

Centre for  
Disability Studies

**Annual Report**  
**2015 -16**



► Providing expertise in disability knowledge and practice

**CDS**

Centre for  
Disability  
Studies



# Welcome

---

## Building Capacity For Change

**Our mission is to create and disseminate knowledge that improves the lives of people with disability. We focus on designing and developing research, teaching and workforce development initiatives, and clinical practice that informs disability policy and practice. Our work is guided by the lived experience of people with disability, and we strive to meaningfully engage people with disability in the creation, development and execution of our programs.**

We work with a range of stakeholders including people with disability, non government organisations across the sector, government, and families. Through our close links with research communities worldwide we have both an Australian and international focus.

We consist of a multi-disciplinary team from diverse backgrounds including medicine, health sciences, education, psychology, speech pathology, occupational therapy, physiotherapy, sociology and law. Our approach is person-centred and based upon the social model of disability.

**Patricia O'Brien**

Professor of Disability Studies | Sydney Medical School  
Director | Centre for Disability Studies

# Contents

---

01

**Chairperson's Report**

Page 1

---

02

**Message from the Director**

Pages 2-7

---

03

**CDS Directors**

Pages 9 - 12

---

04

**CDS Staff**

Pages 13 - 21

---

05

**CDS Associates**

Pages 22 - 24

---

06

**CDS Research Projects**

Pages 25 - 27

---

07

**CDS Education & Training Projects**

Pages 28 - 32

---

08

**Promoting Inclusion**

Pages 33 - 34

---

09

**Clinic Overview**

Page 35

---

10

**Events & Visits**

Page 36

---

11

**PhD Students**

Pages 37 - 38

---

12

**Publications, Presentations & Workshops**

Pages 39 - 46

---

13

**Financial Statements**

Pages 47 - 50

---

# Chair person's Report

---



▶ **Jo-Anne Hewitt**  
Chairperson

**As we come to the end of another year we look back at 2016 as one of challenge and success in equal measure. CDS continues to face the task of generating a viable operating income in an environment of tightening of the public and private purse.**

Nevertheless, the reputation and standing CDS enjoys as a centre of excellence in research, education and training, clinical consultancy and service delivery ensures that we go from strength to strength in supporting the people with a disability, families and the service sector through the paradigm shift in public policy and practice that the NDIS brings.

As always CDS is only successful due to the efforts and achievements of its staff and associates, under the exemplary leadership of Professor Patricia O'Brien. Among the many achievements of the staffing body throughout this year, we celebrated with Dr. Sam Arnold and Dr. Meaghan Edwards as they were awarded their respective PhD's. The undertaking of a PhD requires extraordinary talent and persistence and we commend both Sam and Meaghan for their success. We wish Meaghan well also as she returns to Canada to pursue her career. Congratulations to both Meaghan and Sam for their exceptional achievement and similarly to Dr Seeta Durvasula who gained promotion within the Sydney Medical School this year.

CDS, as always, is well supported with a dynamic hard-working Board of Directors who give voluntarily of their time and considerable talent. Throughout this year a significant contribution has been made by Director, Dr Amanda Mead who with Prof. Patricia O'Brien and CDS staff, has been looking strategically to the future of CDS with an

increasing commercial approach which includes plans for building on our existing products and services, expanding the work of the Intellectual Disability Clinics to respond to unmet need and exploring opportunities for service provision within an NDIS context. Special thanks must also go to Mr David Rafferty who has offered his expertise and skill to this project on a pro-bono basis.

The call for nominations for this year's Trevor Parmenter awards saw an overwhelming number of nominations. Due to the incredible number and quality of nominations, it was determined by the Selection Committee that two Lifetime Achievement Awards should be bestowed to both Julie Loblinzk, and Jim Simpson. As a woman with a disability, Julie has achieved many significant milestones in her life and has been a driving force behind the self-advocacy movement in Australia. Jim Simpson has devoted his life and career as a lawyer to working to promote the rights of people with intellectual disability and has been an influential advocate for change in critical areas of public policy such as criminal justice and health. In 2016 two additional awards were bestowed including the Award for Excellence in Research and Teaching to Dr Angela Dew and the Award for Excellence in Service Delivery to Anne Bryce. Congratulations to all four worthy recipients.

Finally, I would like to express my sincere thanks to Phillip Cenere for his contribution to CDS as a Board Director over the past 12 months. Phillip has recently taken on a new role with Central Queensland University and has unfortunately now resigned from the Board. Phillip's position will be replaced by Prof. Gerard Goggin from Sydney University. We wish Phillip well and look forward to working with Gerard into the future.

# Message from the Director



► **Professor Patricia O'Brien**  
Director

**Throughout 2015/16 CDS has continued to position itself as an organization known for its contribution to the development of new knowledge through embracing its vision of 'Building Capacity for Change'. Such change will become evident as this report unfolds.**

## ► QUALIFICATIONS

### Education And Training

The Diploma in Disability was taught in Singapore, to students from a range of service and educational settings. It was taught for the Social Services Institute of Singapore (SSI), with the qualification being issued by Sydney Learning, a Registered Training Organisation.

CDS team members responsible for teaching and deepening peoples' understanding of both person centred theory and practice included: Prof. Vivienne Riches; Emma Doukakis; Jemima MacDonald; Ray Murray; Dr. Sam Arnold, Dr. Meaghan Edwards, Kylie Gorman and Prof. Patricia O'Brien.

Throughout 2016 Dr. Seeta Durvasula with Dr. Meaghan Edwards also taught an online module for the Masters in Developmental Disability, *Physical Health and Developmental Disability* through Faculty of Health Sciences at the University of Sydney.

### Bespoke Training And Events

Public bespoke events have been delivered in this time period covering areas that CDS has a practice reputation in, such as, *PATH, Person-Centredness and Employment* and *I-CAN v5*. Added to the menu for 2016 have been two new events with one on *Relationships & Sexuality* developed and delivered by Jemima MacDonald and Laura Hogan as well as one on *Mapping Community Inclusion* delivered

by Emma Doukakis and Prof. Patricia O'Brien. Both proved successful.

Bespoke training developed specifically for services have included a package of work on person centredness for Vision Australia; as well as two new areas for CDS which included *Meaningful Engagement and Social Connections* for Sunshine; and four sessions for Lifeline on mental health and intellectual disability.

Staff to be acknowledged here are Prof. Vivienne Riches, Laura Hogan, Dr. Sam Arnold, Jemima MacDonald, Ray Murray and Emma Doukakis.

### Training In Specific Techniques

Over the last year CDS, funded by ADHC, has trained 80 service agency personnel in Active Support theory and practice. Active support within the context of individualized funding continues to be relevant ensuring that people with disability are supported to lead engaged lives.

Another two projects respectively funded by Primary and Community Care Services (PCCS) and Achieve Australia trained staff in how to implement and analyze the I-CAN as a support needs assessment tool specifically in preparation for the introduction of the NDIS. PCCS have also contracted CDS to program the I-CAN onto a USB stick, soon to be launched. As a result of the increased demand for training in the I-CAN the majority of staff at CDS are now certified in its use and available to coach and mentor others in its implementation.

Staff to be acknowledged here are Professor Vivienne Riches, Dr. Sam Arnold, Laura Hogan, David Ackling-Jones, and Belal Alradaideh.

# Message from the Director

---

## Supervision And Coaching Of Staff

Both Professor Vivienne Riches and Laura Hogan continue to be approached for mentoring and clinical supervision which is illustrative of CDS' capacity to transfer knowledge on a one to one basis within the field. The demand for such supervision is expected to increase as new clinicians enter the field as the NDIS disability reform grows in strength.

## ▶ CLINICAL WORK

---

Staff of both the NSW Development Disability Health Unit (DDHU) at Royal Rehab, Ryde; and the Northern Sydney Intellectual Disability Health Team (NSIDHT) at Cremorne have continued to provide specialist health services in the area of intellectual disability.

At the DDHU which is funded by NSW Ministry of Health the delivery in 2015-16 to adults with intellectual disability covered 332 medical, 102 psychologist and 13 dental appointments. Almost half of the number of people seen were over the age of 40 years, with about a quarter being over 50 years. This group who are ageing have or will have increasing health and support needs.

The geographical distribution of clients across greater Sydney highlights the extensive reach of the clinic. A large proportion of clients seen from Western Sydney/Nepean-Blue Mountains, indicates a strong need in those regions. DDHU also conducted health assessments for 33 clients across 3 specific NGO services outside of clinic visits to Ryde.

Northern Sydney Intellectual Disability Health Team (NSIDHT) funded as a pilot by NSW Health through Northern Sydney Local Health District is broader in its scope than DDHU. As a multidisciplinary health service for school aged children, adolescents and adults with intellectual disability and complex health needs who live in the Northern Sydney Local Health District (NSLHD), clients were offered the following services throughout 2015/2016:

- ▶ 93 Adult health assessments/review medical consultations, including 10 medical assessments at Norton Road, specialist supportive living (SSL)
- ▶ 20 Pediatric consultations at NSIDHT
- ▶ 11 Pediatric consultations in school clinics
- ▶ 1 adolescent was seen in the multidisciplinary transition clinic
- ▶ 92 Psychology consultations (Pediatric and Adult)
- ▶ 131 Psychiatry consultations
- ▶ 15 Dietetic consultations.

Both the DDHU and the NSIDHT have also engaged in joint public education sessions for health professionals and students. As well, a major part of the work of each of the respective clinics is to develop, if the client and or guardian agrees, detailed reports with recommendations provided to GPs. Reports are also provided to other referring clinicians and relevant stakeholders with permission.

The good news is that the funding for both clinics has been rolled over, DDHU until 2017 and NSIDHT until July 2018, following a positive report by KPMG on three pilots inclusive of the work of the NSIDHT. The pilots were set up by NSW Health to determine a model for moving forward within the boundaries of such specialization. The future model is still to be announced.

All staff across the clinics over the last year are acknowledged for their professionalism and commitment to the well-being of all who have gained services from the respective clinics, specifically Dr. Seeta Durvasula, Prof. Vivienne Riches, Dr. Sam Arnold, Nicky Shellard, Tomas Buratovich, Liz Hammond; Natalie Duckworth, Dr. Keith Johnson, Dr. Yvette Vella, Dr. Jane Law, Dr. Diana Merhi, Prof. Ian Cameron and Dr. Avanti Karve.

Being involved in Developmental Disability Medicine and health support positions CDS at the forefront of what in the past has been an unmet need. CDS

# Message from the Director

---

is therefore building capacity in Developmental Disability medical and health disciplines to ensure growth in expertise, knowledge and resources.

## ► RESEARCH, EVALUATION & CONSULTANCY

### Evaluation of the STAR Framework, ADHC

The STAR Framework is applied to support requests relevant to people who have a need to develop skills in areas that are related to complex behaviour support where earlier clinical support options have not proved successful. ADHC has collaborated with CDS to evaluate the efficacy of the implementation of the three stages of the STAR Framework.

