

RESEARCH

TRAINING

CLINICAL PRACTICE



# CDS

Centre for  
Disability  
Studies

PROVIDING EXPERTISE IN DISABILITY KNOWLEDGE AND PRACTICE

## 2014 - 2015

BUILDING  
CAPACITY FOR  
CHANGE



INCLUSIVE  
EDUCATION



An affiliate of  
THE UNIVERSITY OF  
SYDNEY



## Table of contents

Chair Person's report .....	2
Message from the director .....	3
CDS directors .....	8
CDS staff .....	12
Farwell to staff.....	17
CDS associates .....	20
Research and consultancy.....	23
Education and training overview .....	29
Clinic overview .....	33
Promoting inclusion.....	35
Phd students .....	38
Events, visits and visitors .....	39
Publications.....	40
Conference Presentations.....	44
Professional development/Workshop Presentations/Seminars/Lectures.....	46
Income and expenditure accounts .....	48



*THE  
DEDICATION,  
COMMITMENT  
AND  
EXCELLENCE OF  
THE CDS STAFF  
SHINES  
THROUGH...*

## Chair Person's Report

J O - A N N E H E W I T T



Each year, I am proud to look back on the many achievements of CDS, its staff and leadership. Our Director, Prof. Patricia O'Brien continues to work tirelessly on the national and international stage to promote the work of CDS in the key areas of research, education, clinical excellence and service delivery, whilst providing exemplary leadership to the CDS staff, and more broadly in the disability sector.

Among the many highlights this year, we were thrilled to see the title of Professor bestowed on our own Vivienne Riches, and in addition to her many existing achievements, Dr. Seeta Durvasula was awarded her PhD. A warm congratulations to both of these extraordinary women on their well deserved recognition. To name the contribution of all of the staff would not be possible however the dedication, commitment and excellence of the CDS staff shines through whether in their teaching and research activities, delivering projects or providing direct service to

people with a disability and their families. Thanks to all of you for your contribution throughout the year.

This past year has been marked by challenges in gaining contracts via the non-government sector, resulting in a significant financial loss for the year. The increasing commercialisation of the not for profit sector in response to transition to the NDIS has seen an erosion of CDSs traditional customer base and the need to diversify activities and income sources. The introduction of the Diploma in Community Services that has been contextualised to person centred thinking, has had a slow start but promises to be a steady income source into the future and there are promising indications that the I-Can assessment tool may be a future focus of CDS efforts and energies. The Board of Directors continues to diligently monitor this situation and is very confident that 2015-16 will see a turn-around in CDS fortunes.

Following the resignation of Anne Clarke at the 2014 AGM, the Board of Directors entered a period of consolidation in order to review the governance of the organisation.

Following this, an external recruitment campaign was held to attract new board members to CDS. We were inundated with quality applications from

people with a diverse range of skills and experience. Following an exhaustive discernment process I am delighted to announce that we have invited Phillip Cenere and Dr. Amanda Mead to join the Board of Directors. Both Amanda and Phillip bring a wealth of experience in the governance of For Profit and Not- For- Profit organisations as well as a wide array of skills and contributions.

Welcome Amanda and Phillip!

Finally, a warm congratulations to Dr. Helen Beange on her receipt of the inaugural Trevor Parmenter Award for Life Time Achievement and Excellence for her extraordinary contribution to developments in the disability health arena. CDS is indebted to Helen for her tireless work, and we are proud to recognize her through this outstanding award. We look forward to announcing a new recipient in 2016 and in doing so honouring the work of Prof. Trevor Parmenter and all those who seek to advance the lives of people with a disability.



*CDS AS AN  
ORGANISATION  
ENCOURAGES  
COLLABORATION,  
CREATIVITY AND  
CO-OPERATION...*

## Message from the Director

PROFESSOR PATRICIA O'BRIEN



Throughout 2014/15 CDS has continued progressing our landmark programmes while introducing new initiatives that capture our vision of *Building Capacity for Change* and our mission of: *Developing knowledge and influencing outcomes in the disability field through leading inclusive, person centred applied research, education and clinical practice.*

This report outlines highlights that reflect CDS as an organisation that encourages collaboration, creativity and co-operation with individuals with disability, support organisations, government divisions and family members.

CDS has culture of building strong relationships and places great value on developing these relationships through a framework of respect, dignity, compassion and empathy to understand individual support needs.

### **1. Inclusive, Person Centred Applied Research**

Evaluation of the NDIS: Throughout this year our partnership with the National Institute of Labour Studies (NILS), Flinders University has continued. CDSs is the state expert for NSW in relation to the externally funded evaluation of the NDIS. This evaluation has covered analysis of Interviews from people receiving packages the Hunter Region; engagement with organisations delivering NDIS support; and the writing the state's progress report. Acknowledgement needs to be given to the following staff who have collaborated with participants and stakeholders in the Hunter: Friederike Gadow, Meaghan Edwards, Sam Arnold, and Prof. Patricia O'Brien.

### **Quality of Life**

The Quality of Life baseline project research project involved working with over 200 people who were leaving Metro Residences to live in the community.

A memorable and rewarding aspect of the project was the photographic display of *A Day in the Life of the Residents* captured through the use of photo-voice as a research methodology. CDS were pleased to work in partnership with Matrix On Board to implementing this

component of the research project.

CDS Team members involved included Friederike Gadow, Meaghan Edwards, Prof. Vivienne Riches, Sam Arnold, Dr. Marie Knox, Jemima MacDonald, Tanya Riches and Prof. Patricia O'Brien.

### **Inclusive Research**

The CDS Inclusive Research Network (IRN) is pleased to report that funding has been secured to enable our continued work as co-researchers with Sylvanvale, Housing Connection, as representative of people with intellectual disability.

The IRN has two major grants, the first from the Endeavour Foundation, to investigate what makes a person centred organisation and evaluate participating organisations against a criteria of person centredness.

The second grant involves the closure of ADHC. CDS will investigate the transitioning process implemented by ADHC, for their staff who identify as having a disability.

CDS staff involved included Dr Marie Knox, Emma Doukakis, Bruce O'Brien, Prof. Patricia O'Brien.



# Message from the Director

PROF. PATRICIA O'BRIEN

## ARC Grants

CDS involvement in ARC grants has increased over the last year. The Aging Project has seen Emeritus Professor Trevor Parmenter and Dr Marie Knox continuing to work closely with colleagues at the New England and ANU gain further insight into people with intellectual disability and aging.

A second ARC Linkage project partners CDS with Curtin and Deakin Universities. In NSW the official industry partners are Achieve Australia and integratedliving.

This project explores what it means to live in a home of your choice with individualised support. Overall 150 people with intellectual disability will be interviewed across Australia including 50 from NSW. This project is of great relevance as there is a growing trend for people with intellectual disability to choose their living environment.

CDS staff involved Friederike Gadow, Prof. Patricia O'Brien.

## Person Centred Clinical Risk Assessment Tool

Another applied research project has led to the development of a product, available on the ADHC website, is the *person centred clinical risk assessment tool*. This tool provides behaviour support to clinicians and

other specialist staff with guidelines on conducting in-depth clinical risk assessment. The tool uses both a systems perspective and clinical decision making through a person-centred approach.

CDS staff involved Prof Vivienne Riches Friederike Gadow.

## Community Service Partnership with Faculty of Education and Social Work

CDS welcomed the opportunity to work with the Faculty of Education at University of Sydney, whereby students with intellectual disability, participate in the Inclusive Education Programme and the CDS Social Networking Group. The students met with pre-service teachers to work in small group on community service projects.

Reflection videos were made by the participating students to record their experiences.

This programme is a great example of the inclusive connection between university students and students' intellectual disability in the CDS inclusive education programme.

CDS staff include Friederike Gadow, Jemima MacDonald

with Dr. Michelle Bonati, Faculty of Education and Social Work.

## 2. Inclusive, Person centred Applied Education

CDS has continued to develop its capacity to deliver Formal Training Qualifications with the Diploma in Disability as well as the Diploma in Community Services Work (Person Centredness). A group of mature aged students have met on two Saturdays per month for nearly twelve months to complete the eight modules of the *Diploma in Community Services Work (Person Centredness)*.

The students were largely self-funded, a change from past practice where students were generally sponsored by their organisations. This is a reflection of the changing landscape of the disability field with the introduction of the NDIS.

Concurrently staff have worked on the Diploma in Disability in Singapore. On each of the six visits to Singapore CDS staff visited the work place of each student to review the implementation of course content into practice. During the last course 35 students were visited which also enables CDS to build relationships with a range of services in Singapore.



## Message from the Director

PROF. PATRICIA O'BRIEN

CDS staff involved in the Diplomas include: Kylie Gorman, Co-ordinator; Elizabeth Hammond, Emma Doukakis, Sam Arnold, Friederike Gadow, Prof. Vivienne Riches, Ray Murray, Meaghan Edwards, Jemima Edwards, and Prof. Patricia O'Brien.

### 3. Person Centred Champions and other Related Programmes

Other person centred applied education programmes have included the delivery of professional development programmes across the NGO sector, this included:

725 Vision Australia staff in *Understanding and Growing in Person Centredness*; 20 Break Thru staff and 25 Achieve staff in *Person Centred Champions*. Achieve also contracted *Introduction to Person Centredness* for 50 staff members.

Path was also delivered in Sydney and Uniting Care Communities Queensland. A new programme *Building Social Networks* was delivered locally and for Uniting Care Community in Queensland. People with intellectual disability were invited to bring a support person with them to the workshop and together they mapped their strengths against the community opportunities leaving the

workshop with an Action Plan. A further initiative has seen CDS deliver a two day workshop on *Person Centredness and Employment Settings* which relates to the evaluation work that is ongoing with NOVA Enterprises.

CDS staff involved included Kylie Gorman, Prof Vivienne Riches, Ray Murray, Emma Doukakis, and Jemima MacDonald.

### I-CAN v5

Interest in the value of the I-CAN tool is gaining traction, particularly in view of pre-planning assessments associated with the NDIS. Consequently, the number of public workshops have increased. Sessions have included training of staff and students at the University of Sunshine Coast, in-house training and coaching for many other disability services across Australia.

CDS to Korea by the Seoul Independent Living Centre. This visit was then reciprocated by the Seoul staff visiting CDS to attend our advanced course in the implementation of I-CAN.

Further training in Seoul is expected in 2016 along with the translation of the I-CAN tool into Korean. CDS staff involved include Sam Arnold and Prof. Vivienne Riches.

### Behaviour Support

Work in this area included the revision of the Family and Community Services (FACS) Behaviour Support Policy and Practice Manual and the development of ten training manuals for the State-wide Behaviour Intervention Service (SBIS) and two for the STAR programme. Along with the teaching of *Behaviour Support Modules* within both Diplomas adds to CDSs training capacity. CDS staff include: Prof Vivienne Riches, Sam Arnold, Friederike Gadow, and Tomas Buratovich.

### 4. Stand Alone Projects:

#### Inclusive Education Programme (IEP)

A second cohort of ten students with an intellectual disability was introduced to the University of Sydney in February 2015. To date the students have been involved in a range of courses where they attend lectures and tutorials across different faculties. Including School of Business, Faculties of Arts and Social Sciences, and Sydney College of the Arts.



