



AIDS Council of New South Wales Inc.

ANNUAL REPORT FOR 1990/91



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COMMITTEE AND STAFF

Committee of Council:

Rolf Petherbridge, President
Gary Dowsett, Vice-President
David Buchanan, Secretary
Michael Sheehan, Treasurer
Nicholas Bates
Rignor Berg
Sue Brumby
Levinia Crooks
John Godwin
Peter Simmons
Lex Watson
Robert Walmsley
Andrew Morgan/Fred Oberg, Staff
Representative
Claude Fabian
Lloyd Grosse
(PLWA nominated members)
Terry Pincham
(Community Support Network Representative)
David Austin
(Bobby Goldsmith Foundation)
John Ulrick
(Gay and Lesbian Counselling Service)

Committee Members 1990/ 91 no longer sitting:

Gerald Lawrence
(Community Support Network)
Clarita Norman
Peter McCarthy
(Bobby Goldsmith Foundation)

Staff of Council

(As at August 1991):

Executive Unit

Don Baxter, Executive Director
Paul van Reyk, Executive Assistant/Policy
Writer
Grant Lee, Secretary to the Executive Director

Administration Unit

Kevin Golding, Administration Manager
Christine Connolly, Receptionist
Penny Hill, Accounts Clerk
Nikita Karvounis, Administration Assistant
Michele Lamont, Personnel Officer
Allen Lee, Finance Officer
David Northey, Receptionist

Community Services

Anne Malcolm, Community Services Manager
David Edler, Community Services Officer
Kerri Allwood, Volunteer/Staff Counsellor
Dean Andrews, Clerical Assistant
Heidi Becker, Clerical Assistant
Peter Canavan, HIV Support Officer
Grant Farquharson, Spanish Educator/
Counsellor
Peter Hemstead, Housing Officer (8.91 - 10.91)
Keith Marshall, Counsellor/Coordinator
Andrew Morgan, HIV Support Officer
Fred Oberg, Housing Officer
Amelia Tyler, HIV Support Officer

Community Support Network (CSN)

Graeme Bray, Training & Recruitment
Coordinator
Gary Smith, Roster Coordinator
Barry Webb, Volunteer Recruitment Officer

Education Unit

Ken Davis, Education Programs Manager
Colin Allen, Project Officer, AIDS Education for the Deaf Community
Jo Alley, Librarian/Research Officer
Nick Andronis, Rural Outreach Officer
Jane Barrett, Speakers Bureau Officer
Tim Conigrave, Peer Education Officer
Lindsay Daines, Speakers Bureau Coordinator
Simon Donohoe, Information & Resources Officer
Bretton Essex-Evans, Clerical Assistant
Phillip Keen, Beats Project Officer
James Kerwin, National Deaf Community Project Officer
Uto Klemmer, Bisexual Project Worker
Arnel Landicho, Ethnic Gay Men Project Officer
Cedric Lee, Education Resources/Clerical
Jeff Linich, Beats Project Officer
Michael Lockhart, Education Team Leader
Amanda Lyons, Interpreter, National Deaf Community Project
Diana McConachy, Evaluation Officer
Daniel Madeddu, Beats Project Officer
Brent Mackie, Peer Education Officer
Jeremy Nicholas, Secretary to the Education Programs Manager
Sáin ní Chrochuir, Women and AIDS Project
Adrian Ogier, Campaign Planner
Steve Ostronw, Mature Gay Men's Project
Aldo Spina, Youth Peer Educator
Matthew Tnoomey, Venues Liaison Officer
Jack Wallace, Gay IDU Project Officer
Paula Weber, Interpreter, Deaf Project

Special Project Staff:

National Treatments Information Project

Ross Duffin, Project Administrator (acting Information Officer to 9.91)
Ian McKnight, Information Officer (From 9.91)
Lyle Chan, (acting Project Administrator 7.91 - 9.91)

AFAO Legal Project

Michael Alexander, Legal Officer
David Patterson, Legal Research Officer

Wellcome HIV Testing Campaign

David Farr, Project Officer

Hunter Region Branch:

Yvonne Gough, Branch Coordinator
Gail Maffesoni, Educator/Counsellor
Mark Pearce, Beat Outreach Officer
Wayne Cook, Beat Outreach Officer
Andrew Hope, CSN Volunteer Coordinator
Shelley Cox, Administrative Assistant

Illawarra Office:

Angel Carrasco, Education & Support Officer
Ashley van Houten, Outreach Education Officer
David Alpak, Outreach Education Officer

Mid North Coast Branch:

Martlyn Marks, Branch Coordinator

North Coast Branch:

Judy Arpana, Branch Coordinator
Vicki Bayley, Branch Assistant
John Westlund, Educator/Counsellor

Related Organisations:

Sex Workers Outreach Project(SWOP)

Geoffrey Fysh, Project Manager
Rachele Alexander, Education Officer
Kerry Anderson, Receptionist
Melena Grigoric, Education Officer
Maggie Moylan, Counsellor / Community Worker
Christa Power, Education Officer
Fay Rescigno, Acting Administrative Assistant

The Australian AIDS Memorial Quilt

Libby Woodhams, Coordinator

People Living With AIDS (NSW)

Gerald Lawrence, Administration/Support
Officer

Jill Sergeant, Newsletter Coordinator

Staff Who Left During 1990/91:

Diana Allen, SWOP Education Officer

Jane Barrett, Receptionist

Nicholas Bates, Mardi Gras Project

Phillip Bennett, Bisexual Men's Project Officer

Judy Bonser, Interpreter/Assistant, AIDS

Education for the Deaf Community

Linda Campbell, SWOP Education Officer

Don Carter, PLWA (NSW) Administration/
Support Officer

Dominique Cowan, SWOP Receptionist

Marian van de Donk, Personnel Officer (on
maternity leave)

Jaymz Harlow, Administration Assistant

Paul Holt, Secretary to the Executive Director

John Godwin, Legal Research Officer

Mark McAuley, Clerical Assistant/Education
Resources

Megan Mkwanaenzi, HIV Positive Women
Project Officer

Mykel O'Leary, Venues Liaison Officer

Martin Ramage, Venues Liaison Officer

Jeff Stanton, Rural Outreach Coordinator

Peter Steinhauer, National Treatments
Information Project Officer

IN MEMORIAM

Committee of Council

Andrew Carter (OA), Member of
Council September 1988 - June 1990,
Co-founder of the Australian AIDS
Memorial Quilt

Staff

Norman (Beryl) Boyle, Administrative
Assistant (1986-1989) and Executive
Secretary (1990-1991)

Sean Harris, Administrative Assistant
(1988 - 1990)

Terry Giblett, HIV Support Officer
(1989 - 1991)

Tim Rigg, CSN Training Officer
(1986 - 1989)

THE AIDS COUNCIL OF NEW SOUTH WALES

1. Introduction: The AIDS Council of New South Wales (ACON), is a community-based organisation funded by the State and Commonwealth Governments. ACON is Australia's largest AIDS organisation.

ACON's activities include providing HIV/AIDS education to the community; counselling and support services for people affected by AIDS; and representing the interests of people affected by HIV/AIDS.

2. Formation and Membership: ACON was formed in 1985 at a public meeting, organised by members of Sydney's gay community, to discuss appropriate ways of responding to HIV/AIDS in New South Wales. The meeting subsequently resolved to form the AIDS Council, and adopted a constitution and elected a Committee to manage the affairs of the Council.

ACON represents and provides services for all people affected by AIDS in New South Wales.

A number of community organisations are closely affiliated to ACON. These organisations include the Community Support Network (CSN), which provides volunteer home caring and support for people with AIDS, and the Bobby Goldsmith Foundation, a charitable organisation which provides financial assistance to people with AIDS. CSN is managed by a Liaison Committee comprising members nominated by ACON and by CSN.

ACON and CSN together have around 700 members throughout New South Wales.

Branches of ACON have been established in Newcastle, Lismore, Coffs Harbour and there is an office in Wollongong.

3. Management: ACON is incorporated under the NSW Associations Incorporation

Act. ACON has a detailed constitution and a management plan to ensure efficient use of resources, clear lines of communication and efficient use of volunteers.

ACON is governed by an elected honorary committee of 12 persons, which determines policy and accepts financial accountability.

ACON's Committee has a number of working groups and sub-committees to advise it and to develop policy. Membership of working groups and sub-committees is open to anyone willing to contribute to the work of the group.

Staff of ACON carry out day to day administration and implement policy as directed by the Committee of Council.

Staff also manage the operation of CSN, with the Executive Director of ACON also acting as the Executive Director for CSN.

4. Staff: ACON has over sixty full-time staff and a number of other staff employed for fixed-term projects.

Staff in the Sydney office are divided into three management units - Education, Community Services, and Administration. The staff are responsible through Unit Managers to the Executive Director, who is in turn responsible to the Committee of Council for all aspects of Council's operation.

5. Education Unit: The Education unit is involved in educating the community about HIV and is particularly involved in preventative education among men who have sex with men, which is a high priority for ACON's work. ACON has been conducting preventative education programs for over five years. ACON's programs are targeted to

health professionals and service providers, as well as to the gay and general community.

6. Community Services: The unit provides a range of care and support services for people affected by AIDS and works closely with health professionals, hospital social workers and other community organisations involved in helping people with AIDS.

7. Administration Unit: This unit provides general administrative and clerical support, personnel and administration for ACON.

8. Branches: ACON supports the formation of regional Branches and Offices. These play a vital role in providing AIDS education and care and support services appropriate to specific regional characteristics. They are important bases for community education, for mobilising local support and can provide a focus for coordination and liaison between

existing services. ACON aims to allow maximum flexibility and autonomy to Branches, while ensuring that ACON's legal and financial responsibilities are preserved. Branches are managed by locally-based community committees, and staff are directly responsible to these committees.

9. Volunteer Participation: ACON and its affiliated organisations rely a great deal on the assistance of volunteers. ACON actively encourages the involvement of its membership and the community in its activities, particularly in home care and participation in working groups. Over 400 volunteers were involved in ACON initiatives in 1990/91.

10. Conclusion: ACON's philosophy is to work closely with the State and Commonwealth Governments and with other organisations. The Council and its affiliated organisations provide a very effective model of optimising community involvement in responding to AIDS in New South Wales.

STATEMENT OF PURPOSE

The objectives underlying ACON's work are:

1. To minimise the transmission of the Human Immunodeficiency Virus (HIV).
2. To ensure that provision is made for the adequate, effective and appropriate education, support, care, and treatment of people affected by HIV/AIDS.

ACON aims to achieve these objectives through:

1. Education which promotes behaviours which will result in stopping transmission.
2. Education targeted at people with HIV/AIDS and their carers which encourages and facilitates their involvement in the minimisation of transmission, maintenance of their health, and the development of appropriate support, care, and treatment.
3. Encouraging, promoting or assisting with research into the causes, prevention and treat-

ment of HIV infection and into the psychosocial consequences of HIV infection and appropriate action to minimise these where they are damaging.

4. Assisting the development of a social context which facilitates rational and reasonable approaches to minimising transmission and to the provision of services to those infected.

5. Advocating for the provision of support, care and treatment for HIV infected people.

6. Directly providing such support, care and treatment where appropriate.

7. Advising and otherwise assisting governments and other bodies on the provision of such support, care and treatment.

8. Developing and maintaining an efficient, appropriate and effective organisational structure for the Council which acknowledges, defines and integrates the roles of members, volunteers and staff in its operation.

PRESIDENT'S REPORT

Reading the press reports (noticeably fewer this year) from the 7th International Conference on AIDS in Florence and listening to the reports of attendees, reports which ranged from the worrying to the horrific, one thing is apparent. In virtually every affected country the epidemic is swelling or raging, progressively involving and penetrating new risk groups. The situation in Australia stands out in stark contrast. The pattern of our epidemic remains virtually unchanged through the last five years, the number of new infections appears to be (relatively) small and is probably matched now by the number of deaths, rendering static the total number of infected persons. No other country has been able to contain the epidemic to this degree. Australia's is virtually the sole success story in AIDS prevention.

An equally striking contrast to anyone involved in AIDS who travels overseas is the superior quality of services that are offered to people with HIV in Australia and the remarkable sanity and especially freedom from dictation by moralism which characterises most of our government policies.

It is impossible to underestimate the contribution of the AIDS Councils and most particularly ACON to these successes. I do not suggest for a moment there is reason to rest on our laurels. Outrages abound, services are often woeful, ignorance thrives and bigotry continues to raise its ugly heads. But it is important to realise how very, very different things would be were it not for the strength and initiative of the community AIDS movement in this country. It is equally important to realise that this strength is the result of extraordinary dedication and hard work under extreme stress by the amalgam of staff and volunteers which make up the movement.

In this vein of macro achievements in the last twelve months I would highlight the culmination of our treatment campaign with the Federal Government's unabridged adop-

tion of the recommendations of the Baume report into Drug Regulation. When implemented, these changes promise to radically improve treatment availability. Other important victories are the mounting of a major Federal media campaign **That Feeling** targeted at gay men, the primary risk group, significant improvements in funding for HIV/AIDS clinical trials, and in NSW the establishment of the Inquiry into HIV/AIDS Discrimination by the Anti-discrimination Board.

My experience of committees, here and there, has led me to classify them into two separate types. The first, by drawing on the varied talents, experiences and expertises of a diverse group of people arrives at decisions which are clearly superior to any individual's. The second, by smearing with a veneer of democracy, attempts to legitimise decisions which have been taken elsewhere. I am dedicated to the first model, and believe that our committee has been true to it. I have been blessed in the position of President with the support of an unusually talented committee and I am in their debt for their tolerance of my failings. They have made some difficult decisions and in these and other actions have demonstrated their commitment to the long term viability of the organisation. Attendances at meetings have been unusually high and this has been an inspiration to me.

ACON today is an organisation with a central office, three regional branches and one regional office and a staff nearing eighty, yet it operates under a structure designed originally for one office and a staff of less than twenty. Demand continues to increase and further growth is predictable. Committee and management are aware that it is now imperative to take a good hard look at the entire structure to assess whether operational efficiency is being achieved. Speaking for this committee, I believe it is ready to adopt radical changes, for instance in committee role, if it determines they are required.

To assist in this process the committee has commissioned consultants to conduct an organisational review focussed particularly on decision making, which is now expected to report in September. The question of where true power lies in this organisation, in the sense of where the most important decisions are made, will I suspect remain difficult to answer. The question of where it should lie is probably no easier. (I am inclined to the opinion that a certain diffuseness may in fact be desirable but I doubt this is a popular view.)

These are just some of the "Big Issues" which are being viewed by Committee, both in regular committee meetings and in a series of full day Saturday meetings in association with senior management. Others are our essential mission and our relationship to the gay community and to other risk groups. Basically the committee has engaged in a major re-examination exercise the results of which are still unclear, however I am confident that in another twelve months the organisation will be far better placed to see out the end of this epidemic.

When I began this committee year as President, I (and others) had one particular ambition. This was to rejuvenate and re-invigorate our links with our communities: to ward off the ever-present threat posed by ACON's rate of growth and professionalisation. Though these two features have been both keys to and hallmarks of ACON's success, they have taken an insidious toll and to my mind pose the greatest threat to its longer term success. For along with this growth and professionalism has come the development of a bureaucracy, and an internal, cohesive core; a body of people who work together, an almost closed discourse which becomes increasingly difficult to influence from outside.

I have called this an insidious toll, because it is both dangerous and not obvious. Whilst I have no hesitation saying that the Council, though by no means beyond criticism, continues to perform remarkable feats and continues to set the standards for community organisations inside or outside of AIDS in Australia, yet it must be realised that

the key to, the essential element of our effectiveness is our closeness to our communities; their identification with the Council, not the Council's identification with the communities, and that this closeness is threatened by the very successes that have been achieved.

I can report progress towards this rejuvenation. THE PARTY was more than just a highly successful fund raising activity, it was an invaluable community building exercise. To Rick Stone and Leviaia Crooks (and a list of other volunteers too long to put on record) we owe thanks for lots more than just \$28,000 gone to a variety of AIDS causes and a damned good time. The It's our right campaign was carefully designed to integrate a variety of community concerns, including those of people with HIV who have felt alienated from most previous campaigns. Relations with the Bobby Goldsmith Foundation have improved markedly.

The Community Perceptions Survey conducted around Mardi Gras, though it confirmed the problem (only 40% knew ACON was a community organisation, 40% thought it was a government organisation), demonstrated to our communities that we were concerned about their perceptions and opinions. The mounting of a high-profile, highly political WE CAN'T WAIT (any longer for AIDS treatments) contingent in the Mardi Gras parade received an enthusiastic reception from the crowd as well as achieving good media coverage. The establishment of the HIV/AIDS Treatments Access Scheme (often incorrectly called the Buyer's Club) has enabled people to choose treatments previously unattainable from Australia. The protracted campaign to achieve reform of the Australian Drug Regulatory system and thereby get faster access to new treatments has been conducted very publicly and with considerable community involvement.

All of these have contributed to a higher profile amongst and closer relationship with our constituents. Nevertheless I believe the organisation has some way to go in recognising the true value of its volunteers and in giving its constituents a sense of capacity to influence its direction. I shall continue to work to these ends.

I want to acknowledge the support but more significantly the dedication and ability of Don Baxter, Executive Director. The burden of responsibility falls more heavily on his shoulders than any other's, the demands of the position are boundless, and the need to ignore some demands heartbreaking. He has my greatest admiration and respect.

On behalf of the Committee, the membership and the constituency at large, I thank the entire staff for their dedication and hard work.

I have saved till last the saddest part. In the past year the Council has felt the impact of the epidemic as never before. Recent months have brought the deaths of treasured staff members, key volunteers, partners and colleagues. That cruel ebbing of health that is almost harder to bear has been the experience of many. Personal and organisational resources have been taxed near to the limit. We are scared. We miss them. We miss them all....

Rolf Petherbridge
President

HIV
ANTI-DISCRIMINATION
It's Our Right

One of a series of
postcard
advertisements
produced by ACON
this year.



EXECUTIVE DIRECTOR'S REPORT

1990/91 for ACON has been a year of consolidation in program implementation and of vigorous leadership and intervention at the policy level in HIV/AIDS, both in NSW and nationally.

A cluster of issues concerning HIV/AIDS treatments - access, timely availability, trials, encouraging up-take, up-grading knowledge and information levels - has dominated the policy and political action levels of the organisation.

Nevertheless, at the coal-face, ACON's wide variety of program delivery and development continues - perhaps with less limelight but certainly with increased intensity. Year ten of the epidemic has seen - hardly unexpectedly - ever-increasing demands on all our programs.

Simultaneously, the growth of ACON to five branches, eighty paid staff and more than 400 active volunteers, creates managerial tasks for which community organisations, including this one, are chronically under-funded. Our continued efficient operation without major disruption is, I believe, a tribute to, in particular, the management team, but also to all the staff and to a Committee prepared to invest scarce dollars in appropriate management training and support.

Program Expansion and Consolidation

Outcomes from ACON's 1990 Strategic Planning process saw consolidation of many of our existing recurrent and pilot programs, with some pleasing expansions.

After four years of pressure we were finally able to mount constructive programs among gay injecting drug users through the NSW funded Tribes Campaign, and the location of the CAPF funded Gay IDU project at ACON. These have led to a reactivated IDU

Working Group, providing both policy advice and program direction in this vital area.

Other initiatives provided for in the 1990/91 enhancements saw the establishment of the Mid-North Coast Branch and office; extension of the HIV Support Project to cover women with HIV; recruitment of a Spanish-speaking Counsellor; and provision for an Education Training Officer.

