

2015/16
ANNUAL REPORT



CHAIR'S REPORT



RedR Australia has evolved from the humble aspirations of one man, supported by the engineering profession, into an international humanitarian agency of global standing. Today, RedR Australia recruits, trains and maintains a Humanitarian Roster of 500 specialist emergency response personnel that deploy, at short notice, with eight United Nations agencies and other international partners. Underpinning this, we provide training to a significant proportion of Australia's emergency response sector including the Australian Government's Department of Foreign Affairs and Trade.

I have been privileged to support RedR Australia's journey from its idealistic beginnings into a sophisticated and professional organisation with global influence. RedR's agility and capacity to transform in order to meet emerging needs, whilst maintaining core values and mission, are hallmarks of its success.

I thank my fellow Board members who have crafted the cultural tone and risk profile of the organisation, have not shied from difficult conversations and who have confronted the issues that professionalisation and growth produce. The next phase of growth will occur in an increasingly complex global environment so the Board is focused on ensuring that RedR Australia's governance is fit for future purpose.

RedR Australia's achievements and strong positioning to meet the future efficiently and effectively are testament to the quality of our staff, our roster members and deployees, our associate trainers and volunteers. They are testament to mutual trust and effective partnerships with our supporters, UN agencies, the Australian and UK Governments, corporate sponsors, university and innovation partners, and the public. We thank you for sharing the journey and look forward to scaling more heights in 2016/17.

ELIZABETH TAYLOR

Chair

CEO'S REPORT



The World Humanitarian Summit (WHS), held in Istanbul in May this year, brought humanitarian leaders and donors together to discuss how we can increase our collaboration for the benefit of disaster-affected populations.

The summit set an agenda to change and improve how we respond to international crises and conflicts and a *Grand Bargain* was signed by 30 major aid agencies and donors to ensure that aid is more efficient and would be increasingly localised, that we are all accountable to affected populations, that donors would be more flexible with their funding and that everyone would work towards improving transparency.

RedR Australia is committed to increasing resilience in affected communities: we train humanitarians and local responders throughout the Asia Pacific. We are also committed to a gender lens and women's empowerment, and provide training to all new roster members in protection, gender mainstreaming and the use of the gender marker in humanitarian responses. We deploy increasing numbers of gender-based violence experts and specialists in sexual and reproductive health in emergencies and continue to recruit experts in these fields for our roster.

I was privileged to attend the Summit and chair an event for our partner the United Nations Population Fund (UNFPA) and the International Planned Parenthood Federation that focused on many of the issues at the heart of our work today including sexual and reproductive health and women's rights.

This year, we were able to action our commitment to those aspirations with a record number of deployments to UNFPA in Myanmar, South Sudan, and to Greece following the European refugee and migrant crisis.

We look forward to working with new partners UN Women, the Asia Disaster Preparedness Centre and Vanuatu's National Disaster Management Office. These partnerships increase our capacity to support the translation of WHS commitments into action.

This year, we deployed 106 experts to emergencies in 35 countries around the globe. We supported Fijians after Cyclone Winston, and drought-affected populations in Africa, Asia and the Pacific. We sent experts to assist during the European refugee and migrant crisis and have continued to deploy specialists to Jordan and Turkey to support the Syrian crisis.

I'm proud that we continue to set high benchmarks as a leading provider of humanitarian training to Australians working in crises around the globe and that we have delivered training to the Australian Government's crisis response teams based in Canberra and our embassies in Manila and Jakarta.

All this is possible thanks to the funding and support we receive from our major donors, corporate, innovation and university partners, supporters and the general public. I'd like to take this opportunity to thank you all. I salute the dedication and tenacity of the RedR Australia team: the staff, deployees, associate trainers and volunteers who help us realise our mission *to build resilience and relieve suffering in times of international humanitarian crises*.

KIRSTEN SAYERS

Chief Executive Officer

Cover: RedR Operations Director Drasko Kraguljac meets 3yo Ashwan at a transit camp for refugees and migrants in Gevgelija, Macedonia.
Photo: RedR Australia / Carly Learson



Australian Government
Department of Foreign Affairs and Trade



**Department
for International
Development**

ABOUT REDR

RedR Australia is a leading humanitarian agency for international emergency relief. We provide skilled people and train them to help communities rebuild and recover in times of crisis.

WHO WE ARE

When disaster strikes, we mobilise the right people with the right skills to make a difference. Our internationally recognised training courses prepare aspiring aid workers for life in the field and help experienced humanitarians further hone their skills. We also build resilience in disaster prone countries through our disaster preparedness training activities and strategic collaboration with National Disaster Management Offices throughout the Asia Pacific.

HOW WE WORK

RedR Australia is a Standby Partner to eight United Nations agencies, the International Organization for Migration and other frontline relief agencies. During a humanitarian crisis, a global network of Standby Partner organisations provides additional support to UN response efforts. We are the only Standby Partner to the UN in the Asia Pacific region.

When thousands of people flee into neighbouring countries to escape civil war, we're there to plan refugee camps, provide

clean water and shelter, ensure children can access education and advise on public health. When entire communities are left homeless by earthquakes or typhoons, we're there to ensure the vulnerable are protected. Our people repair and rebuild infrastructure, coordinate response efforts and public communications, map and track relief activities, assist in the prevention of gender-based violence manage the movement of essential supplies and ensure accountability to affected populations.

And we don't just send anyone. We send the best. Our people are carefully selected and trained before deployment.

RedR Australia is at the forefront of disaster risk reduction. We capacity build local staff at the national level through various mechanisms and agencies. Our training and mentoring support is delivered worldwide but with a strong focus on neighbouring countries in the Asia Pacific region and their responders.

We capacity build staff at National Disaster Management Offices throughout the Asia Pacific and train other local responders. We are committed to increasing the localisation of humanitarian aid and to increasing the resilience of disaster prone communities.

OUR HISTORY

RedR Australia was established in 1992 by engineer Jeff Dobell who called on his peers to apply their skills to disaster relief. By the end of that decade, we were sending less than a dozen people a year to support the United Nations High Commission for Refugees. Since then, we have expanded the breadth of expertise we can offer in humanitarian emergencies to support eight United Nations partner agencies and the International Organisation for Migration. We

OUR VISION

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

OUR MISSION

To build resilience and relieve suffering in times of international crisis

OUR VALUES

We are guided by our values of Accountability, Integrity, Empathy and Collaboration

have deployed more than 900 people to over 85 countries.

In the 2015/2016 financial year, we sent 106 specialists to assist communities in desperate need following natural disasters and conflict-induced emergencies.

We continue to build capacity within the international aid sector through our humanitarian training activities. Employees of international non-governmental organisations and Humanitarian Roster applicants comprise over half the people who attend our core courses annually. Additionally, we collaborate with a range of organisations to deliver customised training.

REDR INTERNATIONAL

RedR Australia is part of the international RedR network of accredited organisations, each sharing a common vision and mission. RedR is represented in the UK, India, Sri Lanka and Malaysia and a new chapter is emerging in Indonesia.

SCOPE

RedR Australia is internationally recognised as a provider of quality humanitarian training and delivers standard core training all over the world as well as customised training

for UN agencies and international non-government organisations.

RedR Australia has been training humanitarian workers since 1998, working with UNHCR e-Centre, WFP, WHO, UNICEF and UNOCHA, as well as the NGO and university sectors, to provide training in Australia and throughout the Asia Pacific.

We continue to be the preferred training provider for Australian Government staff and the NGO community, attracting participants from all over the world. Our training courses are a prerequisite for people seeking to join our Humanitarian Roster for deployment on UN and other emergency response field missions.

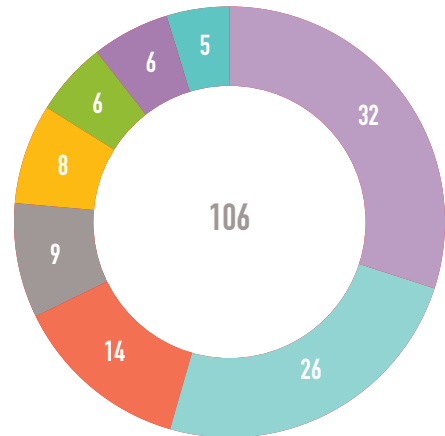
We maintain a Roster of experienced personnel from which operational agencies (governmental, non-governmental and international) can obtain the skills they require to improve their response in disaster relief and support disaster risk reduction.

FUNDING

RedR Australia is funded by the Australian Government through the Department of Foreign Affairs and Trade, the government of the United Kingdom through their Department for International Development, our corporate partners and public donations.

WHERE WE WORK

DEPLOYEES BY AGENCY 2015/16



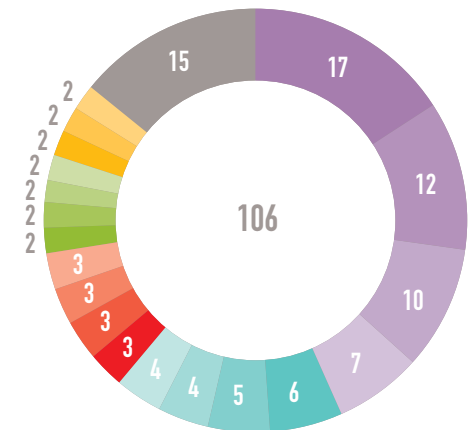
- UNICEF
- WFP
- OCHA
- WHO
- IOM
- UNFPA
- FAO
- UNHCR

DEPLOYEES BY EMERGENCY 2015/16



- El Niño
- Earthquake
- Cyclone/Typhoon
- Regugees
- Emergency preparedness
- Ebola
- Floods
- Syria
- Other

DEPLOYEES BY COUNTRY 2015/16



- Nepal
- Fiji
- Vanuatu
- Ethiopia
- Myanmar
- Laos
- Switzerland
- Sierra Leone
- Papua New Guinea
- Greece
- Jordan
- Italy
- Yemen
- Turkey
- Thailand
- Serbia
- Malawi
- Macedonia
- Lesotho
- Other




 We greatly appreciate the professionalism of the employees as well as their level of technical knowledge. This is seen and mentioned by colleagues time and time again. We also appreciate the way RedR monitors and checks-in on their employees, either through site visits and/or personal contact, as this is not something that is always done by other standby partners, even though it's a valuable exercise."

Nicole U, Department of Operations and Emergencies, IOM


 UNICEF has greatly appreciated its partnership with RedR Australia, which plays a critical role in assisting UNICEF in delivering results for children affected by emergencies."

Lauren Cheshire, Office of Emergency Programmes, UNICEF

ROSTER PERSONNEL AND DEPLOYMENTS

REDR HUMANITARIAN ROSTER

Our Humanitarian Roster of experts continues to grow and 40 new members were added this year and a quarter of them have already deployed to emergencies around the globe.

