistan; and reducing the risks of disasters in Indonesia and Timor-Leste. One deployee remotely supported the ASEAN AHA Centre to evaluate capacity building related to emergency response and assessment in the region supporting the ASEAN Emergency Response Assessment Teams.

## The Australian Government's Department of Foreign Affairs and Trade

RedR Australia is proud to implement the Australia Assists Program, which is the Australian Government's humanitarian civilian deployment capability. The program provides global targeted humanitarian deployments that align with the Department of Foreign Affairs and Trade's (DFAT) humanitarian, development and foreign policy objectives. RedR Australia collaborates closely with DFAT in the planning and delivery of the Australia Assists Program.

With 116 specialists deployed to 29 partners in 37 countries across the Pacific, Asia, the Middle East, Africa and Europe, FY23 saw Year Six of the Australia Assists Program deliver the largest volume of deployments to date. We exceeded our deployment targets across all regions and received two new funding packages for deployments to Africa, and within Asia, to Myanmar. A total of 638 deployment months were delivered, representing 53 years of continuous support and a 12 per cent increase from the previous year.

The Australia Assists Program additionally supported the delivery of 15 core humanitarian training programs to 405 participants in Australia, Jordan, Fiji and Tonga.

Through the Australia Assists Program, RedR Australia deployed

our skilled roster members to four new organisations: National Disaster Management Office (NDMO) Fiji, Fiji Council of social Services (FCOSS), Ministry of Infrastructure and Sustainable Energy (MISE) Kiribati, and Samoa Police, Prisons and Corrections Services (SPPCS).

In FY23, the Australia Assists Program continued its focus on key thematic areas of gender equality, disability

inclusion and localisation. In all these areas, RedR Australia achieved the highest number of targeted deployments than any previous year. A total of 33 deployments were to targeted gender, disability inclusion and protection roles, in harmony with the United Nations Sustainable Development Goals 5, 10 and 16.

### Meet our gender expert, Marta

#### Part of the Australia Assists Program

As a policy specialist in preventing violent extremism, Marta deployed to Kenya with UN Women, through the Australia Assists Program, from June 2022 for 12 months. Marta collaborated with local colleagues on the design and implementation of a national prevention strategy, which aims to strengthen systems to protect women and girls from the impacts of extremism.

A particular highlight of Marta's deployment was the memorandum of understanding (MoU) between UN Women and Kenya's National Counter

Terrorism Centre (NCTC). This gender-focused MoU incentivises senior leaders to produce results on gender equality commitments.

"The NCTC's acceptance of a gender-specific MoU is a ground-breaking advancement on the path of having gender at the centre of security policy programming formulation in Kenya," said Marta.

"For me, it's really about equality; lifting women and protecting women and girls. This is the work that I'm doing and supporting women in this environment. These stories need to be told."



**IT'S REALLY ABOUT  
EQUALITY; LIFTING WOMEN  
AND PROTECTING WOMEN  
AND GIRLS. THIS IS THE  
WORK THAT I'M DOING AND  
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THIS ENVIRONMENT. THESE  
STORIES NEED TO BE TOLD.**

## Meet our disaster risk reduction expert, Fauzan

### Part of the Australia Assists Program

When monsoon flooding struck northern Laos in 2022, Fauzan (pictured right) was already in country, supporting the work of UNICEF and the Government of Laos in disaster resilience.

Fauzan is an Australia Assists Program deployee and disaster risk reduction specialist with water, sanitation and hygiene (WASH) expertise. In Laos, Fauzan collaborates with UNICEF to implement the emergency preparedness plans they developed.

When the Houng River in Xayabouli Province overflowed, covering villages and submerging houses, the floods led to health risks for affected communities as water

became contaminated and infrastructure was damaged. People were forced to leave their homes and needed clothing, food and clean drinking water, amongst other essential items.

Fauzan and his colleagues worked to improve logistical processes and the management of emergency supplies in warehouses, which aided effective distribution.

“We made it simpler and quicker to transport provisions from warehouses to thousands of people in need, which is particularly important during an emergency response” says Fauzan.



**WE MADE IT SIMPLER AND QUICKER TO TRANSPORT PROVISIONS FROM WAREHOUSES TO THOUSANDS OF PEOPLE IN NEED, WHICH IS PARTICULARLY IMPORTANT DURING AN EMERGENCY RESPONSE.**

## Meet our midwife, Christine

### Part of the Australia Assists Program

Christine deployed to the United Nations Population Fund (UNFPA) in Cox's Bazar, Bangladesh, as a midwife mentor in February 2023 for 12 months.

The primary aim of Christine's role is to improve the quality of maternal health care in Bangladesh by training others to deliver midwifery training. “As a midwife mentor, I train coordinators and midwife supervisors in primary health care facilities in the refugee

host community and for the Rohingya refugee population in Cox's Bazar,” says Christine.

The three-year midwifery diploma has been adopted by 60 nursing colleges and 105 private midwifery institutes. Christine and her colleagues support 26 health facilities with 271 midwives in primary health care and secondary, ‘comprehensive emergency obstetric and newborn care’ (CEmONC) facilities.

“Midwifery is needed all over the world,” says Christine. Thanks to the support of the Australia Assists Program, her work will make a lasting impact on the lives of women and children in Bangladesh.

## Meet our gender inclusion specialist, Everlyn

### Part of the Australia Assists Program

Everlyn (pictured right) is working with UN Women in Solomon Islands through the Australia Assists Program to improve community resilience to disasters and climate change. Everlyn's deployment commenced in February 2022.

Everlyn and her colleagues train Solomon Islands communities on how to better respond to disasters and help save lives. Her work aims to include people of all genders, ages and abilities.

"We are training communities on disaster risk reduction and how to identify their risks," Everlyn says. "We are also supporting the empowerment of people with disabilities and other groups, including women and children."