Consolidations saw a number of NSW funded pilot projects converted to recurrent funding, while the Deaf Project, Ethnic Gay Men and Accommodation projects were extended a further twelve months.

Expansions of existing NSW projects were achieved in transport services for people with AIDS; the beats project in the Illawarra; accounts clerk; various program resource budgets; education for sex industry workers; and additional assistance with building and service costs.

Expansions were also achieved in the Treatments Project and the Legal Project. Both projects are funded by the Commonwealth, with ACON managing them on behalf of AFAO. Both carry national responsibilities: while the impact of the epidemic has been overwhelmingly experienced first in NSW, the legitimate demands of other states on the time and focus of these projects will inevitably reduce the capacity to respond to NSW issues, making their supplementation with NSW - funded positions essential.

ACON was also pleased to accept auspicing and management of the National Deaf HIV/AIDS Project, funded through CAPF, and to accept CAPF funding for outreach projects to older gay men, and to bisexual men.

Particular emphasis has been placed on HIV/AIDS treatments, with policy development and advocacy, creation of the treat-

ments importation assistance scheme, expansion of the AFAO National Treatments Information Project to two full-time positions, in-service training on treatments for education and counselling staff, pressing for the AZT Prescriber's Course, and joint development of treatments encouragement campaigns with Wellcome Australia (scheduled August 1991) and with ANCA (scheduled 1992).

Major policy development and advocacy

HIV/AIDS Treatments

ACON continues to play a leading role in providing public and policy leadership on issues raised by the HIV/AIDS epidemic. Of major significance during these twelve months has been the availability and access to HIV/AIDS treatments.

ACON played a key role in the lobbying which led to the establishment of the ANCA Working party on the Availability of HIV/AIDS Treatments and Trials, sponsored two key workshops in its deliberations, and produced the major 99 page submission to the Working Party on behalf of the affected communities. It was gratifying to see many of our recommendations incorporated in the ANCA Working Party's final report, including those immediately implemented, such as the Clinical Trials Notification Scheme.

ACON was unhappy with Minister Howe's decision to commission a further review into Australia's Drug Evaluation scheme. Nevertheless, in view of Professor Baume's appointment, ACON played a major role in developing the AFAO submission to the Review and to the AFAO analysis and response to it. Particular credit for producing this high quality analysis and response under severe time constraints are due to Policy Writer Paul van Reyk, President Rolf Petherbridge and Treatments Information Officer Ross Duffin. Many of our proposals were subsequently incorporated in the Baume Report.

NSW Public Health Act

Through the latter half of 1990 ACON ran a vigorous lobbying and media campaign against the NSW government's proposed revision of the Public Health Act.

We were successful in delaying the Bill over the summer recess, allowing and promoting public debate on it, and eventually forcing incorporation of two significant amendments in the areas of confidentiality and HIV notification.

Nevertheless the overall outcome was disappointing. A rare opportunity to completely re-frame the Public Health Act on sound public health principles appropriate for the twentieth century, let alone the twenty-first, was not taken.

Prisons

ACON continued to take a pro-active public role on the various policy issues relating to HIV and prisons. We vigorously opposed the institution of compulsory testing, continued to advocate complete overhaul of prison HIV policies, and "hosed down" public reaction to the jabbing and subsequent seroconversion of Prison Warder Geoff Pearce - considerably assisted in this endeavour by the calm and sensible reactions of Mr Pearce himself.

Our HIV Support project was able to conduct a trial program in Long Bay Prison, leading to a comprehensive report and proposals concerning management and support of HIV infected prisoners to the Department of Corrective Services.

Following the state election and change of Minister there has reportedly been considerable progress at an interdepartmental Committee level on reviewing and changing prison HIV/AIDS policies. While ACON has not been directly involved I understand our report and proposals have played a key role in this set of recommendations. It is now vital that the new Minister is able to adopt and implement the new policies.

Much work still remains to be done,

particularly in the areas of confidentiality, counselling and compulsory testing. I am pleased to report a re-activated ACON Prisoners Working Group, under Simon Lake's convenorship, is addressing these issues rapidly.

Medically Acquired HIV

ACON developed a comprehensive submission to the Inquiry into Medically Acquired HIV Infection, being conducted by the Standing Committee on Social Issues of the NSW Legislative Council.

Despite the emotive atmosphere created around the whole issue by much of the media and some of the Inquiry's submissions, ACON believes we made substantial progress in persuading the Inquiry to our view that financial assistance should be based on need rather than on mode of infection, through well-reasoned presentations and strategically delicate presentations and discussions.

Any progress, however, was severely jeopardised by the ill-judged demonstrations by ACT-UP against Committee member Franca Arena, and by the damaging distortion of the entire debate by the "Outing" furor. It is now unclear whether the force of our arguments will be able to sustain a majority report favouring assistance to be available to all based on need.

Amendment of the AntiDiscrimination Act

ACON has maintained its campaign for extension of the AntiDiscrimination Act to cover people with HIV or imputed to have HIV.

After presenting a position paper and meeting with the Attorney-General and Health Minister in November 1990, ACON has subsequently assisted with the establishment of the Inquiry into HIV-Related Discrimination, being conducted by the Anti-Discrimination Board, and has developed a comprehensive submission and extensive case list (25 pages) for presentation to the Inquiry.

Accommodation for People with HIV/AIDS

The severity of accommodation problems for people with HIV/AIDS has been obvious to ACON and the Bobby Goldsmith Foundation for some years. While limited success has been achieved on a piece-meal basis to date, it became clear that a comprehensive and systematic approach to the issue was necessary to ensure adequate provision for future needs of people with HIV/AIDS, particularly as the service needs fall largely outside the province of the Health Department.

Through a series of consultations and workshops ACON developed a comprehensive document, **HIV/AIDS and Homelessness: a policy response**. It is pleasing to record that an InterDepartmental Committee has been established, with ACON representation, albeit seven months after our document first recommended it.

Mainstreaming and Devolution of AIDS Planning and Services

Implementation of the N.S.W. HIV/AIDS Services Planning Study through 1991 is leading to a series of complex issues for ACON, both in overall policy development and in negotiating program implementation with a rapidly increased number of agencies.

ACON is also being forced to respond to both inappropriate service developments, sometimes duplicating services we or other agencies provide; or equally inappropriate service curtailments, which have a direct impact on services we provide and/or on people with HIV/AIDS.

It is clear that through 1991/92 considerably more of our time will be diverted into negotiating with the range of Area and Region Health Services about policy and program implementation and continuation.

Mid-Term Analysis of the National HIV/AIDS Strategy

ACON contributed substantially to the comprehensive review of the National HIV/AIDS Strategy developed by AFAO.

As the Strategy is the key document in the triennial funding on which most AIDS programs are currently based, we believe such a review is both timely and vital to ensure that adequate ongoing funding is secured for AIDS programs after the time-frame for the strategy expires. Funding is currently projected to mid-1993; thus key decisions on its continuation will be made through 1992.

Other Policy Issues

Through 1990/91 a number of policy issues arose which required policy responses, and often public interventions.

* Inappropriate HIV testing arose in a number of situations. The most notable was a policy adopted by the NSW Registered Medical Officers (RMOs) to test all people admitted to public hospitals. Implementation of this policy was effectively limited to only two hospitals, both of which have subsequently quietly dropped it. ACON remains concerned at the levels of inappropriate testing in various situations and institutions, inter alia, new-borns, surgery patients, and pregnant women, and intervenes where possible.

* Dental services for people with HIV reached critically low availability in 1990. ACON raised the issue with the AIDS Bureau and the Dental Hospital: reviews put in train should see some improvement in this area.

* ACON adopted a policy position and brief calling for the abolition of the "crime" of assisting suicide, and will be pursuing this issue through 1991/92. Similarly ACON adopted a position supporting the inclusion of homo-

sexual vilification in the Anti-discrimination Act.

* Sensible consideration of the issue of health care workers with HIV has been made all but impossible in the United States. ACON has been involved in developing a pro-active response in NSW through the membership by David Buchanan of an AIDS Bureau policy review working group.

Policy Advice in HIV/AIDS Planning and Strategy

ACON continued to play a leading role on governmental advisory and planning committees. I have been a member of the NSW Ministerial Committee on AIDS Strategy since June 1990, and continued as a member of the Australian National Council on AIDS (ANCA) until January, 1991. Former ACON Executive Director Bill Whittaker replaced me on ANCA.

I was elected as Secretary of the Australian Federation of AIDS Organisations in 1990 and continue to serve on its executive. A number of ACON staff and volunteers serve on a variety of AFAO working groups and committees.

President Rolf Petherbridge is a member of the (national) Clinical Trials and Treatments Advisory Committee, and is also Convenor of the Community HIV/AIDS Trials Network (CHATN).

Community Services Manager and Deputy Director Anne Malcolm serves on the InterDepartmental Committee on Housing for people with HIV/AIDS, and the management committees of various AIDS services (Badlands, Community Transport), as well as convening the HIV/AIDS Services Inter-agency in Sydney.

Ken Davis serves on the NSW AIDS Education Committee and, along with ACON Vice-President Gary Dowsett, on the steering committee for the National Gay & Bisexual Media Campaign.

Internal Management

Strategic Planning

Our strategic planning process was considerably revised in 1991. Where previously the process had been very much driven by the need to develop submissions for further program expansion this year we attempted to focus on longer term strategic decisions. This involved reconsideration of ACON's mission in the light of changes over the years since our Statement of Purpose was first developed.

The planning process has proceeded through a staged series of meetings and workshops, involving all parts of the organisation, with the ACON Branches closely involved in the strategic planning process for the first time.

Part of the process has been to develop a set of submissions for program consolidation with some enhancement for the 1991/92 budget round. However an even more important outcome, I am confident, will be increased clarity about ACON's mission over the next 2-3 years, and some key strategies we need to follow in the era of reduced health funding overall and substantial changes in inter-governmental policies on health services delivery.

Organisational Review of Decision-making

In March 1991 ACON commissioned Common Ground Consulting Inc. to conduct an organisational review. This was the first thorough review of the organisations operations, systems and management structure since April 1987. Since that time ACON staff, budget and branch structure have all increased by over 400 percent.

While the review is scheduled for completion by September 1991 a number of recommended measures have already been implemented, particularly in management systems. The Council is funding the review from within its own funds.

Management Training and Team Building

Last year's annual report noted lack of management training as an area of particular concern. I am pleased to report we have been able to institute management training in a systematic way following funding through the National Training Levy and a CAWISE grant to AFAO. All managers have attended at least one management training workshop. I was also fortunate to attend a week long senior management training course at the Australian College of Management (Mt. Eliza).

At the leadership level a series of planning days and workshops involving ACON Committee members and the senior management staff have been held, including exercises to clarify management and senior management staff roles and responsibilities.

Workshops to promote team building and effective program delivery have also been held by a number of projects and teams within ACON and SWOP, along with a series of workshops on particular issues, e.g., conflict resolution; basic counselling skills.

Staffing Matters

I am pleased to report that voluntary staff turnover remains at very low levels. The extremely high levels of staff commitment to their work lighten my Director's load immeasurably.

Unfortunately a significant number of staff have had to retire for health reasons: every one of these has been most keenly felt throughout the organisation.

A completely revised set of Terms and Conditions was drafted and negotiated between the Committee, management and staff in 1990. While the process may have felt protracted at the time its value has been returned many times over by the clarity of understanding of employment issues the document and the procedures it defines have provided.

Particular attention was paid to developing terms and conditions suitable to the on-going employment of people with HIV/AIDS. A Working Party developed a policy on ACON Employees with HIV/AIDS and the ACON Workplace, and its proposals were incorporated into the Terms and conditions. Finalisation of leave provisions for employees with HIV/AIDS awaits approval of an affirmative action policy, a draft of which is currently under consideration.

By May 1991 it had become clear that the existing basis for grading and remuneration of the wide variety of jobs within ACON - that of squeezing positions into gradings under the Crown Employees Scale - was not viable in the longer term, particularly in view of the industrial relations system moving towards enterprise bargaining. ACON has therefore instituted a Job Analysis exercise which we are confident will give us a clear basis for grading and remunerating jobs, and, additionally, sound guides to pinpointing training needs of particular positions and possible career development paths for individual staff.

Following funding grants from the government ACON has been able to implement superannuation for most employees. The HESTA scheme was selected after a thorough analysis of options. As ACON has been in effect a "test site" for AIDS organisation superannuation schemes there have been not inconsiderable difficulties in both the establishment and operations of the scheme, particularly in timely payout of benefits. A number of adjustments are being made to the scheme arising from our proposals.

The value to AIDS organisations of such positions as Staff/Volunteer Counsellor has become apparent through 1990/91. Kerri Allwood frequently assists volunteers and staff through the range of grief, stress and workplace conflict inherently arising in organisations responding to an epidemic.

Concurrently with her thoroughly professional counselling relationships with her clients Kerri has also been able to extract and report on general human resource manage-

ment issues. Action in response to these recommendations has already been of considerable direct benefit to ACON's continued effective functioning.

Program Presentation and Conference Attendance

ACON now has a depth and breadth of HIV/AIDS experience in program design and delivery and policy development matched by few other organisations in the world. While our chief focus must always remain on the clients, users and participants in our programs in NSW, we also bear some responsibility in assisting other people and organisations learn from our experiences.

I am pleased to report that this year two funding schemes have allowed ACON and Sex Worker Outreach Project (SWOP) staff to present our experiences to international audiences and/or spend time studying HIV/AIDS programs overseas. ACON has benefited from both the AFAO Travel and Study Grants Scheme and from the NSW HIV Study Grants Scheme. Both schemes, however, seldom provide more than airfares.

Phillip Keen and Ulo Klemmer were able to present a poster on the Beats Project - to much acclaim - at the VIth International AIDS Conference in Florence, funded by the AFAO scheme. Also in attendance at Florence were AFAO Legal Research Officer David Patterson (AFAO-funded), Venues Liaison Officer Matt Toomey (NSW HIV Study grants) and myself (private capacity). ACON part-funded local practitioner, Dr Mark Bloch to attend the conference to ensure currency of clinical management knowledge on ddC prescribing was available in NSW.

President Rolf Petherbridge attended an FDA Conference on Community-based HIV/AIDS trials in Washington (CHATN-funded), and Andrew Morgan (AFAO-funded) studied a range of HIV support programs in the U.S.

Vice-President Gary Dowsett was keynote speaker at the Social Aspects of AIDS

Conference in London in his capacity as senior researcher at the Macquarie University AIDS Research Unit (Macquarie-funded). Simon Donohoe and David Edler (AFAO-funded) were able to attend the 13th U.S. National Gay & Lesbian Health Conference and AIDS Forum, which had volunteer involvement and management as its main theme.

SWOP Manager Geoffrey Fysh (HIV Study grant) is currently spending three weeks in-service work with sex worker organisations in California.

It is gratifying that funding agencies, both Commonwealth and State, have accepted the responsibility Australia has of informing people in other countries of our successes and failures. (ACON members may care to note that none of the above travel was funded from ACON funds). Moreover, ACON strongly supports the direct assistance to community organisations in Asian and Pacific countries which the Commonwealth is now providing on a significant scale through AFAO.

ACON associated travellers continue to be disturbed and often despairing of the lack of commitment of other governments to community-based response to the epidemic, and return to Australia reinforced about the contribution of this policy in the relatively successful containment of HIV infection and provision of services to those with HIV in Australia, and the vital need for its continuation in both policy and resources.

Within Australia various ACON Committee and staff have presented papers at a range of conferences and workshops. Of particular note is the extensive ACON presentations at the 2nd NSW HIV Educator's Conference and at the 4th Australian National AIDS Conference. Indeed, we published the 11 ACON papers (plus other selected papers) from the National Conference, as an ACON publication - **The Frontline View of AIDS** - in view of the astonishing decision of the conference organisers not to publish anything.

Remembering Our Friends

ACON continues to play a role in assisting the community comes to terms with the impact of the epidemic. In addition to individual counselling and group support programs ACON organised the 1991 Candlelight Rally to help the community to remember and mourn our friends who have died.

In a similar vein ACON has assisted the AIDS Quilt Project through providing accommodation, and administrative and logistical support where possible. That the Quilt continues to grow at an ever increasing rate is a matter of both pride and of regret. Quilt Project co-founder, Andrew Carter, was awarded the Order of Australia only days before he died in June this year.

ACON In 1991/92

In his inspiring address to the Florence International Conference Dr Jonathan Mann pointed out that everywhere in the 1990's the impact of AIDS will be worse than it was in the '80's. While containment of HIV infection in Australia has been more successful than probably anywhere else, the stresses on ACON and its services will certainly continue to increase.

And this inevitable increase will be at a time of structural reorganisation, growing uncertainty, and contraction in funding in the Australian and NSW health care system generally.

The devolution of HIV/AIDS planning, and the move to develop a mix of mainstreamed and specialist services, have begun with an uncertainty in NSW. Developing an effective strategy and role for ACON to ensure that all services to people with HIV, and for those at increased risk, are not only maintained but also improved, will be the major challenge to ACON over the next 12 months.

Don Baxter
Executive Director

COMMUNITY SERVICES REPORT

INTRODUCTION

The Community Services Unit has spent the past twelve months consolidating its services. A large part of this has been through liaison with other agencies, both through the establishment of an Interagency for care and treatment services, and through participation in a range of regular non-government and government agency meetings. This has assisted us to maintain and develop more clearly the scope of our services.

We have, however, experienced an increase in the use of our programs which has placed considerable pressure and expectations upon the staff.

During the year the Unit was expanded to include the Counsellor/Educator for Spanish speaking people, the National Legal Project and the National Treatments Project.

Through ACON's strategic planning process, the Unit identified that our strengths were in our relationships with other agencies, our understanding of policy issues and our ability to respond to issues for people with HIV as they arose. The needs to be addressed during the next twelve months were identified as a need to look at the scope of our services, in particular our response to treatment issues, to define our role in the mainstreaming of services, to continue to liaise and consolidate, to address the use of volunteers in the provision of services and to deal with the human resource issues relating to staff infected with HIV.

COMMUNITY SUPPORT NETWORK

Community Support Network provides practical assistance to people with severe symptomatic HIV infection. CSN has groups of trained volunteers in Newcastle, Lismore and

Wollongong. These groups are managed through ACON Branches in those areas, with local CSN sub-committees.

Clients assisted

CSN has 231 active volunteers.

In the last twelve months CSN has provided assistance to 173 clients. While this is a similar number to those assisted in the previous twelve months, the number of hours of direct hands on care has jumped dramatically.

In 1990/1991, CSN carers provided 11,874 shifts, comprising 72,759 hours. This represents an increase of almost 300% in hours from 1989/1990. Of the total hours, 65,436 were spent in the provision of direct care. The other 7,323 hours were spent in providing assistance in training and rostering, and in delivery of equipment to clients and miscellaneous jobs.

This year also saw the utilisation of a volunteer roster coordinator for the Western Suburbs/Blue Mountains area. During the six month period from December 1990 to June 1991, thirteen clients were seen and carers provided almost 7,000 hours of direct care in these areas. There is an urgent need for additional services to be provided in the western Sydney area.

Rostering

Earlier this year, CSN installed a computer rostering program. The program was developed by a volunteer carer with experience in computer programming. This has considerably assisted the efficiency of rostering of care for approximately 100 clients at any one time. Additionally, the Roster Coordinator has trained a small group of volunteers to assist with the rostering, particularly in managing the pager on weekends.