Fifty six per cent of our Roster experts were deployed to the Asia Pacific region. Our deployments reflect RedR Australia's geographic and thematic priorities and those of our donors. They also reflect the diversity and strengths of our roster members' technical expertise and the diversity of skills and experience required in a multifaceted response.

Our roster members range in age from late 20s to mid 70s and 47% are women and 53% are men. Most of our roster members

Structural engineer Val Tarasov is one of our longest serving members. He joined our roster in 1997 and first deployed to Tajikistan the following year. This year, he was deployed to Rwanda as a water and sanitation engineer, after political unrest in neighbouring Burundi saw 50,000 people cross into the country. Val has completed 13 assignments for RedR Australia.

13 ASSIGNMENTS
for RedR Australia.

have averaged 2.3 deployments and typically have 5–10 years' direct experience in the humanitarian sector, predominantly in field based roles.

We will continue to expand our roster recruiting skills in engineering, information management, gender-based violence prevention, nutrition, child protection, ICT and communications as well as experts in disaster risk reduction, public health and education in emergencies.

DEPLOYMENTS

In our capacity as a standby partner to eight United Nations agencies and the International Organization for Migration, we received 507 requests for staff to provide surge support this year. Almost 60% of these requests came from UNICEF and WFP. Most of the experts deployed this year responded to droughts and floods brought on by the El Nino weather pattern, the Nepal earthquakes, Cyclone Pam in Vanuatu, Cyclone Winston in Fiji and the European refugee and migrant crisis. 47% of the requests were for deployments to Africa; 15% for Europe, 11% for the Middle East and the Pacific and 10% for Asia with the balance in the Americas.

RedR Australia is one of several UN Standby Partner organisations, (the only one in Asia Pacific and the Southern Hemisphere), which receive and respond to UN requests for humanitarian support. It's a highly



RedR logistician Daryll Ainsworth conducts an assessment for WFP in a remote part of Ethiopia.

competitive market and our roster members compete against all applications submitted from UN Standby Partners across the globe.

This year, RedR Australia nominated candidates to 40% of the requests received from UN agencies. We respond to requests that match the skills sets of our roster members and reflect our strategic priorities and those of our major donors; the Australian and United Kingdom aid programs. We were successful in deploying our roster members to 54% of the requests to which we responded, against significant global competition. This is testament to the high calibre of talent and experience within the RedR Australia roster membership, and demonstrates our ability to punch above our weight within the UN Standby Partnership Programme.

Most UN partner agency requests in 2015/16 were split across Information Managers (16%), Protection Officers (10%) and Humanitarian Affairs Officers (10%). Nine per cent of their requests were for WASH engineers. We



RedR secondees have been praised as highly motivated, advocates in both UN and non UN systems and requiring little supervision. RedR Australia candidates have often been commended as having the right level of skills and experience to perform their work well."

Jo de Serrano, DFID, UK

received a record 27 requests for Gender Based Violence prevention experts following the signing of our partnership agreement with UNFPA in early 2015.

Of all UN Standby requests received, RedR Australia members were nominated, selected and deployed to: 48% of all supply chain logistics roles; 40% of public health roles; 32% of all communications/media liaison roles; 30% of WASH engineering roles; 27% of all information communications and technology roles; 16% of all information management roles; and 15% of all sexual and gender based violence roles.

We deployed 106 personnel to 35 countries including Vanuatu, Fiji, Papua New Guinea, East Timor, Myanmar, Nepal, Jordan, Turkey, Ethiopia, Lesotho, Rwanda, Ukraine and Slovenia. Seventeen per cent of our people were responding to El-Nino induced emergencies and 37% to other natural disasters including floods, cyclones and earthquakes.

CAPACITY DEVELOPMENT TRAINING

Through our UN partnerships RedR staff and roster members are able to access UN training programs. On occasion, we are also invited to co-facilitate some of these workshops.

We encourage our staff and active roster members to attend UN delivered training in order to ensure their skills are current

and sought after by our partners. There are numerous CDT opportunities - far exceeding our budget. However, we still support our humanitarian roster members with nominations when funding isn't available.

In 2015/16, RedR received a record number of capacity development training invitations from our UN partners which enabled us to increase the diversity of courses we support and fund members to attend. As a result, 13% of our roster members participated in one of 28 different training courses across Europe, the Middle East, Africa, Asia and the Pacific. They gained new skills in Child Protection, Sexual and Gender Based Violence, Water, Sanitation and Hygiene, Civil-Military Coordination, and Emergency Preparedness and Response.

For many of our roster members, this training provides the springboard for their first deployment.



RedR logistics expert Tony Goodrick at a food warehouse in Bhutan.



Photo: FAO/B. Bat-Erdene

This year, Mongolia suffered from what is locally known as a dzud – a very hot and dry summer followed by an extremely harsh winter. The result of a dzud can be devastating to animals on which many Mongolians rely for food and income. Ganbold, 40, (pictured) has been looking after animals since he was a small child. This year's dzud took a heavy toll on his animals, making them weak and prone to disease. RedR deployed humanitarian affairs coordinator, Emma Renowden, to support UNOCHA in Ulaan Baatar.

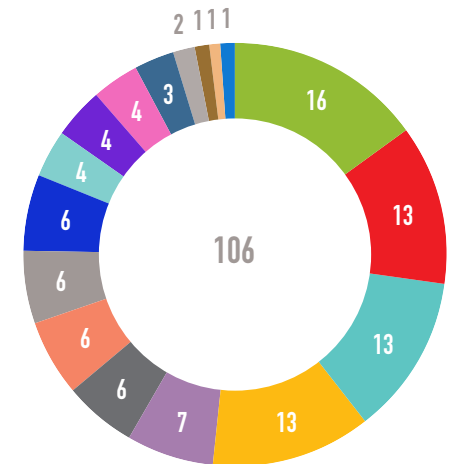


We value RedR Australia's commitment to training – both internal RedR trainings and those offered by WHO. RedR always ensures that their deployees take part in WHO's surge trainings. The active participation and eagerness to learn of RedR deployees in these trainings reflects the high quality and positive attitude of candidates on the RedR Australia register."

Louise Atkins, Surge and Crisis Support Unit, World Health Organization

DEPLOYEES 2015/16 BY SKILLS PROFILE

TOTAL: 106 PEOPLE



- Supply Chain Logistics
- Information Management
- Humanitarian Affairs
- WASH Engineering
- Emergency Response
- Assessment/Monitoring/Evaluation
- Communications/Media Liaison
- Information Technology
- Public Health
- Emergency Preparedness
- Sexual & Gender Based Violence
- Shelter Construction
- General Protection
- Warehouse Logistics
- Electricity Supply
- Site Planning

OUR UNITED NATIONS PARTNER AGENCIES

RedR Australia is the only United Nations Standby Partner in the Asia Pacific region. We have formal agreements with the following eight UN agencies and the International Organization for Migration.



Kirsten Sayers and UN Women's Deputy Executive Director Dr Yannick Glenmarec sign a partnership agreement in New York.

UN WOMEN



UN Women is the United Nations organization dedicated to gender equality and the empowerment of women. The organisation established a humanitarian unit in 2012 that focuses on achieving equality between women and men as partners and beneficiaries of humanitarian action. The agency plays a key role in supporting the coordination and accountability efforts of humanitarian providers during emergencies.

OCHA



The United Nations Office for the Coordination of Humanitarian Affairs (OCHA) ensures there is a framework within which each player can contribute to the overall response effort during emergencies and coordinates the response. It is involved in assessing situations and needs, agreeing common priorities, developing common strategies to address issues such as negotiating access, mobilizing funding and other resources, clarifying consistent public messaging and monitoring progress.

UNICEF



The United Nations Children's Fund (UNICEF) works with others to overcome the obstacles that poverty, violence, disease and discrimination place in a child's path. The fund works in 190 countries and responds to emergencies to relieve suffering and protect children. It is present wherever children are threatened.

UNHCR



The Office of the United Nations High Commissioner for Refugees (UNHCR) coordinates international action to protect refugees and resolve refugee problems worldwide, and supports stateless people. It operates in 123 countries. UNHCR also protects and assists millions of internally displaced people (IDP) who remain within their own countries but were displaced by conflict or natural disaster. In these circumstances, the agency takes the lead role in overseeing

the protection and shelter needs of IDPs as well as the coordination and management of camps.

IOM



The International Organization for Migration (IOM) is the leading inter-governmental organization in the field of migration and works closely with governmental, intergovernmental and non-governmental partners. The IOM provides humanitarian assistance to migrants in need including refugees and internally displaced people.

UNFPA



The United Nations Population Fund (UNFPA) focuses on family planning and women's reproductive and maternal health. UNFPA works closely with governments, UN agencies, community-based organizations and other partners to ensure that reproductive health is integrated into emergency responses and action is taken to prevent gender-based violence.

WHO



The World Health Organization (WHO) coordinates international health activity within the United Nations' system and works towards universal health coverage to ensure general access to health. During emergencies, WHO's operational role includes leading and coordinating the health response, undertaking risk assessments, identifying priorities and setting strategies. It also provides

critical technical guidance, supplies and financial resources and monitors the health situation. WHO also helps countries to strengthen their national core capacities for emergency risk management to prevent, prepare for, respond to, and recover from emergencies due to any hazard that poses a threat to human health security.

WFP



The World Food Programme (WFP) is the world's largest humanitarian agency fighting hunger worldwide. On average, WFP reaches more than 80 million people, with food assistance, in 75 countries each year.

In emergencies, WFP gets food to where it is needed, saving the lives of victims of war, civil conflict and natural disasters. After the cause of an emergency has passed, the agency uses food to help communities rebuild their shattered lives. It collaborates closely with the FAO.

FAO



The Food and Agricultural Organization (FAO) of the United Nations focuses its efforts on achieving food security for all – to make sure people have regular access to enough high-quality food to lead active, healthy lives. The organization works towards the eradication of hunger, food insecurity and malnutrition and the elimination of poverty. When disasters strike, the FAO seeks to ensure agricultural production recovers and future food security is ensured.

OUR SUPPORTERS

We continued to seek innovative ways to diversify our revenue streams and saw a 152% increase in donations on the previous financial year (\$72,724 in 2014–15; \$188,525 in 2015–16). This was achieved through new corporate partnerships, with Laing O'Rourke and Strathmore Community Bank Branch Bendigo Bank and concerted fundraising efforts for Tropical Cyclone Winston, the Nepal Earthquakes and Wear Red for RedR Day. We received a record \$121,256 in donations from our corporate partners this year.

The generous contributions of our supporters enable us to continue to respond to humanitarian emergencies and train the next generation of humanitarian experts. We appreciate the support of everyone including our government funders, corporate supporters, those who responded to our emergency appeals and organised individual workplace events on Wear Red for RedR Day.

This year, we received in-kind support valued at \$452,400 and \$188,525 in public donations including almost \$33,000 raised from our public appeals.