Eventually, Everlyn would like to work in disaster risk reduction in countries around the world. For now, she is honing her skills in the Pacific.

"I'm really happy to be part of the Australia Assists Program," Everlyn says. "The role comes with responsibility, and it's really encouraged me to have more courage and confidence to push for the changes I'd like to see in our communities."



**THE ROLE COMES WITH RESPONSIBILITY, AND IT'S REALLY ENCOURAGED ME TO HAVE MORE COURAGE AND CONFIDENCE TO PUSH FOR THE CHANGES I'D LIKE TO SEE IN OUR COMMUNITIES.**

## Meet our disability advisor, Tiziana

### Part of the Australia Assists Program

As a disability inclusion officer with the World Food Programme (WFP) in Lebanon, Tiziana worked to enable better access and support for persons with disabilities. Throughout her 12-month deployment from August 2022, Tiziana's primary role was the development of a three-year disability inclusion plan for WFP's country office in Lebanon.

Tiziana conducted an environmental scan, analysing

barriers to WFP assistance for persons with disabilities, including Lebanese nationals and refugees. Tiziana liaised with local Organisations of Persons with Disabilities and visited food distribution points in order to support staff and WFP partners to provide accessible services.

"I feel very fortunate to have had the opportunity to deploy through the Australia Assists Program," said Tiziana. "I am

passionate about disability inclusion and thrilled to have had the opportunity to share my expertise and knowledge, gained at global level, to input and foster change to support an agency such as WFP and its significant operation in Lebanon."



**AS A SAMOAN RETURNING HOME TO WORK HERE IN THIS ROLE, IT WAS AN ABSOLUTE PRIVILEGE AND HONOUR TO SERVE THE SAMOA POLICE SERVICES IN THIS CAPACITY.**

## Meet our family violence experts: Faye, Kasanita and Warren

### Part of the Australia Assists Program

The Australia Assists Program deployed three technical experts with the Samoa Police, Prison and Correctional Service (SPPCS) from July 2022 for a 12-month period. The deployments were unique to the region and made possible through the Samoa Australia Police Partnership (SAPP).

Faye, a gender advisor; Kasanita, a curriculum/training design advisor; and Warren, a policy advisor worked closely with SPPCS and the Samoa Police Women's Advisory Network (SPWAN) on training and policy development around family violence.

"As a Samoan returning home to work here in this role, it was an absolute privilege and honour to serve the Samoa Police Services in this capacity," said Faye. "...This deployment was essential because it continued to provide a voice at the table about the importance of gender-related issues – gender-based violence, family harm, domestic violence, violence against women and also girls and children, persons with disability and elderly to name a few."

## The UK Government's Foreign, Commonwealth and Development Office (FCDO)

With the generous support of FCDO funding via their Humanitarian Emergency Response Operations and Stabilisation (HEROS) program, RedR Australia deployed seven specialists in FY23.

These deployees supported work across Europe, Asia and the Pacific, including:

- four deployees supporting the Ukraine response by providing health, shelter, prevention of gender-based violence, and disability inclusion to support refugees and displaced populations (based in Ukraine, Poland and Romania)
- an accountability to affected populations specialist who led needs assessments following floods in Pakistan
- a child protection specialist supporting Afghanistan (remotely), and
- a humanitarian affairs officer coordinating emergency responses across the Pacific.



Gender expert, Melanie, deployed to Poland to work with the World Health Organisation on the Ukraine response.



**[THIS WORK] WILL HAVE A LASTING IMPACT ON ACCESS TO HEALTH FOR SURVIVORS FOR MANY YEARS TO COME.**

## Meet our architect, David

### Part of the Australia Assists Program and the HEROS Program (FCDO)

David (pictured right) has completed three deployments through the Australia Assists Program, supporting refugee communities around the world with his architectural expertise. From June 2022 to February 2023, David deployed to Romania with the United Nations High Commissioner for Refugees (UNHCR) to plan the site layout for transit camps and design collective accommodation for Ukrainian refugees, which was funded by both the Australia Assists Program and FCDO.

David worked closely with the Romanian Government,

UNHCR and water, sanitation and hygiene (WASH) experts to design sites that support refugees' mental health, mitigate risk of gender-based violence and stock needed supplies. "Together, we worked to ensure both the site and the internal layout of the accommodation would reflect a sense of relief, calmness and respite," said David. He helped to develop sleeping pods as well as play zones for children. "Even though refugees are only there for 48 hours, it's powerful to create that sense of relief when they use the collective accommodation," said David.



**EVEN THOUGH REFUGEES ARE ONLY THERE FOR 48 HOURS, IT'S POWERFUL TO CREATE THAT SENSE OF RELIEF WHEN THEY USE THE COLLECTIVE ACCOMMODATION.**

## Meet our gender expert, Melanie

### Part of the HEROS Program (FCDO)

Melanie (pictured on page 12) was deployed to Poland in August 2022 to work for seven months with the World Health Organisation (WHO) on the Ukraine response. Melanie was deployed through RedR Australia's partnership with the UK Government's Foreign, Commonwealth and Development Office (FCDO).

As a gender-based violence (GBV) specialist, Melanie collaborated with agencies and clusters to assist health workers in refugee shelters to support Ukrainian GBV survivors.

"Services for GBV survivors are available in Poland," explains Melanie. "However, the health-related services are not easily accessible, which can increase the risk of harmful processes that can re-traumatise and deter survivors from seeking services."

Melanie facilitated training on GBV first-line response and worked with global experts to introduce the GBV clinical guidelines and tools developed by WHO to the Polish context. Whilst Melanie's work faced multiple challenges, including local laws and politics that can impact survivor's access to

sexual and reproductive health care, she and her colleagues enacted real change.

"My experience with WHO Poland has been overwhelmingly positive," says Melanie. "WHO's willingness to take the lead on supporting lifechanging services for GBV as a fundamental health issue, and openness to pursuing innovative approaches for the Ukraine response, has allowed us to make significant progress in a challenging environment. [This work] will have a lasting impact on access to health for survivors for many years to come."