Training

Nine training courses have been conducted in the 12 month period to July 1991. One of these courses was in Lismore. There were 129 people trained during this period. The courses are increasingly reflecting the changing client profile and providing skills for carers in palliative care and in dealing with differing client needs. As at the end of July 1991, 38 people are awaiting interviews to become CSN carers.

The first refresher course for existing carers was held in July. In 1992, these will become a regular addition to the training program.

Regular six weekly courses are planned for Sydney in 1992.

Workshops on Interpersonal skills for carers, have been held in conjunction with the Staff/Volunteer Counsellor.

Recruitment

Information nights on CSN are held monthly and advertised widely. 323 people have attended these sessions and of these

people approximately 55% have applied to join CSN and undertake the training course. Information nights have also been held in the Western suburbs, Newcastle and Illawarra area.

In 1990, the video **Prepared to Care**, a film about CSN, was completed, and has been used in these nights to promote and explain the work of CSN.

In April, the CSN Poster series, **You can do something about AIDS**, was launched. These posters have been distributed widely, in venues, shops, restaurants and have resulted in an increasing number of calls about CSN.

Carer Support

Support for carers is achieved in a number of ways; through a designated carers support person, through Network nights, and the Staff/Volunteer Counsellor.

Future directions

CSN's priorities for 1992 will be:

- * to develop closer liaison with other Area Health Services outside of the Eastern Sydney area
- * to provide some support and training for Home Care workers
- * to assist the Regional CSN groups to consolidate their services

In terms of referrals to CSN clients, there will be an emphasis on accepting those who require considerable nursing care, rather than those requiring limited practical care. CSN carers work closely with community nurses and rely on these professionals for back up and support of their clients.

HIV SUPPORT PROJECT

This project is based on a peer support model, which aims to provide support to those infected with HIV using support group facilitators who are themselves HIV infected.

Within the past two years, the referrals to the project have been doubling every twelve months. Through this project, ACON is providing the majority of support and

information groups to people with HIV/AIDS.

Support groups

Referrals for support groups average ten per week and there are six groups running each week. The project has conducted thirteen groups since January 1991, an increase of more than 60% from 1990. Support group facilitators are now recruited from the groups and are trained in group facilitation techniques. Training sessions are usually held every three months, and these sessions have also been provided for people from other agencies and interstate.

The project was funded to develop a national facilitators training manual in 1990. This was completed in early 1991 and has been widely distributed throughout community based AIDS organisations in Australia.

Information nights

The project conducts an information program over three to four nights during each month. On each alternate month, these sessions deal with information on treatments, drug trials, monitoring health status and understanding the immune system. On every other month the sessions are varied to include a range of topics such as, safe sex, legal issues, resources for people with HIV, Social Security, common HIV infections, and specific issues for women and children. On average, thirty people attend the information nights each week.

In the early part of 1991, Andrew Morgan, HIV Support Officer, visited the US to look at similar programs. He participated in a number of training sessions at San Francisco AIDS Foundation and Gay Men's Health Crisis in New York. The models of support being provided here are as advanced as those available in the US, however because of the nature of the epidemic in part of the US, their range of support programs provided some insight into the provision of care for people with differing needs.

In May 1991, Terry Giblett, passed away.

BREAKING THE ISOLATION

A training manual
for facilitating HIV support programs



HIV SUPPORT AGENCY

Terry had established this program in 1989, and as the sole worker in the project for the first twelve months worked hard to establish the model for this program. The success of this project is due to Terry's vision and hard work.

There are now three workers in the project, including a specific worker to develop the project's services to HIV infected women.

Plans for 1992 include the development of support services in other areas of Sydney and in regional areas. There is also the need for the project to address some of the specific support needs of people with HIV.

COUNSELLING SERVICES

These services have aimed to provide counselling to those affected by HIV. During the past twelve months 174 new-to-agency clients were seen and 900 telephone contacts were made. The demand for these services has been steadily increasing and

have largely been the result of people using other programs in ACON and being referred to counselling services. There have been an increasing number of clients requesting longer term counselling, and/or case management during the progression of HIV infection.

Referrals of partners, friends and families of people infected with HIV are increasing from other services that provide services specifically targeted at the infected community. It has been seen to be appropriate to conduct therapeutic groups to address some of the specific needs of client groups. At present two groups have been established; one for HIV negative gay men and one for the HIV negative partners of someone who is HIV positive. Requests for other groups are increasing.

COUNSELLOR/ COMMUNITY EDUCATOR FOR SPANISH-SPEAKING PEOPLES

This project provides counselling and emotional support to HIV infected Spanish-speaking people, their families and their carers. It also aims to assist and promote the development of community-based education services through Spanish-speaking organisations, and to assist in the development of expertise of health care and community workers in mainstream and HIV specific services.

Since it began in September 1991, the project has developed and maintained contact with more than 25 Spanish-speaking organisations, a number of community workers and health care professionals.

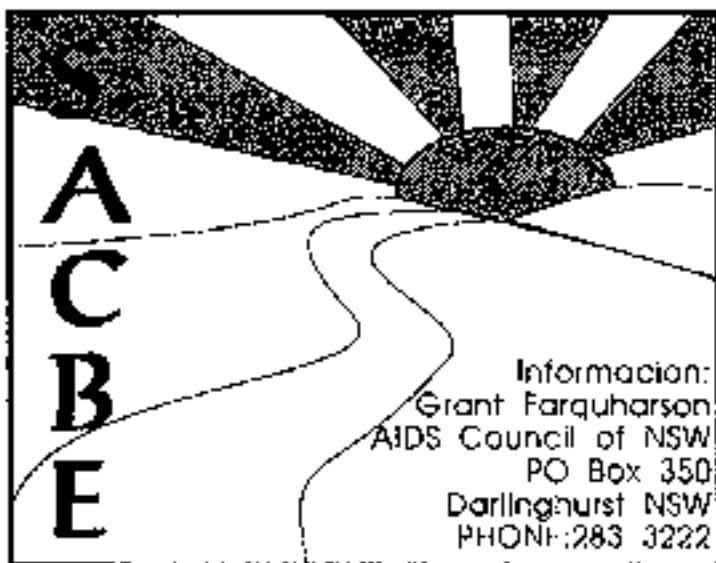
There are an increasing number of people with HIV contacting the project for support and counselling. The project has been directly involved in the promotion and restructuring of SACBE, the Spanish-speaking community based HIV education and support organisation.

It has also provided a simple educational package, which attempts to break down cultural taboos, question traditional values and facilitate dialogue and information, and targets the general Spanish-speaking adult community. There have also been articles written for the Spanish media and pamphlets produced on basic HIV/AIDS information and to promote SACBE.

In 1992, the project will look to developing strategies for use of Spanish-speaking volunteers in existing programs. In conjunction with SACBE and a worker funded under CAPE, the project will develop and implement education workshops for Spanish-speaking communities with an emphasis on community and welfare workers.

PARA LA COMUNIDAD HISPANOAMERICANA

- SIDA - AIDS - SIDA -



POY PARA PERSONAS CON HIV/AIDS

PARA LA COMUNIDAD HISPANOAMERICANA

Informacion:
Grant Farquharson
AIDS Council of NSW
PO Box 350
Darlinghurst NSW
PHONE: 283 3222

PARA LA COMUNIDAD HISPANOAMERICANA

- EDUCACION - APOYO - INFORMACION -

PARA LA COMUNIDAD HISPANOAMERICANA

STAFF/ VOLUNTEER COUNSELLOR

This position was funded in 1990 to provide counselling to staff and volunteers of ACON. The position also monitors the support needs of staff and volunteers, and assists with developing more cohesive team structures within the organisation.

During the past twelve months, the counsellor has been regularly used by staff and volunteers for individual counsel-

One of the advertisements for SACBE.

ling. Within Community Support Network, this position has provided additional training for carers and has developed a peer support structure for these volunteers. Within ACON, a number of team building sessions have been held as well as workshops on stress management and conflict resolution. Workshops have also been conducted in Lismore and Hunter Branches.

The value of this position to the management of this organisation was evident in early 1991, when the counsellor identified a number of organisational difficulties that staff were experiencing. As a result, these difficulties are now being addressed.

In 1992, the Counsellor plans to address the issue of grief within the organisation, and provide support for specific groups of staff at ACON, in addition to counselling and support of staff and volunteers.

HOUSING PROJECT

The project is responsible for the management of the Glebe Flats, the development and maintenance of a register of HIV specific housing service, the supervision of volunteer management of a share register, maintaining the ACON Crisis Group, and the development of further accommodation services for people with HIV through liaison with the NSW Housing Department and other service providers.

Important achievements of the project this year have been;

- * the publication of HIV/AIDS and Homelessness: A Policy Response, ACON's report on the housing needs of people with HIV/AIDS. The State government has undertaken the establishment of an Interdepartmental Committee on HIV and housing issues as a result;
- * the establishment of the Housing Working Group, a group of unpaid workers who will operate the Share Accommodation Register;
- * fundraising through The Party to help with the costs of re-furbishment of the Glebe flats.

The project aims to continue to develop

closer links with the Department of Housing and to advocate for an increased range of housing services for people with HIV/AIDS; to expand the Share Register; and to develop and maintain a register of HIV specific housing services within New South Wales.

PLWA TRANSPORT SERVICE

This service has been operating since 1989 and provides transport to those attending clinics at St Vincents, Prince of Wales/Prince Henry, Royal Prince Alfred Hospitals, Albion St Centre and Maitraya Day Centre. During 1990, a second bus was donated to the service by the Bobby Goldsmith Foundation to ensure that the service could be adequately extended to Prince of Wales/Prince Henry Hospitals. The service operates five days a week.

Approximately 300 passengers are transported each month, although this number will increase within the next twelve months as the second bus now being used in the service begins to operate at capacity.

The transport service has been coordinated by the Central Sydney Community Transport Group (CSTCG) and ACON forwards quarterly payments to this group. ACON is represented on the CSTCG management committee and is consulted regarding any changes to the service.

With additional funding for the service in 1991, the CSTCG has been able to appoint a specific HIV coordinator for the service. The service hours will be extended to provide for those attending evening clinics.

Anne Malcolm
Community Services Manager

EDUCATION SERVICES REPORT

Although Australia has registered great successes in slowing the spread of HIV, there is no license for self-congratulatory complacency. For example, however low the rate of new infections in the gay community is, it is unacceptably high.

Jonathan Mann, former head of the World Health Organisation's Global Program on AIDS, spoke at the Florence Conference in June of a need for a period of creative renewal. He sees the pandemic as dynamic, volatile and unpredictable; its expansion continuing in each country. He sees the current situation as one of crisis, with:

- . the epidemic gaining momentum globally, and the worst yet to come in all countries;
- . increasing discrimination and public complacency;
- . major limitations in public policy areas. Despite efforts, policy development around the world is slow, late, reactive, uncertain, lacking in confidence, and wasteful, with little recognition of how to build on successful preventive efforts; and
- . a danger of overconfidence in access to technological solutions in the short term.

Although the global epidemic is becoming highly differentiated, Mann's overall assessment is useful for us in New South Wales. In the coming year we need to find ways to revitalise our educational responses to HIV, to retain our senses of urgency and creativity over a much longer and harder period than many of us had planned for.

ACON's overall education objectives are:

1. To provide information on HIV and create public awareness of the epidemic, in ways that encourage supportive and effective individual and societal responses.

2. To assist individuals and communities at greater risk of infection, in particular

the gay communities, in learning how to protect themselves from HIV and its negative social consequences.

3. To encourage voluntary testing for HIV among those likely to be infected; to explore and increase access to health maintenance options for people with HIV, as broadly as possible.

Progress towards these objectives is the responsibility of the organisation as a whole, and valuable education work is done outside the Education Unit. For example, in Sydney, staff in Treatments Information, HIV Support, Legal services and SACBE (the Spanish and Latin American AIDS Support Network) also play significant education roles. In turn, Education Unit staff in many projects often provide one-to-one counselling. The division between the Education and Community Services Units has become, of necessity, less clear in functional terms.

In the year 1990/91 the Education Unit continued to grow markedly, with new staff and new projects. In mid 1991, Education Unit staff, along with the rest of ACON, spent time in strategic planning. This process is incomplete, but has confirmed current directions, as well as raising key questions about the scope of the organisation as a whole and its overall mission, questions which now are being clarified by the Committee of Council.

With more staff and new projects, the Unit has had to build and consolidate its management team. Ken Davis, Simon Donohoe, Lindsay Daines and Michael Lockhart work in areas of management, program direction and support, administration, liaison, planning and evaluation. In addition to the management and project staff, the unit has two clerical support workers: Jeremy Nicholas and Aldo Spina.

SPEAKERS BUREAU

This program has been operating since June 1987. It trains volunteers to give talks on HIV/AIDS in a wide variety of venues, including schools, universities, TAFE colleges, women's refuges, clubs, charities, community organisations, and health services. At present there are about 20 active speakers with the Bureau.

The main target group for the project is young people and people in the workplace. This is reflected in the statistics, with 39% of the talks in educational institutions and 25% in workplaces.

The volunteers undergo training over 2-3 months for a total of 50 hours. The groups are small, usually around 14 people. There are lectures on HIV/AIDS issues together with skills training in public speaking and sessions looking at various educational strategies to be used for different audiences.

Once trained, the volunteers are encouraged to stay informed on current HIV/AIDS information through their own reading and also by attending update meetings each month. These meetings also provide support and a social network for the volunteers.

There has been a change in the type of talks requested by many organisations. Information on transmission and prevention is still required, but some groups want to understand more of the social and political issues surrounding HIV/AIDS. There is also a move to get away from straightforward information giving sessions to more interactive approaches, helping people to think through issues for themselves.

During the year from July 1990 to the end of June 1991 members of Speakers Bureau gave talks to over 130 different groups involving around 4500 people. Volunteers also staffed information stalls at several events.

The presentations can be divided as follows:-

- . 39% were at educational institutions - schools, universities and TAFE colleges
- . 25% in various workplaces.

- . 22% to community groups and clubs
- . 4% to health care workers

LIBRARY

The collection of books, videos, posters and journals held by ACON library is available for use by health workers, people with HIV, ACON members and members of the public. While materials are generally not available for loan, there is a facility for photocopying.

The ACON library co-operates with specialist libraries at CEIDA, the Albion Street Centre, at the Department of Corrective Services and at the Family Planning Association. ACON's library specialises in information relating to AIDS treatments, education and social policy.

Over the last twelve months, the size of the collection has increased to include 120 videos, 500 books and reports, 110 journal subscriptions and thousands of journal articles stored in vertical files. Approximately 150 new items were purchased, ensuring that the collection remains current. Extra shelving was purchased to house the expanding collection. The library staff answered 900 reference inquiries and lent 1200 items over the last year.

The automated library cataloguing system, Datatrek, has been installed. At present it contains details of 250 journal articles held in the library. It allows library users to locate articles using author, title or subject headings. In the next twelve months the remainder of the journal article collection will be entered on to the catalogue.

The position of librarian has been held by Jo Alley since March 1990. Over the last twelve months, several volunteers have given many hours of very valuable assistance in ordering our collections.

DISTRIBUTION OF RESOURCES

Cedric Lee commenced work in ACON's resources distribution office in October 1990. Mark MacAuley had coordinated the work until earlier

that year. Cedric re-organised ACON's educational resource stocks and renewed contacts with government, non-government and community AIDS agencies.

Requests for information came from far and wide. One was from a Fijian school, one from a Russian journalist. In general the main groups seeking printed material were schools, universities, libraries, CES job centres, community and health care services, Corrective Services, government departments, Family Planning Association offices, hospitals, medical practitioners, employers and unions.

In the quarterly period from April to June 1991, ACON sent out 17,071 items of printed material, 4,268 condoms and 1,222 sachets of Wetstuff. In that period the resources clerk attended to 384 separate requests for information.

In the last year ACON has mailed out fewer items of printed information than in 1989/90. In part this is due to a lull in production of new resources by ACON, other agencies and government departments. In the second half of 1991 ACON will be taking action to redress this deficiency.

FRONTLINE

During the year Frontline, the ACON newsletter, resumed publication on a two-monthly basis, with a reviewed distribution list and a print run of 5,000. Frontline is sent to all members, is taken to gay venues, and is mailed to AIDS organisations in Australia and around the world.

EVALUATION

Diana McConachy commenced in a half-time evaluation position on 10 October 1990. Her mission is to build formal, ongoing evaluation into all ACON projects, developing and refining the planning and evaluation skills of the staff.

She has assisted individual staff working in 20 ongoing and one-off projects to develop evaluation strategies.

Two 2-day planning and evaluation

workshops have been run with Kim Stewart, from the NSW AIDS Bureau. These were attended by ACON Sydney and branch staff, and staff from other non-government AIDS organisations.

- In addition the Evaluation Officer
 - . assisted staff prepare submissions and workplans.
 - . supervised completion of the **Community Perceptions** survey.
 - . consulted with people working in the area of HIV/AIDS program planning and evaluation.
 - . sought examples of strategies currently being used to evaluate HIV/AIDS programs in Australia and overseas.
 - . attended National HIV/AIDS Evaluation Skills Workshop, NSW HIV Educators Conference, AUSLAN Course, PARADOX Basics Course.

In the next twelve months, the above range of activities will be continued with the exception of two-day planning and evaluation workshops. Instead, small group sessions focussing on particular aspects of evaluation, for example, questionnaire design and report writing, will be trialled.

WOMEN'S PROGRAMS

Women & AIDS Project

This project has been staffed on a full-time basis by S  n N   Chrochuir since May 1990.

The project affirms that HIV/AIDS affects women - as positive women, as women at risk, as relatives and friends, as carers and as workers. The project seeks to integrate both primary prevention education and education for women with HIV.

In the last twelve months, the project has established itself as a credible source of information on women and HIV/AIDS for individuals and organisations, and worked with a range of ACON projects and services to upgrade the profile of women.

The project has maintained liaison with the Sydney Positive Women Support Group.

The project has sought greater visibility for women and HIV issues through conference presentations, media input, workshops, consultations, and a strong presence at community events - stalls, rallies, fairs - all this made possible by the work of key volunteers, principally Women and AIDS Working Group members.

The project piloted a peer support group for female partners of men who also have sex with men. This was developed and facilitated by an unpaid peer group member, inspired by the project.

Antenatal HIV anti-body testing policies and practices were one focus for project and Working Group efforts during the year.

World AIDS Day 1990 input included development, production and distribution of a women's poster; the design was also used for t-shirts.

In late 1991 and in 1992 the project will prioritise work with positive women, newly sexual women, sexually active women, HIV/AIDS service providers, and female partners of men who also have sex with men. A poster series and pamphlet for women on safe sex will be launched, and a pamphlet for women with HIV on sexuality and rights issues will be developed. The project will continue to foster the development of mutual support groups, for example, of female partners of bisexual men, will issue a quarterly news bulletin on women and HIV/AIDS, and will take a more proactive stance in relation to women's media. The project also hopes to promote safe sex messages at sexually oriented events targeting women, eg *Chippendales* performances and introduction agencies.

Survey of the needs of women with HIV

With just under \$9,500 funding from the Commonwealth, ACON employed Megan



Mkwanaenzi to work for three months part-time (January to March 1991) researching and reporting on the needs of women with HIV in Australia. Her report is to be used in the development (interstate) of an educational resources package for women with HIV.

This was the first national needs assessment of women with HIV. Through questionnaires and interviews, Megan gained information from 58 women. At the time of her work, the National HIV Surveillance listed 640 women as having tested HIV anti-body positive.

Megan reported on the characteristics of the women with whom she was in contact: their ages, incomes, education levels, ethnic and sexual identities, where they live, whether they live with partners and/or children, and their category of HIV infection.