Our Cyclone Winston Fiji Appeal raised \$27,557. The money enabled us to send GIS mapping expert Paul Jaskierniak to the World Health Organisation where he introduced Geographic Information System capabilities in the area of emergency response management to key decision makers at WHO and the Fijian Ministry of Health. His specialist mapping skills ensured that life-saving medical supplies reached the affected areas faster and in sufficient quantities to meet the needs of the disaster-affected population.

Our end of financial year appeal raised \$5,442 and this will be used to train Pacific responders in humanitarian logistics and water, sanitation and hygiene in emergencies in October 2016.

Wear Red for RedR Day raised \$14,484 in donations and raffle ticket sales. This was placed into our international fund that sponsors the capacity development of Southeast Asians and Pacific Islanders in disaster preparedness, WASH and Logistics for emergencies.

GOVERNMENT SUPPORTERS

The Australian Government through the Department of Foreign Affairs and Trade is our major donor providing core funding and support for our deployments. The Australian Government also subsidises our internationally recognised training courses enabling us to train humanitarian workers at heavily discounted rates. We also receive significant funding from the UK government for deployments into the field through the Department for International Development.



Australian Government
Department of Foreign Affairs and Trade



**Department
for International
Development**

CORPORATE SUPPORTERS

Partners who provided more than \$10,000 in value in 2015/16

ARUP

GHD Pty Ltd

Laing O'Rourke

Strathmore Community Bank Branch
Bendigo Bank

MAJOR DONORS

Donors who provided more than \$1,000 in 2015/16

AllenCon Pty Ltd

Complete Urban

John Douglas

Mark Prideaux

Mirek Generowicz

Nick Wardrop

Rebecca Drummond

Sonja Chandler

Vonwiller Foundation

WEAR RED FOR REDR DAY

This year, more than 30 organisations and individuals were involved in Wear Red for RedR Day on 5th February raising more than \$14,000. Our biggest fundraiser was Laing O'Rourke Australia who held the event in all their offices across Australia. We'd like to acknowledge the efforts of all those individuals who organised events within their organisations, and particularly Coral Classon and Aline Richie who each raised over \$1000.

IN-KIND SUPPORT

This year, we received in-kind support valued at \$452,400.

Companies and individuals that provided more than \$2500 of pro bono services or in-kind support in 2015/16

Alchimie

Jan Field

Amelia Towle

Kuehne Foundation

ARUP

Kroll

Australian Civilian
Military Centre

Maddocks

Microsoft

Australian Defence
Force

Mind Gallery

Cato Pty Ltd

Priscilla Robinson

Consult Australia

Professionals
Australia

David Twine

Salesforce

DHL

SPC Ardmona

Dominic O'Dwyer

Steen Rees

Engineers Australia

Swan

Geoff Lewis

Environmental

George Wiczorek

Tony Richardson

Geyer

Warren Johnston

GHD

MAJOR INTERNATIONAL DISASTERS

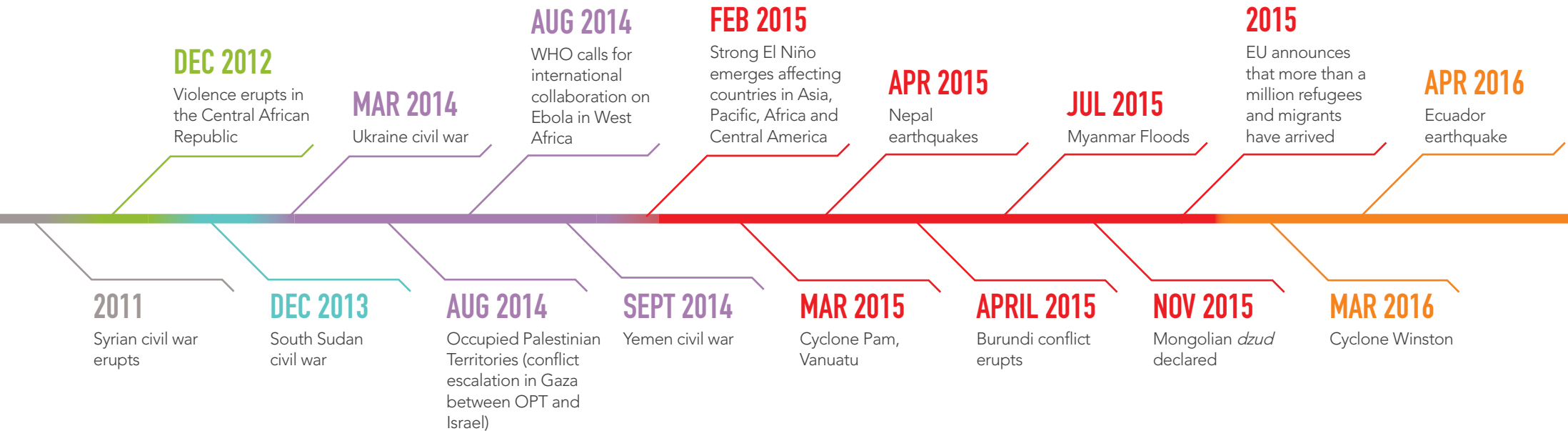


Photo: RedR Australia / Carly Leanson



Logistician Henri Stein at the Serbian border.

Photo: RedR Australia / Carly Leanson



Karina Coates at a UNICEF child friendly space in Macedonia.

Photo: FAO



Ann-Marie Wilcock consults with the community in Myanmar.



ICT expert Khurram Ali at work in Zimbabwe.

OUR PARTNERS

INNOVATION IN EMERGENCIES

RedR Australia continues to support the development of a small hand-held device capable of two-way speech-to-speech translation, for deployment in emergency situations where the responder does not speak the language used in the disaster-affected countries. RedR deployees have provided input and advice to project director Julie Vonwiller of the Warren Centre as the software and device continue to be developed and tested for field use. Plans are in place for simulation testing in the coming months.

RedR Australia is a founding member of the Global Centre of Research and Engagement (GCORE) which provides a platform that links fieldwork researchers to each other and delivers international best-practice fieldwork training for university graduate students and staff, non-governmental humanitarian and development organisations and journalists. The centre aims to enable researchers to perform more efficiently, effectively and safely in complex and less secure field sites. RedR provides members of the GCORE community of practice with personal safety, security and communications training.

ASIA DISASTER PREPAREDNESS CENTRE

This year we signed a Memorandum of Understanding (MOU) with the Asian Disaster Preparedness Centre (ADPC) and expect to collaborate in the area of Disaster Risk Reduction (DRR).

The ADPC has 30 years' experience in DRR and strong synergies exist between our organisations.

It's widely known that every dollar spent on disaster preparedness multiplies dollars saved on emergency response and we aim to contribute to these efforts further through joint activities.

The ADPC was established in 1986 to build the capacities of governments and people on the frontline of disasters. Its work is guided by the principle that disaster-inflicted damages and losses can be mitigated, and even prevented, through well-informed decision-making and actions.

UNIVERSITY COLLABORATION

The RMIT collaboration goes from strength to strength. This year, we completed our first joint research project with RMIT Masters student Emma Cliffe conducting research into shelter in refugee contexts with the support of RedR Australia and UNHCR Jordan. This has contributed to further research collaboration and student placements with RedR. As of 2017, RedR Australia humanitarian courses will form part of RMIT's core curriculum, providing students with opportunities to gain course credits for their studies by attending our training. RMIT has also awarded RedR two academic scholarships per year for the next two years to support further close collaboration in teaching, learning and research.

We continue our ongoing partnership with Charles Darwin University which contracted RedR Australia to run our Essentials of Humanitarian Practice and Personal Safety, Security and Communications courses for 25 of their students studying the Bachelor of Humanitarian and Community Studies. The University of Melbourne enabled 59 students to enrol in our Personal

Safety, Security and Communications course and gain credits towards their postgraduate studies.

RedR Australia staff served as an Industry Fellow on the advisory committee of Monash University's Masters of Environmental Management Studies and Masters of International Development and an Honorary Fellow in Charles Darwin's School of Health for the University's Humanitarian, Emergency and Disaster Management Studies.

ARUP

Our partnership with Arup continued to strengthen this year and staff contributed almost \$2,042 as part of a payroll giving program towards our efforts responding to Cyclone Winston. The company also made a generous donation of \$10,000 to this emergency appeal.

Following Cyclone Pam in Vanuatu in March 2015, we leveraged our partnership with Arup to assist the Vanuatu National Disaster Management Office to develop a national waste management strategy as part of the government's disaster preparedness. This year, we have collaborated to develop that strategy and Arup has provided technical support to the Department of Environment as it prepares waste management plans.

GHD

Our partnership with global professional services company GHD continues to thrive. GHD released a hydro-geologist that RedR Australia deployed to Vanuatu to support



The ADPC's Bill Ho and RedR Australia's Drasko Kraguljac sign an MOU in Bangkok.

UNICEF's efforts after an El Niño-induced drought followed Cyclone Pam.

GHD continues to support our WASH in Emergencies training and sends experts to collaborate with our trainers and ensure we deliver world's best practice and our humanitarians are aware of new developments in the sector.

LAING O'ROURKE

Laing O'Rourke nominated us as their charity of choice and is providing \$50,000 a year towards our work over three years. Earlier in the year, RedR Australia and Laing O'Rourke undertook an awareness raising campaign across the organisation, producing a video that was shown to all staff via the organisations' intranet and a 'roadshow' in NSW and QLD offices.

OUR STRATEGIC GOALS

This year, RedR Australia recruited a full-time Monitoring, Evaluation, Accountability and Learning (MEAL) Adviser to ensure we measure the outcomes of our work and that evidence-based learning is embedded in the organisation and shared with our partners. For 2015–16, we continued to monitor our successes and challenges and sought innovative ways to address the complexities of working in an ever-changing humanitarian environment. Below we outline our achievements and learning towards our 2016–2018 strategic goals.



Asylum seekers in transitional shelter on the Greek island of Samos.

GOAL 1: RELIEVE SUFFERING

The priority in a humanitarian response is to save lives and alleviate suffering by meeting humanitarian needs.

RedR Australia continues to contribute to this mission through offering international best practice in humanitarian training and maintaining a highly skilled, responsive and committed roster of emergency responders. Of the 106 roster members sent to support global emergencies or disaster risk reduction activities in 35 countries, a record number were gender-based violence prevention experts. Our monitoring with UN agency partners reveals that 82% of deployees were rated as either exceptional or very good, based on a range of criteria including technical competencies, communication skills, commitment, drive and interpersonal skills.



His contributions to the Nepal earthquake response were pioneering. The relations and networks he built with the government and humanitarian partners have laid the foundation for UN systems' continued work on strengthening response preparedness in the country."

OCHA supervisor's appraisal of a RedR Australia expert deployed to Nepal following the earthquakes.

We recruited an additional 40 members to the roster, increasing our capacity to provide humanitarian support. In 2016/17, we will continue to focus on recruiting more qualified professionals with skills in gender-based violence prevention, protection, communications, logistics and information management.