The evaluation approach includes document analysis and a series of case studies. The team working on the project bring not only research skills but also field experience in the area of behaviour support. The report was completed at the end of 2016. The team to be acknowledged includes: Dr. Meaghan Edwards, Jemima MacDonald, Dr. Sam Arnold, Arne Mueller and Tomas Buratovich.

### Nova Enhanced Employment Outcomes Evaluation

This project showcases CDS' ability to collaborate with service organisations in the area of employment to identify evidence of best practice. Translational research requires collaboration which was illustrated by CDS and NOVA Disability Employment Services presenting a poster together at the IASSIDD World Congress.

Findings to date indicate that NOVA promotes quality employment outcomes including access to a wide range of employment positions matched to trainee interests and preferences, wages and durability of employment. NOVA also encourages staff to secure jobs that provide increased hours of work that can assist in improving participant financial independence.

Acknowledgement must go to Prof Vivienne Riches and Jemima MacDonald for their ongoing work with NOVA.

### Individual Supported Living (ISL) Project

This Australian Research Council (ARC) project has continued into its second year with an evaluation of the supported living arrangements for 29 people with intellectual disability across NSW.

The tool being used was developed by Curtin University and is premised on identifying Quality of Life outcomes. Collaboration for this project has been seen in working with both Curtin and Melbourne Universities. To date there has been one publication with more scheduled. Also under development are teaching materials based on the ISL evaluation tool.

Friederike Gadow's work on this project in consultation with Prof. Patricia O'Brien has led to CDS playing its part in shared learning between the three universities and their respective industry partners which for NSW were Achieve Australia, Integrated Living and NDS.

Findings to date would suggest that independent supported living (ISL) can occur over a wide range of living options with evidence reinforcing the contention that ISL is appropriate for people with high support needs.

Acknowledgement for the ongoing progress of the NSW contribution to this project must go to Friederike Gadow; Anne Bryce, CEO Achieve, Catherine Daley; CEO Integrated Living and Gordon Duff, NDS for their linkage partnership in the project.

### Quality Checkers and Organisational Person Centredness: An Inclusive Research Approach

The Inclusive Research Network (IRN) is nearing the completion of an applied project funded through the Endeavour Foundation to quality check organisational policy on person centredness against the perceptions of what stakeholders within the organisations see as constituting such practice. Three participating organisations have welcomed the concept of quality checking with a view to matching policy to practice.

# Message from the Director

---

Accessible summary reports will be made available to all three organisations. Acknowledgement needs to be given to Dr Marie Knox for co-designing the approach with members of the Inclusive Research Group, in particular, Susie Jessep, Jack Kelly, Susan Adrian and Sarah Butler.

## Introduction of the NDIS: A Change Action Project

In this project the Inclusive Research Network was engaged by Ageing, Disability and Homecare (ADHC) to work with people with disabilities employed by them to discuss and examine their hopes and aspirations associated with the closure of ADHC and its implications for their employment.

The project enabled two people with intellectual disability to be employed to work in collaboration with Emma Doukakis and Prof. Patricia O'Brien as co-researchers.

The first stage of the project culminated in a report being delivered to ADHC outlining how people were personally experiencing the closure of ADHC. A second stage of the project is about to begin where the results of the first round of interviews will lead into a forum to firm up on additional actions to support the transition of people to other types of employment.

CDS staff to be acknowledged as co-researchers include Emma Doukakis, Jack Kelly, and Chris Christie.

## Ministry of Education, Singapore

Professor Vivienne Riches has been engaged again as a consultant by the Ministry of Education, Singapore to advise on vocational assessment and curriculum for transition planning from school to work with models of training pathways.

## ► FULL INCLUSION OF ALL PEOPLE

---

A driver of both the CDS vision and mission which is also reflected in its values is that of full and person centred participation for all. Three programs

that CDS has continued to develop throughout 2015/2016 that strongly reflect this value include *uni 2 beyond*, the Social Networking Group and the NDCO program.

## uni 2 beyond (previously known as Inclusive Education Program)

Over the last two years, nine students with intellectual disability have completed a two year university experience.

The positive outcomes of this initiative were profiled on the ABC's Lateline program leading to increased public interest in the program. The best way to sum up what this experience means to people can be seen in an extract from a letter from a parent that was sent to CDS.

*'I want to express our heartfelt gratitude to you all for the university experience that (name of student) has been fortunate enough to participate in.*

*We have watched her grow in confidence and competence and whilst the time has seemed short the benefits have been immense. School was a struggle for us – both mainstream and special needs schooling. It was a constant battle to get assistance and access services.*

*Aide time was allocated to assembly and sport, and academically the bar was very low. Our frustration was enormous and it often felt that apart from other parents no-one else in the world understood. But you guys really get it!!! The support has been just right and the expectation high. Every student has responded with their best. The program is structured in such a way that they can't help but succeed.'*

Over the last year *uni 2 beyond* has also worked with a group of corporates to examine the setting up of an additional aspect where students can experience an employment internship. This has been piloted now for two students within two organizations, specifically the Commonwealth Bank and MI Engineering.

Acknowledgement for the ongoing development of the program goes to Friederike Gadow and Jemima

# Message from the Director

---

MacDonald for their committed coordination and focus on matching the needs of the students with mentors and selection of papers; to Fran Keeling for her individual tutoring of the students while supporting them also to attend regular tutorials; and to Mandy Gaston for supporting students, staff and other mentors.

CDS is also very grateful to Iwan Sunito, Liana Sunito and Kym Rogers from Crown Development, Diane Utatao, D&I Consulting Services, Hussein Rifai, Perpetuity Capital and Elizabeth Pickthall, Hall & Wilcox Law Firm, and Dr Amanda Mead, Board member for strategising ways to sustain the *uni 2 beyond* initiative.

The ongoing success of this initiative also showcases the University of Sydney as a place that welcomes diversity.

## Social networking initiative

With the support of Surf Life Saving NSW, CDS coordinated two social networking groups that were located in the beach areas of Bondi and Nobby's Beach, Newcastle. Beach and swimming activities were enjoyed by an inclusive group of people with a focus on developing ongoing friendship and social connection.

Acknowledgement for the co-ordination and ongoing grant writing activities is given to both Jemima MacDonald and Dr. Meaghan Edwards. The success of this initiative is summed up in the comment below from one of the families indicating the benefit of social inclusion '*To have a social life has been very important for (name of person), it is beautiful to see her eyes shining at the end of every program... you guys truly rock! Thank you!*'

## NDCO Program

Last year Lisa Maude took over the NDCO position from Vera Laptev while Vera was on maternity leave. Lisa continued the work of the NDCO office in promoting both school to work opportunities as well as school to further education. Lisa had a particular

interest in looking at ways in which the creative arts can provide the foundation for work opportunities.

## ► CONTRIBUTION TO THE WIDER DISABILITY COMMUNITY

---

### Trevor Parmenter Lecture and Awards

This year the Trevor Parmenter Lecture was given by Professor Tim Stainton, University of British Columbia on *Wish you weren't here: A review of the nature and ethics of the growing trend towards the elimination of persons with disabilities*.

He raised ethical issues concerning life and death for people with disability as well as hate crimes. The presentation had a resounding impact on the audience.

Following the lecture the Trevor Parmenter Awards were awarded to four people for their outstanding and ethical contribution to the field of disability. Specifically the awards went to:

**Life time Achievement Awards:** Jim Simpson, Senior advocate, NSW Council for Intellectual Disability; and Julie Loblinzk, Self Advocacy Coordinator, Self Advocacy Sydney Inc.

**CDS Excellence Awards:** Dr Angela Dew, Senior Research Fellow, Intellectual Disability Behaviour Support Program, University of New South Wales (UNSW); and Anne Bryce, CEO Achieve Australia.

## ► WHERE TO IN THE COMING YEAR

---

CDS' business model is under review as the NDIS disability reform takes place. CDS is now registered as a NDIS provider and a new pillar of work will be added where CDS staff will provide planning services for individuals; establish advisory consulting and specialized services, while marketing and inventing new tools and training packages.

A subcommittee of the Board has been meeting to position CDS within the reform of the NDIS. Appreciation goes to Dr. Amanda Mead, Board

## Message from the Director

---

member; David Rafferty, Consultant and Laura Hogan, Leader Education and Training who have met with Professor Patricia O'Brien over several months to review the strategic direction of CDS.

Deep appreciation also goes to Jo-Anne Hewitt, Chair, CDS Board and all the Board members for their wisdom in governance of CDS as a place that provides expertise in disability knowledge and practice. Also a special thanks to Phillip Cenere who is stepping down from the Board for his contribution.

I would also like to thank the staff that CDS has farewelled throughout 2016. To Kylie Gorman for her work in keeping the flame of person centredness alive; to Tomas Buratovich for his clinical work and interest in clinical research; to Arne Muller for his analytical research skills and also to Lisa Maude for her work in the NDCO space. At the close of this year we will also be saying good bye to Dr. Meaghan Edwards who joined the staff in 2012 to undertake her PhD supervised by Prof. Trevor Parmenter and Prof. Patricia O'Brien.

Meaghan now leaves CDS as a PhD graduate of the University of Sydney and is returning to Canada to take up a lecturing position at the University of Calgary. CDS will miss her many talents and in particular her ability to design and manage research projects. We wish Meaghan well in her new endeavor and look forward to ongoing collaboration through our joint research interests.

Also my thanks must go to the Staff who embrace the values of CDS through their trusting, respectful, collaborative and inclusive approach to their work.

A word of appreciation goes to those that support CDS with financial management and HR, specifically, Glenn Murray, Jane Chen and Rose Zhao, Accounting for Good and Vaia and John Webster, Your HR Manager. Also I would like to thank Peta Hurst, Belal Alradaideh and Bruce O'Brien for their willing support and administrative expertise, in particular to Peta Hurst for her tireless work in the development of the new CDS website.

# Uni 2 Beyond



## 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 former 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

Director



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 (CDS), University of Sydney.

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.

At CDS Patricia leads 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.

# CDS Directors

---

▶ **Dr. Amanda Mead**  
Board Member



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**  
Board Member



Craig is a consultant 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 33 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 Meadowbank and is involved in the local community having been a member of Epping Rotary for 15 years and also being a Director of Bendigo Community Bank, North Epping.

## CDS Directors

---

► **Prof. Ian Cameron**  
Board Member



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.

► **Prof. Karen Fisher**  
Board Member



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.

► **Phillip Cenere**  
Board Member



Phillip Cenere FAIM GAICD is the Associate Vice-Chancellor for CQ University's New South Wales region and head of the Sydney campus. He has responsibility for business growth and development, regional engagement, teaching and learning, research and the pastoral care of students and staff.

Phillip is an experienced leader in executive education and higher education management and a non-executive director and board consultant. He previously served six years as Associate Dean of the School of Business and Senior Lecturer (Public Relations) at The University of Notre Dame (Sydney campus).