The report documents key issues for women with HIV: work, housing, relationships, sexuality, children, how they feel about diagnosis, access to medical and other services, use of alternative/complementary therapies, confidentiality, pregnancy and contra-

ception, isolation, stigmatisation and discrimination, drug use, personal and group support.

The report is a concise and clear examination of these issues. It should be regarded as a very valuable contribution to the shaping of education and service responses to HIV in Australia.

EDUCATION FOR THE DEAF COMMUNITIES AROUND AUSTRALIA

The NSW Deaf Communities

Funded until December 1991, the project is staffed by Colin Allen. Judie Bonser was interpreter/clerical assistant from 1 July to 2 September 1990 and was then replaced by Paula Weber.

The project aims to provide on-going HIV/AIDS education because many people in the Deaf community still believe that HIV is confined to hearing gay men; extra effort is required to reach the entire Deaf community both in the metropolitan and country areas.

60 workshops were held in the last year, focussing on adoption and long term maintenance of safe practices, for both Deaf gay men and for the general community. Workshops were also held to ensure that interpreters had adequate skills to deal with HIV issues, for example, in interpreting for HIV anti-body testing. These workshops discussed relevant sign vocabulary and alerted the participants to special ethical/confidentiality considerations.

Colin Allen delivered presentations at the National Conference on AIDS in Canberra on **Frustrations Faced by the Deaf Community in Australia**, at the Australian and New Zealand Conference for Educators of Deaf on **Deaf Children and HIV/AIDS Education**, at the Third NSW AIDS Educator's Conference in Sydney on **The Past, Present and Future of HIV/AIDS Education in the Deaf Community - A Community Development Approach**, and at the IXth

World Federation of the Deaf Congress in Tokyo on **The World Perspectives of HIV/AIDS and its Effects on the Deaf Community**. The total audience at the workshops and presentations was 1375 people.

The video **AIDS, not hearing aids!** remains popular and it received world-wide acclaim at the World Federation of the Deaf Congress. The video sold over 40 copies in the last twelve months.

In keeping with the 1990 World AIDS Day focus on HIV/AIDS and women and children, a group of Deaf women participated the ACON Stall at the Pitt Street Mall.

The Deaf Project successfully applied for a grant to establish the National Deaf Project (see report below).

Funding was received for a **Streetwise Comic** for Deaf youth, and work on this will commence in late 1991.

The Deaf Project has established separate Support Groups for Deaf Lesbians and Gay Men which meet every six weeks to discuss topics of HIV, health, sexuality and culture.

The project lobbied the Commonwealth government to include open captioning of all television advertising on AIDS.

The project, in association with the Department of School Education, Special Education and Focus Programs Division, has developed an **AIDS, not hearing aids!** Educational Support Package for Deaf and hearing impaired school students.

If funding continues into 1992, the project will design and present new lectures to members of the Deaf community in Sydney and in NSW regional areas with large Deaf populations (Lismore, Wagga, Orange, Newcastle & Wollongong) on HIV and related issues in Australian Sign Language (Auslan).

The project proposes holding:
• half-day workshops for Deaf students in NSW high schools and TAFE colleges using **AIDS, not hearing aids!**

Support Package and to conduct in-service teacher training on its use.

- . weekend workshops to Deaf youth on issues of sexuality, assertiveness, and HIV.
- . workshops to newly accredited Sign Language interpreters on issues of interpreting for HIV testing, counselling and treatments.
- . training workshops for HIV/AIDS services delivery staff on issues of access for the Deaf.
- . training for Deaf carers, in cooperation with the Community Support Network

The project also hopes to produce culturally and linguistically appropriate video resources for use in the Deaf community on the issues of HIV antibody testing and counselling, health monitoring and maintenance for Deaf people with HIV; and print resources on issues of safe injection drug use, gay specific safe sex information, and HIV antibody testing.

The National Project

Funded by the Commonwealth government, through a CAPB grant, this nine-month project began in April 1990. James Kerwin is the education officer; Amanda Lyons is the interpreter/clerical assistant.

The project provides access for Deaf communities outside NSW and Victoria to information on the impact of HIV on Deaf people, and to education on safe sex and safe needle use. In the three months til the end of June, the project prepared special workshops for the general Deaf communities, for Deaf gay men, for interpreters, and for Deaf facilitators who can continue to run AIDS discussions with local Deaf communities after this project's visit ends.

In this initial phase, the project consolidated a contact network of interested people from Deaf communities around Australia

This project will be completed in December 1991, after workshops in South Australia, Western Australia, Queensland, the ACT and Tasmania.

SYDNEY BEATS OUTREACH

This project has outreach staff that initiate one to one interactions with men who meet other men for sex at beats, (ie parks, public toilets, isolated roads, beaches etc.) Project staff in Sydney in 1990/91 were Ulo Klemmer (Seconded to Bisexual project from January 1991), Phillip Keen, Daniel Madeddu, and Jeff Linich (relieving Ulo from January 1991).

TABLE 1

Nature of Interaction	West	North	Inner West	Total
Verbal	216	60	15	291
Non-verbal	99	38	10	147
Nil users	48	52	0	100

TABLE 2

Number of..	West	North	Inner West	Total
visits to beats	453	197	53	703
different beats visited	53	50	11	114

The project strategy is now well established and has covered the areas of Western Sydney, Northern Sydney and Inner West. The nature of interactions with men at beats is recorded and information is collected about the men's level of knowledge and what they report about their sexual practices.

Table 1 shows the nature of interactions across the regions. Verbal interactions are ones where beats officers were able to engage beats users in conversation. Non-verbal interactions are instances where this has not been possible, although in many instances condom/lubricant packages and printed information can be provided without verbal communication taking place. "Nil users" refers to beats that were visited while there were no beats users evident. Table 2 shows the number of different beats visited in each region as well as the total number of visits.

In response to Beats Officers' needs, a number of staff development initiatives were undertaken. These included courses in self defence, interpersonal communication skills and stress management. A computer based system for recording and analysing statistical information has also been developed to save time and allow Beats Officers to spend more time in the field.

OUTREACH TO BISEXUAL MEN

Through AFAP, ACON received Commonwealth funds to run a short-term pilot project targeting bisexual men. Phillip Bennett and Ulo Klemmer worked at different times on outreach to bisexual men for this project, ending in June 1991.

With the involvement of Macquarie University AIDS Research Unit staff, the project was restructured along action research lines. Men who have sex with men and who also have primary relationships with women were contacted in western suburbs beats and interviewed about their relationships, sexual practices and knowledge of HIV issues. Ulo Klemmer, the main field worker, spent more time on location than has been usual with ACON's Beats Project, establishing deeper rapport with particular men, and discussing key issues in great detail.

This research will be reported in late 1991, and will be used to plan new education interventions, and restructure existing programs, particularly if new funding enables ACON to establish a Western Sydney office.

RURAL OUTREACH

The Rural Outreach Project is an education project for men who have sex with men who live in non-metropolitan areas of New South Wales. The project commenced in 1988 as a pilot project funded by the Commonwealth. In February 1990 the project received funding from NSW Health for two outreach workers.

This project aims to provide peer education on HIV by encouraging and supporting gay social groups in rural areas. Project workers have been Michael Lockhart, (July 1988 to August 89, and February 90 to December 90), Jeff Stanton, (March 1990 to November 1990), and Nikos Andronis, (from June 1991).

In the early months of the 1990/91 financial year, Michael Lockhart worked in the Mid North Coast area, (Coffs Harbour/Port Macquarie) making contact with key individuals, gay social groups and key health workers. In June, Jeff Stanton moved to the area and commenced the establishment of the Mid North Coast Branch of ACON based at Coffs Harbour. (See separate report on Mid North Coast branch).

Michael Lockhart continued networking with contact building strategies, this time in the Central West area, (Bathurst/Orange). This also included a press, radio and television campaign in that area, assisted by journalist, Martyn Goddard. The focus of the campaign was access to local treatment and support by people with HIV.

In November 1990, Jeff Stanton resigned from ACON to take up a position with an Aboriginal organisation in Taree. Michael Lockhart then returned to the Mid North area to support the newly established branch. In December 1990, Michael resigned from rural outreach to take up a management position in the ACON Education Unit.

In June 1991 Nikos Andronis was ap-

pointed rural outreach worker. Nik has been building on and further developing strategies to network gay men all over country NSW. Peer educator training workshops will be held in September 1991 with participants from regional social groups from a number of areas.

YOUTH PROJECT: "FUN AND ESTEEM"

This project aims to:

- stop the spread of HIV amongst young men who have sex with men.
- provide education and support to young men who have sex with men both HIV positive and negative.
- educate on safe sex and HIV issues.
- build a sense of community and community support amongst these young men.

The project has been staffed by Brent Mackie and Tim Conigrave. Relief staff during periods of leave were Aldo Spina (June '91); David Kent (Feb - Mar '91); and Chris White (Oct 90 - Mar 91).

In the year 1990/91 the project ran monthly Start Making Sense workshops with approximately 15 people in each (total 180 people). Weekly drop in youth groups attracted on average 20-40 per night in the city and 10 per night in the western suburbs. People hear about the workshops through word of mouth, are referred by medical or support agencies dealing with young gay men, or see advertisements for the project in gay or youth publications.

The project ran a facilitator training workshop for volunteers in November. 12 editions of the project newsletter Fun and Esteem News were produced and sent to 200 people each time. The project used the celebration of its second birthday as a social/educational event, attracting 200 people.

The project has contact with approximately 50 young people per month, and has between 300-500 involved in the project over the year.



A support group for HIV positive young men is a Fun & Esteem initiative.

Fun and Esteem has established a new volunteer committee, which has held three general meetings. Five sub-committees have been meeting dealing with education, social activities, outreach, the newsletter and a "buddy system" for young men who need one-to-one support.

A Positive Young Men's support group was run in conjunction with ACON's HIV Support Project.

Fun and Esteem staff worked on the steering committee for the Safer Sex Hands On Project training youth workers from a range of services. Staff also ran a mini-version of the Start Making Sense Workshops for 12 counsellors from GLCS. The project was reported on at the Fourth National Conference on AIDS in Canberra on the project, as well as at the NSW HIV Educators conference. The project was also involved in organising the HIV Youth Forum, and education stalls at the Mardi Gras Fair Day, World AIDS Day, and during university orientation weeks.

In 1992 the project plans to expand its volunteer base; look into running a North Shore drop-in group; run another facilitator training workshop; produce new resources, including a poster and pamphlet advertising the project; new advertisements and cards; and run more Start Making Sense workshops per month.

ETHNIC GAY MEN'S PROJECT: "ASIANS AND FRIENDS"

ACON's Ethnic Gay Men's Project began on Commonwealth pilot funding in October 1989, with Arnel Landicho as project officer. This project has been continued on NSW AIDS Bureau funding for twelve months ending in December 1991.

The project targets South East Asian men, one of the largest and most marginalised minorities within the gay communities. The project is producing print material on HIV, anti-body testing, safe sex and safe needle use in Thai, Chinese, Vietnamese, Indonesian and Tagalog.

Central to the project so far have been the weekly support group meetings of **Asians and Friends**. These meetings provide a much-needed social alternative for Asian gay men, and facilitate discussion of cultural differences, relationships, safe sex, HIV issues, discrimination, violence, etc. In the year 90/91, 39 Friday night meetings were held, with average attendance of 35-40. Over 100 people are on the mailing list for these meetings, and two issues of a newsletter were published.

Liaison is a key part of this project. In the twelve months the project worker attended

12 meetings of the Gay and Lesbian Immigration Task Force, spoke with 34 international visitors, attended 4 conferences, took part in 33 consultations with ethnic community agencies, 18 consultations with health agencies and 10 training workshops. Arnel did 10 general ethnic community talks, with a total audience of 409. He wrote 7 articles for publication in ethnic media, and was interviewed for 6 radio programs. Arnel also participates on the AFAO International Working Group, and maintains contact with 9 overseas gay Asian groups, and 37 overseas non-government AIDS organisations.

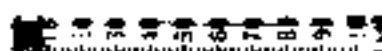
After the Fourth National Conference on AIDS, and the Conference on AIDS in Asia and the Pacific, held in Canberra in August 1990, the project hosted a visit of the White Line dance troupe from Bangkok. Audiences in Sydney, in gay clubs and in high schools were delighted and inspired by the humour and beauty of their AIDS education performances.

If funding continues in 1992, the project will continue local and overseas liaison, expand the group meetings to the Western suburbs, expand the number of national groups attending the meetings, and produce AIDS brochures in additional Asian languages.



One of the advertisements placed in the gay press as part of the Tribes campaign

FIT FOR A QUEEN



NEW OR CLEAN

Tribes Campaign 1990 (ACON)

One of a series of advertisements targeting gay injecting drug users.

GAY INJECTING DRUG USERS

Gay Injecting Drug Use Project

Funded by the Commonwealth government through a CAPE grant to AFAO, this twelve month national project began in January 1991, with Jack Wallace as project worker. The overall objective is to prevent the further transmission of HIV to gay/bisexual men who inject drugs.

The project has produced a national needs assessment describing the gaps in education and services for gay men who inject drugs. This needs assessment involved extensive liaison throughout Australia with user services and AIDS Councils. In the latter half of 1991, the second phase of this assessment will concentrate on documenting the expressed needs of the gay injectors themselves, and will produce print resources targeted at injecting practices within the gay communities.

The project was involved in the establishment of the first needle/syringe exchange at the Mardi Gras in February, 1991, and has run training workshops for various projects within the AIDS Council and for the Australian IV League.

If funding continues in 1992, the project has recommended the establishment of a gay and lesbian identified needle and syringe exchange, workshops on homophobia and user-phobia for AIDS Councils and User

groups, production of a new safe behaviours pamphlet and poster, specific materials on safe behaviours for amphetamine users, and dissemination of harm reduction materials to the gay and lesbian communities. The project has also made recommendations for national research priorities in areas of gay injecting drug users.

"TRIBES" Campaign

In early 1991 the NSW AIDS Bureau funded a short term pilot project aimed at taking AIDS education to drug injectors who are not in contact with treatment agencies. Four different groups were to be accessed through their "tribal" identities - as Westies, as Surfers, as Professional Groovers, and as inner city gay men. The ACON wing of this project operated between 8 October 1990 and 9 April 1991.

The project used educational street-based outreach strategies, coinciding with a print media campaign based on gay community culture and icons to gain access to this group and facilitate the Sydney gay community's acknowledgment of injectors as a sub-set of their community. The pilot project employed Matt Toomey as part time coordinator, and two part time outreach workers, Luke Robeson and Kosta Matsoukas.

In Australia, gay men who inject drugs represent the third largest group of those diagnosed with full AIDS. The 1990-1991 Gay Male Injection Drug Users (IDU) - Patterns, Prevalence and Attitudes Survey

associated with the Tribes campaign, (with 357 respondents, gay men, mean age 31.1 years) estimates that 12.9% injected drugs within the past year and 47.6% personally know gay men who inject drugs.

An outreach needle exchange incorporating face to face education, information and referral was established to access and target for education gay IDUs who do not self-identify as addicts in the inner city of Sydney, to assess injecting drug usage patterns and prevalence, and to investigate appropriate ways of incorporating safe injecting and safe sex practices into the community standards, utilising a harm reduction model.

The 4 month pilot project challenged the preconception of low incidence of IDU within Sydney's gay community. As of March 27 1991 the project had direct contact with 136 gay IDUs. 44 reported needle sharing within the last five years and 8 reported cleaning injecting equipment prior to use. 28 respondents reported incidents of unsafe sex directly related to injecting drug use.

The project concluded that:

1. Functional injecting drug use is prevalent within the gay community.
2. The prevalence of risk taking behaviour in this population is significantly higher than in other injecting groups who have been targeted for needle exchange programs and other relevant information.
3. Current information and education strategies are not reaching gay functional IDUs. The project aimed at developing new strategies to reach this particular target population.

The slogan *Safe injecting and safe sex are in the same vein* encapsulates the double message we need to get across.

RESOURCING GAY VENUES TO PROMOTE SAFE BEHAVIOURS

ACON has a full-time position to liaise with gay businesses and venues to assist them in promot-

ing safe sex and safe needle use to their patrons. Matt Toomey and Martin Ramage shared this position through the twelve months. They worked with: 6 dance parties, 6 accommodation/residential businesses, 12 bars, 9 health services, 10 clubs, 8 sex on premises venues, and 13 other businesses (restaurants, shops, etc) with predominantly gay clientele.

Posters and leaflets on all of ACON's services and projects are distributed to places where members of the gay communities congregate. This includes material on safe sex, safe needle use, HIV support, treatments, accommodation, CSN, Positive Women, copies of Frontline and Talkabout.

One of the main achievements was the launch of the ACON Safe Pak, a pocket-size folder with AIDS info, a condom, and a sachet of water-based lubricant. 4,500 have been distributed particularly in venues that do not have condom vending machines. 15,000 were handed out at major Sydney dance parties. 12,000 Safe Paks were handed out at Mardi Gras.

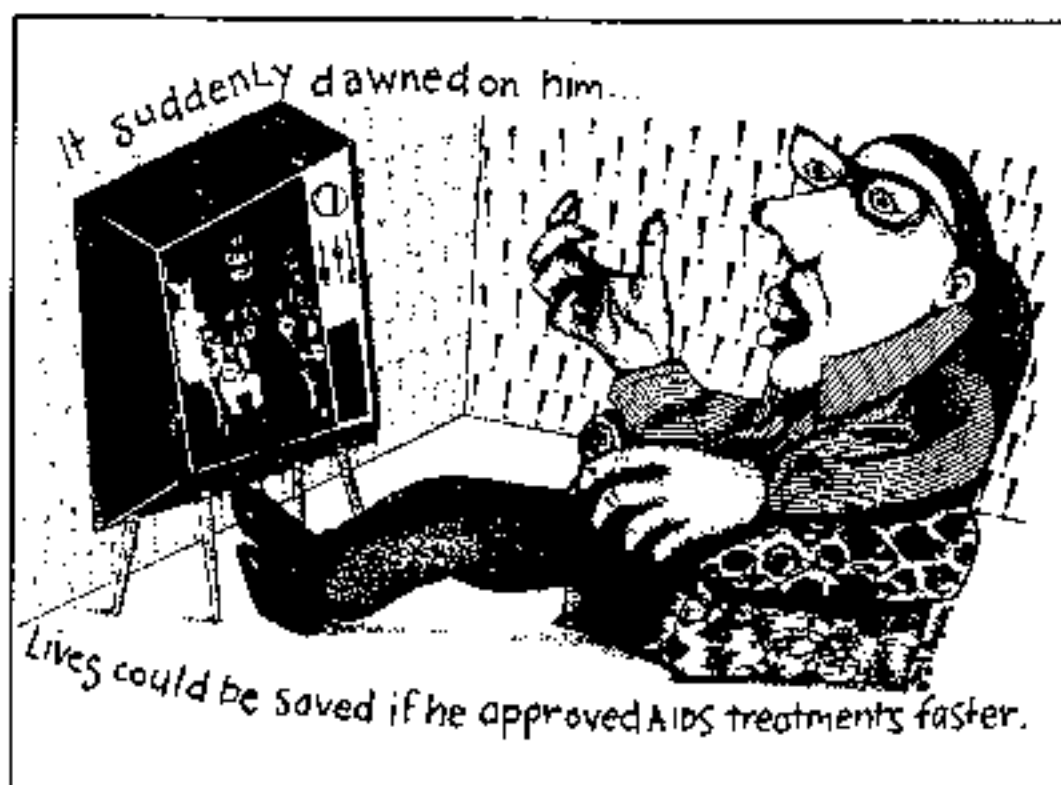
In order to minimise transmission of HIV through needle sharing, bleach was made available at major dance parties and there was a needle exchange at the Mardi Gras. A Safe Injecting post card was distributed in gay venues, giving the Alcohol and Drug Information Service phone number for the nearest needle exchange.