## Habitat for Humanity

RedR Australia was pleased to form a new partnership with Habitat for Humanity in FY23. The collaboration resulted in the deployment of a RedR Australia technical specialist to Bangladesh to oversee the organisation's support for refugee populations in Cox's Bazar.



### Meet our civil engineer, Mathieu

Funded by Habitat for Humanity

Mathieu's (pictured left and below) 12-month deployment with Habitat for Humanity started early in 2023. He is based in Cox's Bazar, Bangladesh, which is home to the largest refugee camp in the world. Mathieu, a civil engineer, urban planner and project manager, seeks to innovate new shelter solutions in the camp.

"Nearly 1 million people live in the Cox's Bazar camps and, in some areas, the population density exceeds that of Dhaka, the capital. The hilly landscape is covered by temporary shelters as far as the eye can see," said Mathieu.

Due to government regulations, families can only use bamboo and tarpaulin to build shelters in the camp. Mathieu consults

with communities about effective building designs and techniques and their challenges with access to materials. He regularly assists families to increase the lifespan of their shelters.

Mathieu is overseeing the establishment of Habitat for Humanity in Cox's Bazar. He has hired local staff to collaborate on shelter and WASH projects that help to improve living conditions, rebuild livelihoods and reinforce the local economy. "I love what I do, despite the tremendous challenges we face here every day," says Mathieu. "Solidarity between people is vital to make life meaningful and strengthen communities."



“

**SOLIDARITY  
BETWEEN PEOPLE  
IS VITAL TO MAKE  
LIFE MEANINGFUL  
AND STRENGTHEN  
COMMUNITIES.**

## FHI 360

Thanks to a new partnership with FHI 360, a global development and humanitarian organisation, RedR Australia was able to deploy three roster members to Ukraine in FY23. These deployments provided critical logistics coordination and security expertise to support response efforts.



“

**IT JUST MAKES IT ALL WORTH IT...TOGETHER WE'RE ALL GETTING SUPPORT TO THE COMMUNITY. IT'S JUST SO INSPIRING.**

## Meet our logistics expert, Carol

Funded by FHI 360

Growing up in a war zone, Carol (pictured above) understands what it means to have one's community uprooted. Today, as a RedR Australia roster member and associate trainer, she's finding meaning in providing dignity and safety for others.

In FY23, Carol was deployed by RedR Australia to work in Ukraine with global non-profit organisation FHI 360. As a logistics coordinator, Carol supported the health and protection of communities affected by the current war. Hosting 10 roaming medical units in previously occupied areas where they are needed, FHI 360 requires dedicated logistical support to enable communities to access emergency assistance. Each team is comprised of a doctor, nurse, pharmacist

and psychologist. FHI 360 also rehabilitated damaged clinics. Carol ensured that all units and clinics had the necessary supplies and helped to ensure medications were easier and quicker to access and replenish.

“Our clinic staff are a lot happier once they've got stock and it's organised,” says Carol. “Then it's easier to distribute. It's positive. We are making real progress.”

Much of Carol's work involved speeding up processes: working with vendors to purchase goods faster and negotiating with logistics companies to move supplies more quickly. She also facilitated assistance to the elderly, providing dignity kits, first aid and psychological support.

Working with many internally

displaced people during her deployment, Carol was moved by their resilience and courage. “I know what it's like to be displaced,” she says. “I'm Zimbabwean and I had to leave Zimbabwe. I have no home there. I have no family there. And I grew up in a war myself.”

Carol worked closely with Ukrainians and was inspired to witness the power of communities supporting each other. “Actually seeing the health supplies being loaded on a truck and heading where it's needed...it makes all those staff feel like they're contributing to their own communities. It just makes it all worth it... Together we're all getting support to the community. It's just so inspiring.”

# Training

## World-class training for global humanitarians

At RedR Australia, training is part of our DNA. As the world faces more frequent and severe crises, RedR Australia is training humanitarians—both new and experienced—to effectively respond in emergencies.

Our world-class courses help humanitarians to develop—both professionally and personally. Our participants, associate trainers and volunteers work together to help achieve our mission: to build resilience, relieve suffering and strengthen institutions before, during and after crises and conflict.

### Overview

In FY23, RedR Australia delivered 28 training courses across

Australia, Jordan, Fiji, Tonga, the occupied Palestinian territory and online. More than 700 participants attended our courses worldwide.

We offered five international deliveries of our flagship courses—the Essentials of Humanitarian Practice (EHP), Hostile Environment Awareness Training (HEAT), as well as Water Sanitation and Hygiene (WASH) and specialised, tailored training for a variety of global partners.

### New locations, improving localisation

This year, RedR Australia expanded the reach of our training, delivering courses in new locations and developing existing programs. We supported localisation by improving access to our training for participants in the Pacific and the Middle East and Africa (MEA) region.

After the resounding success of training in Fiji in FY22 at the



**In FY23, RedR Australia delivered 28 training courses. More than 700 participants attended our courses worldwide.**

Coral Coast, we were invited to deliver our third EHP course in Fiji, this time in Nadi. The training aimed to increase accessibility for participants travelling from the Pacific region, of which six Pacific countries were represented: Fiji, Vanuatu, Samoa, Tonga, the Solomon Islands and the Cook Islands. This meant that our Pacific Islander participants could save valuable time and money, and devote these to preparedness instead.

September also saw the first HEAT course offered in the Pacific, opening up opportunities for Pacific Islander technical specialists to be included in the RedR Australia roster for future international deployments. Pacific Islander technical experts hold expertise that's valuable for the global humanitarian sector.

For the first time, we offered training in the Kingdom of Tonga and in the occupied Palestinian territory. We also delivered the first-ever EHP course in Amman, Jordan, with participants from eight countries from the Middle East and Africa regions represented.