He also taught across a range of business and communication subjects at Macquarie University, UTS and the University of Wollongong, and worked as journalist for business and trade publications. He is a lead author of *Communication Skills for Business Professionals* (Cambridge University Press) and has written for *Company Director*.

He is a Fellow of the Australian Institute of Management and a former member of *Australian Institute of Company Directors*, NSW Council.

Phillip and his wife live in the NSW Central Coast and are actively involved in volunteering for not-for-profit causes and charities.

# CDS Directors

---

▶ **Dr. Phillip Morath**  
Board Member



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 Director's Diploma, and is a fellow of the *Australian Institute of Company Directors*.

▶ **Tim Connell**  
Board Member



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

For over 30 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 the Federal Government's Dyslexia Working Party.

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

### ▶ Dr. Samuel Arnold

#### Research Fellow

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



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

This year 2015-16 has been very exciting professionally, with the completion of my PhD thesis and on-going interest in the new Version 5 of the I-CAN tool. It's very exciting to see the impact that the work of CDS is having nationally as people use I-CAN for NDIS pre-planning.

I have been involved with the Active Support training initiatives, as well as the work of the two CDS specialised health clinics, in particular Strategic Planning Work for NSIDH, Cremorne.

### ▶ Jessica Buhne

#### National Disability Coordination Officer

B.Soc.Sc, DipCouns, DipBus(LegalServices)



My role at CDS is as a National Disability Coordination Officer (NDCO) for Sydney Region, funded by the Federal Department Education and Training. This role involves working with educators, employers and other people in the community to identify and address barriers faced by people with disability, and to raise awareness about rights, responsibilities and services that are available.

I am also involved in the *uni 2 beyond* program; an innovative and award-winning program that enables people with intellectual disability to experience and participate in university academic and social life.

## CDS Staff

---

▶ **Emma Doukakis**

Research Fellow

B.Econ (SocSci), LLB, GDipLegPrac



This year my focus has been on inclusive research, and in particular the coordination of the FACS ADHC Change Action Project.

This project gave CDS the opportunity to employ two people with intellectual disability to work as research and administration assistants, as well as opportunities for members of the Inclusive Research Network to be paid for their activity interviewing participants and analysing data.

Education and training have also been an important part of my work, both in the coordination of the Diploma of Disability taught in Singapore, and teaching law, ethics, human development and advocacy units for CDS.

▶ **Dr. Meaghan Edwards**

Research Fellow

BA. (Hons), CBR Cert, PhD Candidate



During my time at CDS, I have worked as a Research Fellow, and I also 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 a postgraduate disability courses for the University of Sydney.

I also supported the Social Networking Group for people both with and without intellectual disabilities making and sustaining social connections, with a view to improving wellbeing.

Over the last 12 months I have coordinated CDS's contribution as the NSW State expert in the evaluation of the NDIS, led by NILS, Flinders University. I also worked on the evaluation of the STAR project, a behavior support program for ADHC.

**CDS**

Centre for  
Disability  
Studies



## CDS Staff

---

### ► Friederike Gadow

#### Research Fellow

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



In 2016 I have split my time between coordinating the NSW research component for the ARC Linkage Grant study “Quality and outcomes of individual supported living (ISL) arrangements for adults with intellectual and developmental disabilities” and *uni 2 beyond*, which facilitates opportunities for people with intellectual disability to experience university life.

My personal highlight of this exciting and successful year was attending the 2016 Zero Project Conference at the United Nations Office in Vienna, where I accepted an Innovative Practice Award for *uni 2 beyond* on behalf of CDS.

I can't wait to see what 2017 brings!

### ► Laura Hogan

#### Leader, Education, Training & NDIS

BAppSc (Occupational Therapy), MHLthSc (Developmental Disability), Cert IV TAE



I joined CDS in May 2016 following many years of experience in clinical leadership, project management and multidisciplinary team management with the NSW State Government (Ageing, Disability & Home Care). My role at CDS is varied and includes the leadership across a range of areas in training and development.

Sector education and training has also played a major part of my role where I have taught on and co-developed new material for our events and workshop series including: *Meaningful Engagement & Building Social Connections; Sexuality & Relationships; Introduction to Person Centredness* and the *Intellectual Disability & Mental Health* workshop series.

Another new initiative I have led is CDS becoming a registered provider for the National Disability Insurance Scheme (NDIS). In 2017 CDS will launch new and existing services available to participants of the NDIS including clinical & allied health supports, training & education, social and inclusion programs.

In addition to my roles within CDS, in November 2016 I was elected to the position of Vice President of the Australasian Society for Intellectual Disability (ASID) Board. I am also an active member of the NSW ASID Division.

# CDS Staff

---

▶ **Peta Hurst**  
Personal Assistant  
BA.



I work on a full-time basis at CDS, supporting Patricia and the Team, as a Personal and Team Assistant. 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, this year, has been helping to organise events and workshops and also working on the upgrade of the new CDS website and brochures.

▶ **Bruce O'Brien**  
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. I am also a life member of Self Advocacy Sydney.

▶ **Vera Laptev**  
National Disability Coordination Officer  
BSW/B.A



My role at CDS is a National Disability Coordination Officer (NDCO) for Sydney Region. This position is funded by the Federal Department Education and Training.

My role is to work 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 involved in projects and events related to transition for people with disability into education and employment in the Inner City, Eastern Suburbs and St George-Sutherland.

Currently I am undertaking a Master Degree in Arts.

## CDS Staff

---

### ► Jemima MacDonald

Education Development & Research Officer

BAppSc (Speech Pathology), MHLthSc (Dev. Disability)



This year has been a very busy year, with lots of projects and initiatives. I have continued my work with *uni 2 beyond* (formally the Inclusive Education Program) with a highlight being watching the students at their final award ceremony talking about what university has meant for them. The Social Networking Group has continued to expand over the year, and we have had an amazing time in both the Inner West, and the Eastern Suburbs. Waves of Inclusion Newcastle has grown to over 35 members, and we were recently filmed in a documentary about inclusion associated with beaches.

The STAR evaluation and NOVA evaluation are now completed where I worked for both in the capacity of coordinator and research team member.

Over the year I have also delivered new training sessions such as *'Relationships and Sexuality'* a one day workshop for disability support staff, *'Introduction to Person-Centredness'* for Vision Australia staff, and *'Meaningful Engagement & Building Social Connections'* for Sunshine.

I continue to guest lecture for the Masters of Special Education, Faculty of Education, in the area of sexuality and disability.

My highlight of the year would be assisting to direct a short film for the NOVA film festival. I worked with a member of the Social Networking Group to film a week in the life of another member. The title of the film is *'All the light that we shall see'*, and it won an award. I look forward to 2017 and the new and exciting challenges it will bring.

### ► Professor Vivienne Riches

Clinical Prof, Psychologist & Senior Research Fellow

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



There has been a diversity of work over the past year, with activities continuing to span clinical practice, research and education and training. International presentations and professional development have been provided in Seoul, South Korea, Singapore and Bougainville, Papua New Guinea, as well as at the 15th IASSIDD World Congress, held in Melbourne in August 2016.

Significant time has been spent on Active Support training, with projects spanning NSW, South Korea and Singapore, while further training and consultancy was provided to the Special Education Directorate Ministry of Education, Singapore regarding transition from school to adulthood for students with disability.

An exciting research project commissioned by Nova Employment on enhanced employment outcomes for people with disability has now been completed and it is hoped results can be used constructively to further the desires of people with disability for additional work hours that provide a living wage.

As always, working at CDS is a team effort and it has been a pleasure to work with such a committed and professional staff team, ably led by our Director Professor Patricia O'Brien.

# CDS Staff

---

► **Tanya Riches**

Research, Training & Development Officer  
B.A., M.A., M.Phil, PhD



Within my role at CDS, I have contributed to a range of different projects. In October I assisted our Inclusive Research group in preparation for the IASSIDD Conference. Our researchers had a variety of topics on which they presented.

They wanted to share their knowledge creatively and interactively. For one of their round table presentations they decided to create jigsaws - a great idea for sparking discussion around what it means to be a researcher with an intellectual disability. As well as completing my I-CAN v5 training in order to assist CDS in the demands for these assessments, I have been involved in some grant writing.

I am now working on a research project mapping disability services and charting their interaction with the primary health network in Sydney.

Throughout the year, I also successfully defended my PhD dissertation and will graduate in June 2017.

► **Jack Kelly**

Administrative Assistant, Inclusive Research



I have worked at CDS since January 2016 and work one day a week on the FACS ADHC Change Action Project. I have also been part of the Inclusive Research Network for over a year, and presented in Melbourne at the ASID Conference in 2015 and at the IASSIDD conference in 2016.

► **Christopher Christie**

Administrative Assistant, Inclusive Research



Last Year I worked at CDS as a Research and Administration Officer where I supported staff with photocopying, and worked on many other tasks that included taking down the minutes from the Inclusive Research Group. I also went to Melbourne with the Inclusive Research Network for the IASSIDD conference and presented on stage, which I enjoyed a lot.

## CDS Staff

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

Kylie Gorman, Project Manager, Lisa Maude, NDCO Coordinator and Tomas Buratovich, Paediatric and Adult Psychologist.

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



Friederike Gadow, Emma Gentle and Prof. Patricia O'Brien



Friederike Gadow, receiving the Zero Project Award



Dr. Marie Knox, Prof. Patricia O'Brien, Prof. Vivienne Riches



Prof. Vivienne Riches and Dr. Samuel Arnold in Korea

► **Dr Seeta Durvasula**

Director, Health Clinics (DDHU & NSIDH)  
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 Senior Lecturer at the Sydney Medical School.

In 2016, as well doing direct clinical work, I was involved in further development of clinical services, research and teaching.

In 2016, I undertook curriculum revision development, teaching and assessment in the delivery of an on-line post graduate unit, *Physical Health and Developmental Disability* in the Master of Health Science (Developmental Disability), Faculty of Health Sciences, University of Sydney.

I continue to teach medical, dental and pharmacy students at the University of Sydney in the area of developmental disability.

I am currently supervising 4 medical students in their MD Research Project and also undertaking clinical research. I am the 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 (NSIDH).



The past year has been busy and productive for the NSIDH Team. Client referrals are increasing, as the work that we have put into building our contacts, networks and referral pathways, comes to fruition.

School Clinics continue to be run at some of the Special Schools in the Northern Sydney Local Health District. Our Paediatrician and Child Psychologist has been travelling to the schools to screen and assess children in a familiar environment.

Psychiatry Clinics were held on a fortnightly basis. This year, Dr. Keith Johnson, Consultant Psychiatrist, was joined by Dr. Harsha Ediriweera, Psychiatry Fellow.

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

## CDS Clinic Staff

---

### ▶ Ashwin Singh

Paediatric Psychologist

I am the Paediatric Psychologist at Northern Sydney Intellectual Disability Health (NSIDHT) in Cremorne. I joined the team in October 2016 and am enjoying my work here.