## Message from the Director

PROF. PATRICIA O'BRIEN



### INCLUSIVE EDUCATION



Throughout the year CDS staff also attended a series of sessions run by Social Traders, an Enterprise Development venture, in order to find a way forward to sustain the IEP course and include in it a vocational internship element. Westpac Bank sponsored CDS involvement in the Social Trader Programme. Philanthropy and corporate sponsorship is being sought as part of the ongoing funding required to deliver the IEP from 2017. CDS staff Friederike Gadow, Jemima MacDonald, Sophie Stevens-Radford, Fran Keeling, Ryan Cigna and Amanda Gaston.

#### **NDCO Programme**

This year the NDCO officer, Vera Laptev, has worked to promote a smooth transition from school to work and from university to work for students with disabilities. Vera led a collaboration with other NDCO colleagues to produce a new DVD *Create your Future*, that showcases six short, stories focusing on transition to work and study.

#### **5. Inclusive Person Centred Clinical Work**

The last year saw both the Developmental Disability Health Unit (DDHU) at Royal Rehab and the Northern Intellectual Disability Health

(NIDH) Clinic, Cremorne continue to meet the demands of children and adults with intellectual disability for specialised medical and health consultations, advice and referrals. Both clinics have continued to provide 2-hour comprehensive health assessments with findings and recommendations being discussed with the client, family, carer and support agencies. One hour follow up appointments are offered 3/6 months after the initial clinic session to discuss outcomes of investigation and referrals and to review progress. Subsequent annual reviews were then offered. At the NIDH health action plans and health co-ordination are provided by the Clinical Nurse Consultant.

Throughout the last year 346 clients were seen at DDHU 112 outreach consultations; and for the NIDH with 52 new clients seen, and 237 consultations with new and review clients.

CDS staff involved at DDHU include Dr. Seeta Durvasula; Prof Vivienne Riches; Sam Arnold; Nicky Shellard; and Tomas Buratovich.

CDS staff at NIDH include: Dr. Seeta Durvasula; Sam

Arnold; Liz Hammond; Natalie Duckworth, Tomas Buratovich, Keith Johnson, and Natalie Duckworth.

Both clinics provide great opportunity for clinical research. A grant from the Medical Foundation, Sydney University has enabled CDS to set up research in the area of family studies associated with stress and more recently social skills development for young adolescents with intellectual disability.

#### **6. Where to in the coming year**

Financially, this year has been challenging. This is partly due to the pending implications from the introduction of the NDIS. Throughout the year CDS's stakeholder groups have expressed caution in funding workforce development. However towards the end of the financial year several proposals were accepted from both ADHC and other service providers enabling CDS to move forward with a full schedule of work, in particular covering a state wide training project in the area of Active Support.



*CDS IS DRIVEN  
BY A TEAM OF  
PROFESSIONALS  
IN THE AREA OF  
DISABILITY  
WHO ARE  
MULTI-SKILLED  
AND SOUND IN  
THEIR RESOLVE  
TO MAKE A  
DIFFERENCE.*

## Message from the Director

PROF. PATRICIA O'BRIEN

As I bring this report to a close, I wish to thank Jo-Anne Hewitt, Chair, the CDS Board and members for their ongoing wise guidance in governing the organisation.

The staff that we have said good bye to throughout 2015 for their contribution, including Timothy Hart, Michele Bewsher and Sophie Stevens –Radford, we wish them well in their future career ventures.

Particular thank to the CDS staff for their commitment, support, creativity and collaboration throughout the 2014 -2015 financial year. As you can see from this report CDS is driven by a team of professionals who are multi-skilled and sound in their resolve to make a difference in the area of disability.

A word of thanks must also go to those who support CDS with financial management and HR support, Accounting and Good and Your HR Manager.

Finally, I would like to express my appreciation to Peta Hurst and Bruce O'Brien for their essential administrative support.



Staff Meeting



Diploma of Community Service -  
Saturday Class



## CDS Directors



JO-ANNE HEWITT

### CHAIRPERSON

Jo-Anne Hewitt is General Manager, Client Services at Cerebral Palsy Alliance. Jo-Anne has over 35 years' experience in the not for profit sector and has held senior roles in a number of large agencies including UnitingCare, where she previously held the role of Director, Disability.

She is a current Board Director of Mater Dei School (Camden) and is the founding chair of the Futures Alliance, a collaboration of community representatives from the disability and aged care sectors in NSW seeking better futures for people with disability who are ageing.



PROFESSOR  
PATRICIA O'BRIEN

In 2009 Patricia returned to Australia from Trinity College Dublin to take up the position of Chair in Disability Studies and Director, Centre for Disability Studies, University of Sydney (CDS).

At Trinity College Patricia was the Foundation Director, National Institute for Intellectual Disability where her work supported a mission of Inclusion through Education, Research and Advocacy. Prior to Ireland, Patricia worked at the University of Auckland where she taught both graduate and post graduate courses in human services and special education. Patricia has co-edited two books that promote disability services as value driven and person centred organisations.

Since taking up the position at CDS Patricia has led a team of researchers, educators and clinicians in implementing the vision of the organisation, Building Capacity for Change. At CDS Patricia promotes research that is inclusive of people with disabilities as co-researchers. Patricia's teaching and research interests cover advocacy, deinstitutionalisation, community participation, transition, inclusive research and education, and quality of life for people in individual supported living (ISL) arrangements.



Trevor Parmenter  
Award



Prof. Dan Goodley  
Visit



## CDS Directors



DR. AMANDA MEAD

Amanda is the non-executive Chair of Variety, the Children's Charity of NSW and has been a Director since 2003. She chaired the Grants and Programs Committee from 2008-15 which grants equipment and services to disadvantaged children. She is experienced in governance, marketing and risk oversight and works as a strategist, researcher and academic mentor in marketing, organisational transformation and social impact. Her research interests are in organizational transformation, disability and social impact.



CRAIG GALLAGHER

Craig is a partner at Hunt & Hunt Lawyers, North Ryde and practices in the property, estate, planning, commercial law and commercial litigation areas and has acted for many clients within the Parramatta Local Council area for a period of almost 30 years. He is Chairman of Western Sydney Venues Council and Director Venues NSW.

Craig was a former trustee of The Parramatta Stadium Trust (13 years) and chair of that trust for 6 years. He was also a trustee of The State Sports Centre Trust for 15 years. Craig served on both trusts as Chair of the finance and audit committee for many years.

Craig lives at Epping and is involved in the local community having been a member of Epping Rotary for 10 years and also being a director of Bendigo Community Bank, North Epping.



## CDS Directors



PROFESSOR KAREN  
FISHER

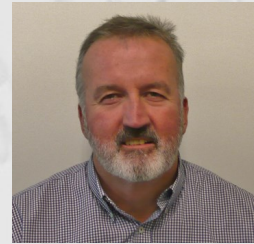
Professor Karen Fisher is a Professor in the Disability Research Program at the Social Policy Research Centre, University of New South Wales.

Her research interests are the organisation of social services in Australia and China; disability and mental policy; inclusive research and evaluation; and social policy process.



PROFESSOR  
IAN CAMERON

Ian is a Rehabilitation Physician who holds the Chair of Rehabilitation Medicine at the University of Sydney and is Head of the John Walsh Centre for Rehabilitation Research. He has broad interests in disability and rehabilitation issues, and provides health services to people with disabilities.



TIM CONNELL

Tim is a founder and currently the Managing Director of Quantum: Reading, Learning, Vision.

For over 25 years Quantum has been working with people who have a print disability including blindness, vision impairments or reading disabilities such as dyslexia providing assessment, support and the latest assistive technology products.

Tim has been a regular presenter at international disability conferences including CSUN, Closing the Gap, ICEVI and AER. More recently he was a member of Federal Governments Dyslexia Working Party.

Prior to joining Quantum Tim worked with the Innovation Centre at the University of New South Wales.



## CDS Directors



PHILLIP CENERE

Phillip Cenere is an experienced leader in executive education and higher education management and a non-executive director and board consultant.

Phillip is Associate Dean of the School of Business and Senior Lecturer (Public Relations), The University of Notre Dame Australia (Sydney campus), having previously taught across a range of business and communication subjects at Macquarie University, UTS and University of Wollongong. Philip contributes to business and trade publications as a features journalist.

He is also Managing Director of Engines of Success, a consultancy venture specialising in education management, corporate governance, risk management, issues and crises communication, sustainability and stakeholder engagement.



DR. PHILIP MORATH

Phillip has nearly 30 years experience in senior management of non-government organisations providing services to people with disabilities.

Phillip is currently the CEO of a community housing provider. He has extensive experience in implementing organisational change and has been a participant in several Commonwealth and State Government committees that have reviewed key service areas. He has held directorships in several service and peak organisations.

Phillip has a PhD in organisational change, a Company Directors Diploma, and is a fellow of the Australian Institute of Company Directors.



## CDS Staff

LOOKING BACK 2014 - 2015



PROF. VIVIENNE  
RICHES

CLINICAL PROFESSOR,  
SENIOR RESEARCH  
FELLOW

*B.A, Dip.ED, MA (Hons)., PhD*

It has been a busy year working with the CDS team across a range of projects spanning research and development, education and training and clinical practice. In addition to evaluating evidence based practices in the Nova Transition To Work Program, I carried out a consultancy with the Special Education Branch, Ministry of Education, Singapore developing a prototype for Transition from School to Work.

Teaching has included the vocational options and community living module in the Diploma in Disability in Australia and Singapore, and I led projects revising policy and practice guidelines in positive behaviour support and clinical risk assessment. Throughout this year I was also awarded the title of Clinical Professor in Sydney Medical School.



SAMUEL ARNOLD

RESEARCH FELLOW

*BA (Psych), PGDip (Psych), MA  
(Analytical Psych), PhD candidate.*

I am an Analytical Psychologist with a background in supporting adults with an intellectual disability.

This year 2014-15 has been very exciting professionally, particularly with the launch and developments relating to Version 5 of the I-CAN tool. It's very exciting to see the impact the work of CDS is having nationally as people use I-CAN for NDIS pre-planning, but also internationally as work begins on a Korean translation of I-CAN.

I have been involved with the Active Support and Person-Centredness training initiatives, as well as the work at the two CDS specialised health clinics.



## CDS Staff

LOOKING BACK 2014 - 2015



FRIEDERIKE GADOW

### RESEARCH FELLOW

*MA (Special Education, Speech Pathology), PhD candidate.*

In 2014-15 I have continued to coordinate the Inclusive Education Programme, which facilitates opportunities for people with intellectual disability to experience university life through a fully inclusive auditing model. Working alongside Jemima MacDonald, I have been very pleased to see the programme go from strength to strength.

Since the start of 2015 I have also taken on the role of the research coordinator for the NSW component of an ARC Linkage Grant study on individual supported living (ISL). This study is a collaboration between CDS, Curtin and Deakin Universities.

Throughout the year I have taken the leap into further study by commencing a PhD through Sydney Medical School entitled *Social networks of people with intellectual disability in individual supported living arrangements*, which builds on the ARC ISL project.



MEAGHAN EDWARDS

### RESEARCH FELLOW

*B A. (Hons), CBR Cert, PhD Candidate*

I am a PhD candidate and work as a Research Fellow with the CDS. I have a background in community based, applied research in disability and Quality of Life. I have received the University of Sydney World Scholars Award from the Sydney Medical School to support my post graduate studies on families, inclusion and social support. Prior to my current position, I was the supervisor of research at MukiBaum Treatment Centres in Toronto, Canada. In this position, I supervised students in the fields of psychology and social work from the University of Toronto and Guelph Humber University.