At Sleaze Ball 10,000 copies of a special pamphlet was distributed, with two badges, (3000 of each): *Safe Sex, I'm Aching for it*, and *Unsafe Sex, I'm over it*.

In response to Health Department requests, ACON developed and distributed a small poster on hepatitis A in May 1991.

In the future, the project hopes to install condom and lubricant dispensers in sex venues, revitalise print resources, produce new safe sex promotional t-shirts for bar staff to wear, liaise with a broader range of gay social groups, and run workshops for venue owners and workers on sharing/taking responsibility for sustaining safe sex and community support for people with HIV.

One of the cartoon ad/postcards in the It's Our Right campaign.



ACON'S ANNUAL GAY COMMUNITY EDUCATION CAMPAIGN: *It's Our Right!*

Each year since 1987, ACON has run a campaign to address the current mood of the Sydney gay community, and boost its commitment to safe sex and safe needle use. This year the campaign was designed to bolster the gay communities' resolve to survive in the face of HIV, street violence and discrimination. Deliberately less "high-profile" than previous years, the campaign focussed on sustaining safe sex within particular situations, community support for people with HIV, access to HIV treatments and to quality medical care, relationship issues, access to clean injecting equipment, and visibility of the gay and lesbian communities.

In order to draw together all these different aspects of the gay community surviving the epidemic, the slogan *It's Our Right* was featured, with a range of positive messages, on:

- 4 different badges, (1000 of each)
- 32 conversation box ads in the *Sydney Star Observer*

- 5 cartoon ads in the gay press
- 5 different postcards, (5000 of each)
- 5 posters, (1000 of each)
- 3 different t-shirts, (500 of each)

Separate from the campaign funding, but linked thematically, was ACON's contingent in the Mardi Gras.

COLLABORATION

Through the year the ACON Education Unit has benefited from working in collaboration with other community sector AIDS organisations, with the AFAO education staff, with the Commonwealth and NSW AIDS bureaux. This collaboration was evident in World AIDS Day, the NSW HIV Educators Conference in May 1991, the Fourth National AIDS Conference in Canberra in August 1990, the third National AIVL Conference and in the Commonwealth media campaign for gay men. *That feeling does not stop HIV, safe sex does.*

ACON's collaboration with researchers has been very productive. This is especially true of the projects at the Macquarie AIDS Research Unit: Social Aspects of the Prevention of AIDS, Sustaining Safe Sex, Class, Homosexuality and AIDS Prevention, and

the Bisexual Men Outreach Study. The education staff also benefited from reporting by Ron Gold, from Deakin University in Victoria, on his research in Melbourne and Sydney on the types of occasions when gay men are most at risk of having unsafe sex. ACON was represented at the colloquium organised by the National Centre of HIV Social Research in Sydney on 2-3 May 1991 to identify research priorities. ACON is also collaborating with the University of Western Sydney in developing a Graduate Diploma/Master of Health Science curriculum in HIV Studies, to begin in early 1992.

INTERNATIONAL CONTACT

The quality of education programs in Australia is increasingly receiving recognition in other countries. During the year, Education staff were invited to overseas conferences to make presentations on their work.

In February the Education Manager spoke at the Canadian AIDS Society Education Conference in Montreal (funded by CAS).

Beats outreach workers received funding from AFAO to do a poster presentation at the Florence Conference in June.

The Venues Project worker was funded by the HIV Study Grants to attend that conference and to meet with AIDS educators in Europe and the USA.

In June the Deaf Project officer addressed the World Federation of the Deaf Conference in Tokyo, alerting Deaf communities around the world to the epidemic, and explaining the value of innovative education programs such as those run from ACON.

In June, APHEDA, the overseas development arm of the ACTU, paid for the Education Manager to travel to South Africa to address a conference on AIDS education in the workplace run by the Congress of South African Trade Unions. This visit allowed AIDS and gay organisations here to establish links with unions and health organisations initiating programs to fight the explosive

spread of HIV in that country.

ACON hosted visits by AIDS workers and activists from dozens of countries including Laos, Fiji, South Africa, Britain, Germany, USA, New Zealand, Thailand, Philippines, Mauritius, Malaysia, Indonesia, Kanaky, Macao, Bangladesh, Sweden and the Seychelles.

We believe that our increasing interaction with overseas AIDS educators is extremely valuable, allowing us to better comprehend the dimensions and impact of the global epidemic, and exposing us to fresh ideas on how to address similar concerns. Our collaboration with the WHO and AFAO regional training programs will continue.

THANKS TO UNPAID WORKERS

The work of the Education Unit has been made possible, not just by the project staff, but by dozens of volunteers - people helping with clerical work, running groups, giving talks, staffing information stalls, dressing up for parties to hand out condoms and lubricant, writing newsletters, making suggestions, attending meetings....

With more staff, and inadequate accommodation, the Education Unit has found it difficult in some cases to sustain effective volunteer involvement. In the financial year 1991/92 projects will continue what was begun this year in restructuring to best utilise and develop volunteer energies.

THE FUTURE OF THE EDUCATION UNIT

In the second half of 1991 the Unit has funding to begin:

- a nine-month AFAO project to explore the education and support needs of gay men aged 45 and over.
- an ACON-funded six-month assessment on the education needs of people with HIV.
- a twelve month Trainer position, to upgrade the level of information and

skills development available to AIDS workers and volunteers.

In addition, in the latter half of 1991 the Commonwealth is scheduling media campaigns for non gay-identifying men who have sex with men, and on discrimination against people with HIV. Wellcome Australia is sponsoring advertisements encouraging voluntary diagnostic testing and health maintenance. ACON has been consulting on the preparation of these campaigns and may see increased workloads in many areas because of them.

ACON has submitted to the NSW AIDS Bureau for enhancement funding so that in 1992:

- . we can strengthen and consolidate our program support/management resources, our resource production capacities, and our evaluation skills
- . we can continue our education programs for the Deaf communities and for Ethnic gay men
- . we can expand our beats outreach work into other metropolitan areas
- . we can establish an outreach to gay men who inject drugs and an ACON/ Sydney needle and syringe exchange, as well as continue to develop response to drug and alcohol issues by the gay and lesbian communities
- . we can establish a Western Sydney education office/resource centre to develop local initiatives for people with HIV and men who have sex with men
- . we can trial new peer education groups and workshops for gay men, regardless of age, ethnicity or HIV anti-body status.

Ken Davis
Education Programs Manager

ADMINISTRATION SERVICES REPORT

For the Administration Unit, consolidation of ACON's project and services over the last twelve months has meant more growth. This growth is represented by a further 76% increase in project funding and 40% increase in staff numbers. For us the impact was increased pressure on the Unit staff and administrative systems to maintain the level of service required by our clients, ie. ACON's staff and volunteers, through more financial and payroll transactions, more telephone calls & clients at reception, increase demands on resources, and an upgrading and expansion of office equipment. Nonetheless in terms of policy and guideline development there has been consolidation as well within the Unit, notably in the human resources area.

The Unit staff are responsible for the administration systems, ie. the processes and procedures which operate in the background to ensure the smooth running day to day of ACON's programs and services throughout New South Wales. Primarily these systems, except for payroll and accounting, are decentralised out to the branches and units. However in some areas control has not been delegated and thus there is a strategic issue of devolution which needs to be addressed in 1991/92 if the systems are to operate effectively. As well there is some concern within the organisation that the systems have become too formalised and bureaucratic. This too is being addressed strategically, although the systems have been flexible enough to respond to the demands of new programs and services quickly - the importation of ddC by clients through the Sydney HIV/AIDS Treatments Access Group being but one example.

The current climate of restrained funding has led to another role for the Unit - to ensure that resources are allocated effectively and used productively throughout the organisation.

HUMAN RESOURCES

The Personnel Officer is responsible for the human resource functions in ACON. On a day to day basis this means payroll, recruitment, induction and record keeping. On the policy level this means the development and monitoring of procedures to support personnel processes; coordination of staff training, induction and employee support mechanisms; industrial relations, particularly development of terms and conditions of employment and negotiation with other parties; human resource development, which includes staff planning and management development; and organisation development, which includes support and monitoring of organisational changes from human resource perspective.

This year further demands were placed on the position as a result of the increase in staff numbers. The average number of employees increased by 40% from 47 in 1989/90 to 66 in 1990/91 with the actual number of positions approaching 80 towards the end of the year. Also 126 group certificates were issued for 1990/91.

Terms and Conditions

A major revision of the *Terms and Conditions of Employment* was ratified by the ACON Committee of Council in October 1990 after extensive staff and management consultation. All employees received a copy and signed a new contract for agreement. Major variations were the loss of Bank Holiday, reduction of study leave from 5 hours to 4 hours per week, changes to flexitime and time in lieu provisions to cover a variety of work scenarios, paternal leave, clarification of special leave and clarification of disciplinary and termination of employment procedures.

Employees with HIV and the Workplace

One unresolved matter concerning terms and conditions was that of additional leave entitlements for HIV related illness. A Working Party was established in March 1991 consisting of the Personnel Officer, management, committee and PLWA representatives to examine this issue and others including the existing AIDS and Workplace policy, terms and conditions of employment, superannuation scheme and relief. The Working Party recommended that additional paid sick leave be granted for HIV related illnesses and that an Affirmative Action Program targeted at employees with HIV related illness be developed. The Personnel Officer is currently preparing a proposal for Affirmative Action for consideration by the Working Party. In the meantime the Executive Director can approve up to 20 days additional leave for HIV related illness per person per year. This leave is non-cumulative.

Sexual Harassment Guidelines

The need for these guidelines emerged during discussions over the *Terms and Conditions*. A draft document has been prepared by the Personnel Officer and is currently under discussion.

Gender Issues Working Party

The Management Committee established this Working Party to make recommendations on ways of enhancing the role of women in the organisation.

With the increase in the number of women employed special attention is required to identify and address their needs. The staff/volunteer counsellor identified some problem areas - feeling overlooked, having to prove themselves through harder work, having their motivation questioned, having to be assertive to get their needs met in the organisation & sexism within ACON.

Training

Funding was received from the NSW Health Department to cover the requirements of the Commonwealth Training Guarantee Scheme. Approximately \$21600 was spent on training representing .95% of the wages expenditure of \$2.21 million. However these figures are misleading. In reality ACON more than complied with the requirements of the legislation. The amount for training does not include wages of staff whilst on training and relief costs as per Training Guarantee guidelines, whilst the amount for wages includes provisions for holiday and sick leave.

Priority areas for training were identified through workplans. Other than specialist and AIDS/HIV related training the following needs received attention;

- Computer skills - external training is coordinated through the Personnel Officer. Demand has primarily been for word-processing training.

- Personal skills - this training has been coordinated by staff/volunteer counsellor. A number of workshops have been conducted in areas such as communication, conflict resolution and stress management.

- Leadership and management skills - a number of Leadership & Team-building Workshops have been conducted using external consultants for management and supervisory staff. As well, managers and team-leaders have been encouraged to attend supervision courses organised by the Community Welfare Centre.

Improved record keeping procedures have been developed to ensure compliance with the training legislation. As well Personnel Officer has prepared guidelines for manager to assess training needs and the terms of the Training Guaranty Scheme.

Recruitment & Selection Guidelines

Again this was a major revision of existing guidelines. Workshops are planned to train staff on selection and recruitment issues and techniques. The procedures may need revision because they have proved to

be extremely time and resource consuming during times of unemployment when application rates are high. As well there are unresolved issues such as what equal employment opportunity means in ACON and the impact of affirmative action programs on recruitment procedures. These are being dealt with strategically.

Job Analysis & Remuneration Review

With the rapid growth of ACON a number of inconsistencies have emerged in job classifications and remuneration. In order to avert any industrial problems that could arise, Evans/Webb and Associates were contracted to conduct a review of remuneration and develop a job classification system which could be applied throughout the organisation and would comply with structural efficiency principles. Evans/Webb were selected because of their expertise in the community and local government sectors. The review is due to start in August. It is also expected that the review outcomes will have a major impact on staff training strategies.

Superannuation

In October 1990 ACON established an employer funded superannuation scheme administered through Health Employees Superannuation Trust (HESTA). Government funding was received to cover the additional expenditure.

There were initial problems primarily related to clarifying the responsibilities of the Perth agent who handles all the AIDS Councils. Further to this on a number of issues - pay out on permanent disablement, status of non permanent staff and part time staff, clarification was required and needed intervention from the Personnel Officer. Of these the pay-out of the permanent disablement benefit has not been satisfactorily resolved. In particular despite agreement with National Mutual Limited who manage HESTA, the pay-out takes 3-4 months after resignation.

Occupational Health and Safety

The priorities this year have been ensuring that an adequate number of staff members are trained as First Aid Officers at all locations, and development of fire and evacuation plans for Sydney and Branch offices.

In February the Management Committees adopted a Fire & Evacuation Plan prepared by the National Safety Council of Australia and implemented by a Building Safety Committee comprised of First Aid Officers & evacuation officers. This committee is also a forum for consideration of health and safety issues generally.

ACON Social Club

The Social Club was set up by representatives from each Unit. Its income is derived from staff contributions which are deducted through the payroll. It organises flowers for hospitalised staff, farewells and social functions for staff. The Unit provides administrative and book-keeping services for the Club.

FINANCIAL MANAGEMENT

Administration Unit staff are responsible for a wide spectrum of financial and accounting tasks including computerised accounting, financial reporting, stock control, investment management, and purchasing. On a day to day basis these tasks are coordinated by the Finance Officer.

The total income of \$4.07 million represents a 76% increase over 1989/90 and 231% over 1988/89. Total expenditure of \$3.97 million represents a 70% increase on 1989/90 and 229% on 1988/89. These changes also reveal that income is growing at a greater rate than expenditure. The resulting surplus of \$99882 reflects the situation at June 30 that not all non-grant income received had been allocated for expenditure.

However for the Administration Unit these increases translate into more financial transactions with more resources required to

process them. A part-time accounts clerk was employed to meet this need, with the likelihood of this being extended to full-time in 1991/92 to cope with the volume of transactions.

In examining expenditure it is important to note that wages and related costs constitute 59% of total expenditure. This emphasises a disparity in funding that has existed for years. Funding authorities provide funds for wages and very little else which places even more pressure on the organisation to ensure that these limited funds are expended as effectively as possible.

Another point to note about salary costs is that funding authorities effectively save half a million dollars through funding ACON's programs. This is because ACON's on-costs are 15% of payroll compared with 40-44% commonly costed within NSW Public Service.

In June direct depositing of payroll was introduced to all banks and credit unions. This recently was extended to include St George Building Society. This has speeded up payroll preparation as well as improving the service for staff.

Control Systems

It must be stressed that effective financial controls have been in place for a number of years.

There are a number of checks and balances which make embezzlement and fraud very unlikely. Most importantly no one person has control over every step. In regards to receipts a different person is responsible for receipting, banking, reconciliation and data entry. Because of this, any attempt to embezzle would be uncovered immediately. In any event cash receipts form a tiny percentage of the total receipts.

Again with cheque payments, financial procedures ensure that no one person can simultaneously authorise a payment, write and approve a check. The linchpin is the Finance Officer who oversights the process

but is not a cheque signatory. As well purchasing guidelines make fraud and corruption difficult by requiring all purchase orders to be authorised by a supervisor.

Budget Management

The emphasis here has been on providing project reports to assist budget management by management and developing simple and effective costing systems for shared costs such as telephones. A simple telephone costing algorithm based on hours worked has been developed to apportion telephone charges at the Sydney Resource Centre. As well the postage franking machine has been upgraded to a machine which is activated by a user code. This provides a print-out of postage by cost-centre and is vast improvement on the previous machine which required time-consuming manual compilation of costing data.

Less successful has been stationary costing. The system is cumbersome and time-consuming - a source of great frustration to Unit and other staff alike. An improved system will be a priority in 1991/92.

VITAMIN & SUPPLEMENT SERVICE

This service is administered by the Reception staff and provides vitamin and food supplements at near wholesale prices to clients of those doctors and alternative therapists prescribing these treatments. Access to the Service is by prescription only. These therapists meet monthly to review treatments and to recommend which products are to be stocked.

Several meetings were held this year with doctors, therapists, counsellors, and representatives from PLWA (NSW) to review the service particularly in light of amendments to the Therapeutic Goods Act. These meetings recommended a number of changes to the guidelines which are in the process of being implemented including an information sheet, prescription form and review of client record systems.

ACCOMMODATION

Demands on office space by increased staff numbers coupled with increasing needs of support programs for meeting spaces have put pressure on existing accommodation in Sydney, Newcastle, Lismore and Wollongong. Expansion is the only option for most of these locations.

In Sydney reorganisation of office space to accommodate new projects is a constant activity. The only option left is to reallocate valuable meeting space on the second floor to project accommodation. This is reducing the available space for meetings when the need is always increasing. These days it is not unusual for all rooms to be occupied on each weeknight.

In early 1991 a survey was conducted at client contact points to gather anecdotal feedback from clients on their perceptions of the Sydney Resource Centre. The results indicated the building was not perceived to be client friendly. A number of improvements are now underway including improved external signs, improved signs in the foyer, and repainting and rearrangement of the first floor reception. The ground floor training room is also being refurbished. Another outcome is a trial night receptionist who will be located in the foyer. The three month trial will be evaluated by feedback from group participants and meeting convenors.

Finally, leasing arrangements are being finalised for the Mid North Coast Resource Centre in Coffs Harbour. The lease on the previous Sydney Resource Centre premises in Sophia Street was assigned in August until May 1992 when the lease expires.

INFORMATION SYSTEMS

A survey was conducted of Sydney computer users to identify strategic issues. The computer network was identified as essential for efficient access to printers and files on other computers. Communication by electronic mail was also identified as a fairly important need.

Of greatest concern to users was network performance and reliability and improved training on both software and hard-

ware. Shortly the Sydney Office will be re-cabled to an Ethernet standard. At the same time there will be an upgrade to latest Mainlan software release which is Windows compatible. This will improve performance and productivity by reducing down-time due to cable faults and by being easier to use. These changes also allow us to upgrade to any other network system including Novell if the need arises.

ACON has always had a strategy of moving up to technology as it becomes affordable. The benefit of government contract pricing with the general downward price movements of computer hardware, has meant purchasing 386 personal computers with 4 Mb ram and between 40 and 100 Mb hard disks. This technology has also facilitated a progressive introduction of the Windows interface. In 1991/92 this may be accelerated as more and more software becomes Windows compatible especially WordPerfect. The feedback from users is that Windows makes computers more user friendly and a greater tolerance of computers is shown.

OFFICE EQUIPMENT

One offshoot of the ACON's growth is that the photocopier purchased in 1989 could no longer handle the volumes required which resulted in unacceptable quality in deterioration in quality and long periods of down-time. This led to a major upgrade to a new Xerox 1090 photocopier.

An extremely favourable deal was negotiated with Xerox whereby an additional photocopier, heavy duty fax machine and lease credits were obtained. These amounted to a saving of \$45,000 which is a component of Purchase Discounts in the financial statements.

COMMUNICATIONS SYSTEMS

The expansion of programs and services provided at the Sydney Resource Centre has increased the pressure on the telephone system. The workload of reception staff has grown with the increase in

client contact and increased message handling, the latter being a result of a high proportion of staff whose projects require non-standard working hours. The clients perception survey confirmed this, with adverse reactions being recorded about preoccupied reception staff and the time taken to answer calls.