With Dr. Vella, we provide comprehensive health assessments and reviews for young people who have an intellectual disability and other complex needs.

Working with the children and their families and caregivers, we are able to provide information, advice and support for their needs and referrals to external specialists. We also attend clinics in schools where we are able to meet with the children, caregivers and teachers to assess and review support needs.

As part of my role, I also see children and/or families for consultations to provide focused psychological strategies to help address difficulties they are facing. It's been great working with such a supportive team and I'm looking forward to a good year ahead.

### ▶ Dr. Elizabeth Thompson

Rehabilitation Medicine Specialist

I am a Rehabilitation Specialist Doctor working with the Northern Sydney Intellectual Disability Health Team (NSIDHT), Cremorne Clinic.

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 my client's functional goals and experiences can be better met.

In my younger 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.

### ▶ Dr. Yvette Vella

Developmental & General Paediatrician



I am the Developmental and General Paediatrician at Northern Sydney Intellectual Disability Health Team (NSIDHT) 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 has worked hard this year in further developing our school clinic service. We have increased the number of clinics each term following an identified need from the families and teachers. The school clinic continues to provide an opportunity to discuss and plan management to support children with very complex behavioral presentations that are impacting on school and family function. There has similarly been an increase in the number of families coming to the paediatric clinic at Cremorne with complex behavior needs, including referrals from local paediatricians seeking additional advice and support.

We have held a transition clinic for young people with intellectual disability and their families, who are moving to adult services. This has been in collaboration with a co-ordinator from the transition service, Trapeze (Sydney Childrens' Hospital Network) and both the adult and paediatric team at the Cremorne Clinic.

### ▶ Professor Emeritus Trevor R. Parmenter AM



Looking back over the year Trevor continued to supervise PhD students, examine PhD theses, participate in an ARC Linkage Project on Ageing and Intellectual Disabilities, and review journal articles. Trevor's current research interests included ageing and intellectual disabilities, inclusive research, and end of life issues. He assisted CDS in conducting an important consultancy project with the Down Syndrome Association (DSA) Singapore, which will extend into 2017.

He presented a Keynote address to the Forever Young: Better Health and Wellbeing for our Culturally Diverse Older Australians Forum held in Cairns in May. Also in May, he assisted CDS in organising, with the Futures Alliance on Ageing and Disability, and Australian Strategic Services, the First National Summit on Disability and Ageing in Canberra.

As co-chair of the Scientific Advisory Committee for the IASSIDD 15th World Congress, 14 -19 August 2016, held at the Melbourne Convention Centre, Trevor spent considerable time in assisting the development of the scientific program. He was also able to attract a significant grant from the Department of Foreign Affairs and Trade (DFAT), which assisted 14 Researchers and 12 Self Advocates with Support Persons from the Asia-Pacific Region to participate in the Congress. The Congress attracted 1500 participants from over 40 countries.

### ▶ Dr. Marie Knox



Marie is an honorary associate with CDS. In this role, Marie co-facilitated the Centre for Disability Studies Inclusive Research Network with Prof. 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.

In 2015, the group received an Endeavour Foundation Endowment Challenge Fund Award, that enabled its members to investigate what people with intellectual disability define as person-centeredness and how this relates to their own experience.

Marie also continues to supervise doctoral students associated with the areas of autism and community living.

## CDS Associates

---

### ▶ Associate Professor Barrie O'Connor



Dr Barrie O'Connor is a continuing honorary consultant to the Centre.

He 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, participation in CDS' strategic planning sessions, and contribution to development of postgraduate units through Southern Cross University.

### ▶ Adjunct Professor Jeffrey Chan



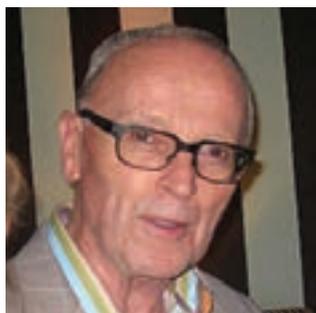
Adjunct Associate Prof. Jeffrey Chan is currently the Deputy CEO of MINDS, Singapore. At MINDS, he is responsible for allied health services, caregivers support service and applied research. He represents MINDS at the regional ASEAN level on disability rights.

He has been asked to establish a MINDS Institute of Intellectual and Development Disabilities, this is the first institute in Singapore.

Prior to this, he was the Chief Practitioner, Yooralla, Melbourne where he was responsible for quality, innovation and safeguards; and was instrumental in leading the reform on safeguarding rights of people from abuse. 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.

### ► 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.

He joined the CDS teaching team in Singapore where he taught a module on Person Centredness. He was also involved in the facilitation of PATH planning for adult learners and families from Down Syndrome Association (DSA), Singapore.

Ray also works with the staff of the *uni 2 beyond* program in facilitating annual PATHs for the auditing students choosing their life goals while at university and beyond.

### ► 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, and professional development of CDS, by expressing her conviction that people with disability are valued and contributing members of their community.

### ► Maureen Corby



Maureen as part of the CDS project team co-ordinates the Infant Toddlers Program for the Down Syndrome Association in Singapore.

Prior to this Maureen trained early intervention teachers in New Zealand for 22 years as Lecturer and Coordinator for the National Diploma in Early Intervention Programme, Faculty of Education, University of Auckland.

### ► Dr. Robbie Lloyd

Robbie has 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 moved to take up the role of Community Relationships Manager Skills Link Training, Port Macquarie. Robbie continues to work with CDS on outreach activities and opportunities.

# CDS Research Projects

---

## ARC AGEING PROJECT

---

**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 addressed by a Best Practice Framework.

The data collection elements of this project are well underway. Using the Health Disparities Survey Tools, surveys have been conducted on two targeted cohorts, people with intellectual disabilities who are ageing and the general ageing population. To achieve statistical robustness the project aims to obtain 500 completed surveys. Data have been collected from both rural and metropolitan regions in NSW and QLD.

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

Interviews have been 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 with high support needs.

The data collection will be completed by February 2017 enabling intensive data analyses to commence in the first half of 2017.

## EVALUATION OF THE STAR FRAMEWORK, ADHC

---

**Team:** Dr. Meaghan Edwards, Jemima MacDonald Prof. Patricia O'Brien, Tomas Buratovich, Dr. Samuel Arnold, & Arne Mueller

The STAR Framework is applied to support requests relevant to people who have a need to develop skills in areas that are related to complex behaviour support where earlier clinical support options have not proved successful. ADHC collaborated with CDS to evaluate the efficacy of the implementation of the three stages of the STAR framework.

The evaluation approach included document analysis and a series of case studies. The team that worked on the project brought not only research skills but also field experience in the area of behaviour support. The final report was completed and delivered to ADHC at the end of 2016. It outlined the efficacy of the framework and included a summary and full report.

## INDIVIDUAL SUPPORTED LIVING PROJECT - ARC LINKAGE GRANT

---

**Team:** Prof. Patricia O'Brien & Friederike Gadow in partnership with Achieve Australia, NDS & integratedliving

Throughout 2016, CDS has continued its research collaboration with Curtin and Melbourne 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.

# CDS Research Projects

---

This two-year research project addressed 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 link with Achieve Australia, integratedliving and NDS in NSW. The project is due to be completed by July 2017.

## NDIS REGISTRATION & ALLIED HEALTH SERVICES

---

**Team: Laura Hogan, Jemima MacDonald, Prof. Vivienne Riches, David Ackling-Jones, Dr. Samuel Arnold & Friederike Gadow**

CDS was excited to receive its NDIS Provider Registration in late 2016. This is the first step towards new models of service delivery being planned for CDS including the provision of community based allied health services, sector and clinical training programs, and social and educative individualised programs.

Throughout 2016 CDS Clinicians have provided high level disability specific clinical supervision to psychologists, behaviour support practitioners and occupational therapists. In planning for future models of service delivery, CDS draws on the strong evidence base created through our affiliation with the University of Sydney and the values and mission of our organisation.

## NOVA ENHANCED EMPLOYMENT OUTCOMES EVALUATION

---

**Team: Prof. Vivienne Riches & Jemima MacDonald**

Disability Employment Service (DES) providers are currently funded by the Federal Department of Human Services with the aims of promoting and assisting people with disability to find work in open employment situations, assisting employers to employ people with disability, and supporting the ongoing employment of people with disability.

The DES performance framework was designed to facilitate a comparative performance model, and uses a Star Ratings System that measures the relative performance of DES Providers in delivering services contributing to the objectives of the DES program, focusing on Key Performance Indicator (KPI) 1: Efficiency and KPI 2: Effectiveness.

Employment outcomes endorsed as important by all participants with disabilities involved both economic and non-economic outcomes. The current study supports claims that the two KPIs are too narrow as key performance indicators, as they do not discriminate between part-time and full time jobs, nor account for numbers of hours worked per week, which has an impact on sustainable wages.

Other outcomes not addressed are under-employment and under-utilisation of the skills and potential of many employees with disability, and failure to incorporate or reward person centredness and self determination especially for persons with higher support needs. These problems have often resulted in a loss of committed skilled staff and an overemphasis on contractual compliance.

*(Cont page 27)*

# CDS Research Projects

NOVA intentionally encourages staff to secure jobs that provide increased hours of work for jobseekers that can improve financial independence. An analysis of internal NOVA job placement data indicated that the majority of jobseekers (approx. 85%) placed in employment by NOVA in the past few years were indeed working in jobs in excess of 15 hours per week, well above the minimum eight hours required in the DES contract, and not included in the Star Rating System.

Further, the research assessment using the Employment Services Fidelity Scale indicated NOVA Employment is operating a competitive employment program using processes that exemplify high fidelity to evidence based practices across the various stages of program intake, engagement, asset based assessment, job preparation and job matching, job search and placement, job coaching and follow along support. (See figure 1. below).

## NATIONAL DISABILITY INSURANCE SCHEME EVALUATION

**Research Team: Prof. Patricia O'Brien, Dr. Meaghan Edwards, Friederike Gadow & Dr. Samuel Arnold**

In this time period CDS' role in the collection of qualitative data moved to a second stage where Dr. Meaghan Edwards was involved in re-interviewing people who were living on an individualized package in the Hunter trial site. The overall project is being led by National Institute of Labour Studies (NILS), Flinders University.