Our tailored online security training for Action on Poverty was attended by participants from Australia, Vietnam, Mozambique, Malawi, Kenya, Senegal, Nigeria, Burkina Faso, Ethiopia and Gambia.

RedR Australia is committed to supporting more locally designed programs and local leadership within the humanitarian sector. Through our training programs, we aim to reinforce and strengthen local leadership and capability across the disaster management cycle.

## Strengthening the Australian sector

In addition to our international training, RedR Australia continues to work with our domestic government, university and emergency services partners.

In December, we delivered our EHP course in Canberra to staff from government agencies and partners, including the Department of Foreign Affairs and Trade (DFAT), Australian Disaster Assistance Response Teams (DARTs), the Australian Defence Force, the National Emergency Response Agency (NEMA), Palladium and Essential Energy. The development of the course after the pilot delivery saw an exceptionally high participant feedback rating of 95 per cent.

We were also pleased to continue our engagements with emergency services and our valued partner universities—RMIT, UNSW and Western Sydney University.

## Our associate trainers are experienced educators

RedR Australia's associate trainers and volunteers are critical to the success of our world-class courses. Their depth of knowledge, rich experience and diversity are highly valued by our participants and essential for the immersive learning our courses offer. Our associate trainers are the link that connects discourse and practice. They translate best practice into the adult learning environment through learning methodologies that have been tested over 20 years.

Currently, we have 80 associate trainers and a growing pool of over 200 registered volunteers. Our trainers originate from a vast array of countries and 49 percent identify as female. Since the beginning of 2022, all our courses have featured a multi-cultural training team.

## Exceptional participant satisfaction

With courses capped at around 30 enrolments, our participants enjoy individualised attention and a high quality of learning. In FY22, the average participant satisfaction rating was 92 per cent.

As a comparable benchmark, QILT found that for undergraduate students in Australian universities in 2022, the average satisfaction rating was 75 per cent.<sup>1</sup>



<sup>1</sup>QILT (2023). 2022 Student Experience Survey. Available at: [www.qilt.edu.au/docs/default-source/default-document-library/2022-ses-national-report.pdf?sfvrsn=b8e30414\\_](http://www.qilt.edu.au/docs/default-source/default-document-library/2022-ses-national-report.pdf?sfvrsn=b8e30414_)



## Tailored training for organisations around the world

In addition to RedR Australia's suite of world-class courses, we also provide tailored training packages.

Supported by our global roster of expert trainers, we can deliver courses almost anywhere in the world, for any duration and across formats—from online learning through to large-scale simulations in multiple locations. RedR Australia designs custom courses to suit the unique needs of humanitarian agencies and in FY23, we delivered 10 tailored training courses.

In May 2023, RedR Australia worked with the United Nations Population Fund (UNFPA) to support a tailored training course for their new Pacific Surge Roster.

Located on the Coral Coast, Fiji, the intensive five-day workshop brought together the 27 Pacific Surge Roster candidates. These humanitarian practitioners came from Fiji, Kiribati, Papua New Guinea, Samoa, Solomon Islands, Tonga, Vanuatu, New Zealand and Australia. Participants brought various skillsets to the training, including emergency response coordination, sexual and reproductive health, and humanitarian communications.

RedR Australia led the participants in a specialised simulation exercise. This two-day experience was developed and delivered by Leonie, a RedR Australia associate trainer. Designed specifically to mirror an incident requiring a Pacific surge response, the immersive

exercise provided participants with the opportunity to apply their new knowledge and skills in a realistic setting. Working as a team enhanced their collaboration and dynamic problem-solving skills.

Tailored, localised training assists communities to develop their skills and better respond to disasters. "As Pacific Islanders, we have a better understanding of our cultures and sensitivities in certain response activities," said participant Darren Wynn. "By bringing together participants from different Pacific countries, we will see more Pacific Islanders trained to take on surge assignments in our own region."



## Meet our associate trainer, Grzic

Grzic is an experienced humanitarian and RedR Australia associate trainer who helps to deliver our Essentials of Humanitarian Practice (EHP) and Hostile Environment Awareness Training (HEAT) courses in Australia and the Pacific. Grzic is a disaster management professional with expertise in coordination, liaison and facilitation, and he coordinates tailored training programs and simulation exercises for RedR Australia.

Grzic has worked for UN agencies, governments, NGOs and the Red Cross Red Crescent Movement. His humanitarian career has seen him posted across Asia, the Pacific, Africa, the Middle East, Europe and his homeland,

Australia. Peter has a master's degree in humanitarian action and speaks six languages to varying proficiency including Papua New Guinean pidgin.

Grzic values the immersive style of RedR Australia's training courses. "Participants are not just talking about the response to a disaster," says Peter. "They're actually responding to a disaster. They have to go through that process." He enjoys seeing the transformation in participants' skill levels and understanding. "I think what I love most is seeing people have those revelations and especially how much they get out of it in such a short space of time. It can be a momentous point in people's journeys."



## Meet our volunteer, David

David is a regular volunteer at RedR Australia's training courses. A mechanical engineer by trade, David completed most of RedR Australia's training as a participant before getting involved as a volunteer. One of David's key tasks is role-playing within training simulations exercises. In his time as volunteer, David has performed 11 different roles, which can be both rewarding and challenging.

"The training staff and volunteers go to great effort to put participants in situations based on actual events that mimic the realities, emotions and physical demands experienced under such conditions," says David.

"I thoroughly enjoy the whole experience of volunteering with RedR Australia. Every few months, I have the opportunity to connect with and learn from professional staff who share a

common, single belief – the value of human life. I would have no hesitation in encouraging anyone to volunteer with RedR Australia. I feel valued and am proud to play a part in the professional development of humanitarian aid workers. To volunteer with this group of passionate and experienced personnel in the field of humanitarian work is indeed a privilege."