In the next year the issue of how to combine efficient message handling with the mix of clients and staff whose projects require non-standard working hours & effective inbound call handling, will need to be addressed. Currently technological solutions such as direct dial and voicemail are being evaluated focusing on improving quality of service to ACON's clients.

FLEET MANAGEMENT

ACON maintains a fleet of 16 vehicles primarily for outreach and client servicing. Whilst day to day administration has been devolved to projects and branches, the Unit has overall fleet management responsibilities. This year vehicle usage and management guidelines were thoroughly overhauled.

FUTURE DIRECTIONS

The challenge in an environment of limited funding is to reign in costs and make our resources even more productive even though administrative overheads are comparatively low at 24% of total expenditure when the accepted business standard is 33%.

The Administration Unit conducted its own strategic planning as part of the wider organisational process. The issues for the Unit were additional resources to manage the continued growth, the role of the Unit in terms of centralised or devolved functions, and improving client servicing at reception points. However for the overall administrative systems it became obvious that strategic planning could not be done meaningfully in isolation from the systems users and stakeholders, the latter being the clerical support staff in the branches and units. Thus a special planning day will be held in August 1991 to identify and address the strategic

issues regarding the administrative systems throughout the organisation. The primary focus will undoubtedly be productivity and building in safeguards against bureaucratic tendencies.

Kevin Golding
Administration Manager

ACON BRANCH REPORTS

HUNTER BRANCH

The past year has been both challenging and dynamic. A number of changes have occurred in the area, the most significant being the relocation of specialist services from the Royal Newcastle Hospital to the new John Hunter Hospital. Unfortunately, this has created major difficulties for patients and staff within the Immunology Ward as this ward has remained on site at the Royal Newcastle Hospital.

- We have played an active role in voicing the concerns of patients to both the Hunter Area Health Service and the NSW Department of Health. As a result some positive changes were made. They, have not to date, however, included relocation of this service to an appropriate site which is capable of providing all necessary specialist services.

We will continue to lobby for the relocation of the Immunology Ward.

EDUCATION PROJECTS & SERVICES:

Beat Project.

This has been operating for the past 12 months in the Hunter. During this period a number of locales have been covered, including Gosford, Lake Macquarie, Maitland, Newcastle and Wyong. As with other such projects, the work involves face-to-face interaction, handing out information and stencilling safe sex messages in toilet blocks.

The cooperation of local Councils and Police is essential for the effective functioning of the program. Police cooperation has been gained through meetings, education sessions and continual liaison. A report documenting the rapport that has been established between the Hunter project and the Police has been sent to the Commissioner of

Police and will be used as an example Australia wide.

Youth Peer Education Project.

The project, aimed at young gay men, has been operating for approximately 12 months. Initially, two series of the well-established Fun & Esteem workshops were conducted one night per week for five consecutive weeks. However, due to a demand for an open rather than a closed style of workshop, this has changed.

Presently, workshops and activities are planned 6 months in advance. The specific issues or topics covered in the workshops are selected by a group of young gay men who consider the social and educational needs of themselves and their peers. The workshops are designed to empower young gay men and enable them to sustain gay community standards of safe sex, to promote personal skills and an understanding of their own esteem and self worth.

Workshop and activity nights are conducted twice a month. They are well attended and provide much needed support for the participants.

Community Education.

We continue to provide HIV/AIDS education upon request. Our programs aim to reduce stigma, discrimination and prejudice towards PLWA's, to promote safe sex and safe needle use practices, and to lessen the fear and ignorance that surrounds HIV/AIDS.

Community education has been provided through workshops, presentations and displays. Engagements have been accepted from schools, workplaces, carers' groups and youth detention centres, and we have pre-

sented workshops and talks at local conferences.

To ensure that gay community standards of safe sex and HIV/AIDS prevention are reinforced, we distribute condoms and lubricants at community events including dances held by the Gay Support Group and the Coastal Connections Group (a gay and lesbian social group on the Central Coast), as well as to night clubs in the region.

SUPPORT SERVICES:

Community Support Network.

CSN Hunter has now 24 active carers who, over the last 12 months, have provided over 6,704 hours care to more than 48 clients.

The majority have been cared for at Mackillop House administered by the Sisters of St. Joseph. CSN carers work 24 hour shifts along with staff of the House, including Brothers and Sisters of other orders, who are also CSN trained.

During the year CSN provided home care for 8 clients, transport services for 11 clients, and hospital support for 15 clients. The transport service included visits to specialists, medication drops and transport to and from outpatients at the Royal Newcastle Hospital.

Hospital support services include visits, massage, haircuts and care and support on occasions when specialist nursing staff have been unavailable.

CSN has conducted regular network meetings throughout the year for carers. The meetings aimed to provide the carers with support and ongoing education. Carers have participated in stress management workshops, massage workshops, information updates - HIV and treatments, euthanasia and practical skills updates.

HIV Support Group.

The HIV Support Group commenced in early 1991. The group meets monthly and aims to provide emotional, practical and informational support to people with HTV/AIDS.

The group is facilitated by two members of the Hunter ACON Management Committee.

COUNSELLING:

The Branch continues to provide counselling and support on a wide range of issues. The most significant concerns of clients focused on the areas of oral sex, discrimination, financial difficulties, bereavement and grief issues, emotions, and relationship problems.

HIV ANTIBODY TESTING:

Our HIV Antibody testing and counselling service continues to operate each Wednesday morning between the hours of 9.30 a.m. to 12.30 p.m. This service is provided by the outreach team of the Sexual Health Clinic from the Royal Newcastle Hospital. An average of 6 clients visit the centre for testing each week.

FUTURE DIRECTIONS:

Consolidating the branch in the past 12 months has been important as a result of establishing the branch in a new locale and the recruitment of more staff.

The existing projects and services offered by the Hunter Branch will continue to be provided with a view towards expansion of the education and welfare and support services.

The Staff and Committee of the branch would like to acknowledge the continued support of the following groups:

Newcastle Gay Support Group, Guys on Wheels Bicycle Club, Gaywaves Collective, Karumah Day Centre, Mackillop House, Gay

& Lesbian Information Service, Sexual Health Clinic Royal Newcastle Hospital, Immunology Ward Royal Newcastle Hospital, Coastal Connections, Newcastle Police Gay & Lesbian Liaison Group and Preference Publications.

Yvonne Gough
Coordinator

ILLAWARRA OFFICE

This has been the first full year of operation of this Office, established in July 1990, and officially opened in November, 1990 by the local member for Keira, Mr Colin Markham. The opening was attended by a diverse range of local people and agencies and was a successful strategy in informing local agencies and residents of the services available through the office.

As the year has progressed the workload on staff and volunteers has increased, as has pressure on the limited office space. As there is no administrative support staff at the Office, as much as 30% of the Education/Counselor's time has been taken up in administrative duties.

EDUCATION

General HIV Prevention Education

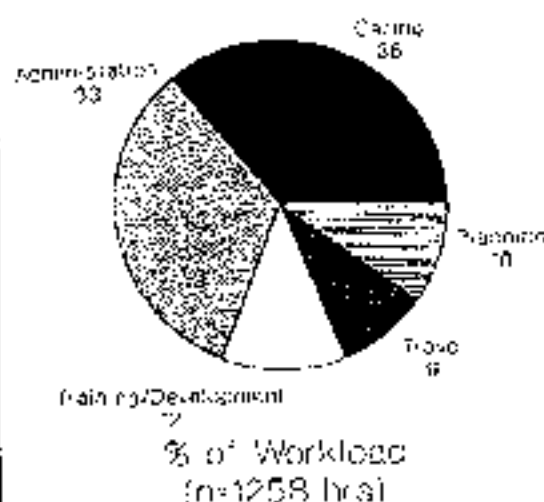
The focus of education and support strategies in the Illawarra area has been programs for men who have sex with men and people living with HIV/ AIDS. However, we have received frequent requests from other sections of the community for education services.

The Office has been actively involved educating community nurses, youth workers (in conjunction with the Sydney "Hands-On" Project), members of the local gay and lesbian social group and a group in the Shoalhaven area, university students and the university counselling unit and ministers of religion. We have provided information to local media, responded to telephone enquires for resources and information, distributed "Safe Sex Paks" to residential Colleges and a local gay guest house. However, many requests cannot be met from within the existing staff resources.

In all the Illawarra Office has provided 75.6 hours of formalised education programs and 145 hours of other educational activities, totalling 220.5 hours.

We are reviewing existing education resources with the view to making them spe-

CSN (ILLAWARRA) Statistics July 1990-91



cific to the Illawarra. Issues we have to consider are a largely working class population and one of the highest concentration of people from Non-English Speaking Backgrounds in Australia.

Negotiations with the AIDS Research Unit at Macquarie University will see the extension to the Illawarra of the Class, Homosexuality and AIDS Prevention Research Project in early 1992.

Youth Peer Education Program

In January the Office had a final year social work student, Lisa Ralphs, on a ten week placement researching the need for a local peer education program for young men who have sex with men. May, 1991 saw the establishment of a small working group of young men to assist the Office with the planning, development and organisation of such a program.

A small advertisement for this program, **EXPRESS YOURSELF**, in a local newspaper received 48 enquires. This education program will see young men involved in all stages of the program including the training of key participants as facilitators for later workshops.

Outreach Education (Beats) Program

This program began in November 1990 with co-ordination of the project based in the Illawarra. The Program is at present staffed by two locally based workers and one Sydney based position rostered on a rotational basis.

The program covers Southern Sydney and the Illawarra Region. This posed initial difficulties as the populations of both areas are distinctively different (geographically, historically, socially, and culturally) and therefore have different service needs. The strategy has been to deal with each area separately.

The number of beats identified and serviced has doubled from 10 to 25, a reflection of

the employment of local workers who have a greater understanding and awareness of local beat issues.

The total number of clients contacted during the first seven months was 364. Many of those contacted by the project do not identify as gay or bisexual but as heterosexual. Approximately a third of the men contacted identified as bisexual. Many of them were in on-going relationships with women.

Apart from the face-to-face education with our target group we have liaised with local Councils to include safe sex stencils on the walls of all public toilets in the area. This is a sensitive area that has required careful negotiation, but has proved a valuable education strategy in itself. At this stage Councils within the area covered by the project are debating the issue.

As with other beat outreach projects, liaison with the police has been essential. We have had successful meetings with the Area Commanders and foot patrols in the key areas. They have promoted an understanding of the project and gained support for both our personal safety on the job and for more appropriate policing of beats. The Area Commanders have also agreed to canvas for targeted Gay & Lesbian Liaison Officers within the community.

Non AIDS-specific services for men who have sex with men

At present the Illawarra area has few services for men who have sex with men, ACON Illawarra and the Gay and Lesbian Social Group, Unity, being the main ones. Most of the counselling and support needs are met by ACON programs.

The Office has been active in maintaining contact and support of existing services and in developing new services for this target group. Unity use the office facilities for production of their newsletter. We helped to organise the first Illawarra Gay and Lesbian Forum. This was quite successful in bringing people together and has so far led to two new

projects being established, a Gay and Lesbian telephone counselling service and a Rights Lobby for the Illawarra.

SUPPORT SERVICES

There has been a consistent demand for counselling as the office has become better known in the community. During the period December 1990 - June 1991 26 people were engaged in counselling. Counselling and referral are also a significant part of the work of the Outreach Officers.

The Education and Support Officer co-facilitates the Illawarra HIV Support Group conducted by the Port Kembla Sexual Health Clinic.

We have developed a good referral network for people who may require further services or assistance, and have begun to facilitate access to treatments for HIV/AIDS which were have been unavailable in the Illawarra.

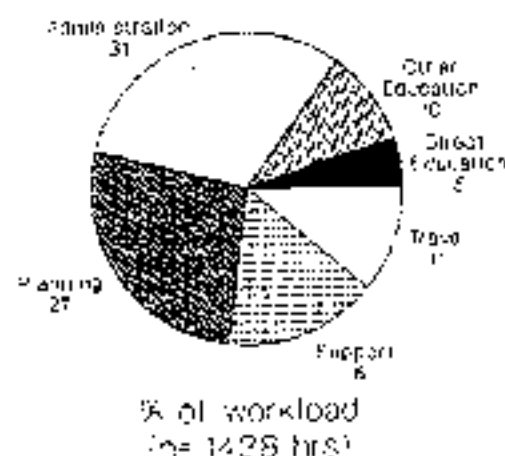
Community Support Network (CSN)

CSN has been active in the Illawarra since 1989 and, until last July, had operated from the homes of carers. Without their dedication and hard work no CSN support services would have been locally available. With the opening of the ACORN Illawarra Office, CSN Illawarra at last was given some orientation and a basis for its operations.

CSN has 14 active carers caring for people living with HIV/AIDS in the local community. In the last 12 months we have cared for 7 clients for a total of 450 hours of "hands-on" caring with a further 809 hours in administrative, educative and planning work. This represents a doubling in caring hours over the last year. Three carers attended a camp for children with HIV/AIDS and their families.

This year has been one of consolidation and review. With the establishment of the Volunteer Roster Coordinator position and

Illawarra Office Education and Support Officer



Statistics July 1990 - June 1991

the Illawarra Office, service delivery procedures have been standardised, and we have produced a local Policies and Procedures Manual and a CSN Education Kit targeted at the general community.

Fundraising has been important. A barbecue at Bomaderry in March was successful, particularly in making contact with people who are otherwise isolated from this type of support. In April, Professor John Dwyer was guest speaker at an AIDS Awareness Afternoon in Wollongong, drawing an attendance of 150 people.

CSN Illawarra was formally recognised by the Illawarra Area Health Service in its Protocol for Community Care of People with AIDS. CSN carers with clients in hospital are now involved in case conferences for ongoing care upon discharge from a LAHS hospital.

A second training course for carers is planned. One information evening has already been held for interested persons and was attended by 20 people.

CONCLUDING COMMENTS

The Illawarra Office is an amalgamation of committed and enthusiastic volunteers, staff, CSN management committee members, and supportive Illawarra organisations, community groups and residents. Without this the breadth and diversity of services provided by this office could not have been achieved. Our CSN Volunteer Roster Coordinator, Thelma Todd, has been of an immeasurable assistance to this Office.

The number of calls received at the office from local residents wanting to assist and become involved in the fight against ignorance, isolation, bigotry, misinformation and HIV/AIDS, has been heartening.

The Office was also consulted by the Illawarra Area Health Service regarding their Regional HIV/AIDS Strategic plan. The Office is an active member of the Illawarra AIDS Task Force.

Special thanks to the Port Kembla Sexual Health Service for providing the office (the only space they had available) and making our staff and volunteers welcome. Unfortunately continued and increasing community demands for ACON services has meant that we have now outgrown our existing office accommodation and the service is particularly hampered by lack of office space, which unfortunately does not make the service user friendly.

Looking to the future, the end of 1991 will see the establishment of the Illawarra Branch of ACON, and hopefully, a move to more appropriate premises.

Angel Carrasco
Education and Support Officer

Ashley Van Houten
Outreach Education Officer

David Alpak
Outreach Education Officer

Trish Regal
Secretary, Illawarra CSN Sub-Committee

MID NORTH COAST

The Mid North Coast Branch was formed in July 1990 at a public meeting in Nambucca Heads. Funding was received towards the end of 1990, and the existing Steering Committee was formalised as the Management Committee for the Branch.

A worker was appointed at this time to conduct a Summer Education Campaign in conjunction with the North Coast Branch. The Branches worked well together and have enjoyed a close relationship since that time.

A full-time coordinator began in July 1991.

The Summer Campaign forged close working relationships with the Community Health Centres along the mid north coast. We joined with the CHC melanoma screening campaign, participating with local radio stations at their beach events. These drew hundreds of participants, locals and non-locals alike. We have the use of the Health Department caravan which became the Safe Summer van. Local doctors volunteered their time to screen for skin cancers, and those screened were given 'show bags' which included information on HIV/AIDS and safe sex. A special thank you to Sjaan Williams, Community Health Educator in Coffs Harbour.

This was excellent exposure for the fledgling Branch, and we were received very positively.

PREMISES

The Branch now has a home. Although our boundaries extend as far south as Port Macquarie, the resource centre/office will be located at Coffs Harbour. The building is an older style house with a very friendly atmosphere, which is the way we wish the Branch to be. It is centrally located two blocks from the CBD, and will serve the Branch's growing needs for some time.

EDUCATION

Apart from the Summer Campaign there has been the usual range of calls for information on HIV/AIDS, including secondary schools, adult classes at TAFE colleges and women's groups.

VOLUNTEERS

At the time of writing, we are working on our first volunteer intake program. We consider volunteers an essential part of our service. There are many people with valuable skills in the community who could assist us greatly and we look forward to meeting new friends through the intake program.

OTHER SERVICES

We have begun compiling a resource directory of services in the mid north coast, including 24 doctors (2 being consultant physicians), alternative therapists, dentists, counsellors and services offered by government departments.

Four doctors have completed the AZT prescribers course in Sydney and more are on the waiting list.

FUTURE DIRECTIONS

This is ACON's newest Branch and there is much to be done. The establishment of the resource centre, the full-time worker, the commitment of the management committee, the volunteer intake and the continued support of the mid north coast services and groups should see the Branch well equipped to take on the challenges presented to regional offices.

Marilyn Marks
Branch Coordinator

NORTH COAST

The past twelve months have been an exciting and challenging time of consolidation for the management, staff and volunteers of the Branch.

MANAGEMENT

Planning

We have been holding a series of planning meetings for the management committee and staff which have begun to clarify our basic philosophy, direction for the year and program of events. Branch staff are also benefiting from attending staff development workshops during the year, many organised by the Sydney Office.

Liaison

The Branch continues to develop strong links with other service providers in the region. Of particular benefit was the opening in March 1991 of the new Sexual Health and AIDS Service at the Lismore Base Hospital with whom we have a close working relationship.

Fundraising

Events included a Charity of the Day at the Byron Markets, and a very successful Trivial Pursuit night. By Branch policy all funds raised go to benefit people living with HIV/AIDS (PLWA/HIV) on the North Coast.

A studio cassette has been produced of the May 1991 Candlelight Memorial in Lismore. The tape of songs and chanting, **Moments Shared**, is being promoted to PLWA groups worldwide.

SUPPORT

Community Support Network

Demand on CSN has been low, but is growing. Distances on the north coast make provision of voluntary care services complex.

Counselling

The Branch continues to provide a counselling service covering a range of HIV/AIDS issues from transmission through to treatments and healthy lifestyle.

HIV Support

Apart from this basic counselling service, we have supported the Positive Time Group, an informal social support group for PLWHIV. We brought HIV researcher Jim Arachne to speak to the group about health maintenance. Jim also addressed doctors and alternative practitioners.

The Educator/Counsellor researched and produced a simply-worded booklet on weight gain after some local HIV positive people became concerned over weight loss.

Medical Service

A free, confidential medical service is available half a day a week at the Branch office. 521 people used the service last year. With the establishment of the new Sexual Health service at Lismore Base Hospital the workload has eased somewhat, but we feel that it is important to continue to offer a good testing service in a non-medical setting.

EDUCATION

Volunteers

Twenty people completed the last volunteers weekend workshop and we have trained over 80 people in our two year operation. Volunteers gave 3568 hours this year, helping at the Resource Centre, shows, markets, fund-raising events and as the Condom Boyz and Girlz at the local university.

Public Events

Education at public events this year included a four-day presence at the Lismore Show, the largest in the region, and Byron Bay markets. Reception by the public to the show bags, balloons and information was

overwhelmingly positive.