We provided 64 roster members with the opportunity to participate in 28 training courses across Europe, the Middle East, Africa, Asia and the Pacific. They gained new skills in a range of sectors including Child Protection, Sexual and Gender Based Violence in Emergencies, Water, Sanitation and Hygiene, Civil-Military Coordination and Emergency Preparedness and Response.



Personally, it was a great experience for me to learn about the humanitarian system through OCHA's eyes and to meet and discuss with other professionals about how they see the world. It is certainly worth giving other RedR roster members the opportunity to come on this course."

RedR participant in OCHA Standby Partner HAO Surge Training – Sando, Sweden

In 2015–16, RedR Australia's humanitarian roster opened to international applicants and the coming year will see the diversity of roster member profiles further increased.

We continued to provide our core training courses and offered tailored training in Australia, as well as PNG, Vanuatu, Malaysia, the Philippines, Indonesia and the United States. RedR also took steps to expand our Associate Trainer Roster to ensure we continue to offer the most relevant technical expertise.

Participant evaluations across all of our core training courses revealed a high average satisfaction rating of 4.52, out of a possible five, in key areas such as effectiveness of training methodology, achievement of course outcomes and the expertise of trainers. The lowest rating, with an average of 3.18, related to the time dedicated to cover all course material. This reflects the challenge of incorporating the full breadth of essential subject matter into a reasonable course timeframe. A future MEAL priority for training is a longitudinal study to track long-term participant outcomes, examining areas such as actual risk mitigation in the field and post-course career development.

GOAL 2: BUILD RESILIENCE

RedR Australia's strategic focus on building resilience is underpinned by our commitment to the localisation of humanitarian aid and the idea that international humanitarian assistance alone is not sufficient to address the complexities of today's crises.

To this end, we engaged in a range of activities this year that directly supported disaster risk reduction (DRR) and emergency preparedness. This included sending five

deployees to support the World Food Programme in Laos and Thailand and three deployees to WFP in Fiji to provide information and communication technology expertise for disaster management.

In order to strengthen and consolidate our focus on building resilience in the Pacific, we initiated the drafting of a three-year Pacific Strategy, in consultation with a range of partners and humanitarian actors, to assess DRR capacity gaps in the region, and plan how RedR Australia can best provide support. As part of this, RedR signed a partnership agreement with the Vanuatu National Disaster Management Office (NDMO). We subsequently delivered Sphere training to their staff and the Vanuatu Humanitarian Team and facilitated a needs assessment as part of a strategic planning workshop for the NDMO and their partners. The outcome was a map of forthcoming capacity development activities and the identification of local training needs.

RedR Australia will continue to provide technical training to improve national capabilities to deliver the highest quality humanitarian response, particularly in the Pacific. A key focus area for RedR is to strengthen the capacity of Pacific Islander nationals in DRR and emergency preparedness.

GOAL 3: EXPAND OUR INFLUENCE

If we are to increase the impact of Australia's humanitarian response globally, we need to demonstrate leadership and strengthen our engagement with partners, donors and the Australian public. Signing an MOU with UN Women was a highlight for us this year.

The UN Women partnership will enable us to provide further support in the area of protection and prevention of gender-based violence in international emergencies, and strengthen our commitment to gender equality and women's empowerment globally. It will also complement our continued efforts to recruit more GBV and protection specialists to our humanitarian roster.

Our CEO, Kirsten Sayers, represented RedR Australia at the World Humanitarian Summit in Istanbul. Ms Sayers was appointed to the Global Advisory and Drafting Committee for Civil-Military Humanitarian Standards and chaired the UNFPA and International Planned Parenthood Federation

event: *Transformative Humanitarian Action for Prioritising Sexual and Reproductive Health*. It was an opportunity to increase RedR Australia's visibility among prominent actors at both the humanitarian and inter-governmental levels.

In 2015–16, our staff further developed their technical and management skills and widely shared their knowledge and expertise. RedR's Director of Operations continued to contribute to ACFID's Humanitarian Reference Group and our Human Resources Adviser spent six weeks in Kuala Lumpur supporting RedR Malaysia through their RedR International accreditation process. Notably, our CEO completed the Australian Institute of Company Directors' International Company Directors course and one of our training staff undertook the United Nations' Safety and Security Training course in Geneva, Switzerland. A RedR staff member also deployed to WFP in Rome this year, further strengthening cross-institutional knowledge with our UN partner agencies.

GOAL 4: BE ACCOUNTABLE

Accountability to donors, partners and especially to disaster-affected communities is central to effective humanitarian assistance.

RedR Australia aims to ensure ongoing organisational accountability by strengthening operational, governance and compliance systems and embedding quality MEAL within our programs and services. This year, we developed a comprehensive Monitoring and Evaluation Framework to track progress against the goals and activities articulated in our new Strategic Plan and our new full-time MEAL Adviser will continue to strengthen this work.

In 2015–16, we performed exceptionally well in a range of external reviews, notably DFAT's Due Diligence Review. We received a low risk rating across all 20 criteria, an overwhelmingly positive Aid Quality Check and overall Partner Performance Assessment of 90%. The Partnership



Kirsten Sayers with OCHA Undersecretary General for Humanitarian Affairs & Emergency Relief coordinator Stephen O'Brien and OCHA Head of Pacific Sune Gudnitz.

Review validated our performance throughout the multiyear partnership with DFAT and forms the basis of discussions for a deeper multiyear partnership agreement. We successfully completed our first Registered Training Organisation (RTO) audit and look forward to strengthening this service in the coming year.

RedR Australia continues to diversify our funding sources through the provision of specialised training services and we will continue, where possible, to build cost-sharing arrangements into all partnership agreements with UN partners.

At the end of this financial year, we conducted a survey of our humanitarian roster members to gain insight on some key questions: are we an employer of choice for humanitarian workers in Australia? What are the barriers to deployment for our roster members? The survey received an impressive response rate of 58% and will serve as a useful tool to initiate conversations about possible changes to our practices to further strengthen our capability to provide the right people at the right time.

EL NIÑO

Sixty million people around the world were adversely affected by the El Niño pattern of ocean and atmospheric temperatures across the Pacific that caused droughts and flooding in Asia, the Pacific, parts of Africa and the Caribbean this year.

One of the strongest on record, it had significant impacts on agricultural production and food security across the globe. Many countries declared a national emergency and we deployed 18 people to nine countries including six water and sanitation engineers primarily focused on drought relief and five logistics specialists to help various UN partners move food to disaster-affected populations, many of whom experienced Severe and Acute Malnutrition.

The regions most affected include the Horn of Africa, southern Africa, parts of Central America and the Caribbean Islands, Southeast Asia and the Pacific Islands.

The effects of the El Niño cycle were strongly felt in the Pacific region. Drought, frost and fires in Papua New Guinea affected 2.7 million people and 162,000 faced extreme food shortages. In Timor-Leste, about 40% of maize and 57% of rice production areas were affected by El Niño, impacting 220,000 people in rural areas.



RedR Australia's Charles Knight and children from Gunn Elementary school in PNG celebrate the arrival of clean drinking water.

photo: RedR Australia / Laurence Roe

HAYDEN PICKERING



Providing advice on the packaging of nutritional supplements for children in drought stricken Ethiopia, developing distribution plans for lifesaving medical equipment during the Ebola epidemic in West Africa and procuring Dignity Kits for female refugees arriving in Greece are just some of the tasks RedR Australia's logistics experts undertake in the course of a normal work day.

Logisticians are some of the most important people

on the ground during a crisis as food aid is often required along with the storage and distribution of non-food items like shelter plastic, blankets, cooking equipment, soap and jerry cans to collect drinking water and to keep it safe from contamination.

Hayden Pickering was among 17 logistics experts we deployed this year and he supported UNICEF in Ethiopia where El Niño-related drought and floods struck different parts of the country.

He developed standard operating procedures for UNICEF's warehouses and implemented quality assurance processes on the packaging of therapeutic food for malnourished children.

"In Ethiopia, 435,000 children are at risk of severe acute malnutrition and over 10 million need food aid urgently," Hayden said from his base in Addis Ababa.

"This is a varied job and it's really rewarding as I know

the advice I provide and decisions I make can actually save lives," he said.

"This month, I'm redesigning the existing warehouse and designing a new one. I'm also reviewing transport companies that can provide distribution services for our food aid and looking into improving the safety standards and equipment available for the warehouse staff."

"My job also involves mentoring the Ethiopian national staff on logistics methods, which on a personal level is very rewarding," he said.



Hayden Pickering (second left) with UNICEF colleagues

CHARLES KNIGHT



Charles Knight observes a bore drilling in PNG

Children jumped with joy, clapped and clambered to feel the cool water as it flowed from the newly installed hand pump at their primary school in the Papua New Guinea highlands of Jiwaka province.

"Just seeing their smiling faces was wonderful. I get such gratification to see hundreds of kids around the bore just waiting for the water to flow. In Australia, you can't imagine how exciting it is to get a water supply and sanitation like this, as we just take for granted that these will be in our schools," water and sanitation engineer Charles Knight said by phone from his base in Port Moresby.

Charles deployed to UNICEF as part of RedR Australia's emergency response to the El Niño-induced drought that left 162,000 people facing extreme food shortages.

He coordinated the distribution of emergency relief supplies like buckets, jerry cans, tarpaulins, and aqua tabs to purify water to the affected areas. He also project managed the drilling of bore holes and installation of hand pumps in eight schools in the remote highlands to ensure a sustainable drinking supply and improve sanitation.

"At Maria Kwin Primary School in Jiwaka province, we installed a pump for drinking purposes. They had two 9000 litre tanks but with 1400 students and 100 teaching staff and their families who live on site, that would run out in a week!" Charles said noting that these tanks would only be sufficient if it rained once a week.

"Only 13% of PNG's rural population have access to improved sanitation and only 20% have access to improved water so these kids are lucky," he said.

Charles also developed the technical guidelines for government agencies and international NGO's working on infrastructure projects in the water, sanitation and hygiene sector. The guidelines will ensure that minimum standards are adhered to by those who want to improve the local population's access to water and sanitation following emergencies.

photo: RedR Australia / Laurence Roe

THE PACIFIC

Last year, we were invited to contribute to the Pacific Regional Consultations (PRC) that took place in Auckland in preparation for the World Humanitarian Summit this year.

The consultations provided Pacific voices with a platform to highlight the specific issues and concerns of nations in the region. It was agreed that effective preparedness and response relied on a commitment to disaster risk reduction (DRR) and strong communities and governments. We are now working with our Pacific partners and collaborators to ensure we deliver on actions that will support these core elements and ensure that resilience building and disaster response activities are integrated.

This year, our experts were still involved in the recovery following Cyclone Pam in Vanuatu and we deployed several engineers to focus on improving sustainable water supplies there after an El Niño-induced drought affected the population.

The El Niño weather pattern also resulted in droughts and frosts in Papua New Guinea and we deployed WASH engineers to UNICEF and IOM and a logistician to WFP to support affected populations.