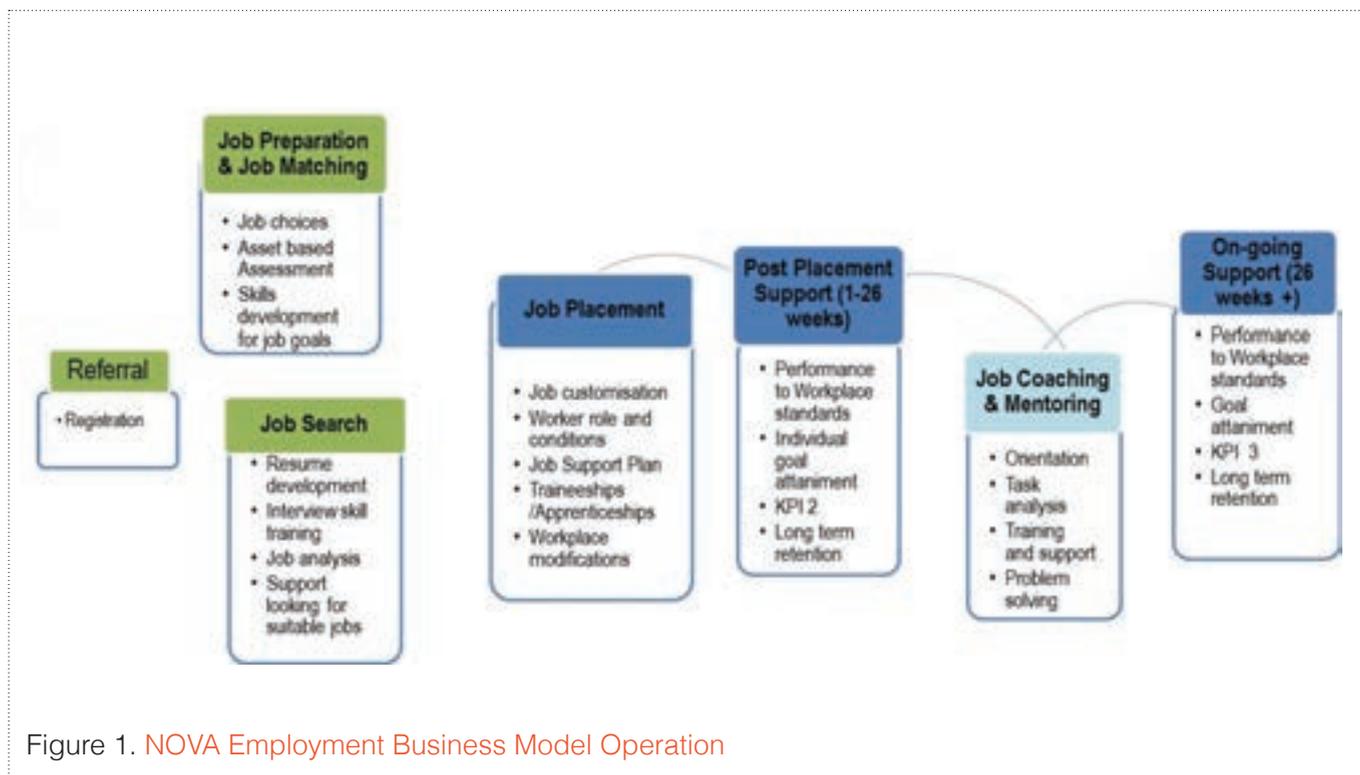


Figure 1. NOVA Employment Business Model Operation

# CDS Education and Training Projects

## I - CAN V5

**Team:** Dr. Samuel Arnold, Prof. Vivienne Riches, Laura Hogan, David Ackling-Jones & Belal Alradaideh

CDS provided I-CAN V5 training to the Seoul Centre for Independent Living (SCIL), South Korea late 2015 and the I-CAN was being employed by SCIL throughout 2016 as an assessment and evaluation tool around individualised funding and supports. Arrangements are also continuing for the I-CAN to be translated in Korean Hanguel characters.

Increasingly, organisations and individuals are 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. CDS continues to provide regular I-CAN facilitator training workshops with individual assessments on request and a number of CDS staff have now been trained to facilitate I-CAN training and assess I-CAN reports.

## I-CAN USB PROJECT

**Team:** Dr. Samuel Arnold

An exciting development for I-CAN this year is the development of USB-based scoring functionality. With funding and support from Primary and Community Care Services (PCCS), the project is nearing completion.

The I-CAN USB will allow I-CAN facilitators to enter assessment data straight into the scoring system without requiring an internet connection.

This will be a welcome functionality to many facilitators who complete assessments within a person's home, and have to hand write assessment data when mobile internet connections are not available or are unstable.

## MINISTRY OF EDUCATION - SINGAPORE

**Team:** Prof. Vivienne Riches

Consultancy was provided to Singapore Ministry of Education Special Education Branch (SEB) in 2014 and 2015 regarding a School-to-Work Transition programme for Work Capable students.

Additionally, targeted support and a series of professional development workshops were provided to staff from five prototype SPED (Special Education) schools and SG Enable (a post school provider) in Singapore. These workshops covered transition processes, and work related issues comprising assessment, person centred career planning and preparation, collaborative practice, job matching, job customisation and hard and soft skills training.

In 2016, further consultancy was provided to lead SEB personnel and the transition process was rolled out to additional SPED schools. Additional professional development workshops were provided in October 2016, focusing on the understanding and implementation of transition processes as well as the development of relevant curricula to address individual transition planning goals in the areas of living, learning and working. Additional work involving schools for students with multiple disabilities is now in the planning stages and it is anticipated further training and consultancy will occur in Singapore in the first part of 2017.



# CDS Education and Training Projects

---

## **BUILDING SECTOR CAPACITY TO PROVIDE PSYCHOTHERAPY/COUNSELLING SERVICES TO PEOPLE WHO EXPERIENCE MILD TO MODERATE INTELLECTUAL DISABILITY AND MENTAL ILLNESS AND THEIR FAMILIES AND CARERS**

---

**Team: Prof. Vivienne Riches, Laura Hogan & Dr. Samuel Arnold**

CDS was successful in gaining a grant from FACS Northern Sydney District – Primary Community Care Services with the goals to (a) increase access to psychotherapy and counselling services for people living within Northern Sydney Partners in Recovery (NSPIR) region who experience mild to moderate intellectual disability and who are also experiencing mild to moderate anxiety, depression, or trauma response and /or those who require behaviour management support and counselling including families and carers caring for a person experiencing mild to moderate intellectual disability; (b) build the capacity of existing non-government staff with minimum of Bachelor Degree qualifications in Psychology, Occupational Therapy, Social Work and/or Counselling to provide psychotherapy/ counselling to the above identified groups.

CDS staff are currently working with 20 Clinicians primarily from Lifeline Harbour to Hawkesbury (H2H) as well as several NGOs in the provision of four psychotherapy/counselling education packages in late 2016, designed to increase the knowledge and skills of clinicians and their capacity to work with people who have intellectual disability and co-occurring mental health problems and/ or behaviour of concern. Additionally, CDS staff will provide mentoring sessions for these clinicians during the first half of 2017 as they employ the learnings from their training and provide counselling and support to people with intellectual disability and /or their families and carers.

## **DIPLOMA OF DISABILITY STUDIES - SSI SINGAPORE**

---

**Team: Emma Doukakis, Prof. Vivienne Riches, Jemima MacDonald, Kylie Gorman, Prof. Patricia O'Brien, Dr. Sam Arnold & Ray Murray**

The Diploma of Disability was offered in Singapore in 2015 for the Social Services Institute (SSI), with the qualification being issued by Sydney Learning, a Registered Training Organisation.

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.

Students work in a range of settings including special schools, various adult services for people with intellectual disability, as well as services for people with Down Syndrome, Autism, Cerebral Palsy, Stroke and other physical, intellectual and developmental 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.

# CDS Education and Training Projects

---

## **DOWN SYNDROME ASSOCIATION SINGAPORE**

**Team:** Emeritus Professor Trevor Parmenter, Prof. Patricia O'Brien, Ray Murray & Maureen Corby

CDS have worked as consultants to Down Syndrome Association (DSA), Singapore throughout 2016 in providing support to both the Adult Enhancement Program and to the establishment of an Infant-Toddler Early Intervention Program.

The Adult Program has adopted the use of PATH as a planning tool focused on supporting members of the organisation and their families to lead more independent and socially fulfilled and meaningful lives. Whereas Maureen Corby has been advising DSA on the setting up of both a home visiting and centre based early childhood program that is closely aligned with the principles and practices of early childhood curriculum Singapore and international perspectives on research and evidence based practice in early childhood education and intervention.



# CDS Education and Training Projects

---

## PERSON CENTREDNESS IN EMPLOYMENT WORKSHOPS

---

**Team: Prof. Vivienne Riches & Ray Murray**

Several workshops have been conducted this year training staff from a range of employment services in person centredness and how to enhance Employment Services through Person Centredness.

The course covers a range of topics including the rationale for developing a culture of Person-Centredness in disability employment organisations, demystifying the myths about Person Centredness and the values that underpin Person Centredness and work. Participants have enjoyed working with the materials and especially being challenged to examine culture in employment contexts, how to be person centred in the employment context, and how to support one another and grow in Person Centredness in an Employment Service.

## SEOUL CENTRE FOR INDEPENDENT LIVING (SCIL)

---

**Team: Prof. Vivienne Riches & Dr. Sam Arnold**

CDS had an exciting opportunity to work with the Seoul Centre for Independent Living, South Korea (SCIL) in late 2015. Dr. Sam Arnold and Prof. Vivienne Riches were engaged to present a Keynote address in Seoul, South Korea on 7th October 2015, on *International Approaches to Individual Budgeting and the Australian National Disability Insurance Scheme (NDIS)*.

An I-CAN v5 workshop was also conducted on 8 and 9 October 2015, in Seoul, with further advanced training provided for a group of 8 staff from the SCIL who travelled to CDS in Sydney in early November 2015.

2016 began with further involvement with the Seoul Centre for Independent Living with Prof. Vivienne Riches providing Active Support training in Seoul in late January to over 40 individuals.

Attendees included SCIL staff and other Independent Living Centres across South Korea, as well as several CEOs of large institutions where people with intellectual disability are still mainly located. The training was critical to enable SCIL to roll out a demonstration project using Active Support and I-CAN support needs assessments in Seoul for people with disability. CDS hopes to continue this partnership with the SCIL with future collaborative work.

## THE NATIONAL DISABILITY COORDINATION OFFICER PROGRAM

---

**Team: Vera Laptev & Jessica Buhne**

In 2016 the funding for the NDCO Program has been continued by the Department of Education for another period of 12 months. 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, organising forums and linking with local networks.

There have been some staffing changes in the NDCO Program in 2016. Lisa Maude, who replaced Vera Laptev while she was on maternity leave, has since moved to new employment. A new staff member Jessica Buhne joined Vera Laptev as part of the NDCO Program in November 2016.

# CDS Education and Training Projects

## SHORT COURSES

**Team: CDS staff and consultants**

Over the last 12 months CDS has offered a comprehensive and diverse training calendar in response to the momentous and unprecedented disability sector reform. Our short courses range from train-the-trainer models to practical workshops, short courses and information sessions.

A small sample of our material from this year includes: *Person Centredness in Employment*, *Person Centred Active Support*, *Sexuality & Relationships*, *Person Centred Facilitation*,

*Mental Health & Intellectual Disability*, *I-CAN v5*, *Working Together to Build Social Connections*, *Medication Management*, *Supported Decision Making* and the *PATH Process*.