For World AIDS Day the Women and AIDS Working Group provided two street stalls and a three hour radio special. The UNE Orientation Week presentations of the *Let's Get Laid Cabaret* and the *Condom Boyz and Girlz* were enthusiastically received.

In 1991-92 the focus for public event activity will be on outlying areas.

Long Hot Summer Campaign

This program, funded through a special grant from the AIDS Bureau, was a fruitful cooperation between ACON branches on the North Coast and Mid North Coast, the HIV Intervention Team and local youth agencies. The campaign produced locally focussed information for gay men, young people, IDU and women.

Schools and Youth Education

The Branch was part of the community education teams that provided HIV education at two of the fifteen local high schools. The Educator/Counsellor sits on the local youth interagency group and with them will hold an HIV workshop for youth workers later in 1991.

Health Care and Community Workers

The Educator/Counsellor co-wrote and co-presented major training courses for health care workers on HIV in the workplace and HIV counselling. A workshop for community workers is planned.

Surveys

Student and Community Service Order placements enabled us to conduct a condom availability survey of Lismore and a survey of the sex and drug practices of local young people. These will shape our education work during 1991-92.

OTHER AREAS

The needle and syringe exchange conducted by the Branch is becoming increasingly busy and now represents 10% of the HIT exchanges in the area.

We provided information and advocacy for a PLWA facing a fine for growing a small amount of marijuana which he used as an appetite stimulant and for pain relief. The information supplied by us was used to successfully appeal against the charge.

FUTURE DIRECTIONS

We look forward to the coming year, with the development of a Beals Project and increased support services for PLWA's being our priorities for 1991-92.

Our active Working Groups (Volunteers, Fund-raising, Accommodation, Women) have been of enormous help and we look forward to their growth.

Accommodation continues to be one of the major areas of concern in the North Coast region. We are quietly optimistic of the success of a submission written to the Department of Housing for units or houses for crisis accommodation in the region.

Judy Arpana
Branch Coordinator

John Westlund
Educator/Counsellor

Vicki Bayley
Administrative Assistant

WORKING GROUP REPORTS

LEGAL WORKING GROUP

The Legal Working Group (LWG) has had an active year, supervising the expansion of the AFAO Legal Project and engaging in a number of initiatives in conjunction with Project staff.

LWG has an active membership of 15. The Group meets at least monthly. Although much of the work relates to its supervision of Legal Project staff, it also provides a forum for discussion of current issues and provides scope for involvement in a variety of educational and policy activities. LWG subgroups have been formed in 1991 to work on special areas such as publications, treatments, euthanasia, public health legislation, speakers' bureau and volunteer advice services.

Publications

The 32 page *AIDS and Your Rights* booklet was written by members of LWG and provides answers to many common questions about HIV/AIDS and the law. It is designed for national distribution. The extensively revised third edition was published in June 1991. 30,000 copies have been produced.

LWG members assisted the Legal Research Officer in editing the 280 page *Australian HIV/AIDS Legal Guide* for publication in July 1991.

Seminar on AIDS and the Legal Profession

This was held in conjunction with the Young Lawyers Section of the Law Society of New South Wales in October 1990. Speakers were LWG members Anthony Anderson, Will Adler and Julie Hamblin. The seminar was well attended by members of the legal profession.

Law Week 1991 - Seminar on hospital HIV testing

This was held in May 1991, organised by LWG as part of Law Week. It was well attended by members of the legal profession and the general public.

Policy Work

LWG developed a Position Paper on Natural Death Legislation which was submitted to the NSW Department of Health and developed a policy for ACON calling for the repeal of the crime of assisting suicide.

LWG members represented ACON on the Anti-Discrimination Board's AIDS Working Party, the work of which has led to the holding of the Board's 1991 Inquiry into HIV/AIDS Discrimination.

LWG members represented ACON in negotiations with the NSW government on the *Public Health Act 1991*.

LWG members provided advice to PLWA(NSW) and to ACON on the legality of importing drugs for personal use and the impact of the new *Therapeutic Goods Act 1989*.

John Godwin
for Legal Working Group

SOCIAL RESEARCH AND ETHICS WORKING GROUP

Purpose

Increasingly, ACON receives requests from people engaged in HIV-related research, mainly, but not exclusively, in the Social Sciences. The requests accompanying these proposals vary. Some seek comments and suggestions only; some want approval or public endorsement by ACON; some want active assistance from ACON staff or access to ACON members or clients.

The ACON Social Research and Ethics Working Group (SREWG) exists to review and comment upon these proposals, provide feedback to the researchers who submit them and make recommendations to the ACON Committee concerning approval, endorsement and assistance.

Main Activities and Concerns

During 1991, SREWG has reviewed research proposals ranging in scale from a university Honours year thesis topic to larger scale and longer term Commonwealth AIDS Research Grants (CARG) funded projects. Topics addressed included an epidemiological study of HIV related cancers, HIV-related bereavement, factors affecting stress experienced by people with HIV/AIDS in using medical services, HIV in youth and coping ability, and several psychological approaches to the experience of HIV infection and the needs of people affected.

Occasionally ACON has also been given an opportunity to suggest questions that we would like to have addressed in existing research projects and in 1991, SREWG established a Steering Committee, including representatives from PLWA, HIV Support Project, SREWG and, the Principal Investigator and his Research Assistant, to oversee a particular project concerning stressful aspects of medical services for people with HIV.

When considering research proposals, the SREWG is concerned to ensure:

1. that the project is not physically or emotionally harmful to participants or otherwise disadvantaging them.
2. that participation is based upon informed consent, that is

a) participation is voluntary and participants feel free to withdraw from the project at any time,

b) participants are fully aware of the purpose of the study, what will be expected of them (the nature of tasks involved and time required, topics on which they will be questioned, other information sources that will be accessed, any follow-up required) and how the findings will be used and disseminated.

3. that the anonymity of subjects and confidentiality of personal information given are adequately protected as appropriate.

4. that appropriate counselling support and referral is available to participants in cases where issues raised in the course of participation may be distressing.

5. that appropriate feedback will be given to participants, relevant community groups and professional groups.

6. that the project is adequate in design, instruments (questionnaires, etc.) and personnel and can be expected to produce information that will be meaningful, useful and not detrimental to people affected by HIV, ACON and the gay community.

7. that the project will not conflict with the objectives of ACON or be detrimental to the services provided by ACON.

Membership

Some SREWG members have relevant research skills and experience, but others are ACON members or staff concerned to pro-

tect the interest of those who participate in HIV-related research as subjects and the interest of the broader community affected by policies and public perceptions informed by research findings.

Anyone with an interest in maintaining high ethical standards in HIV-related research is welcome to participate in the SREWG and input is frequently sought from relevant ACON staff and other organisations, whose members are likely to be involved or affected (eg PLWA).

Rigmor Berg
Convenor

HIV ANTIBODY TESTING WORKING GROUP

The Working Group has continued to keep a watching brief on all matters related to HIV Antibody Testing, responding to matters as they arise.

The Testing Policy is now in its first full edition, though it is of course a document which will need to be continually reviewed as circumstances change. Demand for the document is constant.

The Group raised concerns about the lack of information on HIV in relation to organ donation approval with NSW driving licenses, and about HIV status questions on medical tests for pilot's licenses and State Road Transit Authority bus drivers (the questions were dropped in the latter instance).

The Group also commented on a State government paper on the extension of HIV testing to private pathology laboratories. The Group reviewed AFAO's position on the testing of immigrants as part of AFAO's interim evaluation of the National HIV/AIDS Strategy.

Don Baxter
Convenor

PRISONS WORKING GROUP

This is the newest of ACON's Working Group, being established in June 1991. The Objectives of the Working Group are:

- * To develop a comprehensive strategy for addressing the range of issues relating to prisons and HIV/AIDS which it considers appropriate for ACON to address and coordinate ACON's implementation of this strategy.
- * To assist prisoners to deal directly with HIV/AIDS-related issues so as to improve their quality of life and that of their significant others.
- * To advocate for appropriate education, support, treatment and care services in HIV/AIDS-related areas for prisoners and their significant others.
- * To support and to cooperate with other agencies and Departments providing HIV/AIDS-related services and programs to prisoners and their significant others.

The Group has already lodged a report with the Departments of Health and Corrective Services on the inadequacies of the present support and care services for people with HIV/AIDS in prison. The report was based on the experience of workers from ACON's HIV Support Program who were called in to the Malabar complex to conduct a six week support program in January/February 1991. The report was highly critical of the treatment of prisoners with HIV/AIDS and called for the funding of a support program independent of the Department of Corrective Services.

Following on from this, the Group has undertaken the task of producing a report **HIV in NSW Prisons 1991**. The report is due for completion in November 1991.

Following a number of requests from solicitors and prisoners, the Group is also working on a kit which can be used to present

arguments for amelioration of sentencing where a prisoner has HIV/AIDS.

The Group has had a short life but is already attracting considerable attention, particularly among ex-prisoners with HIV who are anxious to do what they can for their fellow inmates.

Simon Lake
Convenor

INJECTING DRUG USE WORKING GROUP

The Injecting Drug Use Working Group was re-convened in January 1991 after a lull in activity of 18 months. This group reports to the Committee of Council of ACON on matters as they relate to injecting drug use and assists the Council in developing strategies for delivery of service.

The Working Group consists of approximately eight regular members with skills and expertise in the area of injecting drug use, coming from a cross section of services involved in the education and support of injecting drug users and gay men. Representatives of the working group come from ACON education staff, Australian National Council on AIDS, AIDS Bureau, Badlands Accommodation Service, New South Wales Users and AIDS Association, People Living with AIDS and Kirkton Road.

A number of issues have been addressed since the inception of the Working Group.

The provision of sterile injecting equipment at the Mardi Gras Party occurred for the first time. This was enabled by the efforts of the Working Group in conjunction with the Tribes, Venues and the Gay Injecting Drug Use Project. These projects, in liaison with the Mardi Gras Committee, Badlands Accommodation Service and the Langton Clinic Outreach Service were able to distrib-

ute sterile equipment to a total of 75 people and gained a 50% return rate of used injecting equipment. The Langton Outreach Service noted that 75% of people seeking sterile injecting equipment were new to the Langton service and that no dirty needles were found during the clean up of the party.

Amongst the other issues addressed by the Working Group was the preparation of a submission for the establishment of an ACON needle and syringe exchange, comments on the evaluation of the National HIV/AIDS Strategy, participation in the New South Wales HIV/AIDS Educationers Conference and participation in the AIVL conference where a workshop was given on gay injecting drug use.

A number of issues have been earmarked for discussion and policy formulation by the Working Group in the next twelve months, amongst them review of the "one-shot" syringe policy and a review of the ACON policy on the provision of heroin.

Julie Bates
Convenor

Jack Wallace
Secretary

ACON/AFAO MEDICAL/ CLINICAL WORKING GROUP

Activity of the working group in this period has been dominated by the protracted campaign to ensure speedy and equitable access to HIV/AIDS therapies. Through its role in the provision of policy and tactical advice, the working group has played an important part in the various stages of this campaign. Firstly through its ground-breaking submission to the ANCA Working Party on Delays in HIV/AIDS Trials and Treatments, secondly in eliciting an appropriate governmental response to its report, thirdly in submission to the Baume Inquiry and currently in ensuring conscientious implementation of Baume's recommendations.

This year, for the first time in the four years I have been convenor, the group found it necessary to recommend to ACON Committee that it refuse ACON endorsement of a proposed clinical trial. Committee adopted the working group's recommendation and the trial did not proceed.

Demands associated with gearing up the Treatments Project, further compounded by health problems, have at times required the re-prioritisation of support personnel activities and the routine of the working group has suffered as a result.

As always the group welcomes expressions of interest from individuals who have either expertise or personal resources they wish to contribute to the work of the group.

Rolf Petherbridge
Convenor

WOMEN AND AIDS WORKING GROUP

The Women and AIDS Working Group has had an active year. World AIDS Day, December 1st 1990, focussed on women and children. The AIDS Trust of Australia liaised with the Working Group in planning the activities of the day. Members of the Working Group staffed a stall in the Pitt St Mall, central Sydney, and were overwhelmed by requests for information.

The Working Group's other main activity was a survey of HIV anti body testing practices in NSW ante-natal clinics. The survey concluded that staff conducting the testing felt that their knowledge of HIV/AIDS needed to be improved. Testing practices varied from institution to institution. Sometimes testing was mandatory, or was mandatory if a person was perceived to be in an 'at risk' group. In others testing was only provided on request, and in some instances testing was refused. The availability of pre and post-test counselling was not constant.

The Working Group has also been active during the Mardi Gras, International Women's Day, a youth forum held at Kinsefa's as part of the NSW AIDS Educators Conference, and the 1991 National Lesbian Conference held in Sydney.

Sue Brumby
Convenor

ADDITIONAL REPORTS

ACON also manages national level projects on behalf of the Australian Federation of AIDS Organisations, acts as administrator for other projects or organisations from time to time and is also involved in joint research projects.

NATIONAL TREATMENTS PROJECT of the Australian Federation of AIDS Organisations (AFAO)

The explosion of information about HIV/AIDS treatments and the implication this has for individuals lives has been a feature of the last year. The AFAO National Treatments Project aims to collect and interpret and distribute that information. Specifically, the aims of this project are:

- * to provide information on treatments to people with HIV/AIDS, their carers, friends, service providers and doctors;
- * to educate people with HIV/AIDS to take an active interest in their health, to be informed about options for early intervention and to regularly monitor their health;
- * to improve access to pharmaceuticals; and
- * to act as an advocate for people with HIV/AIDS on treatment issues.

In 1990/91 the project has produced six issues of the publication HIV Briefs covering common blood tests, AZT, ddI, prophylaxis for PCP, Imuthiol and pain management; produced the HIV Herald, a monthly magazine which aims to provide a summary of major treatment issues in an Australian context; dealt with an increasing number of telephone and face to face information on HIV/AIDS treatments; written on HIV/AIDS treatments for the Sydney Star Observer and the National AIDS Bulletin; extended its mailing list database so that over 2000 indi-

viduals and organisations are now mailed free the HIV Herald and HIV Briefs; established, with funding from the AIDS Council of NSW, the Sydney HIV/AIDS Treatments Access Group which provides information to doctors and individuals about how to import pharmaceuticals used in HIV/AIDS; developed a speakers kit on HIV/AIDS treatments; and participated in the development of AFAO policy in relation to the Australian Drug Approval System.

Treatments for HIV/AIDS have received much prominence over the last year. The release in July 1991 of the Commonwealth Government report **A Question of Balance: Report on the Future of Drug Evaluation in Australia**, was the culmination of an immense amount of work by AIDS organisations to reform an outdated and outmoded Australian drug approval system. While it will be still some time before the changes recommended by the Report are implemented, and while the question of who pays for treatments, particularly those not yet approved for marketing, is still not resolved, it is likely that access to HIV/AIDS drugs will be approved.

The equation HIV/AIDS :: DEATH is now changing. Just as the adoption of safe sex was the mission of the eighties, the mission of the nineties for people with HIV will be maintain our health and remake the equation to INFORMATION = LIFE.

Ross Duffin
Project Administrator

AFAO LEGAL PROJECT

This is a national project funded by the Commonwealth Government through AFAO, and located with ACON. Some funding was also provided in 1991 by the Law Foundation of NSW for the purchase of texts. The Project employs a Legal Officer and Legal Research Officer.

Funded activities include:

- * research of HIV/AIDS related law;
- * production of legal educational resources and conduct of legal education programs for people affected by HIV/AIDS and people whose work requires an understanding of HIV/AIDS and the law; and
- * provision of an advice, referral and representation service for people with HIV/AIDS related legal problems.

Specific activities during the past year include: completion of the **Australian HIV/AIDS Legal Guide**, a resource designed for lawyers and others working in HIV/AIDS; publication of the quarterly **National HIV/AIDS Legal Link Newsletter**, designed to keep lawyers up to date on HIV/AIDS issues; a regular legal column in the **National AIDS Bulletin**; and publication of the extensively revised third edition of **AIDS & Your Rights**. Articles were contributed to other legal journals. Policy advice was provided to AFAO, ACON and other AIDS organisations. Educational presentations have been made to a variety of audiences in a variety of settings in NSW, Victoria, South Australia, Western Australia and the A.C.T.

The Legal Officer has provided information and legal advice to people affected by HIV/AIDS throughout Australia. The project is attempting to foster the development of a national network of lawyers who work for and with people with HIV/AIDS.

In the year 1 July 1990 - 30 June 1991, 413 different cases were dealt with by the Legal Officer. These cases dealt with the following matters:

- employment and superannuation

. travel and immigration	64
. provision of health care	49
. insurance	45
. wills, estates and funerals	48
. prisoners	14
. victims of threats or violence	14
. delivery of services in non-medical areas	12
. social security	9
. alleged transmission of HIV without consent	7
. miscellaneous (eg, tenancy, credit, media)	77

50-60% of the cases involved some form of discrimination.

Michael Alexander
Legal Officer

David Paterson
Legal Research Officer

ACON/MACQUARIE UNIVERSITY AIDS RESEARCH PROJECTS

The Social Aspects of the Prevention of AIDS (SAPA) project, the Class, Homosexuality and AIDS Prevention (CHAP) project, the 1991 Sustaining Safe Sex (Triple S) survey and the Bisexual Outreach Project (BOP)

Since last year's report, the research projects at Macquarie University have expanded a great deal. The original SAPA project is now complete. There have been seven reports to date, of which four have been published also in academic journals. The CHAP project has finished its fieldwork in Newcastle and the Western Sydney, ending with small group work which evaluated HIV prevention education materials used in Australia and overseas with gay men. The project staff, Gary Dowsett and Mark Davis, are still involved in analysing the material gathered, and are now developing material from the project to contribute to a resource kit for HIV community educators. The kit is planned to be a flexible series of issue-focussed papers, examples and exercises to offer educators ideas about class and sexuality issues. Among the topics in preparation are: sex in relationships, the meaning of sex, points of entry for education, being HIV positive, community participation and exclusion.

During early 1991 two more gay and bisexual men's projects were begun and are now nearly complete. The first was the long awaited SAPA follow-up study - the Triple S survey. This survey was funded by AFAO and Macquarie University. The original SAPA questionnaire was adapted for telephone interviewing and the original SAPA sample was approached for interview. The fieldwork for the survey was based at ACON. A small sample of 145 was recruited and analysis of the data is underway. The study should give important insights into the stability of gay and bisexual men's response to the HIV epidemic over time, changing patterns of social and sexual practices, and indicate new directions for education. The research team is writing a full report for AFAO

and ACON is planning to hold a national teleconference to discuss the results with educators.

The second project was the Bisexual Outreach Project. This was also an AFAO funded project and was designed as a brief action-research project. The research team, Mark Davis and Gary Dowsett, collaborated with the field workers, Ulo Klemmer, and team leader, Michael Lockhart, to conduct research in the beats of Western Sydney with men not identifying as gay and who have sexual relationships with men and women. The project concentrated on two levels: the description and gradual accumulation of knowledge about the lifestyles of bisexual men, including the forms of sexual practice and sets of beliefs around sex; and investigating the development of the beats education strategy in an outreach context. The field worker and the research team will be writing up their findings over the next few months.

At the 1990 Fourth National Conference on HIV/AIDS, the SAPA project received an AIDS Trust of Australia award in recognition of the research conducted. This symbolised the culmination of five years of work for the project team, and was gratefully accepted. The SAPA team sees the award as acknowledgment of its efforts to conduct collaborative research both in the planning and purposes of research and in the dissemination of research findings. This collaboration continues in the involvement of research team members on ACON project steering committees and in consultation with other AIDS Councils.