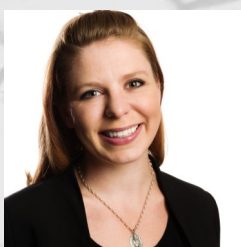
In my current role I lecture on the Diploma of Disability as well as post graduate disability courses. I also support the Social Networking Group for people both with and without intellectual disabilities around making and sustaining social connections, with a view to improving well being.

Over the last 12 months I have coordinated CDS's contribution as NSW State Experts in the Evaluation of the NDIS, led by NILS, Flinders University.



## CDS Staff

LOOKING BACK 2014 - 2015



JEMIMA MACDONALD

EDUCATION  
DEVELOPMENT &  
RESEARCH OFFICER

*BAppSc (Speech Pathology), MHI-  
thSc (Dev. Disability)*

This year I have continued as the project officer for the Inclusive Education Programme. As part of my role I secured a scholarship that provided the opportunity to participate in the Crunch, by Social Traders, an eight month social enterprise incubator programme.

I have also continued as project coordinator for the Social Networking Group. CDS has now secured funding for this program, which has enabled us to begin the *Waves of Inclusion* at Bondi Beach and Newcastle in partnership with NSW Surf Life Saving

Throughout the year I taught the *Social Skills and Sexuality module* for the Diploma in Disability in Singapore which was a new and exciting opportunity. I am also currently involved in two research projects, one for NOVA employment and the other for the STAR team, Family and Community Services (FACS).



EMMA DOUKAKIS

RESEARCH FELLOW

*B.Econ (SocSci), LLB, GDipLegPrac*

I returned to CDS from maternity leave in February 2015, and since then my primary focus has been on education and training.

I co-facilitated the *Person Centred Champions Program* and *Building Social Networks Workshop*, as well as teaching the law, ethics, human development and advocacy units of study in the *Diploma of Community Services (Person Centredness)*.

I also played an ongoing role coordinating the Diploma of Disability delivered by CDS in Singapore in conjunction with the Social Service Institute( SSI).

Another highlight is the work I have done with the Inclusive Research Network that will continue into the new financial year.



## CDS Staff

### LOOKING BACK 2014-2015



KYLIE GORMAN

#### PROJECT MANAGER

*BA, MS (Psychology),  
Dip. (Management and Leadership),  
Cert IV (TAE)*

I started with CDS in October 2013 following a career in direct service delivery, leadership, project management and quality assurance of community supported accommodation and respite services. I am responsible for the coordination and delivery of the qualifications and other workforce development initiatives offered by CDS. Having expanded the Diploma of Community Services Work contextualised in Person Centredness to online delivery, I am now working with the team of tutors and assessors at CDS to design and develop teaching and assessment materials for the new *Certificate IV in Disability (CHC43115)* and the new *Diploma in Community Services (CHC52015)*, both of which will commence in Semester 1 2016. I am responsible for maintaining CDS relationship with Sydney Learning, our RTO partner.

A particular highlight has been working with Ray Murray and Emma Doukakis on the Professional Development Program for Person Centred Champions and seeing the cultural change that can be effected by driven

champions when they have the support and commitment from the leadership.

I introduced the suite of Person Centred Workshops to the CDS event calendar in 2014, from which a series of workshops were developed and delivered to over 700 staff from Vision Australia throughout 2014-15.



TOMAS BURATOVICH

#### PAEDIATRIC AND ADULT PSYCHOLOGIST

*B.Psych*

After completion of my Bachelor of Psychology degree, I commenced employment in the disability sector in 2009 where I completed my psychology internship via Ageing Disability and Home Care (ADHC) and continued to work within ADHC until 2015.

I commenced working with CDS in June 2015 as both a psychologist at the two specialised health clinics and a researcher at the Camperdown campus.

My professional development interests are in the areas of early life experiences, childhood and adult attachment models, trauma and complex trauma and how social networks, communities and the wider society can impact on a person's mental health.



## CDS Staff

LOOKING BACK 2014-2015



VERA LAPTEV

NATIONAL DISABILITY  
COORDINATION  
OFFICER (NDCO)

BSW/B.A

My role at CDS is the National Disability Coordination Officer (NDCO) for Sydney Region. This position is funded by the Federal Department Education and Training until July 2016. The NDCO Programme works strategically to assist people with disability access and participate in tertiary education and subsequent employment, through a national network of regionally based NDCOs.

I am currently involved in a number of interagencies in the region and sit on committees for numerous projects related to transition for people with disability into education and employment.

Currently I am undertaking a Master Degree in Arts.



PETA HURST

PERSONAL ASSISTANT

B.A.

I work on a full-time basis at CDS, supporting Patricia and the Team, as a Personal and Team Assistant. Although I have only been with CDS for a few months, I have really enjoyed the variety of work I have been exposed to, and working with the supportive and caring staff here.

The highlight of my time at CDS, so far, has been helping to organise events and workshops during Professor Dan Goodley's visit and also making connections with people who attended these events.



## CDS Staff

LOOKING BACK 2014-2015



BRUCE O'BRIEN

FAREWELL TO STAFF

### ADMINISTRATIVE ASSISTANT

I am a member of the CDS administration team where I support staff with conferences, photocopying, binding, coordinating mail-outs and general office work.

This year I really enjoyed being a part of the CDS Social Networking Group and went to Melbourne with the Inclusive Research Network.

CDS wishes to acknowledge the contribution made to CDS within the last 12 months by:

Sophie Stevens-Radford: Business Leader  
Timothy Hart: Communications Officer  
Michele Bewsher: Executive Assistant.

CDS has gained from their many skills, abilities and talents and wishes them well in their future endeavours.



Sophie Stevens-Radford, and CDS Staff with Chinese Delegation Visit



## CDS Staff

LOOKING BACK 2014-2015



DR SEETA DURVASULA

**DIRECTOR, HEALTH  
CLINIS (DDHU & NIDH)**

*MBBS, DCH, MPaed, MPH, PhD*

I am a developmental disability physician, clinic director of two multidisciplinary health clinics for people with intellectual disability, and a lecturer at the Sydney Medical School. In 2014, I obtained my PhD at the University of Sydney on the topic of *Sunlight exposure and vitamin D status in older people in residential care*. Most of my work in the last year has been in further developing clinical services funded by NSW Health.

I have also collaborated with the Faculty of Pharmacy in research a PhD student research on the use of asthma inhaler medications by people with intellectual disability. Other roles throughout the year have included: being co-chair of the Research and Development Subcommittee, Intellectual Disability Network, Agency for Clinical Innovation; a member of the Executive Committee, Australian Association of Developmental Disability Medicine; and an editorial consultant and reviewer for a number of journals including, Journal of Intellectual and Developmental Disability and the Medical Journal of Australia.



ELIZABETH HAMMOND

**CLINIC COORDINATOR,  
NORTHERN INTELLECTUAL  
DISABILITY HEALTH (NIDH).**

The past year has been busy and productive for the NIDH Team. Client referrals are increasing, as the work that we have put into building our contacts, networks and referral pathways comes to fruition. It has been rewarding to see some clients, both paediatric and adult, access two or more of the services provided by our multi-disciplinary team.

Clinics continue to be run at some of the Special Schools in the Northern Sydney Local Health District, Our Paediatrician, Child Psychologist and Clinical Nurse Consultant travel to the schools to screen and assess children.

A Psychiatrist has joined the team and holds a clinic fortnightly and Dietary Clinics are held once a month at NIDH.

We have formed links with two Exercise Physiologists, who are holding weekly exercise classes for several of Clients, here at the Clinic.

It continues to be a privilege to work for NIDH and I believe that the team of dedicated and hard-working colleagues are making a difference to the lives of many of those living with intellectual disability and complex health needs.



## CDS Staff

LOOKING BACK 2014-2015



DR. YVETTE VELLA

### DEVELOPMENTAL & GENERAL PAEDIATRICIAN

I am the Developmental and General Paediatrician at Northern Intellectual Disability Health in Cremorne. I joined the team in June 2015. I work with school age children and young people who have an intellectual disability and other complex needs. I provide health assessments at Cremorne Community Health Centre and attend multidisciplinary clinics in schools for specific purposes in the Northern Sydney Local Health District. The team also aims to support young people in their move from paediatric to adult health services through coordinated transition clinics.

I have worked hard in these past six months to build a relationship with schools in the local area and provide specialist developmental and behavioural advice to families who may be unable to attend an appointment at the clinic. I have enjoyed promoting our service the resources and skills we have at hand to our local paediatricians and general practitioners.



DR. ELIZABETH  
THOMPSON

### REHABILITATION MEDICINE SPECIALIST

I am a Rehabilitation specialist doctor working with the Northern Intellectual Disability Health, Cremorne service and Royal Rehab's Developmental Disability Health Unit. In the clinic, I see people with an intellectual disability and their support network. We aim to provide wholistic, comprehensive health assessments. As a rehabilitation physician, I am interested in how their functional goals and experiences can be better met.

As a teenager and throughout my university years, I worked as a disability support worker. I also work in rehabilitation medicine in the public and private sector, treating people without an intellectual disability.



## CDS Associates



PROFESSOR EMERITUS  
TREVOR PARMENTOR

Looking back over the year Trevor continued to supervise PhD students, assist younger researchers to win research grants, write, examine PhD theses and review journal articles.

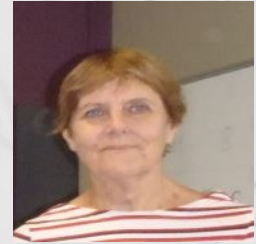
Trevor's current research interests included ageing and intellectual disability, inclusive research, and end of life issues.

Together with Maureen Corby from New Zealand, he won a tender for CDS to provide a two-year consultancy to the Down Syndrome Association Singapore.

As Chair of the Scientific Advisory Committee for the IASSID 15<sup>th</sup> World Congress, 14 -19 August 2016, Melbourne Convention Centre.

Trevor has spent considerable time in assisting the development of the scientific program.

A highlight of the year has been his presentation of keynote papers to European conferences in Milan and Florence on Quality of Life issues.



DR MARIE KNOX

Marie is an honorary associate with CDS. In this role, Marie co-facilitates the Centre for Disability Studies Inclusive Research Network with Patricia O'Brien and Emma Doukakis. The network is a research team consisting of members with and without intellectual disability.

An example of the group's work is the recent research on exploring the experiences of people with intellectual disability on their rights around education, health, employment and housing articulated in the UN Convention on the Rights of Persons with Disabilities. The group has recently received an Endeavour Foundation Endowment Challenge Fund Award.

Marie also supervises doctoral students and is a chief investigator with Trevor Parmenter and colleagues from UNE on an ARC funded research grant *Keeping my place in the community: achieving successful ageing-in-place for people with intellectual and developmental disabilities*.



## CDS Associates



**ASSOCIATE PROFESSOR  
BARRIE O'CONNER**

CDS is pleased to announce Dr Barrie O'Connor continues as a consultant in his new role as Honorary Associate Professor to the Centre. Barrie brings extensive teaching, research and consultancy experience in education and human services, having held appointments at QUT, Deakin and Griffith Universities, and taught at both Bond University and The University of Queensland.

He was Director of the Institute of Disability Studies at Deakin (1999-2001). His research and consultancy includes work in New Zealand, Ireland, Saudi Arabia, UAE, and Bangladesh. His collaborations with CDS since 2012 include data analysis and writing on several NGO projects, editing documentation for the CDS Breakfast series, teaching and marking in postgraduate courses, development of modules in the diploma program, and participation in Centre strategic planning sessions.