Each year CDS grows its training and education portfolio which we deliver on request and via an annual training calendar locally, across Australia and more recently in both Singapore and South Korea.



# Promoting Inclusion

---

## SOCIAL NETWORKING GROUP SYDNEY

---

**Team:** Jemima MacDonald & Dr. Meaghan Edwards

The Social Networking Group (SNG) is a program that brings a group of people with disabilities 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.

In 2015 CDS won a grant through Surf Life Saving NSW which enabled CDS to take the group to Bondi beach over the summer period. In April the group returned back to Newtown and engaged with local businesses such as the Marlborough Hotel and the Courthouse Hotel. We continue to look for other venues, businesses, and community groups to support community participation.

## UNI 2 BEYOND – FACILITATING INCLUSION FOR PEOPLE WITH INTELLECTUAL DISABILITY AT UNIVERSITY

---

**Team:** Friederike Gadow & Jemima MacDonald

2016 was an exciting year for *uni 2 beyond*, formerly known as the Inclusive Education Program (IEP). *uni 2 beyond* was established in 2012 and supports people with intellectual disability to participate in lectures and tutorials through auditing (studying for interest), and to take part in university social life. All students receive peer support through matched mentors, and additional academic support through one on one tutoring. The team is pleased to share key achievements of a successful year, including:

▶ **Recipient of Zero Project Innovative Practice**

**Award:** *uni 2 beyond* was awarded the prestigious Innovative Practice Award (Inclusive Education), which was accepted by Friederike Gadow on behalf of CDS at the United Nations Office in Vienna on February 10, 2016.

▶ **Iwan Sunito Charity Luncheon:** Iwan Sunito, CEO of Crown Group, hosted a charity luncheon in support of *uni 2 beyond* at the Crown CBD office. 50 guests attended to hear about *uni 2 beyond*, its achievements and aspirations. The generosity of Crown Group and attendees was humbling and resulted in raising much needed funds for *uni 2 beyond*. Special guests included the Hon. Victor Dominello MP, Peter FitzSimons AM and television personality John Mangos, who was the event's MC.

▶ **Wide media coverage:** *uni 2 beyond* is continuing to raise awareness through extensive media coverage, including a story in The Age (<http://www.smh.com.au/national/education/work-and-further-study-remain-a-huge-challenge-for-students-with-an-intellectual-disability-20160509-goq4aq.html>), on ABC's Lateline program (<http://www.abc.net.au/news/2016-09-01/uni-2-beyond-students-intellectual-disability-at-sydney-campus/7804760>), as well as a story about the *uni 2 beyond* internship pilot in several Queensland-based publications.

▶ **Successful internship pilot placements:**

*uni 2 beyond* students Stephanie Walker and Amrita Ramjas had the opportunity to take part in individual six-week pilot internship placements in Semester 2, 2016. Stephanie completed her placement at the Commonwealth Bank, and Amrita's internship was with MIEngineers. The partnership with both companies was a great success and the pilot was made possible through the funds raised at the Iwan Sunito Charity Luncheon. *uni 2 beyond* is planning to offer internship placements to all students in the *uni 2 beyond* cohort in 2017/18.

▶ **Award Ceremony and meeting with Minister**

**Ajaka:** Students of the 2015-16 cohort were honoured at their final Award Ceremony, which took place in the MacLaurin Hall in the university's iconic Quadrangle and was attended by nearly 100 guests. Guest of Honour Peter FitzSimons AM, Pro-Chancellor at the University of Sydney gave an inspiring speech addressed to the students completing their time at university. Prior to the ceremony, students and select guests had the opportunity to meet and be congratulated by the Hon. John Ajaka at an afternoon tea hosted by the Sydney Medical School.

# Promoting Inclusion

## WAVES OF INCLUSION NEWCASTLE

**Team: Jemima MacDonald & Dr. Meaghan Edwards**

In 2015 CDS won a grant through Surf Life Saving NSW to pilot an inclusive social group in Newcastle.

The first half of the year was spent with the group meeting at the beach, and the second half in and around the Newcastle area. The group has built up a strong member base with over 35 members attending regularly.

Through this group members played laser tag, board and card games, scavenger hunts, as well as visiting over 10 social venues in Newcastle. A highlight of the year for one member was using a beach wheelchair to get onto the beach and into the water. It was the first time she had done this in 14 years. Another highlight was being filmed for a documentary on inclusion and accessibility at the beach, which will be completed in 2017.



# Clinic Overview

---

## NSW DEVELOPMENTAL DISABILITY HEALTH UNIT (DDHU)

---

### Dr. Seeta Durvasula

This clinic, funded by the NSW Health is based at Royal Rehab outpatients and the clinicians continue to see adolescents and adults with developmental disability. The clinic remains busy with long waiting periods.

Funding from NSW Health has been continued for 2016-17 during the transition period to new models of funding. As well as Adult Medical Clinics (Dr Seeta Durvasula and external colleagues Dr Jane Law and Dr Diana Merhi), Memory and Ageing Clinics are conducted by Prof. Ian Cameron, Professor Rehabilitation Medicine. Dr Avanti Karve, Special Needs Dentist conducts dental assessments. Mr Tomas Buratovich, Psychologist left the clinic in mid-2016. Psychologists Prof. Vivienne Riches and Dr. Sam Arnold continue to consult with individuals and families for psychological interventions, principally in areas including anxiety, depression, loss and grief, and relationships. Ms Nicola Shellard, the Clinic Coordinator organises appointments for all the clinicians, maintains clinic files and the clinic database, and types medical reports for DDHU and the Cremorne (NSIDHT) clinics.

## 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, and adult psychiatry clinics, clinics in special schools and transition clinics for adolescents are now well established. The clinic is funded by NSW Health, through the Northern Sydney Local Health District, which has a funding agreement with Centre for Disability Studies. The external evaluation by KPMG of NSIDHT and the two

other specialised clinical pilots has been completed. NSW Health has extended the funding of all three clinics until 30th June 2018 while considering the results of the evaluation and future directions for the teams. The Department has established an Advisory Committee to consider options.

Dr. Yvette Vella, Developmental Paediatrician and Mr Tomas Buratovich, Psychologist joined the clinic in June 2015, but Mr Buratovich left the clinic in mid-2016.

Mr Ashwin Singh, Psychologist joined the paediatric team in October 2016. Dr. Elizabeth Thompson, Rehabilitation Physician continues to provide adult medical/rehabilitation assessments. Dr. Seeta Durvasula conducts medical assessments. Dr. Keith Johnson, Consultant Psychiatrist consults in adult psychiatry clinics and in 2016, he has also supervised Psychiatry Fellow, Dr. Harsha Ediriweera in the specialist psychiatry clinics. Ms Elizabeth Hammond, Clinic Coordinator organises appointments for all the clinicians, maintains clinic files and the clinic database.

Health related quality of life data from NSIDHT and DDHU were evaluated and the results presented by Dr Seeta Durvasula and Dr. Sam Arnold at the International Association for the Scientific Study of Intellectual and Developmental Disability (IASIDD) Congress in Melbourne, August 2016.

Dr. Lynette Roberts, a colleague and former staff member of NSIDHT, supervised psychology students from University of Technology in conducting a trial of Stress Reduction Treatments for Parents of Children with Intellectual Disabilities, in conjunction with NSIDHT. The trial has been completed and the results are being analysed.

A medical student from UNSW undertook a three week clinical placement at NSIDHT in March 2016. Education sessions for undergraduate medical, dental and pharmacy students were provided. Workshops for general practitioners and disability professionals were also conducted.

## Events and Visits

### **IASSIDD 15TH WORLD CONGRESS, GLOBAL PARTNERSHIP: ENHANCING RESEARCH, POLICY AND PRACTICE, MELBOURNE CONVENTION CENTRE**

**CDS was very well represented at the Congress with all staff who attended presenting either peer reviewed papers, posters, round tables and workshops.**

Staff representation included Laura Hogan, Dr. Sam Arnold, Prof. Vivienne Riches, Prof. Patricia O'Brien, Friederike Gadow, Jemima MacDonald, Dr. Seeta Durvasula, Dr. Meaghan Edwards, Dr. Marie Knox, Peta Hurst and all members of the Inclusive Research Network. At the same time CDS was also heavily involved in the organization of the Congress. Emeritus Professor Trevor Parmenter was the Co-chair of the Scientific Advisory Committee and worked with the IASSIDD President Elect Dr. Philip Davidson to develop an overall program of very high-calibre international speakers.

At the same time Prof. Patricia O'Brien was a member of local organising committee and with Jemima MacDonald developed an accessible strand of presentations. Keynote and master lecture presenters developed their message into one that was open to all participants and people with intellectual disability were able to interact with the speakers in a more intimate setting, asking questions and clarifying issues.

Following the Congress, CDS received many visitors from different parts of the world including Prof. Xu Jiacheng, Peking University who was introduced to CDS by Jing Li. Jing is currently undertaking her PhD supervised by Prof. Patricia O'Brien, Prof. Trevor Parmenter and Dr. Marie Knox and is exploring what is meant by community living in China for people with intellectual disability.



# PhD Students

---

## PHD STUDENTS AND GRADUATES

---

Throughout the last year CDS has continued to supervise a group of PhD students in the area of disability as listed below. CDS owes a debt of gratitude to Professor Trevor Parmenter and Dr. Marie Knox, for the hours of supervision they commit respectively within their Emeritus and Affiliate statuses.