More than a third of Fiji's population was affected by Tropical Cyclone Winston

which hit in March this year. With winds of up to 230kmph gusting at 325kmph, it was one of the worst the country has experienced and killed 44 people. More than 50,000 were forced to shelter in evacuation centres in the days after the cyclone as 32,000 homes, 88 health care facilities and 500 schools were damaged. It's estimated that the cyclone caused more than \$650 million in damage.

We deployed 10 experts to support our Fijian neighbours including several humanitarian affairs officers, civil military coordinators, logisticians, information managers and a communications with communities specialist.

This year, we collaborated with Vanuatu's National Disaster Management Office to hold training in the Sphere Standards for their staff and humanitarian partners. We are planning to increase our capacity building of local responders in the Pacific as part of our efforts to build resilience and increase disaster risk reduction. It also supports our commitment to support the localisation of humanitarian aid following the World Humanitarian Summit.



Paul Jaskierniak and WHO colleague Anish Prasad reviewing a Geographical Information System map in Suva, Fiji.



Given FAO's small scale of operations compared to other agencies, every single deployment counts very much. Particularly in regions where our teams are very small, each deployee we receive from RedR has a huge impact on the effectiveness of the work of FAO in country. RedR's support has been crucial particularly in the Pacific, where other partners are much less likely to provide support"

Martina Buonincontri-Hernández, Standby and Resilience Partnerships Coordinator, FAO, Geneva.

PAUL JASKIERIAK



RedR deployee Paul Jaskierniak played a central role in the World Health Organisation's key decision making and planning processes following Cyclone Winston in Fiji. His specialist mapping skills ensured that life-saving medical supplies reached the affected areas faster and in sufficient quantities to meet the needs of the disaster-affected population.

An information management officer and a

Geographical Information System (GIS) specialist, Paul collected, collated and shared critical information about health and nutrition response activities amongst key stakeholders providing emergency relief support to the health sector. He also mapped critical health infrastructure and facilities, medical supplies and shortages and potential disease outbreaks.

"GIS maps enable us to connect data with geography so that we can visualize, question, analyse, and interpret data to understand relationships, patterns, and trends. GIS-based maps and visualizations assist in understanding situations and in storytelling and are great for communicating with stakeholders in a crisis," Paul explained.

A GIS map gives a quick visualization that exposes patterns and relationships otherwise hidden in numeric tables and databases and enables quicker and more effective decision making on issues that are time critical in an emergency.

"Information is what drives decision making and planning processes during an emergency response and these decisions save lives and reduce suffering," Paul said.

"One of the key findings of the post Tropical Cyclone Winston Post Disaster Needs Assessments (conducted in May 2016) was a need for improved information management

and the introduction of GIS to visualize information for improved communication between partner organizations and various stakeholders," Paul explained.

Improving communication and the quality of information provided to and between these stakeholders helps ensure maximum benefit from relief resources in an emergency. It reduces duplication and enables them to identify gaps where aid needs to be distributed.

Paul also introduced GIS mapping capabilities to the Fijian Government's Ministry of Health.

One of the key results of the maps that Paul produced was the improved ability of the Ministry of Health and the Fiji Pharmaceutical and Biomedical Services (FPBS) to coordinate the logistics behind the restocking of the health facilities in the affected areas.

"This meant that life-saving medical supplies got to the affected areas faster and in sufficient quantities to meet the needs of the disaster-affected population," Paul said.

"In the event of another emergency, the system is intended to help identify the most in need facilities to ensure medical supplies are sent promptly and the resupply is effectively coordinated."

Paul's deployment was supported by funds raised through our Cyclone Winston Fiji Appeal.

ALYSSA BARRON



A hydrogeologist with RedR Australia corporate partner GHD, Alyssa Barron was delighted her employer supported her to assist UNICEF when drought hit Vanuatu earlier this year.

She was deployed by RedR Australia to work with UNICEF and the Government's Department of Geology, Mines and Water Resources (DGMWR).

"Much of the population relies on rainfall for their drinking water supply so prolonged drought conditions pose a serious threat," Alyssa said.

During her assignment, she reviewed available surface geology information and created a list of islands that the government could focus on for groundwater access.

"This was a really difficult task as there was limited hydrogeological data available within the department and no groundwater maps or historical drilling records," Alyssa said.

"It was certainly different to working in a developed country context where those resources are more readily available for this sort of project."

"In the end, I created a traffic light system for Vanuatu's some 82 islands highlighting those locations that were likely to support successful groundwater drilling programs, those with intermediate potential and those least likely or unlikely to support such efforts."

As a result of her findings, Alyssa decided to create a hydrogeological database for the government which could be built upon, and added to, following any future drilling programs. She also prepared an inventory of hydrogeological equipment that would better equip DGMWR water technicians and enable them to more effectively advise communities on local water health.

Alyssa enjoyed the opportunity to share knowledge with the DGMWR's drilling supervisor and he accompanied her on several field trips where she observed the works of commercial drillers and conducted "ground-truthing" exercises to determine the scope and viability of proposed drilling programs.

"There was a huge learning curve on this assignment but I'd definitely be interested in deploying again," she said.

Prior to her deployment, Alyssa won a scholarship from the Construction Contractors Association (CCA) of Western Australia which funded her to complete RedR's Water, Sanitation and Hygiene in Emergencies course in 2015. Now back in the Perth office of GHD, Alyssa says the training she received from RedR Australia helped prepare her to use her technical skills in an emergency context.

CONFLICT

This year, we deployed 17 experts to support people affected by conflict in nine countries including Syria, Yemen, Ukraine, Eritrea, South Sudan, the Democratic Republic of Congo, Burundi, the Central African Republic, Nigeria and Myanmar. Some were supporting agencies working with the internally displaced people and others with our partners assisting refugees in third countries.

The complex nature of emergencies in Africa saw countries like the Central African Republic (CAR) mired in their own civil war with more than 400,000 displaced, yet continuing to host refugees from neighbouring Congo. We had an expert in CAR supporting the WFP to provide food aid to the local population and the refugees.

We sent a child protection expert to the UNHCR in Ethiopia which was suffering a famine yet continuing to host refugees from several neighbouring countries.

The scope, scale and speed at which the European migrant and refugee crisis unfolded caught many governments and aid agencies off guard. More than a million refugees and migrants arrived in Europe by sea in 2015 and RedR Australia sent seven people to work with UNICEF, UNHCR and UNFPA in Greece, Macedonia, Slovenia and Serbia as the crisis unfolded. They included logisticians, a site planner, an emergency field coordinator, a reports writer and a child protection specialist.

Photo: RedR Australia / John Cindric



Migrants and refugees arrive on the Greek islands after a treacherous journey by boat from Turkey.

VAL TARASOV

Structural engineer Val Tarasov never imagined he would celebrate his 60th birthday in a refugee camp in Africa, but that's what happened this year.

Val was deployed to Rwanda to support tens of thousands of refugees who have fled violence in Burundi and the Democratic Republic of Congo.

Since violence erupted in Burundi in April last year, more than a quarter of a million refugees have fled and 75,000 of them are in Rwanda, where Val is working hard to ensure they have access to clean water and sanitation facilities.

"Mahame camp on the Burundi border is the biggest refugee camp in Rwanda and, by next month, it will have 55,000 refugees," Val said from his base near the camp, where he is supporting UNHCR.

"When I first arrived here, I was working in Mahame and my highest priority was replacing emergency latrines – which are fast to build and are drop holes with wooden frames and plastic sheeting for walls – with semi-permanent ones which have brick walls and proper doors and roofs of corrugated iron sheets," Val explained.

"I've also been working with our contractors to ensure that 10% of the latrines are accessible to the disabled."

Later, Val started working in the Congolese refugee camps as the UNHCR prepared for an influx of Congolese ahead of that country's 2016 election.

"The camp's water and sanitation infrastructure is old and limited so we need to upgrade the existing facilities and build more," Val said.

"I like to help people and to see the results of my work especially when the positive changes have such a major impact as they can have on a community affected by conflict or natural disaster," Val said.



RedR's Val Tarasov supervises the construction of WASH facilities in a refugee camp in Rwanda.

MEGAN WIECZOREK

Many refugees and migrants that took boats from Turkey to Greece travelled overland up a route through Macedonia, Serbia, Croatia and Slovenia to reach the favoured destination countries of Austria and Germany. When Megan Wieczorek arrived in Slovenia, women and children made up 59% of new refugees and migrants crossing from Greece into Macedonia.

In January this year, UNICEF established an operation in a transit centre on the border of Slovenia and Croatia where refugees crossing over the border were registered and waited to transit towards Austria. Megan was stationed at the centre to support the children and their families along their journey.

“My first priority in the centre was to establish child-friendly activities and a space where children were able to rest and play in a safe environment,” Megan said.

“A Child Friendly Space is also a point where we can identify the needs of children and their families. We also coordinated access to other services in the camp to ensure that children and their accompanying parents were referred to services that offered mother and baby support, medical and food assistance, winter clothing, family tracing and information as they waited,” she explained.

By the time the travelling population reached Slovenia, many children and their families had been travelling for weeks and some over a month as they made their way up the route from the major source countries of Syria, Iraq and Afghanistan.

“Whilst in the transit centre, we spent only a few hours with people before they moved on. UNICEF provided essential support particularly to children and people with specific needs. The space attracted many vulnerable children and adults and it was

also open to supporting women travelling alone with small children, elderly people travelling alone and people with disabilities,” Megan said.

“For me, the highlights from the Child Friendly Space are the shrieks of joy coming from very small children when they see our space for the first time. They are so excited to come and play,” she said.

In March 2016, the EU and Turkey negotiated an agreement for the return of all migrants and refugees who enter the EU from Turkey in exchange for political and financial concessions.



Megan Wieczorek in UNICEF's child friendly space in Slovenia.

JEAN-NOEL MELOTTE

Violence and conflict have plagued the Central African Republic for almost three decades but the latest civil war broke out in December 2012 and has left more than half the population in dire need of assistance this year and 430,000 displaced people.

RedR deployee Jean-Noel Melotte was sent to help the World Food Programme implement a pilot program in cash-based transfers which would see those needing food assistance provided with value vouchers to buy their own food, enabling them to control key decisions affecting their lives.

Jean-Noel was based in the capital of Bangui and his role involved assessing areas that would be appropriate for the program and monitoring its roll out and progress.

As the food is purchased locally, programs like this can help strengthen local markets and encourage small-holder farmers to be more productive and, in this way, they have a multiplier effect on the local economy.

“During this crisis, herds were lost, farm houses looted, farmers' fields abandoned, and processing equipment stolen or broken. The entire agricultural sector was severely affected and is slowly making a limited return through seed protection programs and local purchases by UN Agencies,” Jean-Noel explained.