**ADJUNCT PROFESSOR  
JEFFREY CHAN**

Adjunct Prof. Jeffrey Chan is currently the Chief Practitioner at Yooralla, Victoria where he is responsible for overseeing of quality, innovation and safeguarding rights.

Previous to his current role, Jeff held two inaugural statutory roles in Victoria and Queensland to protect the rights of people with disabilities and cognitive impairment who were subject to restrictive practices and detention orders. Jeff completed his PhD through the Centre with Emeritus Prof Trevor Parmenter as his supervisor and mentor, and Prof Roger Stancliffe as co-supervisor. He promotes the work of CDS through linkages and partnership nationally and internationally, particularly around the use of the I-CAN at organisational levels; positive behaviour support and learning and development.

Jeff will be working in Singapore as Deputy CEO of MINDS from late March 2016.



## CDS Associates



RAY MURRAY

Ray has continued to co-facilitate with staff from CDS a range of programmes in the area of person centred thinking, planning and practice. With Kylie Gorman, Ray has been active in working with Vision Australia to deliver a one day workshop on *Understanding and growing in person centredness*; with Prof Vivienne Riches, *Person Centredness and employment*; and with Emma Doukakis, *Person centred Champions Programme*.

Ray was responsible for revising the Champions programme to be delivered in a Train the Trainer format.

Ray works with the staff of the IEP programme in facilitating annual PATHs for the auditing students choosing their life goals while at university and beyond.

Ray also joined the CDS teaching team in Singapore where he delivered a module on *Individual Planning and Case Management*.



NOEL ATKINSON

Noel continues to support CDS by acting as a mentor to participants completing the person centred champions program.

Through her advocacy Noel encourages family members to become involved in the research activities of CDS, by expressing her conviction that people with disability are valued and contributing members of their community.



DR. ROBBIE LLOYD

Robbie was busy in Darwin throughout 2014—2015 continuing his work in coordinating workshop presentations and networks of government, NGOs and businesses interested in person-centred planning, inclusive education and community based living. Robbie has also continued to play a role in supporting Indigenous people and groups from Asia and Pacific Regions in creating futures of their own choice.

In this time period Robbie has also moved to take up role of Community Relationships Manager Skills Link Training, Port Macquarie.





*CDS HAD AN EXISTING ACCREDITED MODULE WITHIN ITS DIPLOMA OF DISABILITY ON POSITIVE BEHAVIOUR SUPPORT FOCUSED ON PEOPLE WITH INTELLECTUAL DISABILITY. THE PROJECT UPDATED THIS MODULE TO INCLUDE CONTENT ON TRAUMATIC BRAIN INJURY.*

## Research and Consultancy

### ARC Aging Project

**Research Team:** Prof. Trevor Parmenter, Dr. Marie Knox & colleagues from University of New England

The overarching outcome of this project is to identify issues and gaps in the aged care sector for people with intellectual disabilities that can be address by a Best Practice Framework.

The past twelve months has seen the data collection elements of this project well underway. Using the Health Disparities Survey Tools, surveys are conducted on two targeted cohorts, people with IDD and the ageing population. To achieve statistical robustness the project aims to obtain 500 completed surveys (1000 surveys). Data will be collected from both rural and metropolitan regions in NSW and QLD.

Interviews with key representatives from the disability and aged care sectors will provide important qualitative data for this research.

Interviews will be conducted with four groups of participants:

- Group A - policy makers, researchers and advocates
- Group B - CEOs and senior managers of disability and ageing organisations
- Group C - middle managers and care staff of disability and ageing organisations.
- Group D - people with disabilities

The data collection will be completed by May 2016 enabling intensive data analyses to commence in the second half of 2016.

### Lifetime Care

Samuel Arnold

In February 2013 the Centre for Disability Studies (CDS) applied to the Lifetime Care and Support Authority (LTCS) for the *Service Development Grants to build capacity of service providers to deliver support to participants with challenging behaviours*. CDS proposed to work with Keystone Professionals (Keystone) to provide *Accredited Positive Behaviour Support Training for Case Managers*. Training commenced in June 2014. CDS had an existing accredited module within its Diploma of *Disability on Positive Behaviour Support focused on people with Intellectual Disability*. The project aimed to update this module to include more content on Traumatic Brain Injury. Keystone Case Managers would receive the updated PBS training, and then complete their homework task which included the delivery of a PBS service ideally to a LTCS participant. Given the small pilot scale of the project, the benefits of the PBS training would then be evaluated using a survey methodology.

Many positive outcomes were found in the survey data: “Yes applied well to TBI caseload”, “Strategies that can be applied to a wide range of people”.



*CDS WAS VERY  
PLEASED TO  
PARTNER WITH  
MATRIX ON  
BOARD IN  
IMPLEMENTING  
THE STUDY.*

## Research and Consultancy

### Quality of Life

**Research Team:** Friederike Gadow (coordinator)

Prof. Patricia O'Brien, Samuel Arnold, Prof. Vivienne Riches, Deborah Espiner,  
Tanya Riches & staff from Matrix on Board

The primary scope of the Quality of Life Study (QOL) Stage 1 has been to capture data for people with intellectual disability (residents) who reside at Large Residential Centres (LRCs) in Westmead and Rydalmere (Metro Residences) in Western Sydney. The Quality of Life Study Stage 1 was conducted prior to the residents' relocation to contemporary models of accommodation within the community through the state government's Metro Residences Redevelopment program. This study provides a baseline for a potential longitudinal study to follow residents' trajectories as they adapt to community lives as well as document perceptions of the staff and families (Metro Community stakeholders) to the development process with a view to future planning of development of the remaining sites in NSW. The study used a mixed method approach. CDS was very pleased to partner with Matrix on Board in implementing the study.

The residents' QOL was captured through a range of QOL tools, including self-reporting and proxy data that also captured community involvement. By observing the residents engaging in typical daily activities it was possible to gain insight into their QOL. Photovoice and a Family Quality of Life Survey contributed as valuable tools to complete the qualitative data set.

A final report was submitted to ADHC.

### Medical Foundation Grant

**Team members:** Dr. Seeta Durvasula, Dr. Lynette Roberts, Tomas Buratovich,  
Prof. Vivienne Riches, Prof. Patricia O'Brien,

The funding from this grant enabled Dr. Lynette Roberts to conduct a parent support group for parents of school aged children with intellectual disabilities (2014).

The aim of the parent support group was to reduce levels of stress in the participants. By teaching the group elements of Cognitive Behaviour Therapy, Dr. Roberts, was able to show promising results. CDS, Dr. Roberts and a group of UTS psychology students are collaborating to continue the study with more parent support groups. Ethics approval has been received enabling the follow-up study to commence in 2016.

In a similar vein Tomas Buratovich (CDS) is developing other proposals that will benefit children with disabilities and their families. His first project will investigate the use of drama training in the development of social skills for children with intellectual disability.



EVIDENCE-BASED  
PRACTICES  
IDENTIFIED TO  
ADDRESS  
CHALLENGING  
BEHAVIOUR  
INCLUDE SOCIAL  
SKILLS  
DEVELOPMENT  
AND  
INDIVIDUAL  
COMMUNICATION  
SUPPORT.

## Research and Consultancy

### Supporting students with Autism Spectrum Disorder and challenging behaviour within school settings

**Research Team:** Deborah Espiner, Ass. Prof. Barrie O'Connor, Dr. Yoon-Suk Hwang and Prof. Patricia O'Brien

In 2014, The Social Justice Unit of UnitingCare Children Young People and Families Stay Connected, commissioned CDS to develop a literature review on *Supporting Students with Autism Spectrum Disorder and Challenging Behaviour within School Settings*. Colleagues from the University of Auckland (Deborah Espiner) and Griffith University (Yoon Suk Hwang) collaborated with CDS to complete the review. This was a timely project given the reported spike in public concerns about Autism Spectrum Disorder and its perceived impacts on schools and family life.

This comprehensive report explores theories that seek to explain both the condition and the approaches for working productively with students, from the biomedical, psychodynamic and psycho-educational perspectives.

Evidence-based practices address challenging behaviour include:

1. Social skills development (through modeling, video modeling, coaching, prompting, pivotal response training, peer mediated social learning, social stories, scripting and social menus)
2. Individual communication support (visual supports and visual schedules linked to task completion and rhythm of the day, Power cards, Picture Exchange Communication System and Circle of Friends).
3. Other approaches include case management, school staff support and training, family support and parent-implemented interventions and explores approaches to measuring and assessing behaviour change, reviews a selection of instruments and critiques these approaches.

The report has been well received by the agency in view of its concentration on evidence based practice relevant for adoption within the agency.

### NOVA Enhanced Employment Outcomes Evaluation

**Research Team:** Prof. Vivienne Riches and Jemima MacDonald

This study is investigating enhanced employment outcomes that affect the quality of employment for individuals with disabilities. Supported by NOVA Disability Employment Services (DES) the Star Ratings KPIs of efficiency and effectiveness and the key factors contributing to these outcomes are being investigated.

The study takes into account the internationally accepted best evidence-based practices, key stakeholder views and internal processes used by NOVA to achieve outcomes.

The study also explores other important outcomes for employees including, workplace values, wages, conditions of employment, and job satisfaction.



*THE CDS TEAM,  
NILS, AND STATE  
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ACROSS THE  
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OF THE  
EXPERIENCES OF  
PARTICIPANTS  
AND  
STAKEHOLDERS  
IN THE NDIS  
TRIAL SITES.*



## Research and Consultancy

### Stepping On

**Research Team:** Meaghan Edwards, Samuel Arnold, Timothy Hart and Prof. Patricia O'Brien

The CDS was contracted by the Ministry of Health (2014) to deliver a series of 10 Stepping On Facilitator Training (SOFT) workshops across NSW for practitioners who working in falls prevention. CDS, as the project coordinator, contracted an experienced Stepping On trainer Megan Swann to deliver the SOFT workshops. The SOFT program ran for nine months providing 1-2 day training workshops each month. The evaluation of the SOFT program is on- going, with the final stages of data analysis to be completed in 2016.

The overall purpose of the SOFT program is to up skill facilitators in the delivery of the Stepping On programme. The programme empowers people, at risk of falls, to asses potential environmental hazards and find solutions to ensure their safety. The programme addresses risks both within the home and external environments.

Lessening falls sustains independence and decreases hospital admissions from serious injuries including hip fractures. The Stepping On programme, delivered the participants additional outcomes by providing enjoyable social interaction with people who had experienced similar injuries through falls.

### National Disability Insurance Scheme Evaluation

**Research Team:** Meaghan Edwards, (Coordinator), Friederike Gadow, Samuel Arnold, and Prof Patricia O'Brien.

CDS and National Institute for Labour Studies (NILS), Flinders University, have been involved in a large scale, two-year evaluation of the National Disability Insurance Scheme (NDIS) as it rolls out across the country. As the NSW State Experts CDS have been engaged to carry out community engagement activities and interviews with participants and their carers.

The second year of data collection is underway with the findings due for release in 2016.

CDS, NILS, and other state experts from across the country, work on building a cohesive representation of the experiences of participants and stakeholders in the NDIS trial sites.

The findings and implications will translate to into practical learning's that will determine the shape of the NDIS into the future.