### CDS ALSO WISHES TO CONGRATULATE THE FOLLOWING STUDENTS WHO GRADUATED IN EITHER 2015/2016:

#### ▶ Samuel Arnold Faculty of Health Sciences, University of Sydney

---

Supervisors: Prof. Roger Stancliffe (Health Sciences USyd), & Prof. Vivienne Riches

Title: *The Conceptualisation and Measurement of Support.*

#### ▶ Meaghan Edwards Sydney Medical School, University of Sydney

---

Supervisors: Prof. Trevor Parmenter, Prof. Patricia O'Brien & Prof. Roy Brown (University of Calgary Canada)

Title: *Barriers and facilitators to community based social support networks.*

#### ▶ Susan Gallagher Sydney Medical School, University of Sydney

---

Supervisors: Prof. Trevor Parmenter & Prof. Vivienne Riches

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

#### ▶ Niamh Lally Trinity College Dublin

---

Supervisors: Robbie Gilligan (Trinity College, Dublin), & Prof. Patricia O'Brien

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

#### ▶ Joanne Lawrence School of Nursing University of Sydney,

---

Supervisors: Prof. Trevor Parmenter & Prof. Tracey McDonald (ACU)

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

### STUDENTS WHO ARE CONTINUING TO BE UNDER SUPERVISION INCLUDE:

#### ▶ Ali Al-Alosi Sydney Medical School, University of Sydney

---

Supervisors: Prof. Patricia O'Brien & Prof. Trevor Parmenter

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

#### ▶ Friederike Gadow Sydney Medical School, University of Sydney

---

Supervisors: Prof. Patricia O'Brien, & Prof. Errol Cocks (Curtin)

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

#### ▶ Emma Gentle Sydney Medical School, University of Sydney

---

Supervisors: Prof. Patricia O'Brien & Prof. Colin Rhodes (Arts Faculty USyd)

Title: *Impact of art making on people using regional disability services.*

# PhD Students

► **Sharon Kerr**  
**Sydney Medical School, University of Sydney**

Supervisors: Prof. John Gilroy (Health Sciences, USyd), Prof. Trevor Parmenter, & Prof. Patricia O'Brien

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

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

Supervisors: Prof. Patricia O'Brien, Prof. Trevor Parmenter, & Dr. Marie Knox

Title: *Voice and Choice: An exploration of community living for Adults with Intellectual Disability in a Chinese urban context.*

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

Supervisors: Prof. Trevor Parmenter, Prof. Vivienne Riches & Prof. 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: Dr. Marie Knox, Michelle Donnelly (SCU) & Sally Robertson (SCU)

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

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

Supervisors: Prof. Trevor Parmenter & Dr. Patricia Weerakoon

Title: *Sex workers and their clients with a disability. Enrolled in an M Phil. (Medicine).*



## Publications

---

- Arnold, S., Riches, V.C. & Stancliffe R. (2016). Advocating for needed supports using a standardised assessment of support needs. *Journal of Intellectual Disability Research*, 60(7/8), 630. (Abstract).
- Arnold, S., 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. doi: 10.1352/1944-7558-120.5.375. I/F: 2.08.
- Chong, S.L., Riches, V.C., Tan, J., & Ong, J.F. (2016). School to Work transition: A multi-agency national project in Singapore. *Journal of Intellectual Disability Research*, 60 (7/8), 649. (Abstract).
- Chong, S.L., Riches, V.C., & Tan, J. (2016). An evaluation of the school to work transition programme. *Journal of Intellectual Disability Research*, 60 (7/8), 649. (Abstract).
- Cocks, E., Thoresen, S.H., O'Brien, P., McVilly, K., Thomson, A., Gadow, F., Crosbie, J., & Prain, M. (2016). Examples of individual supported living for adults with intellectual disability. *Journal of Intellectual Disabilities*, 20 (2), 100-108.
- Craig, J., Parmenter, T., Knox, M., & Hayes, D. (2016). Valuing identity: the effects on wellbeing in older age. *Journal of Intellectual Disability Research*, 60, 653. (Abstract).
- Crowther, F., Rillotta, F., Whitehead, D., Knox, M., Ellison, C. (2016). The Evolution of Inclusive Research: A literature review. *Journal of Intellectual Disability Research*, 60, 653. (Abstract).
- Davis, S., Durvasula, S., Merhi, D., Young, P., Traini, D., & Bosnic-Anticevich, S. (2016). Knowledge that people with intellectual disability have of their inhaled asthma medications messages for pharmacists. *International Journal of Clinical Pharmacy*, 38 (1), 135-43. doi: 10.1007/s11096-015-0217-x.
- Davis, S., Durvasula, S., Merhi, D., Young, P., Traini, & D., Bosnic-Anticevich, S. (2015). The ability of people with intellectual disability to use inhalers – an exploratory mixed methods study. *Journal of Asthma*, <http://dx.doi.org/10.3109/02770903.2015.1065423>
- Durvasula, S., & Arnold, S. (2016). Health-related quality of life and health status of people with intellectual disabilities attending a specialised health service. *Journal of Intellectual Disability Research*, 60 (7/8), 660. (Abstract)
- Edwards, M., Muller, A., O'Brien, P. & Arnold, S. (2016). *Evaluation of the Stepping On Facilitator Training Program: Final report*. Prepared for NSW Health Sydney: Centre for Disability Studies, University of Sydney.
- Edwards, M., MacDonald, J., O'Brien, P., Buratovich, T., Arnold, S., & Muller, A. (2016). *STAR Framework Evaluation Report*, Prepared for Ageing, Disability and Home Care, Family and Community Services, Centre for Disability Studies, University of Sydney.
- Fisher, K. R., Lutz, D., Gadow, F., Robinson, S., & Gendera, S. (2015). A transformative framework for deinstitutionalisation. *Research and Practice in Intellectual and Developmental Disabilities*, 2 (1), 60-72.
- Gadow, F., & Lutz, D. (2016). Prioritising the voices of people with intellectual disabilities in fieldwork. *Journal of Intellectual Disability Research*, 60 (7), 669. (Abstract).

## Publications

---

- Gadow, F., O'Brien, P., & MacDonald, J. (2016). Models of inclusion in tertiary education. *Journal of Intellectual Disability Research*, 60 (7), 669. (Abstract)
- Hogan, L., & Arnold, S. (2016). The I-CAN v5 as an assessment tool for occupational therapists. *Journal of Intellectual Disability Research*, 60 (7/8), 660. (Abstract).
- Knox, M., Parmenter, T., & Craig, J. (2016) Collaboration between the Disability and Aged Care Sectors: Opportunities and Challenges. *Journal of Intellectual Disability Research*, 60, 691. (Abstract).
- O'Brien, P., Knox, M. & Inclusive Research Network CDS (2016). Quality Checkers and Organisational Person-Centredness: An Inclusive Research Approach. *Journal of Intellectual Disability Research*, 60, 691. (Abstract).
- O'Brien, P., & Inclusive Research Network CDS (2016). Opening up a new Frontier. *Journal of Intellectual Disability Research*, 60, 626 (Abstract).
- Riches, V.C., & MacDonald, J. (2016). Enhanced employment outcomes for people with intellectual disability. *Journal of Intellectual Disability Research*, 60 (7/8), 807. (Abstract)
- Riches V.C. (2016). Review of the Book: Schalock R.L., Luckasson, R. (2014). *Clinical Judgment Second edition. Journal Policy and Practice in Intellectual Disability* (in press).
- Riches, V.C., & MacDonald, J. (2016). *Enhanced Employment Outcomes Study: A Report for NOVA Employment*. Sydney: Centre for Disability Studies, University of Sydney.
- Smith, P., Parmenter, T., O'Brien, P., & Riches, V. C. (2016). A Systems analysis of the factors that lead to the employment of people with intellectual disabilities in Australia. *Journal of Intellectual Disability Research*, 60, 738.
- Stancliffe R. J., Arnold, S., & Riches, V. C. (2016). 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, 133-142.
- Trollor, J. N., Ruffell, B., Tracy, J., Torr, J.J., Durvasula, S., Lacono, T., Eagleson, C., & Lennox, N., (2016). Intellectual disability health content within medical curriculum: an audit of what our future doctors are taught. *BMC Medical Education* 16, 105. DOI: 10.1186/s12909-016-0625-1.
- Wark, S., Cannon-Vanry, M., Knox, M., Parmenter, M., Hussain, R., Janicki, M., Leggatt-Cook, C., Edwards, M., & Parmenter, T. (2016). Securing Personal Input From Individuals Aging with Intellectual Disability: Do Differing Methodologies Produce Equivalent Information? *Review of Disability Studies* 1,2, 28-48.
- Wilson, N. J., Macdonald, J., Hayman, B., Bright, A. M., Frawley, P., & Gallego, G. (Accepted 28th October, 2016). A narrative review of the literature about people with intellectual disability who identify as lesbian, gay, bisexual, transgender, intersex or questioning. *Journal of Intellectual Disabilities*.

## Conference Presentations

---

- Arnold, S., & 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 October 2015.
- Arnold, S., Riches, V.C., & Gadow, F. (2015). *Revising the FACS NSW behaviour support policy and practice manual*. 50th Annual ASID Conference "Making it Real Together", Crown Promenade Conference Centre, Melbourne, 11-13 November 2015.
- Bonati, M., & Gadow, F. (2015). *Promoting Access to University Curriculum for Individuals with Intellectual Disabilities Through Service-Learning*. 50th Annual ASID Conference Making it real together!, Melbourne, Australia, 11-13 November 2015.
- Chong, S.L., & Riches, V.C. (2016). *School to Work transition: A multi-agency national project in Singapore*. Paper presented at the IASSIDD 15th World Congress Global Partnerships: Enhancing Research, Policy and Practice, Melbourne 15-19 August, 2016.
- Chong, S.L., Riches, V., & Tan, J. (2016). *An evaluation of the school to work transition programme*. Paper presented at the IASSIDD 15th World Congress Global Partnerships: Enhancing Research, Policy and Practice, Melbourne 15-19 August, 2016. *Journal of Intellectual Disability Research*, 60 (7/8), 649.
- Durvasula, S., & Arnold, S. (2016). *Health related quality of life and health status of people with intellectual disability attending a specialised health service*. Conference presentation – International Association for the Scientific Study of Intellectual and Developmental Disabilities (IASSIDD) World Congress, Melbourne, August 2016.
- Durvasula, S., & Szanto, T. (2016). *Intellectual Disability Research in NSW, Australia*. Conference presentation - International Association for the Scientific Study of Intellectual and Developmental Disabilities (IASSIDD) World Congress, Melbourne, August 2016.
- Gadow, F. (2016). *Inclusive Education Program: The Sydney Experience*. Zero Project International Conference 2016, United Nations Headquarters Vienna, 10-12 February 2016.
- Hogan, L. & Arnold, S. (2016). *The I-CAN v5 as an assessment tool for occupational therapists*. Conference presentation - International Association for the Scientific Study of Intellectual and Developmental Disabilities (IASSIDD) World Congress, Melbourne, August 2016.
- O'Brien, P. (2016). *Dreaming, Visioning, Partnerships and Alliances*. Keynote address Celebrating 25 years for Down Syndrome Association Singapore, SG Enable, Singapore, 9 March, 2016.

## Conference Presentations

---

O'Brien, P., Young, E., & Members of Inclusive Research Network CDS (2016). *Inclusive Research: Opening up a new frontier*. IASSIDD 15th World Congress Global Partnerships: Enhancing Research, Policy and Practice, Melbourne 15-19 August, 2016.

Riches, V.C., & Gadow, F. (2015). *Person-centred clinical risk assessment*. 50th Annual ASID Conference "Making it Real", Crown Promenade Conference Centre, Melbourne, 11-13th November 2015.

Riches, V.C. (2016). *Enhancing service delivery through Person-Centred Active Support*. Keynote Address, MINDS Symposium Reflect-Rejuvenate-Reach Out, Furama Riverfront, Singapore, 28 May 2016.

Riches, V.C., & MacDonald, J. (2016). *Enhanced employment outcomes for people with intellectual disability*. Poster presented at the IASSIDD 15th World Congress Global Partnerships: Enhancing Research, Policy and Practice, Melbourne 15-19 August, 2016.