“The entire country is highly dependent on imported goods from Cameroon which travel via convoy on a single road which is prone to



Jean-Noel discusses the cash-based transfer program with a market vendor

hold ups and poor road conditions which can create uncertainty in market prices for some goods.”

Jean-Noel helped WFP establish monitoring and quality control measures for the distribution of the vouchers and he coordinated the assessments of markets and regions that could support the roll out of the system.

“When carefully managed, CBT (Cash-based Transfers) programs foster an economic boost to local markets without causing inflation,” he said.

CAR is currently ranked 187th in the United Nations Human Development Index, making it the second poorest country in the world. More than 77% of the population lives on less than 2USD a day.

GENDER

At RedR Australia, we are committed to gender equality and women's empowerment. We recognise the urgent need to prioritise sexual and reproductive health needs in emergencies and to prevent gender-based violence which is known to increase during a crisis.

All of our International Emergency Response experts understand the importance of gender mainstreaming across all sectors in a humanitarian crisis. Our new roster members are provided with training in protection, gender mainstreaming and the Inter-agency Standing Committee's gender marker tool which codes humanitarian projects on whether their design ensures that women/girls and men/boys will benefit equally from it or that it will advance gender equality in another way. Our experts are trained to ensure that women are well represented in the decision making and planning phases of a response and have equal access to the benefits of any humanitarian assistance.

This year, we sent a sexual and reproductive health specialist, four gender-based violence prevention experts and eight protection specialists into nine international emergencies. They included six people specifically focused on the protection of children.



Kirsten Sayers and Australia's Ambassador for Women and Girls Natasha Stott Despoja at the World Humanitarian Summit in Istanbul.

ROBYN DRYSDALE

Sexual and reproductive health needs are often forgotten in the rush to provide food, shelter, water and other essentials in an emergency but these needs continue and often increase during crises.

RedR Australia deployed sexual and reproductive health expert Dr Robyn Drysdale to the United Nations Population Fund (UNFPA) in Myanmar following the floods in July 2015.

"Pregnant women must deliver, even in emergencies, and my job involves ensuring that they continue to have access to safe and clean deliveries despite the situation. It is a matter of life and death for the woman and the baby," Robyn said.

"I've been re-establishing and, in some cases, establishing access to life-saving maternal/newborn health care," she said.

Myanmar's neonatal mortality rate is one of the highest in the world and 13 times higher than Australia's.

"I have overseen the distribution of 3700 clean delivery kits (CDK) to expectant mothers in case they are not able to get medical attention in time or have no access to skilled birth attendants and give birth at home or within Internally Displaced Persons (IDP) camps," she said.

Each kit comprises a clean plastic sheet, a razor blade and string to cut the umbilical cord, soap, diaper cloth to dry the baby and gloves. CDKs reflect the World Health Organization's six principles of cleanliness for birth including clean hands, clean delivery surface, clean perineum, clean cord cutting instrument, clean cord ties and clean cord care of the newborn baby. By providing the basic essentials, the clean delivery kits help to prevent infection and they keep mothers

and their new born babies safe and healthy until they receive full medical care.

"Due to the lack of access to health care created by the flooding and consequent landslides, many women and girls are at higher risk of complications during pregnancy and childbirth. UNFPA has also supported mobile health clinics and, through them, we have identified over 300 high risk pregnancies and ensured emergency referral to a hospital, resulting in the survival of both mother and child," Robyn explained.

UNFPA also provides hygiene kits to women in emergencies. Known as Dignity Kits, they contain hygiene supplies such as toothbrushes, toothpaste, shampoo, soap, sanitary pads and underclothes and are greatly appreciated by their female recipients. Robyn helped distribute more than 5000 of these kits to women and girls of reproductive age.



Robyn Drysdale checks the expiry dates on pharmaceutical supplies.

DISASTER PREPAREDNESS

It's widely known that funds spent on disaster preparedness turn into savings during an emergency response but just how much the return on investment is worth is being researched by RedR Australia's Mel Schmidt who was deployed to the UNHCR in Geneva to coordinate a collaborative research project between the agency, UNOCHA, UNICEF and WFP on this issue.

This year, we deployed nine experts to four countries including Fiji, Thailand and Laos to support emergency preparedness activities. We also deployed a public health officer to WHO's regional office in the Philippines to focus on humanitarian health issues and disaster risk reduction.

We are committed to building resilience in disaster prone countries throughout the Asia Pacific and do this by deploying our experts and capacity building locals through our disaster preparedness training activities and strategic collaboration with National Disaster Management Offices. Our experts help governments identify vulnerabilities like flooding or landslides and plan infrastructure to mitigate against the risks.

RedR deployed John Kargotich to work with WFP and help the Government of Laos identify some of its vulnerabilities this year. We also sent two other experts to support WFP's disaster preparedness activities in Laos and they used their expertise to assess and improve the local logistics capacity and to improve WFP's accountability to affected populations. We also deployed a senior logistician to Thailand to work on developing WFP's regional capacity in this sector.

Prior to and after Cyclone Winston, we sent ICT experts to Fiji and they mapped the telecommunications infrastructure and resources across the Pacific that could be used during an international crisis.

JOHN KARGOTICH



Coordinating a one day national emergency response simulation for the Government of Laos, United Nations agencies and other humanitarian stakeholders was the culmination of a three month assignment for RedR's John Kargotich when he deployed to WFP in Vientiane this year.

"Disaster preparedness is about being prepared for an immediate response but it's also about disaster risk reduction because when you set up systems and structures to be prepared, it also mitigates the risks," explained John.

John spent three months preparing the two day event which included an emergency response simulation involving 100 people and a follow up day facilitating the lessons learned from the event.

"This simulation focused on a national level response and we were testing the humanitarian system of response and all the parts that can respond on a national level. The activity involved the participation of the government as well as a coordinated input from OCHA, IOM, WFP's head office in Rome and the United Nations Resident Coordinating Officer," he said.

Designed as a functional simulation, it gave humanitarians the chance to practice and the government a chance to bring people together and see who is in charge of what and critically examine reporting lines.

"The impact for the UN's coordinating officer was significant as it was an opportunity to practice emergency response protocols and test the structures. It raised the gaps and issues of preparedness for all stakeholders, providing us with the opportunity to document the lessons learned so we could improve preparedness," John said.

BERNARD CHOMILLIER



Bernard Chomilier was deployed to WFP's regional bureau in Thailand to lead the development of emergency logistics training programs for Governments and WFP partners across the Asia Pacific.

Over the past 12 months, he has designed a comprehensive Emergency Logistics training program that covers all phases of humanitarian logistics from planning to field implementation. Tailored to country specific needs, the training program has already been delivered to participants in Nepal, Bhutan, Indonesia and the Philippines.

"Logistics training for local responders is critical because it's the locals that coordinate any disaster operation. They need to manage and organize at all levels and it's important they understand how logistics can work most effectively and how to work with many different actors when international assistance is requested," Bernard said.

"This assignment has given me the opportunity to develop something that will have a major impact on future emergency responses in the region. Importantly, I also think it will continue and be further developed and improve emergency responses," Bernard said.

During his assignment, Bernard has also designed and facilitated a three week logistics training program for the ASEAN Coordinating Centre for Humanitarian Assistance on Disaster Management (AHA Centre).

"The impact of my work will be apparent when the next major disaster hits" he said.

Bernard has more than 30 years' experience in the humanitarian sector across Africa and the Middle East and is an experienced logistician.

OUR TRAINING

TRAINING

Our internationally recognised training continues to attract current and aspiring humanitarians from across Australia and around the world. We remain the preferred training provider for Department of Foreign Affairs and Trade staff as well as those from many of Australia's key international Non-Governmental Organisations. This year, we conducted or assisted in delivering more than 30 courses with 708 participants in Dookie, around Australia and across the globe.



PSSC participants in training

“Incredibly useful and practical information in a supportive environment. Everyone who works in humanitarian settings will get something out of it. Trainers are patient, supportive and highly skilled.”

Pip Ross, Australian Red Cross, PSSC participant, Feb 2016

CORE TRAINING

This year, 164 people completed one of our seven public **Personal Safety, Security and Communications** courses. This is RedR's trademark course and covers a range of safety and security issues and offers simulation exercises to enable participants to understand the inherent risks in field environments, develop strategies to manage these risks and use communication and navigation devices including two way radios, satellite phones and GPS tools. This course was also run at Charles Darwin University for 25 students in their Bachelor of Humanitarian and Community Studies program and the University of Melbourne offered accreditation to 59 postgraduate students who participated in the course this year.

“Dynamic, interactive, relevant and fun. I feel senior executives should do it to broaden understanding of contemporary needs of staff.”

Dr Helen Szoke, Chief Executive, Oxfam Australia, PSSC participant, June 2016

Our **Essentials of Humanitarian Practice (EHP)** course provides an important foundation for humanitarians entering the field and a perfect refresher for seasoned aid workers. We had 97 participants complete

one of our five EHP courses including 25 students from Charles Darwin University. Group work, practical exercises and a large scale operational planning exercise are popular aspects of the course and enable students to take the theory and immediately apply it to a real life context.

“Awesomely appropriate to my current job, interests and where I wish to head.”

Alyssa Barron, hydrogeologist GHD, subsequently deployed with RedR to Vanuatu



Creating a temporary shelter at EHP training.

Our annual **Water, Sanitation and Hygiene (WASH) in Emergencies** course was held in October and attracted participants from New Zealand and Namibia. It provided an opportunity for them to get their hands on field equipment and learn how to construct emergency toilets and water storage and distribution systems and to operate and make basic repairs to water pumps. They also constructed emergency toilets that would comply with Sphere standards and learned about hygiene promotion activities and needs assessment and coordination in emergencies.



HLE participants visit the SPC warehouse in Shepparton.

Our annual **Humanitarian Logistics in Emergencies (HLE)** course explored the importance of logistics planning and coordinating the movement of people and supplies during a crisis and attracted participants from Papua New Guinea

“An amazing course run by an incredible organisation full of interesting and engaging simulations with an excellent group of trainers.”

Matthew Owen, Toll NOX, HLE participant, March 2016

55% OF PEOPLE

who joined our roster this year and applied for positions (after completing our courses) were deployed with one of our UN partners within the year.

SEXUAL AND REPRODUCTIVE HEALTH TRAINING

RedR Australia in collaboration with the United Nations Population Fund (UNFPA) trained more than 20 staff from the Australian Government's Department of Foreign Affairs and Trade and Department of Health, in Canberra. The three day training was focused on sexual and reproductive health in emergencies. Sexual and reproductive health complications are a leading cause of death and disability among women and girls around the world, and are often exacerbated during disasters. The training aligned with our focus on improving gender equality and women's empowerment.

TAILORED COURSES

More than 440 people completed one of our 18 tailored courses this year which were run in-house for organisations in Melbourne, Canberra, Darwin and Cairns. We continue to develop tailored in-house training for staff at Oxfam, Mission Aviation Fellowship, Tear Fund and many other international Non-Government Organisations (NGOs).