*THE DP CLINIC  
PLAYED A  
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SERVICE THAT  
FAMILIES AND  
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COULD ACCESS  
WHEN THERE  
WAS AN IMPASSE  
WITHIN THE  
SERVICE SYSTEM  
OR WHEN THERE  
WAS  
UNCERTAINTY  
DUE TO THE  
COMPLEXITY OF  
THE PRESENTING  
ISSUES.*

## Research and Consultancy

### Evaluation of Disability Psychiatric Clinic (DPC) Westmead

**Research Team:** Prof. Patricia O'Brien, Samuel Arnold, Prof. Vivienne Riches, and Deborah Espiner

CDS was approached by the Developmental Psychiatric (DP) Clinic, Westmead, to conduct a review of the services it delivers. A series of interviews were conducted by the CDS team with members of the DP Clinic team, stakeholders and families who had gained support from it. Interview material was also verified and compared and contrasted with a series of documents and literature relevant to the work of the clinic. A focus group was conducted with ten of the DP Clinic core panel members. The questions asked, in the interviews and focus group, drew upon material from person centred and solution-focused approaches, and the Disability Service Standards.

The DP Clinic was perceived to play a critical role in the provision of a service that families and clinicians could access when there was an impasse within the service system or when there was uncertainty due to the complexity of the presenting issues. The family and professional stakeholders of the DP Clinic confirmed that referral to the clinic as a tertiary service had led to improved outcomes, relieving acute alarm and distress as well as cost cutting, when compared to public emergency services being called upon by families when children and young people were in crisis.

It was recommended that the DP Clinic play a major role in the development of Centres of Excellence across NSW. Where people with complex needs are supported to live valued lives arising from choice and control gained through interaction with the specialist intellectual disability health and mental health services.

### Behaviour Support Policy

**Research Team:** Prof. Vivienne Riches (Co-ordinator), Samuel Arnold, and Friederike Gadow

By 2018 all disability support services in NSW will be provided under the NDIS via NGOs. In view of these changes, CDS was commissioned by NSW Department of Family and Community Services (FACS) to complete a revision of the *Behaviour Support: Policy and Practice Manual*.

CDS conducted an environmental scan and brief literature review, consulted with behaviour support practitioners, families and interested parties through a series of affinity group meetings in across NSW, conducted an online survey and individual in-person telephone interviews.

The revised and ratified manual provides minimum requirements and best-practice guidance to for behaviour support for the NDIS role out.



*ISL MEANS THAT INDIVIDUALS WITH DISABILITIES LIVE IN THEIR OWN HOME WITH A RANGE OF ENABLING SUPPORTS.*



## Research and Consultancy

### Individual Supported Living Project–ARC Linkage

Prof. Patricia O'Brien (CI) & Friederike Gadow in partnership with Achieve Australia, NDS and Integrated living.

CDS is collaborating with Curtin and Deakin Universities through an ARC Linkage Grant which investigates *Quality and outcomes of individual supported living (ISL) arrangements for adults with intellectual and developmental disabilities*. ISL means that individuals with disabilities live in their own home with a range of enabling supports. To date, there is limited evidence of quality outcomes based on empirical studies of ISL, and no validated and reliable instrument to determine the quality of ISL arrangements. This two-year research project will address this significant gap by determining the reliability, validity and usability of an ISL tool that has been developed by Curtin University in previous pilot studies (Cocks, Williamson, & Thoresen, 2011). The assessment of quality and outcomes is underway through reviews of 150 arrangements across Western Australia, Victoria and New South Wales. Each review comprises an evaluation using the ISL evaluation instrument, and the application of a set of outcome measures and protocols. CDS is very pleased to be linking with Achieve Australia, Integrated Living and NDS in NSW.

### Assessed support needs for Yooralla

Samuel Arnold

Yooralla, a specialist services provider in Victoria, commissioned the CDS to conduct assessments for residents of a sample of community group homes supporting people with high and complex needs using the Instrument for the Classification and Assessment of Support Need (I-CAN) v5. The project aimed to:

- Explore relationships between assessed support needs and associated costs and hours of support for residents, particularly with exploration of cost drivers
- Identify any themes or issues of note arising from the assessment observations and individual assessment reports
- Deliver a summary report and individual assessment reports for the estimated 31 residents.

CDS delivered an insightful report, as well as individual reports, that assisted Yooralla with service management and future planning. CDS identified cost drivers, key issues, as well as identifying that residents needs had increased over time.



## Educational and Training Overview

### Ministry of Education - Singapore

Prof. Vivienne Riches

CDS was invited by The Singapore Ministry of Education Special Education Branch (SEB) to develop a School-to-Work Transition programme for Work Capable students. The programme prototype will be trialed in five selected schools to enhance the School to Work Transition of their SPED students.

Professional advice and assistance was provided, by the consulting CDS team to the SEB Project team, regarding the modeling of the prototype, an evaluation framework and SG Enable. Assistance was given to each of the five schools, to examine their own unique processes and identify and explore the strengths and weaknesses of the facilitators. Professional development workshops were provided to staff across all five schools and SG Enable in vocational assessment that included individual transition planning, school-to-work models, vocational and related curricula priorities, referral processes and procedures, job customisation, job placements and training pathways.

### Diploma of Disability Studies - SSI Singapore

**Teaching team:** Emma Doukakis (Coordinator), Prof. Vivienne Riches, Jemima MacDonald, Kylie Gorman, Prof. Patricia O'Brien, Samuel Arnold and Ray Murray

The Diploma of Disability CHC50108 is comprised of 16 units of competency delivered in six modules. The modules are built to enhance service delivery, and include: *Quality Service; Individualised Planning and Case Management; Positive Behaviour Support; Social Skills and Sexuality; Vocational Options and Community Living; and Advocacy and Families.*

The Diploma of Disability CHC50108 has been offered in Singapore since 2004 this year saw the seventh intake with 30 students. Students work in a range of settings including special schools, various adult services for people with intellectual disability, Downs Syndrome, autism, cerebral palsy, stroke, deafness and other physical disabilities.

Teaching is delivered in six blocks over the year, with each block consisting of over 30 hours of direct face to face delivery. As students are working full time, teaching is held after hours and is supplemented by additional readings, workplace observations, reflection and practical assignments. The workplace observations offered an opportunity for CDS staff to learn more about the Singaporean service delivery system, its strengths and challenges, and to tailor teaching to meet particular needs.

*PROFESSIONAL  
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PROTOTYPE AND  
AN  
EVALUATION  
FRAMEWORK.*





## Educational and Training Overview

### Diploma of Community Services Work

**Teaching team:** Kylie Gorman (Coordinator), Prof. Vivienne Riches, Emma Doukakis, Samuel Arnold Prof. Patricia O'Brien and Ray Murray

CDS contextualised the *Diploma of Community Services Work CHC50612* to develop a package of training materials, resources and assessment tools focusing on person centredness, to give students and their employers access to a qualification that addresses the most current issues and trends relevant to people working in today's current changing environment. The course of 18 units of competency from the Community Services Training Package complies with the Australian Qualifications Framework. The units of competency are organised into eight modules covering Person Centredness, Person Centred Approaches, Person Centred Planning, Person Centred Action, Transformation of Service Systems, Person Centred Support, Inclusive Communities and Social and Legislative Change.

The cohort of students studying the Diploma online grew in 2014, with flexible options being the preferred mode of study for many students. This has allowed those living in remote or isolated areas access to quality educational resources, as well as helping students who have difficulty making it to routine face-to-face classes given the pressures of shift work, family and other commitments.

CDS also completed the face-to-face delivery to an organisation in South Australia undertaking a blended model, facilitating the Diploma via a series of eight two-day workshops combined with private study and support groups, to a cohort of 25 students from Cara.



*CDS  
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TOOLS FOCUSING  
ON PERSON  
CENTREDNESS.*



## Educational and Training Overview

*CDS WAS EXCITED TO TAILOR A ONE-DAY WORKSHOP ON UNDERSTANDING AND GROWING IN PERSON CENTREDNESS FOR ALL STAFF OF VISION AUSTRALIA, A LEADING NATIONAL PROVIDER OF BLINDNESS AND LOW VISION SERVICES IN AUSTRALIA.*



### Person Centred Series of Workshops

Kylie Gorman

CDS introduced a series of one or two-day workshops covering a range of topics in person centredness, including : *Understanding and Becoming Person Centred, Person Centred Leadership, Advocacy, Person Centredness in Employment, Person Centred Risk Enablement, and Facilitating Person Centred Planning*. Workshops were held at the Medical Foundation Building Auditorium, and are to be introduced to other locations in 2016 .

### Person Centred Training for Vision Australia

**Teaching team:** Kylie Gorman (Co-coordinator), Ray Murray

CDS was excited to tailor a one-day workshop on *Understanding and Growing in Person Centredness* for all staff of Vision Australia, a leading national provider of blindness and low vision services in Australia. Twenty five training sessions have been delivered onsite at Vision Australia offices in Kooyong, Vic, Coorparoo, Qld and Enfield, NSW for 625 staff in 2014-15, with an additional four workshops to be held in July-Aug 2015. Vision Australia has embraced person centredness as one of its corporate values, and it was a privilege to support them on their journey to living the values and supporting people with blindness or low vision in person centred ways.

Developing and delivering these workshops also enhanced the capability of CDS staff, particularly in developing accessible documents and supporting people with blindness or low vision to participate fully in our interactive workshop sessions.

### Professional Development Program for Person Centred Champions

**Teaching team:** Kylie Gorman (Co-coordinator), Ray Murray, Emma Doukakis and Noel Atkinson

In early 2014 CDS delivered the Professional Development Program for Person Centred Champions to a second cohort of champions from ADHC Southern, and a fourth cohort from CatholicCare. 2015 saw the program adapted to a Train the Trainer model, to support the champions in their role of helping to further spread their knowledge and skills. This method was introduced to Break Thru People Solutions and Achieve Australia, with very successful outcomes from the practicum exercises completed by the champions. The program continues to be a unique opportunity for organisations to embed person centred practices throughout the entire organisation, extending the outcomes from training workshops and supporting the champions to grow the philosophy throughout their teams using 1:1 mentoring and support groups.



## On the Learning Journey



## Educational and Training Overview

### Active Support Train the Trainer Project: ADHC Residential settings

Prof. Vivienne Riches and Samuel Arnold

An Active Support Train the Trainer Project was carried out for ADHC residential settings in Orange and Sydney, NSW. This training project included pre-training sessions for trainee trainers followed by classroom and interactive sessions for all other staff and trainers. The project addressed processes used by ADHC staff which enabled staff to evaluate and critic their existing systems. From the workshops staff driven systematic changes occurred including the streamlining of schedules and other paperwork. Another example of an innovation that came from the course saw the development of an opportunity board in one centre. This board was situated in the general living room where all residents could access it. A magnetic white board, using compics, enabled the residents to interact using pictures to communicate their needs and desires. This innovation enables the residents to feel supported and become involved in decisions in a proactive manner and empowered the staff with an improved sense of respectful decision making and contributing towards their job and the welfare of the residents.

### Learning Journey

Prof. Patricia O'Brien and Samuel Arnold

During July 2014, a Learning Journey was co-led by Prof. Patricia O'Brien and Sam Arnold. This Learning Journey crossed the Pacific to visit thought leaders and innovative organisations both in New Zealand, New York and the UK completing the tour at the 2014 IASSIDD Europe Regional Congress Vienna, *Pathways to Inclusion*.

The journey was an extension of the CDS work done on *Person Centred Active Support*, the *Person Centred Champions Programme*, and the 2013 *Breakfast Conversation Series* that was part of the NDIS Public Design Fund. In attendance was a group of Australian and New Zealanders who held a range of positions within service agencies for people with intellectual disabilities, university lecturers and an independent occupational therapist and a parent.