Smith, P., Parmenter, T., O'Brien, P., & Riches, V.C. (2016). *A Systems analysis of the factors that lead to the employment of people with intellectual disabilities in Australia*. IASSIDD 15th World Congress Global Partnerships: Enhancing Research, Policy and Practice, Melbourne 15-19 August, 2016.



- Arnold, S., & Riches, V.C (2015). *I-CAN v5 2 day Workshop*. Seoul Independent Living Centre, South Seoul, Korean Democratic Republic, 8-9 October, 2015.
- Arnold, S., & Riches, V.C (2015). *Advanced I-CAN training for Seoul ILC staff*, Sydney, Australia.
- Arnold, S., & Riches, V.C., & McVilly, K. (2015). *Person Centred Active Support Organisational Readiness workshops*. Newcastle, NSW, 28 October 2015.
- Arnold, S., & Riches, V.C., & McVilly, K. (2015). *Person Centred Active Support Train the Trainer pre workshops*. Newcastle NSW, 29 October 2015.
- Arnold, S., & Riches, V.C. (2016). *Person Centred Active Support Train the Trainer pre workshop*. ADHC Strawberry Hills 12 March, 2016.
- Arnold, S., & Riches, V.C. (2016). *I-CAN v5 Presentation to Jewishcare*, Woollhara, 16 May, 2016.
- Arnold, S., & Riches, V.C. (2016). *Building capacity to better assist adults with a dual disability-Behaviours of Concern and Management*. Lifeline Harbour to Hawkesbury Office, Gordon NSW, 2 November, 2016.
- Durvasula, S. (2016) *Assessing intellectual disability*. Presentation to Guardianship Division of NSW Civil and Administrative Tribunal Education Seminar , Sydney, December 2016.
- Durvasula, S., & Naylor, A. (2016). *Intellectual Disability, Support and Families*. Lecture with a parent of person with intellectual disability, to medical students, Sydney Medical School, University of Sydney. October 2016.
- Durvasula, S. (2016). *Medical and Support Services for People with Down Syndrome*. Lecture to medical students, Sydney Medical School, University of Sydney. November 2016.
- Durvasula, S. (2016). *Overview of Cerebral Palsy* University of Sydney, Sydney Dental Hospital. April 2016.
- Durvasula, S. (2016). *Pathogenesis of Cerebral Palsy*. University of Sydney, Sydney Dental Hospital. April 2016.
- Durvasula, S. (2016). *Drug Use in People with Developmental Disability.*, Faculty of Pharmacy, University of Sydney. April 2016.
- Durvasula, S., & Arnold, S. (2016). *Medication Management*. Workshop on safe medication administration to disability support staff and managers, Sydney, 21 July 2016.
- Durvasula, S. (2016). *Intellectual Disability Health*. Presentation to South West Sydney Primary Health Network , Sydney, 8 March 2016.
- Espiner, D., & Murray, R. (2016) *The PATH Process*, CDS, Camperdown, NSW, 11-12 February 2016.

- Hogan, L. (2016). *Person Centred Active Support Train the Trainer workshop and interactive training*. Currajong Disability Services, Parkes, 12 – 14 September, 2016.
- Hogan, L. (2016). *Person Centred Active Support Train the Trainer workshop*. Sylvanvale, Kirrawee, 13-14 October, 2016.
- Hogan, L., & MacDonald, J. (2016). *Meaningful Engagement and Building Social Connections*. Sunshine, Sydney 9 & 16 September, 2016.
- Hogan, L., & Murray R. (2016). *Introduction to Person Centredness: a Workshop for Vision Australia*. Sydney 24 October, 2016.
- MacDonald, J., & Hogan, L. (2016). *Relationships and Sexuality: 1 Day workshop – Workshop for disability support workers*, August, 2016.
- MacDonald, J. (2016). *Relationships and Sexuality Session - Session for the University of Sydney Special Education Re-Training Masters Program*, December, 2016.
- MacDonald, J., & Murray R. (2016). *Introduction to Person Centredness: a Workshop for Vision Australia*, Sydney, 28 November, 2016.
- O'Brien, P., & Doukakis, E. (2016), *Working together to build better social networks: a workshop for Cerebral Palsy Alliance*, Sydney 7 December, 2016.
- Parmenter, T., & O'Brien, P. (2015), *An introduction to person-centred thinking and planning: a workshop for Down Syndrome Association of Singapore*, 2-4 November 2015.
- Riches, V.C. (2016). *Person Centre Active Support*. 2 day classroom training and 2 days 1:1 interactive training sessions for staff of South Korean Independent Living Centres and 3 x CEOs from Institutions. Seoul, South Korea, 26-29 January 2016.
- Riches, V.C. (2016). *Person Centred Active Support Train the Trainer pre workshop*. Kurrajong Waratah, Wagga Wagga, NSW, 12 February 2016.
- Riches, V.C., & Murray, R. (2016). *Person Centredness and Employment*. Two Day Workshop, CDS Camperdown, NSW, 29 February - 1 March, 2016
- Riches, V.C. (2016). *Person Centred Active Support Organisational Readiness workshop*. Orange, NSW, 4 April 2016.
- Riches, V.C. (2016). *Person Centred Active Support Train the Trainer pre workshop*. Orange 5 April, 2016.
- Riches, V.C. (2016). *Person Centre Active Support*. 2 day classroom training and 3 days 1:1 interactive training sessions (Round 1) for trainee trainers, group home and Day Options staff, Albury and Wagga Wagga, NSW, 2-6th May 2016.
- Riches, V.C. (2016). *I-CAN v5 Presentation to MINDS Executive*, Lee Kong Chian Gardens School, MINDS, Singapore, 27 May 2016.

Riches, V.C. (2016). *Understanding transition planning and processes*. 2X half day workshops presented to staff of MINDS (LKC) Lee Kong Chian Gardens School, MINDS, Singapore, 27 May 2016.

Riches, V.C. (2016). *Complex trauma and attachment*. 2 day targeted staff training workshop. Queanbeyan, NSW, 14-15 June 2016.

Riches, V.C. (2016). *Person Centre Active Support*. 2 day classroom training and 2 days 1:1 interactive training sessions (Round 2) for trainee trainers, group home and Day Options staff, Albury and Wagga Wagga, NSW, 25-28 July 2016.

Riches, V.C. (2016). *Evaluation of the Train the Trainer Positive Parenting Program* by Haku Womens' Collective. Buka, AROB, PNG. 22 September 2016.

Riches, V.C. (2016). *Staff training/professional development workshops on Transition Planning and Processes*; Developing an ITP driven curriculum and Collaborative partnerships plus individual school based consultations. Presented to staff from Special Education Prototype staff & Ministry of Education, SPED Branch, Singapore, 10-14 October 2016.

Riches, V.C., Arnold, S. & Hogan, L. (2016). *Building capacity to better assist adults with a dual disability- Introductory Workshop 1*. Lifeline Harbour to Hawkesbury Office, Gordon NSW. 25 October 2016.

Riches, V.C., & Hogan, L. (2016). *Building capacity to better assist adults with a dual disability- Depression and Anxiety*. Lifeline Harbour to Hawkesbury Office, Gordon NSW. 8 November 2016.

Riches, V.C., & Hogan, L. (2016). *Building capacity to better assist adults with a dual disability- Trauma Informed Care*. Lifeline Harbour to Hawkesbury Office, Gordon NSW. 30 November 2016.

Riches, V.C., & Murray, R. (2016). *Person Centredness and Employment*. Two Day Workshop, CDS Camperdown, NSW, 14-15 November 2016.



# Income & Expenditure Accounts

---

## Statement of Profit and Loss and Other

	2016 \$	2015 \$
Revenue	2,030,864	2,071,703
Employment benefits expense	(1,334,055)	(1,404,789)
Depreciation and amortisation	(20,704)	(27,708)
Other expenses	(824,096)	(1,001,802)
<b>Loss before tax</b>	(147,991)	(362,596)
<b>Income tax expense</b>		
<b>Loss for the year</b>	(147,991)	(362,596)
<b>Other comprehensive income for the year</b>		
<b>Total comprehensive loss for the year</b>	(147,991)	(362,596)

---

# Income & Expenditure Accounts

## Statement of Financial Position

Position as at 30 June 2016

	2016 \$	2015 \$
<b>ASSETS</b>		
<b>Current assets</b>		
Cash and cash equivalents	1,264,585	1,752,902
Trade and other receivables	190,056	230,724
Other assets	16,992	18,892
Total current assets	1,471,633	2,002,518
<b>Non-current assets</b>		
Property, plant and equipment	41,781	50,287
Total non-current assets	41,781	50,287
Total assets	1,513,414	2,052,805
<b>LIABILITIES</b>		
<b>Current liabilities</b>		
Trade and other payables	1,066,475	1,474,871
Provisions	50,466	55,783
Total current liabilities	1,116,941	1,530,654
<b>Non-current liabilities</b>		
Provisions	48,134	25,821
Total Non-current liabilities	48,134	25,821
Total liabilities	1,165,075	1,556,475
Net assets	348,339	496,330

**CDS**

Centre for  
Disability  
Studies



# Income & Expenditure Accounts

---

## Statement of Changes in Equity

### 2016

	Retained Earnings \$	Total \$
Balance at 1 July 2015	496,330	496,330
Loss for the year	(147,992)	(147,992)
Balance at 30 June 2016	348,338	348,338

---

### 2015

	Retained Earnings \$	Total \$
Balance at 1 July 2014	858,926	858,926
Loss for the year	(362,596)	(362,596)
Balance at 30 June 2016	496,330	496,330

---

# Income & Expenditure Accounts

## Cashflow Statement

### Statement of cash flows for the year ended 30 June 2016

	2016 \$	2015 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Grants received	1,646,747	1,433,023
Receipts from customers (donations, patient fees and external courses)	443,843	683,465
Payments to suppliers and employees	(2,581,862)	(1,699,791)
Interest received	15,153	21,205
Net cash (used in)/generated by operating activities	(476,119)	437,902
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Payments for property, plant and equipment	(12,198)	(33,125)
Net cash used in investing activities	(12,198)	(33,125)
Net (decrease)/increase in cash and cash equivalents held	(488,317)	404,777
Cash and cash equivalents at the beginning of the year	1,752,902	1,348,125
Cash and cash equivalents at the end of the year	1,264,585	1,752,902



**Throughout 2015/16 CDS has continued to position itself as an organization known for its contribution to the development of new knowledge through embracing its vision of 'Building Capacity for Change'.**

**Research**

---

**Training**

---

**Clinical Practice**

**Centre for Disability Studies**

▶ Medical Foundation Building, Level 1, 92 - 94 Parramatta Rd, Camperdown, NSW 2050

▶ Phone: +61 2 9036 3600 | [cds@cds.org.au](mailto:cds@cds.org.au) | [www.cds.org.au](http://www.cds.org.au)

**CDS**

**Centre for**

**Disability**

**Studies**



An affiliate of  
**THE UNIVERSITY OF  
SYDNEY**