We also delivered tailored training courses for organisations in Vanuatu, Malaysia, Papua New Guinea, the Philippines, Indonesia, Nepal, Tajikistan and the USA including a course for the ASEAN Coordinating Centre for Humanitarian Assistance in Jakarta.

“A very professional training delivery with high quality of expertise performed by the facilitators.”

Ririn Hariyani, AHA Centre Executive Programme, Jakarta



Participants in Sphere standards training, Vanuatu

UNHCR e-CENTRE TRAINING

We continued to provide training support to the UNHCR's e-Centre and this year supported an Emergency Management on Refugee Protection workshop in Tajikistan. This four day workshop was organised as a part of the overall UNHCR regional strategy for preparedness for possible refugee emergencies in Central Asia.

HUMANITARIAN RESPONSE TRAINING

This year, we delivered humanitarian response training to staff in Australian embassies in Manila and Jakarta.

The three and four day training workshops included simulation exercises and participants were trained to operate out of



Crisis Reponse Training participants from the Australian Embassy in Manila with RedR training manager Paula Fitzgerald (bottom right).

a "Post Crisis Centre" or field environment across key functional humanitarian areas including Team Leader; Humanitarian Program; Information Management and Reporting; and Logistics and Admin. The workshops aimed to improve the Government's capacity for humanitarian responses.

In the coming year, we will run a crisis simulation exercise for the government's Canberra Crisis Response Team.

ACCREDITED TRAINING

This year, we consolidated the foundations of our Registered Training Organisation (RTO).

We redesigned the delivery methodology of the Certificate IV in Training and Assessment into three discrete blocks of training (Design, Delivery and Assessment) with at least a month between each block. We have also introduced an accredited mentoring unit.

Our RTO team is now looking to engage wider segments of the humanitarian and domestic emergency response sectors and, next year, plans to engage in capacity building within the Pacific region. This will involve enabling the accreditation of humanitarian training, currently provided by international NGOs to their local staff.

OUR PEOPLE

RedR Australia has 21 full time and three part-time employees and has had 106 field staff deployed this financial year.

Capacity building our employees and giving them opportunities to participate in our preparedness and response program plays an important role in ensuring our people have a comprehensive understanding of our work, can provide training on current humanitarian practice and are capable of providing full support to those we deploy into emergency responses.

This year, Kim Sardi, Senior Program Officer within our International Emergency Response team, completed a deployment to the World Food Programme in Italy as a Partnerships Manager where she supported and managed WFP surge capacity needs.

Five staff completed our core training courses, the *Essentials of Humanitarian Practice* (EHP), *Personal Safety, Security and Communications* (PSSC), and *Water, Sanitation and Hygiene* (WASH) in Emergencies. A number of staff members were nominated to complete various training workshops with our United Nations agency partners including UNDSS Security Officer Induction Training, Sexual and Gender Based Violence in Emergencies Surge Training and Child Protection in Emergencies. Local training offered to staff included Psychosocial First Aid.

ROSTER PERSONNEL

In June this year, we had 482 people on the RedR roster with 60% active at any one time. Some work full time in Australia and have supportive employers that let them deploy when they respond to emergencies; others contract their skills in the humanitarian sector and are available at short notice and a few regularly rotate through deployments whilst most rotate between deployments and other full time work in Australia.

We deployed 106 roster members this year and welcomed 40 new people on to the roster. Most of our personnel are engineers (23%) followed by humanitarian affairs officers (14%) or protection specialists (14%) and logisticians (11%). 5% of our members are communications and media experts and 5% have skills in public health. More than 10% of our members are foreigners or possess dual citizenship and include people from Canada, the UK, New Zealand, France, Denmark, Indonesia, Nepal, Malaysia, Jordan and Ireland. All of the United Nations languages (Arabic, Mandarin, English, French, Russian and Spanish) and more than 30 additional languages including Thai, Burmese, Indonesian, Farsi, Pashto, Pidgin, Fijian and Bislama, are spoken by one or more of our members.

Most people join RedR Australia because they want to make a difference. New



RedR trainers Keith Swann, Paula Fitzgerald, Anthony Geddes, Ulf Edqvist, Dale Potter and Nuran Higgins (front).

members are usually deployed within 12 months of joining the roster if they have in-demand skills, are immediately available and regularly applying for the roles we offer.

We are always seeking new members and currently trying to recruit more GIS mapping specialists, Information Management Officers, protection experts, nutritionists and those with experience in preventing gender-based violence.

ASSOCIATE TRAINERS

We have 163 Associate Trainers from Australia, India, Malaysia and New Zealand, who assist us in training humanitarian and emergency response workers in Australia and abroad. All of them continue to practice humanitarian work and the majority are on the RedR Roster.

VOLUNTEERS

RedR Australia has a committed team of volunteers that assist our Associate Trainers at our core training programs in Dookie. We couldn't run our world class training programs without them. Up to 10



RedR counts on committed and reliable staff. They

show their professionalism in our diverse interactions. RedR has strong candidates, many with previous OCHA experience. Diversified profiles, including Humanitarian Affairs Officers, Civil Military Coordination Officers, Information Management Officers and Public Information Officers but also Accountability to Affected Populations."

Eleonora Del Balzo, Stand-By Partnership Programme UNOCHA, Geneva

volunteers attend each course and help with administration and preparations. They engage in role play so we can create real life simulations to challenge our participants, and give them the opportunity to develop the skills required to work effectively across cultures, assist refugees, follow safety procedures if caught up in conflict and to negotiate difficult situations.

A host of other people have volunteered their time throughout the year including many technical experts who assist with our rigorous screening process for Roster members and others who have supported us to establish our Registered Training Organisation.

FELICITY MASCETTA



After completing an internship with RedR Australia in early 2014, Felicity Mascetta was recruited as a Student Support Officer to our Registered

Training Organisation where she provided administrative support to participants in our accredited courses.

When Felicity found RedR, she knew it was the right job for her as it allowed her to remain based in Melbourne but work in the humanitarian sector.

This year, she graduated with an MA in Development Studies from the University of Melbourne and moved into a full time role as a program officer with our International Emergency Response team. Her responsibilities include managing

INTERNS

This year, we hosted 15 interns in our International Emergency Response, Training, Finance, HR and Communications teams. Four of the interns were subsequently employed for short-term, part-time or full time paid roles. RedR Australia's internship program aims to empower junior/entry-level professionals by providing meaningful learning opportunities and opportunities to engage and equip them with relevant skills and tools for success.

RESEARCH

RedR Australia hosted two students to undertake research as part of their Master of Public Health with La Trobe University.

a caseload of deployments, conducting pre and post-deployment briefings and providing general daily support to our experts on the ground.

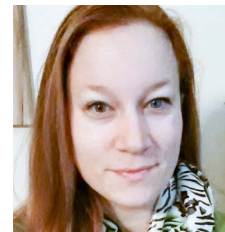
"The thing I like about RedR is that you are continuously challenged and there's never anything you can't do. I've been given so much responsibility, gained first-hand experience of the sector and had the opportunity to learn new things about myself," Felicity said.

"I'm still learning in this job but I'm a people person and now working closely with our deployees in the field, which I enjoy. I'm learning about their roles and the positions that are available out there in the sector. I really like community engagement and child protection and I can see myself doing something like that in the future but, at the moment, I really value the fact that I'm in a job that I love and I'm only 24 years old!" she said.



RedR Australia's CEO Kirsten Sayers with RedR deployee Dale Potter, the Australian Government's Humanitarian Coordinator Jamie Isbister (far left) and Foreign Minister Julie Bishop in Fiji after Cyclone Winston.

AMELIA TOWLE



Volunteering with RedR Australia is great for networking but also a way to contribute to a humanitarian response without leaving the safety

of home according to regular RedR volunteer Amelia Towle.

"This is the biggest contribution I can make as I'm not experienced enough to go out in the field yet but my contribution is helping those going out into the field and I know this training is really vital to them," Amelia said.

"Volunteering is also good for my networking and keeps my face in RedR's

face too!" she laughs explaining that she aspires to work in the humanitarian field in the future and has already completed two of RedR's core courses.

The American recently completed a Masters degree in Public Health at La Trobe University and researched the psychosocial effects of RedR Australia training on participants as part of her studies.

"There have been studies done on the psychosocial effects of fieldwork but not so much on intensive training so it was a good opportunity to contribute to the literature."

Amelia spent three years teaching English in Thailand before coming to Australia and has volunteered for simulations at six RedR courses in Dookie this year.

OUR GOVERNANCE

RedR Australia is an Australian Public Company limited by guarantee. We are a registered charity with the Australian Charities and Not-for-profits Commission (ACNC) and the Australian Tax Office and also operate a Registered Training Organisation.

REDR AUSTRALIA'S BOARD

The Board of Directors is responsible for setting our strategic direction and guiding our operations and strategic direction. It approves our annual budget, ensures compliance with legislation and regulatory requirements and monitors our organisation's performance and costs. It is accountable for our overall performance, compliance with codes of conduct and for oversight of RedR Australia's risk management.

The Board appoints the Chief Executive Officer and delegates the operational management responsibility of RedR Australia to the CEO.

BOARD MEMBERS

Our Board is comprised of nine non-executive directors and includes four representatives of our founding bodies: Engineers Australia; Consult Australia; the Institute of Public Works Engineering Australasia and Professionals Australia.

The Board also includes up to three representatives of our membership who are elected by financial members and up to four members who are co-opted for their professional skills and expertise. Board members act in a voluntary capacity and do not receive any remuneration with the

exception of travel expenses incurred in the course of their duties.

BOARD NOMINATIONS COMMITTEE

The Nominations Committee oversees the nomination of co-opted Board and Committee members.

ETHICAL STANDARDS

RedR Australia is committed to maintaining the highest ethical standards. All Board members, employees and deployees are expected to comply with relevant laws and to sign RedR Australia's Code of Conduct and Child Protection Policy. Board members are required to declare any potential conflict of interest.

RISK MANAGEMENT FRAUD AND CORRUPTION CONTROL

The Board is responsible for oversight and all employees are required to abide by our anti-bribery and corruption policy.

RESERVES POLICY

Our reserves policy specifies that reserves need to be retained to safeguard RedR Australia's operations.



"DFID has a strong and collaborative relationship with RedR Australia through the Standby Programme; a relationship which we value immensely."