April 1991 saw Gary Dowsett in London at the Fifth Social Aspects of AIDS Conference where he was invited to give the opening keynote address, and a later three day visit to Geneva where he was a temporary adviser to the WHO Global Program on AIDS. Sue Kippax also presented a well-received paper at the London conference on the importance of gay community to HIV prevention education. While in Britain, Gary and Sue were also invited to attend the Second International Conference on the Prevention of HIV and other STDs in Cam-

bridge, and gave two seminars to HIV/AIDS project staff at the Health Education Authority.

Along with all this activity, the Macquarie team has also developed an AIDS research unit in the School of Behavioural Sciences, as part of the new National Centre for HIV Social Research (Director, Professor Beverly Raphael at the University of Queensland). Sue Kippox is the head of the unit at Macquarie. This is an exciting new direction. The Macquarie unit plans to continue to extend its work with gay and bisexual men, using a number of different research methods. Studies of heterosexuality and negotiation of heterosexual sex will also continue and expand, and a program of policy evaluation studies will be begun. The unit has a budget for administrative support and has established a resource centre for researchers in the HIV/AIDS area.

The next year will see the culmination of recent fieldwork into a useable form for educators and policy workers, the full establishment of the National Centre and continued collaboration with ACON in the gay and bisexual men's studies area.

Mark Davis
Research Assistant

Gary Dowsett
Project Coordinator for the Macquarie
AIDS Research Unit

THE AUSTRALIAN AIDS MEMORIAL QUILT PROJECT

The Oscar award winning documentary Common Threads is subtitled Stories from the Quilt. There is no more poignant reminder of the relentless cost of AIDS than to see in that film, television and video footage of some person - laughing, crying, being militant - and in the next moment to see the cameras focusing on a quilt panel made for them by their lover, friends or family. This report tells our own Australian version of that story.

1991 has seen the 10th anniversary of the AIDS epidemic; it has seen the third birthday of the Australian Quilt Project; it has seen the deaths of the co-founder and convenor of the Quilt Project, Andrew Carter and Terry Giblett one of the Quilt's foundation members. With Andrew we celebrated his receiving the Medal of the Order of Australia in the Queen's Birthday Honours List - in recognition of his work in raising the community awareness of HIV/AIDS - three weeks later we mourned his death. It is impossible to adequately describe the inspiration these two men were to thousands of people. It is also impossible to say how much we miss them.

While the Quilt has grown dramatically over the past three years - from 35 panels to over 240 in June, 1991, the administrative burden of that growth must not obscure the goals of the Quilt - to provide a positive and creative means of expression for those whose lives have been touched by the epidemic; to illustrate the impact of AIDS by showing the humanity behind the statistics and to encourage support for people with AIDS and their loved ones.

The educational potential of the Quilt is only just being developed. This year the Quilt (or parts of it) will have travelled to every State and Territory of Australia except Tasmania. Time, personnel and finance have not permitted regional tours of the Quilt - a situation we hope will be remedied in 1992. The Quilt has visited schools and universities; it has been displayed in shopping centres and theatres; it has been part of training

programs; it has been the focus of conferences - both national and international.

While the Quilt has achieved much, many initiatives need to be developed. How successful these initiatives will be depends on a number of factors, not the least of which is funding. Adequate funding continues to be a major challenge for the Quilt Project. The State Ministry for Arts has refused a funding application - as has the Federal Department of Health. Our thanks to the AIDS Trust of Australia for the seeding grant which has enabled the Quilt to continue for the past 12 months.

Without the love and care of the staff of the AIDS Council of NSW, and its administrative support, the Quilt would not have survived.

This World AIDS Day remember the names of your loved ones - make a panel for the Quilt and Keep The Love Alive!

Libby Woodhams
Convenor

SEX WORKERS OUTREACH PROJECT (SWOP)

1991 was very much a year of consolidation for SWOP. Funded for just on 18 months now, SWOP continues to implement strategies for appropriate HIV/AIDS education and support in the sex industry.

Outreach

This continues to be the significant area of work for SWOP, taking HIV/AIDS education into the workplace. Outreach is planned on an eight week cycle to all parlours in Metropolitan Sydney (a small number still decline SWOP services). The outreach also includes visit to private workers and escort agencies who have requested our service. Other privates and escorts are regularly contacted by telephone or on our mailing list, and so are kept informed.

Inner City street workers are visited once a week, and other street workers are visited once during the outreach eight week cycle. The emphasis here is on supporting the work of other service providers in the area who act as the primary providers, with SWOP being available when needed.

The Hunter and Murrumbidgee regions, having large cities with sizeable sex industries, are visited once every four months. SWOP attempts to visit rural areas on NSW once every six months. Again the emphasis is on supporting the primary service providers in the area. A lack of resources and limited mobility hampers our work in these areas.

Services for Thai sex workers

Seven months ago, SWOP and the International Women's Health Network jointly commenced service provision targeted at Thai women working in the sex industry in NSW. An Information Hotline for Thai workers has been established, and the outreach workers regularly attempt to visit establishments where Thai women are employed. The Hotline is staffed by a volunteer, Thün Lawsakornchai, who also accompanies the

outreach workers on their visits.

These services were developed as a short term project only and are being evaluated at present, but there are clear indications that a permanent service for Thai and other Asian sex workers is needed.

SWOP resources/ Client Hotline

After a series of hiccups, SWOP will, in September 1991, launch a range of resource material targeted at new and young sex workers and at clients of sex workers. The written material will also be translated into community languages for distribution to workers from non English-speaking backgrounds. Accompanying this will be the establishment of a Client Information Hotline, operating two afternoons a week.

Transsexual and male workers

These remain as priority areas for our education and support initiatives. Both groups will be targeted under an expanded resources campaign, and there will be an increase in direct service provision to transsexuals.

Future directions

SWOP will continue to work to enable sex workers to work with safety and dignity in the industry. There are many barriers to achieving this - hostile managements, restrictive work conditions, legislation, the stigmatisation of the sex industry, and the powerlessness of many workers. SWOP has been able to achieve much in breaking down these barriers and will continue to do so in the next year.

Geoffrey Fysh
Manager

AIDS COUNCIL OF NEW SOUTH WALES INC.

AUDITED FINANCIAL STATEMENTS AS AT 30 JUNE 1991

BALANCE SHEET AS AT 30 JUNE 1991

	Notes	\$	1991 \$	1990 \$
CURRENT ASSETS				
Cash	2	814,792		836,886
Receivables	3	234,155		176,358
Inventories	4	5,195		3,415
Other	5	17,256		44,803
		-----		-----
TOTAL CURRENT ASSETS			1,071,800	1,061,462
NON CURRENT ASSETS				
Property Plant & Equipment	6	303,004		192,388
		-----		-----
TOTAL NON CURRENT ASSETS			303,004	192,388
			-----	-----
TOTAL ASSETS			1,374,804	1,253,850
			-----	-----
CURRENT LIABILITIES				
Creditors and Borrowings	7	276,298		135,707
Other	8	601,934		798,559
		-----		-----
TOTAL CURRENT LIABILITIES			678,282	934,266
NON CURRENT LIABILITIES				
Creditors and Borrowings	9	77,056		-
		-----		-----
TOTAL NON CURRENT LIABILITIES			77,056	-
			-----	-----
TOTAL LIABILITIES			955,338	934,266
			-----	-----
NET ASSETS			\$ 419,466	\$ 319,584
			-----	-----
ACCUMULATED FUNDS				
Accumulated funds at beginning of year			319,584	352,043
Current Year Surplus/(Deficit)			99,882	(32,459)
			-----	-----
TOTAL ACCUMULATED FUNDS			\$ 419,466	\$ 319,584
			-----	-----

INCOME & EXPENDITURE STATEMENT

YEAR ENDED 30 JUNE 1991

	Notes	\$	1991 \$	1990 \$
INCOME				
Grants Received	10	4,311,886		2,867,996
Less: Grants Unexpended	8	601,984		764,309
		-----		-----
			3,709,902	2,083,687
Add:				
Donations		42,647		53,733
Events and Activities		86,092		2,045
Interest		125,122		101,493
Sales of Vitamins		41,246		47,672
Other		70,261		13,648
		-----		-----
			364,388	270,591
			-----	-----
TOTAL INCOME			4,074,290	2,304,278
EXPENDITURE				
Accommodation		603,551		479,139
Board and Council		7,661		329
Cost of Goods Sold		39,278		44,406
Finance		14,164		2,183
Fund Raising		57,385		-
Office Supplies		159,737		222,028
Other Services Received		26,890		19,150
Payroll		2,336,262		1,202,732
Post Freight Telecommunications		146,785		81,971
Program and Services		287,200		110,083
Publicity and Promotion		81,183		83,426
Travel and Representation		214,312		91,280
		-----		-----
TOTAL EXPENDITURE			3,974,408	2,336,737
			-----	-----
NET SURPLUS/(DEFICIT)			\$ 99,882	\$ (32,459)
			=====	=====

AIDS COUNCIL OF NEW SOUTH WALES INC.

NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 1991

NOTE 1 - STATEMENT OF ACCOUNTING POLICIES

The accounts have been prepared in accordance with the accounting standards issued by the Australian Accounting Bodies and with the disclosure requirements of Schedule 7 of the Corporations Act with the exceptions where noted.

(a) Basis of Preparation

The accounts have been prepared on an accrual basis and on the basis of historical costs and do not take into account changing money values or, except where stated, current valuations of non-current assets. The accounting policies have been consistently applied, unless otherwise stated.

(b) Depreciation

Depreciation is calculated on a straight line basis so as to write off the net cost of each depreciable non-current asset over its expected useful life.

(c) Fixed Assets

Fixed assets are included at cost or at independent valuation and are depreciated over the estimated useful lives commencing from the time the asset is held ready for use. Only assets of substance and of material value have been capitalised and subject to depreciation.

(d) Accounts Receivable - Grants

The council prepares accounts on an accrual basis, therefore all funds to be committed for the financial year have been recorded as income for that year.

(e) Leases

Assets which are acquired under leases deemed to be "finance leases", that is, leases which effectively transfer from the lessor to the lessee substantially all the risks and benefits incident to the ownership of the leased assets, are capitalised as fixed assets.

(e) Leases (Continued)

Finance leases are capitalised by recording an initial asset and liability equal to the present value of the minimum lease payments including any guaranteed residual values. Leased assets are amortised over their expected useful lives using the straight line method. Lease payments are allocated between interest expense and lease liability.

Lease expenditure relating to leases deemed to be "operating leases" is expensed as incurred. Operating lease commitments outstanding at balance date include guaranteed residual values.

CURRENT ASSETS	1991 \$	1990 \$
----------------	------------	------------

NOTE 2 - CASH

Cash at Bank

Westpac Banking Corporation - Sydney	(508)	3,180
Commonwealth Bank		
- Sydney	16,916	14,901
- Lismore	1,649	2,611
- Newcastle	83	9,906
Commonwealth Bank		
Commercial Bill	975	-
	<u>19,115</u>	<u>30,628</u>

Cash on Deposit

Australian European		
Finance Corporation	792,427	803,208

Cash on Hand

Petty Cash	3,250	3,050
TOTAL CASH	\$814,792	\$836,886
	<u>=====</u>	<u>=====</u>

NOTE 3 - RECEIVABLES

Government and Other		
Grants Committed	\$234,455	\$176,358
	<u>=====</u>	<u>=====</u>

NOTE 4 - INVENTORIES

Stock on Hand - at cost	\$5,195	\$3,415
	<u>=====</u>	<u>=====</u>

NOTE 5 - OTHER

Prepaid Expenses	6,915	1,783
Deposits - Utilities	10,443	6,373
Accrued Income	-	34,617
	<u>\$17,358</u>	<u>\$44,803</u>
	<u>=====</u>	<u>=====</u>

NON CURRENT ASSETS

	1991	1990
\$	\$	\$

NOTE 6 - PROPERTY, PLANT & EQUIPMENT

1. Furniture & Fittings

Furniture & Fittings - At cost	26,471	20,116
Less: Accumulated Depreciation	11,858	7,866
	14,613	12,250

2. Office Equipment

Office Equipment - At cost	460,716	272,340
Less: Accumulated Depreciation	172,384	93,132
	288,332	179,208

3. Leasehold Improvements

Leasehold Improvements - At cost	3,228	3,228
Less: Accumulated Depreciation	3,169	2,298
	59	930

TOTAL PROPERTY, PLANT & EQUIPMENT

\$303,004	\$192,388
=====	=====

CURRENT LIABILITIES

	1991	1990
\$	\$	\$

NOTE 7 - CREDITORS AND BORROWINGS

Accrued Expenses	167,499	83,763
Lease Liability	-	3,212
Trade Creditors	108,799	48,732
	=====	=====
TOTAL CREDITORS AND BORROWINGS	\$276,298	\$135,707
	=====	=====

NOTE 8 - OTHER UNEXPENDED GRANTS

Unexpended grants represent the total of grants unexpended during the period. The balance of these grants will be carried forward to the next period when the relevant expenses can then be properly matched to the period in which they are incurred.

		1990	1991
	\$	\$	\$
Grants are as follows:			
<u>1. NSW Government Grants</u>			
Aids Library Network	5,699	-	-
Asian Gay Men's Project	7,845	-	-
Beats Outreach (West)	3,500	-	15,187
Campaign and Evaluation	27,070	-	-
Community Services	473	-	-
Community Support Network	3,193	-	16,263
Deaf Community and Aids	11,783	-	46,917
Education Programs	28,162	-	3,537
HIV Support Program	15,090	-	-
Hunter Branch	12,047	-	27,462
Illawarra Beats Outreach	5,059	-	-
Illawarra Office	13,626	-	-
Mid North Coast Branch	32,318	-	-
North Coast Branch	11,210	-	7,562
North Coast HIV Study Grant	1,670	-	-
North Coast Sumner Campaign	3,745	-	-
PLWA Transport Service	35,547	-	19,503
Rural Outreach Project	24,130	-	49,777
Spanish Education/Counsellor	8,604	-	-
S.W.O.P.	64,373	-	-
Venue Liaison Project	265	-	23,068
Women's Project	38,182	-	-
Other Projects	-	-	370,601
	-----		-----
TOTAL NSW GOVERNMENT GRANTS		353,545	550,077

UNEXPENDED GRANTS

2. Federal Government Grants

Department of Community Services & Health

Ethnic Gay Men's Pilot Project	10,678	-	19,214
National Deaf Aids Education	104,967	-	-
Resource Package for Women	537	-	-
Other Projects	-	-	14,445
	-----		-----
		116,182	33,659

Australian Federation of Aids Organisations Inc.

Bisexual Men Education Project	7,675	-	24,402
Gay IDU Project	35,116	-	-
HIV/AIDS and the Law	11,193	-	-
HIV Anti-Body Testing Campaign	19,139	-	39,868
HIV Peer Support Training Manual	3,820	-	-
Legal Advocacy Project	6,429	-	-
Mature Aged Gay Education	19,789	-	-

		1991	1990
		\$	\$
National Treatments Project	27,385		85,892
S.A.P.A. Sustaining Safe Sex Survey	1,328		-
Other Projects	-		10,411
		=====	=====
		131,676	170,573

<u>3. Other Grants</u>			
Legal Resource Materials		391	-
		-----	-----
TOTAL OF COMMITTED BUT UNEXPENDED GRANTS RECEIVED		601,994	784,309
ADD: Grants In Advance		-	14,250
		=====	-----
TOTAL CURRENT LIABILITIES - OTHER		\$601,994	\$798,559
		=====	=====

NON-CURRENT LIABILITIES

NOTE 9 - CREDITORS AND BORROWINGS

1. Finance Lease

Finance Leases capitalised and included in Plant and Equipment (Note 6)

Lease Commitment		-
- Not later than one year	26,556	-
- Later than one year but not later than two years	26,556	-
- Later than two years but not later than five years	39,750	-
	-----	-----
Minimum Lease Payment	112,862	-
Deduct Future Finance Charges	35,806	-
	-----	-----
LEASE LIABILITY	\$ 77,056	\$ -
	-----	=====

2. Other Lease Commitments

Aggregate operating lease expenditure contracted for at balance date but not provided for in account payable used to obtain motor vehicles for A.C.O.N. employees:

Not later than one year	80,483	63,098
- Later than one year but not later than two years	49,110	60,195
- Later than two years but not later than five years	8,368	32,737
	-----	-----
	\$137,961	\$156,030
	-----	-----

	1991 \$	1990 \$
--	------------	------------

NOTE 10 - GRANTS RECEIVED

State Government	3,714,708	2,510,252
Federal Government	187,539	84,160
Australian Federation of AIDS Organisations Inc.	406,842	273,584
Other	2,757	-
	-----	-----
	\$4,311,846	\$2,867,996
	=====	=====

NOTE 11 - AUDITORS REMUNERATION

Amounts received, or due and receivable
by the Auditor for:

Auditing the main and project accounts of AIDS Council of New South Wales Inc.	9,955	9,556
Other Accounting Services	-	200
	-----	-----
	\$9,955	\$9,756
	=====	=====

NOTE 12 - STATEMENT OF SOURCE & APPLICATION OF FUNDS YEAR ENDED 30 JUNE 1991

	SOURCES OF FUNDS	
Funds from Operations: Operating surplus for year		99,882
ADDITIONS not involving flow of funds during the year:		
Depreciation & Amortisation	95,345	
Proceeds of Sale of Assets	17,524	
Provision for Annual Leave	36,536	
Provision for Sick Leave	37,496	

		180,904

LESS: Items not involving
flow of funds
during the year.

Profit on Sale of Assets	1,912	
Discount on Purchase of Assets	36,619	

		36,531

TOTAL FUNDS FROM OPERATIONS		246,255
Increases in Current Liabilities		
Accrued Expenses	9,704	
Trade Creditors	60,067	

		69,771

Decreases in Current Assets		
Cash at Bank	11,513	
Cash on Deposit	10,781	
Accrued Income	34,647	

		56,941

Increases in Non Current Liabilities		
Finance Lease	77,056	

		77,056

TOTAL SOURCES OF FUNDS		\$452,023
		=====

APPLICATION OF FUNDS

Increase in Current Assets		
Cash on Hand	200	
Inventory	1,780	
Accounts Receivable	58,097	
Deposits	2,070	
Prepaid Expenses	5,132	

		67,279

Increase in Non Current Assets		
Furniture, Fittings and Equipment	184,957	

		184,957

Decrease in Current Liabilities		
Lease Liability	3,212	
Unexpended Grants	196,575	

		199,787

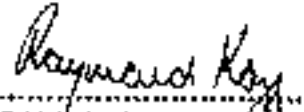
TOTAL APPLICATION OF FUNDS		\$452,023
		=====

**AUDITOR'S REPORT TO
THE MEMBERS OF
THE AIDS COUNCIL OF
NEW SOUTH WALES INC.**

I have audited the Income and Expenditure Statement and Balance Sheet of the AIDS Council of New South Wales Inc. for the year ended 30 June 1991.

In my opinion the accounts of the AIDS Council of New South Wales Inc. are properly drawn up so as to give a true and fair view of the state of affairs of the AIDS Council of New South Wales Inc. as at 30 June 1991. The accounting records of the organisation for the year ended on that date have been kept in accordance with the provisions of the Associations Incorporation Act.

KAZZI & ASSOCIATES PTY LIMITED


RAYMOND KAZZI B.Ec CPA

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125 YORK STREET
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DATED: 27 AUGUST 1991

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