**I WOULD HAVE NO HESITATION IN ENCOURAGING ANYONE TO VOLUNTEER WITH REDR AUSTRALIA. I FEEL VALUED AND PROUD.**

# Roster

## Our roster of humanitarian experts

At RedR Australia, we take pride in our roster of highly skilled and diverse humanitarian experts. We have built a team of 1,077 technical humanitarian specialists across a broad range of skill profiles.

Our roster members are located around the world and represent 82 different nationalities from all regions of the globe. We are working to further strengthen gender equity, with 48 per cent of members (who have disclosed their gender) identifying as female. The median age of our roster is 47, with the highest represented group being females aged 35-44. Our roster members have the capacity to work in 56 different languages.

interpersonal skills, emotional intelligence and experience working cross culturally.

### Members recruited for deployments

In FY23, we recruited 80 roster members to support our partner organisations on deployment before, during and after disasters around the world. Of these 80 specialists, 52 per cent identified as female and had expertise across 38 different skill profiles.

### Targeted recruitment campaigns

In addition to core recruitment, RedR Australia delivered targeted recruitment campaigns to further strengthen our talent pipeline in a number of areas, including: gender, gender-based violence (GBV), disaster risk reduction (DRR), disaster risk management (DRM), protection, information management, disability inclusion, and food security. We were

### Growing our roster of specialists

We are pleased to have grown our roster this year. In FY23, the RedR Australia team had its biggest ever year for recruitment, recruiting more roster members and personnel to deploy for programs.

#### New roster members

During FY23, we assessed and recruited 126 new roster members from 55 different countries, 48.4 per cent of whom identify as female. Sixty-three per cent of new members can work in a language in addition to English. New recruits' skillsets span 42 different skill profiles with pre-requisites of senior technical expertise, strong



**During FY23, we assessed and recruited 126 new roster members from 55 different countries.**

pleased to welcome 24 new gender and GBV specialists, 22 new DRR/DRM and climate change specialists and 15 protection experts onto the roster.

In FY23, we focused on further localising the roster, with new members representing 55 different nationalities and 11 roster members being recruited to deploy in their home country. We continued to recruit localisation experts onto the roster, with two members selected to deploy with the United Nations Office for the Coordination of Humanitarian Affairs (OCHA) and Food and Agriculture Organisation (FAO), to provide specialist support to their host organisations' localisation efforts.

RedR Australia was excited to implement a new rapid response team capability for the Australia Assists Program in FY23. The team was developed to ensure exceptionally experienced personnel are available to respond immediately after a sudden onset crisis. The Talent Acquisition team implemented a targeted recruitment campaign, developing new assessment tools to recruit expert members onto the rapid response roster. We are pleased to have a strong team of 15 individuals who can deploy within 24 hours. Of the rapid response roster, 40 per cent of members identify as female and 93 per cent of those who identify as female are suitable for team leader positions.

## Continuous improvement

With continued demand for our people, RedR Australia invested in improving our recruitment practice and processes in FY23. We invested in new technologies that can assist with proactive targeted recruitment. We also invested in automated reference checking software. These technologies provide added integrity checks during the vetting process that detect fraudulent or suspicious activity and make the process more efficient. We have seen an increase in quality of reference checks and a faster turnaround time.

We are pleased to be conducting multi-lingual interviews with prospective roster members, testing their language abilities more comprehensively during the assessment and interview process. As a result, we have seen an increase in members joining the roster who are able to deploy in additional languages to English (63 per cent of new members). For example, of our new roster members,

thirteen are fluent in French, eight in Arabic, six in Spanish and four in Portuguese.

In FY23, a disability inclusion review on RedR Australia's recruitment process was undertaken by our partner, CBM Australia. The review offered useful recommendations on how we can strengthen our inclusivity for prospective and current roster members. We were able to implement the recommendations immediately and will confidently continue them into the next financial year.

In FY23, our roster members had access to more than ten UN training opportunities, covering a range of topics including gender-based violence, civil military coordination and child protection.

We also worked closely with our partner organisations to ensure our processes are customised to the specific contextual needs on the ground, and that we are operating effectively, efficiently and sensitively with them.

# Key partnerships

## Standing with our partners

### UN organisations

In FY23, direct contracting arrangements with UN organisations saw RedR Australia deploying four experts to three different UN agencies across the Pacific and Middle East. These were extensions of previous funded roles under the Australian Government's Australia Assists Program or new contracts. The deployments provided roster members to fill critical skill gaps, including sexual and reproductive health in emergencies; monitoring evaluation and learning; information management; and logistics.

### Fiji Disabled Peoples Federation and Disabled Peoples' Association of Solomon Islands

In FY23, we announced two landmark partnerships—with Fiji Disabled Peoples Federation (FDPF) and Disabled Peoples' Association of Solomon Islands (DPASI)—which aim to deepen our commitment to inclusion for all people with disabilities in these countries. Fiji Disabled Peoples Federation (FDPF) and Disabled Peoples' Association of Solomon Islands (DPASI) are both national umbrella bodies for people with disabilities. They advocate for the

full recognition and expression of the rights and responsibilities of people with disabilities in Fiji and Solomon Islands. By partnering with strong organisations like FDPF and DPASI, we're making practical steps towards ensuring no one is left behind during humanitarian crises.

### Fiji Council of Social Services

The Fiji Council of Social Services (FCOSS) is Fiji's peak civil society organisation and is an active member of the Pacific Islands Associations of Non-governmental Organisations (PIANGO). With more than 30,000 members in communities and grassroots organisations who actively engage as first responders at the onset of disasters, FCOSS also facilitates advocacy forums that contribute to Fiji's democracy.

In FY23, we formally partnered with FCOSS. It was a landmark moment, as it's the first grassroots organisation we've officially partnered with. The partnership was warmly welcomed by FCOSS leaders and the community, and will allow us to assist FCOSS's work in policy, governance and capacity sharing. We hope to increase our partnerships with community organisations in future.