Jo De Serrano, DFID UK

OUR ORGANISATIONAL CHART

REDR BOARD MEMBERS

Emeritus Professor Elizabeth A Taylor AO (re-appointed 2013), Engineers Australia

Mr Andreas Marquart (re-appointed 2013), Professionals Australia

Mr Michael Marley (re-appointed 2013), Consult Australia

Mr David Swan (re-appointed 2013), IPWEA

Mr Mal Ralston (co-opted 2012)

Mr Andrew Stevenson (co-opted 2011)

Ms Joanna O'Brien (co-opted 2012–2015)

Ms Nicole Hahn (elected Dec 2014)

Mr Dinesh Jayasuriya (elected Oct 2014)

BOARD SUB-COMMITTEES

- Nominations Committee
- Audit and Risk Committee
- Constitution Review Committee

Chief Executive Officer Kirsten Sayers

Operations Director
Drasko Kraguljac

- International Emergency Response
- Training
- Registered Training Organisation

Finance and Corporate Services Director
Keith Hawkins

- Finance
- Marketing and Communications

Partnerships Director
Emma Kettle

- Corporate Partnerships

ACCOUNTABILITY & ACCREDITATION

ACFID MEMBER



ACFID
MEMBER

RedR Australia is a member of the Australian Council for International

Development. We are a signatory to the ACFID Code of Conduct and committed to adhering to ACFID's high standards of corporate governance, public accountability and financial management.

Complaints concerning alleged breaches of the code can be made to the ACFID Code of Conduct Committee via www.acfid.asn.au/code-of-conduct/complaints

ACNC

RedR Australia is registered as a charity with the Australian Charities and Not-for-profits Commission (ACNC). ABN 89068902821

REDR INTERNATIONAL

We adhere to the following RedR International principles: Impartiality, Neutrality, Independence, Voluntary Service and Unity.

THE SPHERE PROJECT



The Sphere Project

RedR Australia is the Sphere focal point in Australia. Our

training programs are underpinned by the internationally recognised Sphere standards of humanitarian response.

CODE OF CONDUCT

Our Board, all employees, deployees, associate trainers, volunteers and interns sign our Code of Conduct.

FEEDBACK

We welcome your feedback about us. If you have any suggestions, compliments or complaints, please contact our communications team by emailing communications@redr.org.au or call +61 (0) 3 8341 2666 to request to speak to Human Resources. Our complaints policy is available on our website at:

www.redr.org.au/uploads/pdfs/Feedback%20and%20Complaints%20Handling%20Policy.pdf

OUR SOLICITORS

Maddocks , Level 6, 140 William St
Melbourne Vic 3000

OUR BANKERS

Bendigo Bank – Strathmore Community
Bank, 337 Napier Street
Strathmore Vic 3041

OUR AUDITORS

BDO, Level 14, 140 William St
Melbourne Vic 3000



Photo: UNICEFMK/2015/Codres.

A Syrian family of asylum seekers find comfort in a UNICEF Child Friendly Space in Tabanovce, Macedonia, and introduce their newborn baby Leyla to her siblings.



RedR Australia is consistently able to fill WHO's requests for support with highly skilled personnel across a range of deployment profiles."

Louise Atkins, Surge and Crisis Support Unit,
World Health Organization

OUR FINANCIALS

INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2016

	2016 \$	2015 \$
Revenue		
Donations and Gifts		
Monetary	188,525	74,223
Non-Monetary	452,400	300,412
Total Revenue from Australian Public	640,925	374,635
Grants		
DFAT	5,772,400	6,703,877
Other Overseas ¹	783,699	427,433
Total Grants	6,556,099	7,131,310
Investment Income		
Bank Interest and other investments ²	138,997	108,244
Total Investment Income	138,997	108,244
Other income		
Domestic Programmes ³	687,545	627,600
Other Income ⁴	320,370	399,589
Total Other Income	1,007,915	1,027,189
Total revenue⁵	8,343,936	8,641,378

	2016 \$	2015 \$
Expenditure		
International Aid and Development Programmes Expenditure		
International Projects ⁶	4,031,154	5,271,385
Total Aid and Development Programme Spend	4,031,154	5,271,385
International Projects Fundraising costs – Public		
Cost of promotional campaigns	20,624	0
International projects fundraising campaigns- Government, multilateral and private sector	20,973	0
International projects accountability and administration costs ⁷	1,171,548	1,356,431
Total International Projects Costs	1,213,145	1,356,431
Domestic Programmes Expenditure		
Monetary ⁸	0	0
Non Monetary Expenses ⁹	452,400	300,412
Australian Beneficiaries ¹⁰	0	0
Programme Spend ¹¹	2,456,517	1,516,206
Total Domestic Programme Spend	2,908,917	1,816,618
Total Expenditure	8,153,216	8,444,434
Surplus/Shortfall of Revenue over Expenditure	190,720	196,944

NOTES

1. The UK Government through its Department for International Development
2. All deposits are held at the Strathmore Community Bank Branch Bendigo Bank and interest is recognised when received.
3. Training fees
4. Cost sharing revenue from UN Agencies for extended deployments
5. RedR did not receive any revenue from bequests or from other Australian grants. No revenue was received for international political or religious adherence promotion programs. RedR had no expenditure on international projects community education
6. The cost of deploying international emergency response experts to our UN partners and includes program support costs
7. The management and administration cost of supporting humanitarian experts to deploy and return from the field.
8. ACFID advised that RedR needed a note re the monetary cost of Domestic Programmes Expenditure which RedR had not reported previously as we did not have any in previous years and we do not have any this year as RedR programmes are International
9. An offset for accounting treatment of note 2
10. ACFID advised that RedR needed a note re the monetary cost of Domestic Programmes Expenditure which RedR had not reported previously as we did not have any in previous years and we do not have any this year as RedR programmes are International
11. Includes the operating costs of Humanitarian Aid Funding, our RTO and Administration and Governance costs of RedR.

BALANCE SHEET AS AT 30 JUNE 2016

	2016 \$	2015 \$
Assets		
Current assets		
Cash and cash equivalents ¹²	5,704,280	4,879,756
Trade and other Receivables ¹³	251,208	748,602
Other financial assets ¹⁴	202,100	240,419
Total current assets	6,157,588	5,868,777
Non-current assets		
Trade and Other Receivables ¹⁵	0	0
Other Financial Assets	0	0
Property Plant and Equipment ¹⁶	277,257	76,448
Donated Assets	0	0
Intangibles	0	0
Total non-current assets	277,257	76,448
Total assets	6,434,845	5,945,225
Liabilities		
Current liabilities		
Trade and Other Payables ¹⁷	322,111	551,692
Borrowings	0	0
Current Tax Liability ¹⁸	234,144	0
Other Financial Liabilities	0	0
Provisions ¹⁹	335,740	197,551
Other ²⁰	2,820,251	2,674,521
Total current liabilities	3,712,246	3,423,764
Non-current liabilities		
Borrowings	0	0
Other Financial Liabilities	0	0
Provisions ²¹	39,069	28,644
Other Non-Current Liabilities	0	0
Total non-current liabilities	39,069	28,644
Total liabilities	3,452,408	4,577,212
Total Net Assets	2,492,817	2,295,873
Equity		
Restricted Reserves	0	0
Unrestricted Reserves	937,381	937,381
Other Reserve	0	0
Asset Revaluation Reserve	0	0
Retained Earnings ²²	1,746,149	1,555,436
Total equity	2,683,530	2,492,817
Total Net Equity	2,683,530	2,492,817

NOTES

12. Bank Account balances with Strathmore Community Bank Branch Bendigo Bank
13. All outstanding Receivables less receipts unallocated for future training fees
14. Prepayments to be amortised over the following Financial Year
15. ACFID advised that RedR needed a note re non-current trade receivables which RedR had not reported previously as we did not have any in previous years and we do not have any this year
16. Fixed Assets are depreciated in accordance with the reasonable life of the asset. Assets at cost are \$566,965
17. Includes Trade Creditors, Credit Card expenses not remitted and Accrued liabilities
18. Includes PAYG tax and GST component amounts to be remitted to the ATO.
19. Includes provision for employee leave entitlements, audit fees, doubtful debts and lease make good (for the lease we left in October 2015)
20. DFAT Grant funds to be expended in the following Accounting period
21. Non-Current provision for Employee leave entitlements
22. Retained earnings include donations held as the Overseas Aid Trust used for supporting activities of disaster risk reduction of vulnerable international communities of \$724,762.

WE WORKED IN 35 COUNTRIES

708 PEOPLE

people participated in our courses

64 PEOPLE COMPLETED CAPACITY DEVELOPMENT TRAINING

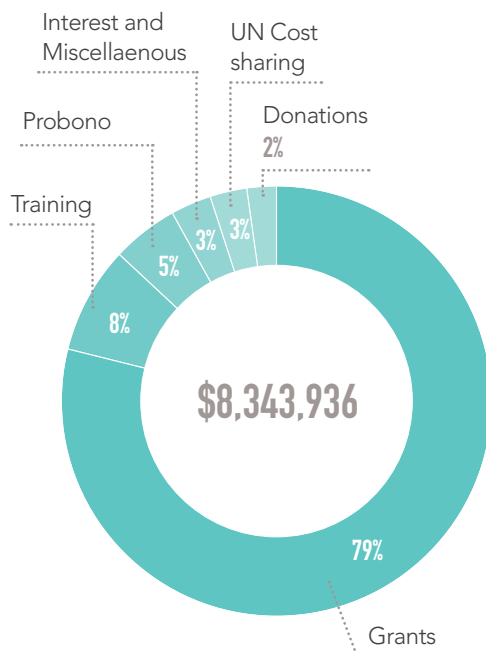
We supported

106
FIELD ASSIGNMENTS

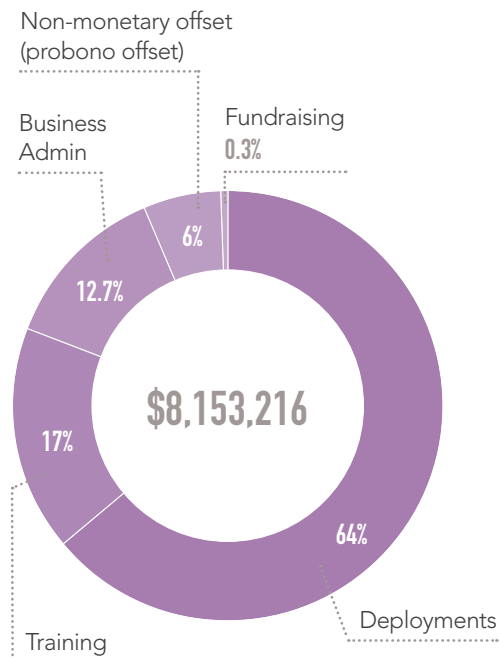
WE WELCOMED 40 RECRUITS TO OUR STANDBY REGISTER

OUR FINANCIALS

REVENUE FY2016



EXPENDITURE FY2016



RedR deployee Renata Sivacolundhu meets a local in Myanmar.

Photo: FAO

Opposite page: Congolese refugee Moses Rudacumura, 93, outside his home in Kigeme refugee camp in Rwanda. He has benefited from disabled access WASH facilities constructed under the guidance of RedR deployee Val Tarasov. Photo: RedR Australia / Shaban Masengesho

Back cover: Devastation caused by Cyclone Winston in Fiji. Photo: UNICEF/Hing





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ABN 89 068 902 821

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