The travellers conceded that they gained insights into policy and practice which they planned to explore further and implement on their return.



At a Maori welcome by Te Roopu Taurima. Auckland, NZ



## Educational and Training Overview

### I - CAN

Samuel Arnold and Prof. Vivienne Riches

Great progress has been made with CDS I-CAN v5 assessment tool following the Version 5 official launch held in March 2014 in Sydney, with Dr. Mark Bagshaw and Prof. Roger Stancliffe launching the tool. Sam Arnold, Prof. Vivienne Riches and Prof. Roger Stancliffe have recently had a publication accepted in the prestigious American Journal of Intellectual and Developmental Disability (AJIDD), showing that support needs as measured by I-CAN is more effective at determining individual funding needs.

CDS now have several organisations and individuals using the I-CAN as a NDIS pre-planning tool, and achieving better outcomes at their NDIA planning sessions with an I-CAN report in hand. It is very exciting for CDS who are at the early stages of developing a Korean language translated version of the I-CAN, and will also be delivering I-CAN training in Singapore in the near future. CDS continues to provide regular I-CAN facilitator training workshops with individual assessments available on request.

## Clinic Overview

### NSW Developmental Disability Health Unit

Dr Seeta Durvasula

This clinic based in the outpatients area at Royal Rehab continues to see adolescents and adults with developmental disability. Dr. Marina Baita, general practitioner has unfortunately left the clinic to pursue clinical work in aged care. The clinic remains busy with long waiting periods. Funding from NSW Health has been continued for 2015-16 during the transition period to new models of funding.

Tomas Buratovich joins Prof. Vivienne Riches and Sam Arnold in providing psychology counselling. The Psychology Team continues to see individuals and families at the DDHU for psychological interventions, principally in the areas of anxiety, depression, loss and grief, relationships, sexuality and positive behaviour assessment and support.



I-CAN Australia



I-CAN Korea





*THIS  
MULTIDISCIPLINARY  
CLINIC AT  
CREMORNE  
COMMUNITY  
HEALTH CENTRE  
CONTINUES TO  
BE A BUSY  
MULTIDISCIPLINARY  
CLINICAL  
SERVICE FOR  
SCHOOL AGED  
CHILDREN,  
ADOLESCENTS  
AND ADULTS  
WITH  
INTELLECTUAL  
DISABILITY AND  
COMPLEX  
HEALTH NEEDS.*

## Clinic Overview

### Northern Sydney Intellectual Disability Health Team (NSIDHT)

Dr. Seeta Durvasula

This multidisciplinary clinic at Cremorne Community Health Centre continues to be a busy multidisciplinary clinical service for school aged children, adolescents and adults with intellectual disability and complex health needs. As well as medical, psychology, adult psychiatry and nutrition clinics, clinics in special schools and transition clinics for adolescents are now well established.

Dr. Yvette Vella, Paediatrician and Mr Tomas Buratovich, Psychologist joined the clinic in June 2015. Mr Buratovich also consults at NSW Developmental Disability Health Unit and is developing a project on Social Emotional Needs for school aged students with intellectual disability, funded through the Sydney University Medical Foundation Grant. Dr. Elizabeth Thompson, Rehabilitation Physician has also started consultations at NSIDHT.

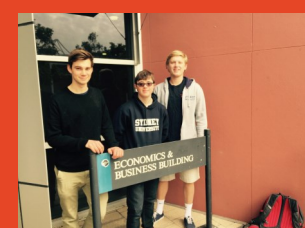
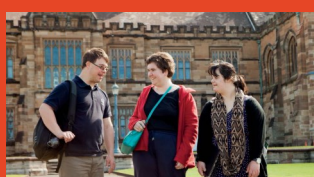
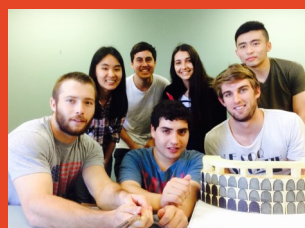
Through collaboration with University of Sydney, a one semester field placement at NSIDHT was offered to Alan Moroney, a Master of Social Work student. Mr Moroney gained an understanding of the complexity of the family and social situations of people with intellectual disability and was interested in doing further work in the area. In the university vacation period between first and second years, Mr Moroney was employed to liaise with and provide practical support to families. Although the job was temporary, he became an invaluable member of the team.

Dr. Lynette Roberts completed the Apex Foundation Grant funded trial of Cognitive Behaviour Therapy for adults with mild intellectual disability and anxiety. This showed promising results and the study is being written up for publication. Dr. Roberts is now working at UTS and collaborative research with her is being planned. I would also like to acknowledge the work of Dr. Justin Needs, Paediatrician and Ms Leah Ballin, Paediatric Psychologist in late 2014-early 2015 who left to take up new positions in 2015.

Education sessions for medical, dental and pharmacy students, medical practitioners and disability professionals were conducted. NSW Health funding for the clinic has been continued until June 2016, while awaiting the results of the final KPMG evaluation of all three specialised intellectual disability health teams, including NSIDHT.



## Inclusive Education at work



## Promoting Inclusion

### Inclusive Education Program reaching new heights

Friederike Gadow (Program Co-ordinator), Jemima MacDonald (Program officer), Fran Keeling (Program tutor), Amanda Gaston – Program support

In Semester 1 this year, ten new students began their experience of university life at the University of Sydney through the Inclusive Education Program (IEP). The IEP supports people with intellectual disabilities to participate in lectures and tutorials through auditing (studying for interest), and to take part in university social life. All IEP students receive peer support through carefully matched mentors, and additional academic support through one on one tutoring. 2015 has been an exciting and successful year for the IEP. Developments and achievements include:

- Successful completion of social incubation program The Crunch

The IEP team was granted a \$40,000 scholarship through the Westpac Foundation to participate in an 8-month social incubation program run by Social Traders to develop a business plan for an extension and scale up of the IEP.

<http://www.socialtraders.com.au/start/dsp-default.cfm?loadref=408>

- Documentary *Keeping up with Chris* flagship event at Disability Awareness Week 7-11 September.

The documentary *Keeping up with Chris* was screened in an outdoor cinema during Disability Awareness Week on the front lawns of the university, featuring IEP student Chris Bunton's busy life as a worker, athlete and university student. The screening was followed by a Q&A with Chris. <http://sydney.edu.au/news-opinion/news/2015/09/04/keeping-up-with-chris-this-disability-awareness-week.html>

- Awarded Educational Innovation Small Grant through University of Sydney

In Semester 2, the IEP team collaborated with Dr. Michelle Bonati from the Faculty of Education and Social Work to facilitate group projects between IEP students and pre-service teachers enrolled in EDUF3031: *Positive Approaches to Special and Inclusive Education*. The projects were supported through the Educational Innovation Grant funded by the Office for Learning and teaching at the University of Sydney. Student projects ranged from teaching Ancient Roman History to primary school students, to creating resources to teach elderly people to use the internet. The collaboration was a great success and the team has been granted an Educational Innovation Large Grant for 2016.

Finalist for Zero Project Innovative Practices and Innovative Policies Award, Education and/or ICT The Zero Project is an initiative that focuses on the rights of persons with disabilities globally. The IEP is a finalist for the 2016 Awards which focus on innovative practices in inclusive education, selected from 337 nominations across 98 different countries.

CDS would like to acknowledge the support of the steering committee, as well as the ongoing financial support from the NSW Department of Family and Community Services – Ageing, Disability and Home Care.



# Promoting Inclusion

## Social Networking Group

Jemima MacDonald & Meaghan Edwards, Coordinators

The Social Networking Group (SNG) is a program that brings a group of people with disabilities who are socially isolated together with people without disabilities. The aim of this group is to make and sustain social connections, promoting equality and a sense of belonging. The other main aim is to increase awareness of inclusion and ability within the communities where the group meets. This year has been an exciting one, with many new developments.

At the start of the year we focused on social skill development and exploring new restaurants and pubs in the Inner West. Over September and October, each SNG participant was matched with pre-service teachers at the University of Sydney, to explore social activities in the community. All SNG participants commented positively on the experience. One person said "It was just so great getting out and doing fun things with fun people."

In September, CDS won a grant from NSW Surf Life Saving Association, to start 'Waves of Inclusion', a program that will link members of the SNG to Bondi and the Bondi Surf Club from November 2015 to April 2016, the Disability Awareness training will also be provided by CDS to the local Bondi precinct. We are really excited to have this opportunity, and look forward to what the following year will bring.



Social Networking  
Group



The SNG dinning





Inclusive  
Research Network  
in action



## Promoting Inclusion

### CDS Inclusive Research network

**Facilitation team:** Dr. Marie Knox, Prof. Patricia O'Brien, and Emma Doukakakis

The CDS Inclusive Research is co-facilitated by Professor Patricia O'Brien and Dr Marie Knox. The group has continued to grow over the past 12 months, and currently comprises ten co-researchers with intellectual disability, four service agency support members and two CDS staff members. This year, with financial support from the My Choice Matters RUN projects, the group has extended its research skills by planning, developing, conducting and evaluating four information sessions on the NDIS and four follow-up focus groups with people with intellectual disability on their perceptions of the impact of the NDIS on their daily lives. In particular, members of the group have gained skills in coding, analysing and interpreting focus group data, as well as developing their capacity to work effectively as members of a research team. The group gave a presentation on their work titled *What does the NDIS mean for me? An Inclusive Research approach to exploring the views of people with disability*, at the 48<sup>th</sup> annual conference of the Australasian Society for Intellectual Disability in Fremantle, WA. This presentation was particularly well received by the wide range of conference participants, especially the world café discussion component where members of the group competently shared with, and addressed the issues raised by, the audience on their research.

The group has also continued its work on exploring the experiences of people with intellectual disability on their rights around education, health, employment and housing articulated in the UN Convention on the Rights of Persons with Disabilities. Members have presented their work in these areas in various forums, including the NDS Centre for Applied Research conference in May 2014.

In all, the group continues to break new ground in intellectual disability research. The ongoing challenge continues to be to secure funding to sustain its activities over the longer term.

### The National Disability Coordination Officer Program

Vera Laptev

In 2014 -15 the Sydney Region NDCO has continued to raise awareness about the education and employment supports available to people with disability through involvement in EXPOs, providing training and information sessions, linking with local networks and disseminating online newsletters.