### The Pacific Community (SPC)

We have been partners with The Pacific Community (SPC) since 2018. We have supported multiple deployments into SPC through the Pacific Incident Management System (PacIMS) and have deployed into different parts of SPC's geoscience, energy and maritime (GEM) division. SPC staff have also participated in RedR Australia courses, such as the Essentials of Humanitarian Practice course and the Hostile Environment Awareness Training course, enhancing their humanitarian knowledge and experience.

### The ASEAN Coordinating Centre for Humanitarian Assistance on disaster management (AHA Centre)

We have partnered with the AHA Centre since 2018, collaborating closely to facilitate humanitarian deployments and training. This is a strong partnership, built on mutual benefit and respect. In FY23, RedR Australia provided both consulting and deployment support to the AHA Centre.



## Advocacy

RedR Australia is committed to joint advocacy with our partners on shared issues of mutual interest. We advocate in international forums to further our purpose and communicate our shared achievements in the humanitarian space.

In FY23, RedR Australia advocated for more Pacific voices at the recent 8th session of the Regional Consultative Group on Humanitarian Civil Military Coordination for Asia and the Pacific. This resulted in the inclusion of representatives from Fiji and Tonga, with case studies from Samoa showcasing civil-military coordination throughout the disaster risk management cycle. Representatives from the Pacific also advocated for the importance of current policy review (e.g. APC-Madro) to meaningfully include the Pacific and address the impacts of climate change.

We are equally pleased to confirm our new partnership with the Commission de l'océan Indien (COI), which aims to boost disaster resilience between COI states.

## Grassroots engagement

RedR Australia understands that, in any emergency, local communities are at the forefront of first-line resilience and response. Supporting these communities are civil society organisations and grassroots agencies.

RedR Australia has formed landmark partnerships with the Fiji Council of Social Services and two organisations for persons with disabilities (OPDs) in Fiji and Solomon Islands: Fiji Disabled People's Federation (FDPF) and Disabled Peoples' Association of Solomon Islands (DPASI).

These partnerships represent mutual respect and aim to create cooperative relationships that foster local resilience and inter-agency collaboration in humanitarian response, development and training.

*Critical staff from the Government of Tonga's National Emergency Management Office participated in the RedR Australia Essentials of Humanitarian Practice course held in the Kingdom of Tonga in April 2023.*

# Leadership

## Leading positive change

### Progress in inclusion

Inclusion has been a key aspect of growth in the humanitarian sector and in turn RedR Australia's work. This is bolstered by the Gender Action Plan (GAP), Disability Action Plan (DAP) and Localisation Action Plan (LAP), which were developed as part of the Australian Government's Australia Assists Program – our largest funding partner. These action plans capture the practical aspects of inclusion that are at the heart of all RedR Australia's work.

In FY23, RedR Australia hired an inclusion advisor to guide our progress on the GAP, DAP and

LAP; implement staff training; and ensure inclusion is integrated across all areas of our work.

We have made concerted efforts to increase the diversity of our roster members. For example, in FY23 26 per cent of all deployments to the Pacific were regional and national deployees – this is an increase from 19 per cent of deployments in FY22.

We have promoted an action-oriented approach to inclusion by improving access to training for participants from the Middle East, Africa and the Pacific.

We delivered Essentials of Humanitarian Practice (EHP) and Hostile Environment Awareness Training (HEAT) training courses in both regional hubs, with the aims of supporting local emergency response capacity and enabling local experts access to the RedR Australia humanitarian roster.

*Gender inclusion specialist, Everlyn is working with UN Women in Solomon Islands through the Australia Assists Program to improve community resilience to disasters and climate change.*



## RedR Australia's Reconciliation Action Plan

In FY23, we received feedback from Reconciliation Australia on our Reconciliation Action Plan 2022, which we submitted in FY22.

We acknowledge that proactive senior leadership is required to make meaningful progress on the feedback. However, in FY23, RedR Australia went through a large transition in senior management and the feedback wasn't actioned. In FY24 and beyond, the senior leadership team is looking forward to progressing this.

RedR Australia strives to work collaboratively with the First Nations peoples of every country where we are placed and acknowledge the continuing expertise as local people holding generations of experience to lean on in emergency preparedness, response, and recovery.

We have noted this as a learning experience and have taken steps to reignite the action plan as we are committed to stronger action for First Nations people in FY24 and beyond.

## United Nations Standby Partnerships

In FY23, we continued our strong commitment to the United Nations Standby Partnership (SBP). The SBP is a network of bilateral agreements between organisations and United Nations (UN) agencies. Through the SBP, RedR Australia provides support to UN agencies responding to global humanitarian emergencies by deploying our humanitarian experts to meet staffing needs. RedR Australia has been a member of the SBP since 2003 and has played a key role in its development.

This year, RedR Australia deployed 78 experts through 12 of our 15 UN partners, supporting 32 countries with in-person and remote deployments. Our largest number of deployments went to the United Nations Office for the Coordination of Humanitarian Affairs (UNOCHA), UN Women, United Nations Children's Fund (UNICEF) and United Nations High Commissioner for Refugees (UNHCR). We contributed to significant cross-agency support for Bangladesh, Myanmar, Papua New Guinea and Ukraine.

In FY23, RedR Australia maintained its position on the SBP Network Steering Committee, along with its role as co-chair of the Monitoring, Evaluation, Accountability and Learning (MEAL) Working Group. In April, three RedR Australia staff attended the SBP Network's annual consultations at the Humanitarian Networking and Partnerships Week in Geneva. This was an excellent opportunity for members to come together, examine network data, strengthen partnerships and share best practice.

RedR Australia is committed to gender equity, with 50 per cent of UN deployees in FY23 identifying as female. We continue to be the only standby partner achieving a parity between male and female deployees.