A key project in this year was the development of a series of short films titled *Create your future* showing the transitions of six people with disability into education and employment. Sydney Region NDCO was the lead in this project which was specially funded by the Australian Department of Education and Training. The films have been disseminated across Australia and can be viewed online at <http://vimeo.com/ndcoprogramme>



## GRADUATED STUDENTS

### **Seeta Durvasula**

Sydney Medical School

Graduated 2014

Supervisors:

Ian Cameron &

Trevor Parmenter

*Sunlight exposure and Vitamin D Status of older People in Residential care.*

### **Minerva Rivas Velarde**

Sydney Medical School

Graduated 2014

Supervisors:

Patricia O'Brien &

Trevor Parmenter

*The convention on the rights of persons with disabilities and its implications for the health and wellbeing of indigenous peoples with disabilities.*

### **Susan Gallagher**

Sydney Medical School

Graduated 2015

Supervisors:

Trevor Parmenter &

Vivienne Riches

*Sheltered lives; the lived experience of women with acquired brain injury.*

### **Joanne Lawrence**

School of Nursing

University of Sydney

Graduated 2015

Supervisors:

Trevor Parmenter &

Tracey McDonald

*The personal burden of bowel and bladder dysfunction in people with Parkinson's disease.*

### **Niamh Lally**

Trinity College Dublin

Graduating 2016

Supervisors:

Robbie Gilligan (Trinity) &

Patricia O'Brien

*A case study of higher education provision and transition experiences of students with intellectual disabilities in Ireland: A promise of Adulthood?*

## PhD Students

**Samuel Arnold:** Faculty of Health Sciences, University of Sydney

**Supervisors:** Roger Stancliffe (Faculty of Health Sciences, University of Sydney) & Vivienne Riches

**Title:** "The Conceptualisation and Measurement of Support"

**Meaghan Edwards:** Sydney Medical School, University of Sydney

**Supervisors:** Trevor Parmenter and Patricia O'Brien

**Title:** "Barriers and Facilitators to community based social support networks"

**Peter Smith:** Sydney Medical School, University of Sydney

**Supervisors:** Trevor Parmenter, Vivienne Riches & Patricia O'Brien

**Title:** "A systems analysis of factors which lead to the successful employment of people with a disability"

**Adele Suda:** Sydney Medical School, University of Sydney

**Supervisors:** Marie Knox, Michelle Donnelly (Griffith University) and Sally Robertson (Southern Cross University)

**Title:** "Families living with a child with Autism Spectrum Disorder"

**Ali Al-Alosi:** Sydney Medical School, University of Sydney

**Supervisors:** Patricia O'Brien and Trevor Parmenter

**Title:** "The right of political participation for people with disability"

**Sharon Ker:** Sydney Medical School, University of Sydney

**Supervisors:** Roger Stancliffe (Faculty of Health Sciences, University of Sydney) & Vivienne Riches

**Title:** "White Questions? Black Answers: A teaching methodology to meet the learning needs of Aboriginal and/or Torres Strait Islander students with disability."

**Rachel Wotton:** Sydney Medical School, University of Sydney

**Supervisors:** Trevor Parmenter and Dr Patricia Weerakoon

**Title:** "Sex workers and their clients with a disability."

Enrolled in an M Phil. (Medicine).

**Jing Li:** Sydney Medical School, University of Sydney

**Supervisors:** Patricia O'Brien, Trevor Parmenter, Marie Knox & Vivienne Riches

**Title:** "Voices and Choices: Independent Living and Community Inclusion for Adults with Intellectual and Psychiatric Disabilities in China"

**Emma Gentle:** Sydney Medical School, University of Sydney

**Supervisors:** Patricia O'Brien, Colin Rhodes

**Title:** "Impact of Art Making on People Using Regional Disability Services"

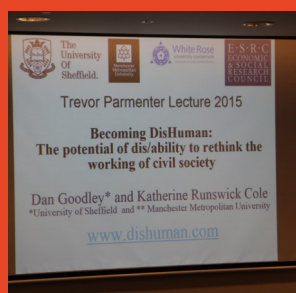
**Friederike Gadow:** Sydney Medical School, University of Sydney

**Supervisors:** Patricia O'Brien, Errol Cocks

**Title:** "Social Networks of people with intellectual disability in individual supported living arrangements"



## Events, Visits and Visitors





## Publications

Arnold, S., Riches, V., Stancliffe, R. (2014). I-CAN: The Classification and Prediction of Support Needs. *Journal of Applied Research in Intellectual Disabilities*. 27(2), 97-111.

Arnold, S., Riches, V., Stancliffe R. J. (2014). Support needs predict funding need better than adaptive behaviour [Abstract]. *Journal of Applied Research in Intellectual Disabilities*, 27(4), 352.

Arnold, S. R. C., Riches, V. C. & Stancliffe, R. J. (2015). Does a measure of support needs predict funding need better than a measure of adaptive and maladaptive behavior? *American Journal on Intellectual and Developmental Disabilities*, 120(5), 375–394. doi: 10.1352/1944-7558-120.5.375

Arnold, S. R. C., Riches, V. C. & Gadow, F. (2015). Revising the FACS NSW Behaviour Support Policy and Practice Manual. Presentation at the Australasian Society for Intellectual Disability (ASID) 50th Annual Conference, Melbourne, VIC, 11-13th November.

Stancliffe, R. J., Arnold, S. R. C., & Riches, V. C. (in press). The supports paradigm. In R. L. Schalock & K. D. Keith (Eds.), *Cross-cultural quality of life: Enhancing the lives of persons with intellectual disability* (2nd ed.). Washington DC: American Association on Intellectual and Developmental Disabilities.

Arnold, S. R. C., Riches, V. C. & Stancliffe, R. J. (2015). Does a measure of support need predict funding need better than a measure of adaptive and maladaptive behaviour? *American Journal on Intellectual and Developmental Disabilities*, 120 (5), 375-394.

Bigby, C., Knox, M., Beadle-Brown, J. & Bould, E. (2014). Identifying Good Group Homes: Qualitative Indicators using a Quality of Life Framework. *Intellectual and Developmental Disabilities* 52, 348-366.

Bigby, C., Knox, M., Beadle-Brown, J., & Clement, T. (2014). We just call them people: Positive regard for people with severe intellectual disability who live in group homes *Journal of Applied Research in Intellectual Disability* 27, 283–295.

Cumming, T., Strnadova, T., Knox, M. & Parmenter, T. (2014) Mobile Technology in Inclusive Research: Tools of Empowerment? *Disability & Society* 29, 999-1012



## Publications

Davis SR, Durvasula S, Merhi M, Young PM, Traini D, Bosnic-Anticevich SZ. (2015). The role of direct support professionals in asthma management. *Journal of Intellectual and Developmental Disability* 40 (4): 342-353, DOI: 10.3109/13668250.2015.1041100

Durvasula S, Mason R, Kok C, Macara M, Parmenter TR, Cameron ID (2015). Outdoor areas of Australian residential aged care facilities do not facilitate appropriate sun exposure. *Australian Health Review* <http://dx.doi.org/10.1071/AH14035>

Durvasula S, Gies P, Mason R, Chen JS, Henderson S, Seibel M, Sambrook P, March L, Lord S, Kok C, Macara M, Parmenter TR, Cameron I. (2014). Vitamin D response of older people in residential aged care to sunlight-derived ultraviolet radiation. *Arch Osteoporos* 9:197 DOI 10.1007/s11657-014-0197-9

Foley, K., Jacoby, P., Einfeld, S., Girdler, S., Bourke, J., Riches, V., & Leonard, H. (2014). Day occupation is associated with psychopathology for adolescents and young adults with Down syndrome. *BMC Psychiatry* MS ID: 2209894761098404 JWF MS ID: 12888\_2014\_266

Gadow, F., & Riches, V.C. (2014). *Practice Guide to Person Centred Clinical Risk Assessment*. Prepared for NSW Department of Family & Community Services, Ageing, Disability and Home Care Statewide Behaviour Support Services (SBIS).

Garcia Iriarte, E., O'Brien, & Chadwick, D. (2014) Involving people with intellectual disabilities within research teams: lessons learned from an Irish experience. *Journal of Policy and Practice in Intellectual Disabilities*. 11(2),149-157.

Garcia Iriarte, E., O'Brien, P., Mc Conkey, R., Wolfe, M., & O'Doherty, S. (2014) Identifying the key concerns of Irish persons with intellectual disability. *Journal of Applied Research in Intellectual Disability*,: 10.1111/jar.12009

Garcia Iriarte, E., O'Brien, P., Mc Conkey, R., Wolfe, M., & O'Doherty, S. (2014) Identifying the key concerns of Irish persons with intellectual disability. *Journal of Applied Research in Intellectual Disability*,: 10.1111/jar.12009

Lin, H.-C., Knox, M., & Barr, J. (2014). A grounded theory of living a life with a physical disability in Taiwan. *Disability & Society*, 29(6), 968-979.

O'Brien, P., Arnold, S., Espiner, D. & Riches, V.C. (2014). *Evaluation report on the Developmental Psychiatry Clinic: A Partnership between The Children's Hospital at Westmead and Statewide Behaviour Intervention Service (ADHC)*. Sydney: Centre for Disability Studies.



## Publications

O'Brien, P., Garcia, E., & Mac Conkey, R. (2014) Co-researching with people who have intellectual disabilities: Insights from a national survey. *Journal of Applied Research in Intellectual Disability* 27, 65–75

O'Brien, P., Garcia, E., & Mac Conkey, R. (2014) Co-researching with people who have intellectual disabilities: Insights from a national survey. *Journal of Applied Research in Intellectual Disability* 27, 65–75

Parmenter, T.R., Harman, A.D., Yazbeck, M. & Riches, V.C. (2014). Life skills training for adolescents with intellectual disabilities. In P.N. Walsh, A. Carr, G. O'Reilley & J. McEvoy (Eds.), *Handbook of intellectual disability and clinical psychology practice*. Second Edition. London: Routledge, 687-728.

Riches, T., & Riches, V.C., (2015). Making room for spiritual abilities: Towards inclusive worship practices. *Australasian Pentecostal Studies*.

Riches, V.C. (2014). *Special Education School-2-Work Consultancy Summary Report for the Ministry of Education, Singapore*. Sydney: Centre for Disability Studies.

Riches, V.C., Arnold, S.R.C., & Gadow, F. (2014). *Behaviour Support Policy and Practice Guide*. Prepared for Clinical Innovation and Governance, ADHC, NSW Department of Family & Community Services. Sydney: Centre for Disability Studies.

Riches, V.C., Arnold, S.R.C., & Gadow, F. (2014). *Behaviour Support Environmental Scan*. Prepared for Clinical Innovation and Governance, ADHC, NSW Department of Family & Community Services. Sydney: Centre for Disability Studies.

Riches, V. C., Knox, M. & O'Brien, B. (2014). *Nova Transition To Work (TTW) Program Evaluation Report*, 2014. Sydney: Centre for Disability Studies & The University of Sydney.



## Publications

Riches, V. C. (2015). *The Brain, relationships and trauma - Participant Handbook*. Developed for Department of Family & Community Services, SBIS, Specialist Training and Resource Team. Sydney: Centre for Disability Studies & The University of Sydney.

Riches, V. C. (2015). *Building empathy in staff teams – Resource Kit*. Developed for Department of Family & Community Services, SBIS, Specialist Training and Resource Team. Sydney: Centre for Disability Studies & The University of Sydney.

Riches, V. C. (2015). *Establishing and maintaining boundaries and professionalism – Resource Kit*. Developed for Department of Family & Community Services, SBIS, Specialist Training and Resource Team. Sydney: Centre for Disability Studies & The University of Sydney.

Riches, V. C. (2015). *Building self care and resilience in staff teams – Resource Kit*. Developed for Department of Family & Community Services, SBIS, Specialist Training and Resource Team. Sydney: Centre for Disability Studies & The University of Sydney.

Riches, V. C. (2015). *Burnout Prevention – Resource Kit*. Developed for Department of Family & Community Services, SBIS, Specialist Training and Resource Team. Sydney: Centre for Disability Studies & The University of Sydney.

Riches, V. C. (2015). *Listen Up – Engaging with people with intellectual disability who hurt themselves, Participant Handbook*. Developed for the Department of Family & Community Services, Clinical Innovation and Governance, SBIS for the Practice Improvement Framework (PIF) Extension Skills Topic Workshop. Sydney: Centre for Disability Studies & The University of Sydney.

Riches, V. C. (2015). *Mind Matters – Supporting the mental health of people with intellectual disability, Participant Handbook*. Developed for the Department of Family & Community Services, Clinical Innovation and Governance, SBIS for the Practice Improvement Framework (PIF) Extension Skills Topic Workshop. Sydney: Centre for Disability Studies & The University of Sydney.