**RedR Australia is committed to gender equity, with 50 per cent of UN deployees in FY23 identifying as female.**

# Learning

## Continuous improvement for best practice

### Monitoring, evaluation and learning in action

In FY23, the Monitoring, Evaluation and Learning (MEL) team undertook a range of internal reviews to measure impacts, respond to feedback and continuously improve our systems.

### Changes to post-deployment debriefing

Together with the Deployment Operations team, the MEL team reviewed RedR Australia's approach to post-deployment debriefing. To provide a more efficient way of recording information and a more meaningful debrief process, the teams collaborated to pilot a new format and note-taking template. The review has resulted in a more coordinated and cohesive means of recording information across the cycle of assignment review and has provided deployees with a richer debrief experience. The team also created a new system for monitoring and late-reporting from deployees.

### Measuring impact and outcomes

Additionally, the MEL team strengthened their focus on

capturing outcome-level data for the Australia Assists Program, with a view to preparing end-of-program reporting in the final year of the program. This included reviewing and updating the Australia Assists Program Monitoring, Evaluation, Accountability and Learning (MEAL) Framework, which involved engaging evaluation consultancy Clear Horizon to provide technical support for a more rigorous approach to measuring impact and outcomes. To date, data collection has involved: development of regional narratives and whole-of-program timelines; MEL field trips to Fiji, Jordan, and Tonga; a remote review of Bangladesh deployments; a review of the program's contributions to peace and stability; strengthened data collection on outcomes from training courses; and a desk-top review assessing the program's contributions of quality humanitarian action. The MEL team will share evidence in end-of-program reporting.

### Feedback actioned

This year, RedR Australia strengthened its approach to learning and continuous improvement with feedback from deployees and stakeholders regularly collated, analysed and shared to inform program

improvements. Feedback and improvements from FY23 include areas for improvement in our insurance coverage, leading to a new international policy; and cost of living challenges leading to a review of employee allowances.

### Humanitarian Response Team Pilot

The MEL team facilitated a reflection exercise following the pilot of the Humanitarian Response Team (HRT), a new rapid response mechanism delivered for the Australia Assists Program. Reviewing the HRT's deployment to Vanuatu following the twin cyclone events in March, the reflection found that the pilot was a success. The three-person HRT, deployed as part of multi-disciplinary assessment team, were able to quickly adapt to the context and develop relevant and robust relationships with all partners to identify emerging needs. They leveraged the knowledge and relationships of existing Australia Assists Program deployees to Vanuatu. The team successfully delivered all activities in their Terms of Reference, and one member of the team was maintained as an ongoing employee within Vanuatu's National Disaster Management Office. Program learnings for future deployments relate to provision of IT equipment, an

improved reporting template with a stronger focus on inclusion, and further clarity around roles and responsibilities. This learning was shared with the broader HRT roster in a learning workshop and contributed to DFAT's after action review.

## Disability Inclusion Review

As part of the review of the Australia Assists Program's Disability Inclusion Strategy and Action Plan (DAP), RedR Australia engaged disability inclusion agency CBM to support a review of the achievements, challenges, and opportunities related to disability inclusion within the program and RedR Australia more broadly. The process engaged people with disabilities to facilitate and participate in the review. CBM found that RedR Australia had made good progress to support disability inclusion in humanitarian action via: the deployment of technical

specialists; strengthened disability inclusion content within training courses; communications products featuring disability inclusion; and engagements with organisations of persons with disabilities (OPDs). However, the review found that many staff did not feel confident to progress disability inclusion; there was a lack of internal champions to drive progress and there were gaps in the DAP's priorities and activities. Following the review, the DAP was revised to strengthen the focus on accessibility and inclusion of the program. A new staff role was created to drive implementation of the DAP and other inclusion strategies, with the Inclusion Advisor commencing within the financial year.

*RedR Australia's MEL team undertakes an interview with Deema, who deployed as a Monitoring, Evaluation, Accountability and Learning (MEAL) specialist with UN Women in Jordan as part of the Australia Assists Program. Her deployment supports the development of the baseline and overall monitoring and reporting for the roll-out of the Localisation MEAL Framework.*

*The framework development was led by UN Women on behalf of the Jordan Humanitarian Partners Forum Localisation Task Team (LTT) for the country's joint refugee response.*



# Financial reporting

## Financial summary

The net result of operations for the year ended 30 June 2023 was an operating deficit of \$353,258 compared with a surplus of \$691,395 for the year ended 30 June 2022. This is due to RedR Australia both increasing its training course output and investing in organisational development.

RedR Australia's revenue increased in FY23 primarily due to material increases in DFAT, FCDO and NGO funding for deployments, while our expenses increased largely in line with increased deployment and training output.

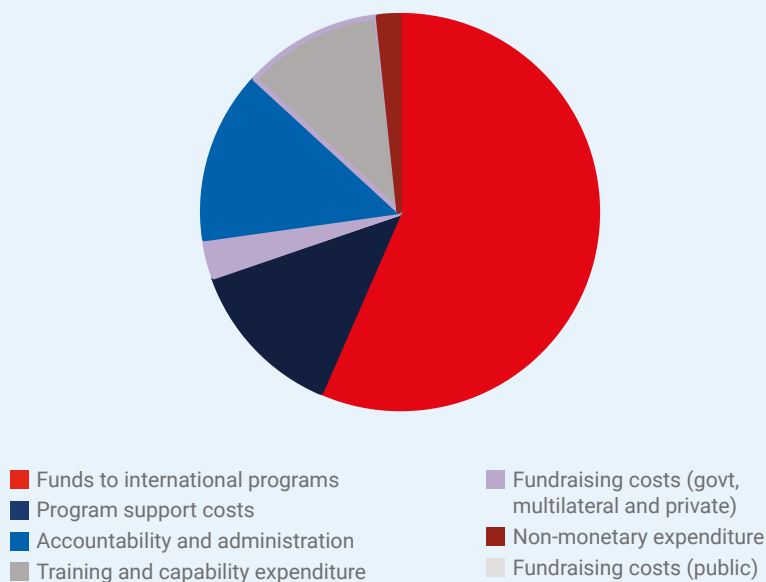
The following financial statements have been prepared in accordance with the requirements set out in the ACFID Code of Conduct. For further information on the Code, please refer to the ACFID website at [acfid.asn.au](https://www.acfid.asn.au)