Strnadova, I., Cumming, T., Knox, M. & Parmenter, T. (2014). Building and Inclusive research team: The Importance of Team Building and Skills Training; *Journal of Applied Research in Intellectual Disability* 27 13-22.



## Conference Presentations

Arnold, S., Riches, V., Stancliffe R. J. (2014). Support needs predict funding need better than adaptive behaviour [Abstract]. *Journal of Applied Research in Intellectual Disabilities*, 27(4), 352.

Arnold, S.A. & Riches, V.C. (2015). International Approaches to Individual Budgeting and the Australian National Disability Insurance Scheme (NDIS). *International Seminar on Independent Living of People with Developmental Disabilities*. Seoul, Korea 7<sup>th</sup> October 2015.

O'Brien, P., Knox, M. and members of the Centre for Disability Studies Inclusive Research Network. What does the NDIS mean for me?: An Inclusive Research approach to exploring the views of people with disability. Presentation to ASID 49th Annual Conference, Fremantle November 2014

O'Brien, P., Knox, M. and members of the Centre for Disability Studies Inclusive Research Network. "We have rights, you know" An Inclusive Research Approach to Exploring the Views of People with Intellectual Disability on their everyday experiences of their rights in 4 areas identified by the Convention. Presentation to ASID 50th Annual Conference, Melbourne November 2015

O'Brien, P. (2015). *Disability Reform: partnership or paternalism?* Keynote address, Creating futures conference, Cairns 11 – 14 May, 2015

O'Brien, P. (2015). *Being of support*. Keynote address, 12<sup>th</sup> World Down Syndrome Congress, held at ITC Grand Chola, Chennai, India, 19 - 21<sup>st</sup> August 20

Riches, V.C. & Arnold, S. (2014). Support Needs Assessment and the I-CAN Tool. NSW CID Conference: *Getting the Best from the NDIS- Making it work for people with intellectual disability*. Panthers Club, Newcastle, Australia 29 August, 2014.

Riches, T, & Riches, V.C. (2014). Spiritual Disabilities, or Abilities? Towards Worship Practices that include. *L'Arche Jubilee Symposium Spirituality and Disability: Vulnerability, Dependency & Interdependency*. Centre for Theology & Ministry Parkville, Vic. Australia, 4th October 2014.

Riches, V.C. (2014). Person Centred transition Planning. *Singapore Ministry of Education SPED Conference 2014 Staying Rooted Soaring High*. Resorts World Conference Centre Sentosa, Singapore, 12 November, 2014.

Riches, V., & Carthy, T. (2015). Person Centred Clinical Risk Assessment Practice Guide. *The ADHC Sydney Wide Behaviour Support Conference: Looking to the Future*. Lidcombe, Sydney, 22 April 2015.



## Conference Presentations

Riches, V.C., & Goyer, A. (2015). "What Specific Processes Facilitate Employment Outcomes for People with Disabilities?" *PAC RIM International Conference on Disability and Diversity*, Hawai'i Convention Centre, Honolulu Hawaii, USA, 19 May 2015.

Riches, V.C., Goyer, A. & Knox, M. (2015). Enhancing inclusive transition to work outcomes for students with moderate to high support needs. *IASSIDD Americas Regional Congress 2015 Inclusive Boundaries*, Hawai'i Convention Centre, Honolulu Hawaii, USA, 22 May 2015.

Riches, V., & Goyer, A. (2015). Enhancing Transition to Work Outcomes through evidence based practice processes. *Australia's Disability Employment Conference*, Sheraton on the Park, Sydney, Australia, 19 August, 2015.

Parmenter, T.R., Hussain, R., Janicki, M., Knox, M., O'Brien, P., Leggatt-Cook, C., Wark, S., Cannon, M., Edwards, M. Parmenter, M. Ageing-in-Place: *Perceptions of people with intellectual disability and those without lifelong disability in rural and metropolitan NSW*. Presentation to ASID 49th Annual Conference, Fremantle November 2014.



## Professional development/Workshop Presentations/Seminars/Lectures

Arnold, S.A. & Riches, V.C. (2015). *I-CAN v5 2 day Workshop*. Seoul Independent Living Centre, Seoul, Korean Democratic republic, 8-9<sup>th</sup> October, 2015.

Arnold, S.A. & Riches, V.C. (2015). *I-CAN V5.0 workshop*. *Seoul Independent Living Centre*. Seoul, Korea 8th October 2015.

Arnold, S.A. & Riches, V.C. (2015). *I-CAN V5.0 Facilitator training for Seoul Independent Living Centre*. Sydney, CDS 19-20 October, 2015.

Durvasula S. Overview of Cerebral Palsy. Lecture to dental students at the University of Sydney (20.4.2015 – Sydney Dental Hospital)

Durvasula S. Pathogenesis of Cerebral Palsy. Lecture to dental students at the University of Sydney (20.4.2015 – Sydney Dental Hospital)

Durvasula S. Drug Use in People with Developmental Disability. Lecture to final year pharmacy students, Faculty of Pharmacy, University of Sydney (20.4.2015)

Durvasula S. Ageing and health in people with intellectual disability, Seminar for Disability Support Professionals and Families. (9.12.2014, Sydney)

Durvasula S. Answering Gauguin's questions: Changing perspectives on the health of people with intellectual disability - Invited Keynote at PANDDA Conference, Sydney, 15th October 2014

Durvasula S. Health Care in People with Intellectual disability. Workshop for WentWest GP Registrars (24.9.2014)

Durvasula S. Growing older with autism: Physical health. Presentation at AADDM Conference, 22.8.2014, Brisbane.

Durvasula, S., & Arnold, S. Medication Management –workshop for disability support workers (August 2014, May 2015)

Riches, V.C. & Murray, R. (2015). *Person Centredness in Employment Workshop*. University of Sydney, Camperdown, Sydney. August 17-18, 2015.



## Professional development/Workshop Presentations/Seminars/Lectures

Riches, V.C. & Carthy, T. (2015). Person centred clinical risk assessment Practice Guide: Putting the person first. Webinar, for Statewide Behaviour intervention Service ADHC, NSW Department of Family & Community Services, 18 March 2015.

Riches, V.C. & Goyer, A. (2015). Processes to facilitate employment for young people with disabilities and successful transitions from school to work. NOVA –schools consultations 2015. Penrith RSL, 18 March 2015 and Club Central, Hurstville, 25 March 2015.

Riches, V.C. (2015). Transition School 2 Work 3 x ½ day workshops: Intrapersonal Skills, Work-related skills and Interpersonal Competence for staff from 5 Special Education Prototype School staff & Ministry of Education, SPED Branch, Singapore, July 28, 29 and 31 July 2015.

Riches, V.C. (2014). *Transition School 2 Work: Vocational Assessment and Transition Planning and Implementation* 2 day workshop for Special Education Prototype School staff & Ministry of Education, Singapore, Metta School Singapore, 8-9<sup>th</sup> July 2014.

Riches, V.C. (2014). *Transition School 2 Work: Consultancy Review* Presentation to SG Enable & SPED Ministry of Education, Singapore, MOE Singapore, 14 July 2014.

Riches, V.C. (2014). *Community Options and Vocational Living* - 2 day workshop, Lismore, NSW, 7-8 August.

Riches, V.C. & Murray, R. (2014). *Person Centredness and Employment*. Two Day Workshop, CDS Camperdown, NSW, 8-9 August, 2014.

Riches, V.C. (2014). *Transition School 2 Work: Individual Transition Planning and Career Portfolio Development* 1 day workshop for Special Education Prototype School staff & Ministry of Education, Singapore, September 2014.

Riches, V.C. (2014). *Transition Planning*. One day Workshop Special Education Branch Singapore Ministry of Education, Academy of Singapore Teachers, Singapore, 10 November, 2014.

Riches, V.C. (2014). *Transition from School To Adulthood for Students with Disabilities* One day Workshop for Woodlands Gardens School, Singapore, 11<sup>th</sup> November, 2014.



# Income & Expenditure Accounts

## Statement of financial position as at 30 June 2015

	2015 \$	2014 \$
<b>Assets</b>		
<b>Current assets</b>		
Cash and cash equivalents	1,752,902	1,348,125
Trade and other receivables	230,724	167,336
Other assets	18,892	148,271
<b>Total current assets</b>	<b>2,002,518</b>	<b>1,663,731</b>
<b>Non- current assets</b>		
Property, plant and equipment	50,287	44,872
<b>Total non- current assets</b>	<b>50,287</b>	<b>44,872</b>
<b>Total assets</b>	<b>2,052,805</b>	<b>1,708,603</b>
<b>Liabilities</b>		
<b>Current liabilities</b>		
Trade and other payables	1,474,871	776,303
Provisions	55,783	63,125
<b>Total current liabilities</b>	<b>1,474,871</b>	<b>839,428</b>
<b>Non-current liabilities</b>		
Provisions	25,281	10,249
<b>Total non-current liabilities</b>	<b>25,281</b>	<b>10,249</b>
<b>Total liabilities</b>	<b>1,556,475</b>	<b>849,677</b>
<b>Net assets</b>	<b>496,330</b>	<b>858,926</b>



# Income & Expenditure Accounts

## Statement of profit and loss and other comprehensive income for the year ended 30 June 2015

	2015 \$	2014 \$
Revenue	2,071,703	1,905,861
Employee benefits expense	(1,404,789)	(1,163,920)
Depreciation and amortisation expense	(27,708)	(8,489)
Other expenses	(1,001,802)	(724,376)
<b>(Loss) / profit before tax</b>	<b>(362,596)</b>	<b>9,076</b>
Income tax expense	-	-
<b>(Loss) / profit for the year</b>	<b>(362,596)</b>	<b>9,076</b>
<b>Other comprehensive income for the year</b>	<b>-</b>	<b>-</b>
<b>Total comprehensive (loss) / income for the year</b>	<b>(362,596)</b>	<b>9,076</b>

## Statement of changes in equity for the year ended 30 June 2015

2015	Retained earnings \$	Total \$
<b>Balance at 1 July 2014</b>	858,926	858,926
Loss for the year	(362,596)	(362,596)
<b>Balance at 30 June 2015</b>	<b>496,330</b>	<b>496,330</b>
2014	Retained earnings \$	Total \$
<b>Balance at 1 July 2013</b>	849,850	849,850
Profit for the year	9,076	9,076
<b>Balance at 30 June 2014</b>	<b>858,926</b>	<b>858,926</b>



# Income & Expenditure Accounts

## Cash flow Statement for the year ended 30 June 2015

	2015 \$	2014 \$
<b>Cash flows from operating activities</b>		
Grants received	1,433,023	1,227,094
Receipts from customers	683,465	714,323
Payments to suppliers and employees	(1,699,791)	(1,965,216)
Interest received	21,205	36,360
<b>Net cash generated by operating activities</b>	<u>437,902</u>	<u>12,561</u>
 <b>Cash flows from investing activities</b>		
Payment for property, plant and equipment	(33,125)	(31,553)
<b>Net cash used in investing activities</b>	<u>(33,125)</u>	<u>(31,553)</u>
 Net increase/decrease) in cash and cash equivalents held	404,777	(18,992)
Cash and cash equivalents at the beginning of the year	1,348,125	1,367,117
<b>Cash and cash equivalents at the end of the year</b>	<u>1,752,902</u>	<u>1,348,125</u>



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