You can find our full statutory financial statements at [redr.org.au/about-us/annual-reports](https://redr.org.au/about-us/annual-reports)

## Total revenue



## Total expenditure



## Income statement for the year ended 30 June 2023

	2023	2022
<b>REVENUE</b>		
<b>Donations and gifts</b>		
Monetary	87,142	88,353
Non monetary <sup>1</sup>	360,364	430,265
<b>Grants</b>		
Department of Foreign Affairs and Trade <sup>2</sup>	16,520,971	14,778,415
Other overseas <sup>3</sup>	1,151,468	584,682
Training and capability	1,236,907	792,372
Investment income <sup>4</sup>	19,341	3,360
Other income	8,094	17,977
<b>TOTAL REVENUE</b>	<b>19,384,287</b>	<b>16,695,424</b>
<b>EXPENDITURE</b>		
<b>International programs</b>		
Funds to international programs <sup>5</sup>	11,161,299	9,043,303
Program support costs <sup>6</sup>	2,582,045	2,096,915
<b>Fundraising costs</b>		
Public	23,297	22,993
Government, multilateral and private <sup>7</sup>	599,737	378,311
Accountability and administration <sup>8</sup>	2,773,108	2,624,598
Training and capability expenditure	2,237,695	1,407,644
Non-monetary expenditure	360,364	430,265
<b>TOTAL EXPENDITURE</b>	<b>19,737,545</b>	<b>16,004,029</b>
<b>SURPLUS/SHORTFALL OF REVENUE OVER EXPENDITURE</b>	<b>(353,258)</b>	<b>691,395</b>

### Note:

- Estimated fair value of the volunteer services received.
- Revenue received in the 2023 financial year relates to the Australia Assists contract and individual DFAT Post cost contributions to the Australia Assists Program.
- Includes funding received from the UK Government through its Foreign, Commonwealth & Development Office, and UN Agencies via cost contributions for extended deployments.
- All deposits are held with the Strathmore Community branch of Bendigo Bank.
- The cost of deploying international emergency response experts overseas, including regional office and personnel costs.
- Direct costs of international program management spent in Australia.
- Costs incurred in reporting against government and multilateral contracts.
- The management and administration cost of supporting humanitarian experts to deploy and return from the field.
- Bank Account balances with Strathmore Community Bank Branch of Bendigo Bank.
- Term deposit held with Strathmore Community Bank Branch of Bendigo Bank.
- Prepayments and other debtors.
- Fixed assets are depreciated in accordance with the reasonable useful life of the asset.
- Long-term lease of Head office and Fiji office buildings.
- RedR's intangibles comprise computer software.
- Includes Trade Creditors and Accrued Expenses.
- Primarily consists of training income received in advance and a small portion of membership fees in advance.
- Current lease liability of the head office building.
- Provision for employee leave entitlements.
- Non-Current lease liability of the head office building.
- Non-Current provision for Employee leave entitlements.
- Restricted Reserves include donations held as the Overseas Aid Fund.

## Balance sheet as at 30 June 2023

	2023	2022
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash and cash equivalents <sup>9</sup>	4,227,341	2,315,359
Trade and other receivables	1,553,834	2,991,001
Other financial assets <sup>10</sup>	1,073,076	1,061,581
Other current assets <sup>11</sup>	463,226	1,113,526
<b>Total Current Assets</b>	<b>7,317,477</b>	<b>7,481,467</b>
<b>Non-Current Assets</b>		
Property, plant and equipment <sup>12</sup>	133,769	116,700
Right of use asset <sup>13</sup>	413,312	501,253
Intangibles <sup>14</sup>	350,314	429,641
<b>Total Non-Current Assets</b>	<b>897,395</b>	<b>1,047,594</b>
<b>TOTAL ASSETS</b>	<b>8,214,872</b>	<b>8,529,061</b>

<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Trade and other payables <sup>15</sup>	1,070,066	727,284
Other <sup>16</sup>	208,167	362,960
Lease liability <sup>17</sup>	176,858	152,749
Provisions <sup>18</sup>	292,510	374,312
<b>Total Current Liabilities</b>	<b>1,747,601</b>	<b>1,617,305</b>
<b>Non-Current Liabilities</b>		
Lease liabilities <sup>19</sup>	225,223	330,897
Provisions <sup>20</sup>	47,999	33,552
<b>Total Non-Current Liabilities</b>	<b>273,222</b>	<b>364,449</b>
<b>TOTAL LIABILITIES</b>	<b>2,020,823</b>	<b>1,981,754</b>
<b>NET ASSETS</b>	<b>6,194,049</b>	<b>6,547,307</b>
<b>EQUITY</b>		
Restricted Reserves <sup>21</sup>	831,138	823,996
General Reserves	937,381	937,381
Retained Earnings	4,425,530	4,785,930
<b>TOTAL EQUITY</b>	<b>6,194,049</b>	<b>6,547,307</b>



# Partners

## UN partners



## Government and civil society partners



## University partners



## Corporate partners



## Founding bodies



RedR Australia is a member of RedR International, a federated network of offices sharing a common vision of a world in which sufficient competent and committed personnel are available and responding to humanitarian needs.

RedR Australia is a signatory to the ACFID Code of Conduct, which is a voluntary, self-regulatory sector code of good practice. As a signatory we are committed and fully adhere to the ACFID Code of Conduct, conducting our work with transparency, accountability and integrity.



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