

Aboriginal dot art painting in blue, red and white with connecting circles.

Caption: “Titled Yirr-Ma, which translates to ‘come together’, by Wagiman artist, Tara-Rose Gonebale.

# Acknowledgement of Country

We acknowledge the traditional Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respects to all First Nations peoples, their cultures and to their Elders, past, present and emerging.

Cover Photo: Australia Assists employees **Pip** (left), **Anne** (centre) and local nurse (right) attended Nurses Day celebrations on 12 May 2022 at Port Vila Central Hospital in **Vanuatu**. Pip and Anne are working with **Vanuatu Ministry of Health** as **Nurse and Health Educators**. *Photo supplied.*

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# Acronyms

|  |  |
| --- | --- |
| **Acronym** | **Description** |
| **AAP** | Accountability to Affected Populations |
| **CDRI** | Coalition for Disaster Resilient Infrastructure |
| **CPiHA** | Child Protection in Humanitarian Action |
| **CSO** | Civil Society Organisation |
| **DAP** | Disability Inclusion Action Plan |
| **DFAT** | Department of Foreign Affairs and Trade |
| **EHP** | Essentials of Humanitarian Practice |
| **EPO** | End of Program Outcome |
| **FAO** | Food and Agriculture Organization |
| **GAP** | Gender Action Plan |
| **GBV** | Gender Based Violence |
| **HEAT** | Hostile Environment Awareness Training |
| **HLE** | Humanitarian Logistics in Emergencies |
| **IFES** | International Foundation for Electoral Systems |
| **IOM** | International Organization for Migration |
| **LAP** | Localisation Action Plan |
| **MEL** | Monitoring, Evaluation and Learning |
| **NDMO** | National Disaster Management Office |
| **NEMO** | National Emergency Management Office |
| **NGO** | Non-Governmental Organisation |
| **OCHA** | United Nations Office for the Coordination of Humanitarian Affairs |
| **OPD** | Organisations of People with Disabilities |
| **PSEAH** | Preventing Sexual Exploitation, Abuse and Harassment |
| **RCO** | Resident Coordinator’s Office (UN) |
| **SPC** | The Pacific Community |
| **UNAMI** | United Nations Assistance Mission for Iraq |
| **UNDP** | United Nations Development Programme |
| **UNESCO** | United Nations Educational, Scientific and Cultural Organization |
| **UNFPA** | United Nations Population Fund |
| **UNHCR** | United Nations High Commissioner for Refugees |
| **UNICEF** | United Nations Children's Emergency Fund |
| **UNITAD** | Investigative Team to Promote Accountability for Crimes Committed by Da’esh/ISIL |
| **UNOPS** | United Nations Office for Project Services |
| **UNRWA** | United Nations Relief and Works Agency for Palestine Refugees in the Near East |
| **WASH** | Water, Sanitation and Hygiene |
| **WFP** | World Food Programme |
| **WHO** | World Health Organization |

# Executive Message

The Australia Assists program’s fifth year (FY22) was characterised by a succession of events resulting in high humanitarian need including in Afghanistan and Ukraine, and ongoing protracted crises across the Middle East, Africa and South Asia.

The Program’s response to these events was done in the shadow of the ongoing COVID pandemic that continued to strain national health systems and disrupt global supply chains. In our own region, extreme climatic and weather events threatened lives and livelihoods, exacerbating food insecurity and access to fresh water.

Through this period of instability, the Australian Government, via Australia Assists, remained committed to the provision of humanitarian assistance via UN, government, regional multilateral and civil society partners. From north-east Nigeria to Samoa, Australia Assists deployees span the globe, working with partners to prepare for, respond to and recover from crisis and conflict.

In Year 5 of the Program, Australia Assists responded to an unprecedented increase in demand from both deployment partners and the Australian Government. One hundred and two (102) specialists deployed to 27 Program partners in 31 countries across the Pacific, Asia, the Middle East, Africa and Europe, representing an average of two deployments per week.

Importantly, the Program maintained, and in some areas accelerated, progress against gender equality, disability inclusion and localisation targets. This year, for example, saw an acceleration of the localisation agenda, with more deployees than ever having a cultural or linguistic affinity with their country of deployment.

Australia Assists remains well placed to support communities before, during and after crises and has demonstrated the agility necessary to respond to new and emerging humanitarian challenges as they arise. To this end, the Program will continue to align deployments to DFAT’s country-based development cooperation frameworks, DFAT’s development policy and Australia’s [Climate Change Action Strategy](https://www.dfat.gov.au/about-us/publications/climate-change-action-strategy) (2020-2025).

# Program Summary

Australia Assists is the Australian Government's humanitarian civilian deployment program, implemented by RedR Australia.

The Program has completed the fifth year of a seven-year contract. Having commenced in October 2017, the Program deploys technical humanitarian specialists to work with United Nations (UN) agencies, government institutions, regional multilateral agencies and communities to prepare for, respond to and recover from disasters and conflict.

Aligning with the humanitarian cycle, the Program's End of Program Outcomes (EPOs) are:

1. **Stability, Resilience and Risk Reduction**

Improved ability of Australia and partner countries to reduce disaster risk, build resilience and contribute to conflict mitigation.

1. **Crisis Preparedness and Response**

Improved ability of Australia and partner countries to prepare for and respond to disaster, fragility and conflict.

1. **Stabilisation, Recovery and Reconstruction**

Improved ability of Australia and partner countries to stabilise, recover and rebuild following disaster and conflict.

1. **Quality of Humanitarian Action**

Improved influence of Australia's humanitarian efforts and advancement of humanitarian policy imperatives and standards.

# FY22 Program Statistics

* One hundred and two **(102) specialists deployed** to **27 Program partners** in **31 countries** across the Pacific, Asia, the Middle East, Africa and Europe, representing an average of two deployments per week.
* Deployments totalled **571 months**, the highest yearly volume of deployments to date and a nine per cent increase on FY21.
* Deployees identifying as **she/her comprised 48 per cent of all deployments**, a two per cent increase on FY21. Of the total deployee cohort:
  + One voluntarily disclosed they had a disability
  + Twenty-seven nationalities were represented, including Australian
  + Eight deployed to their home country
  + Eleven deployed within their region.

## Working Modality

**59 per cent** of deployments (60 specialists) worked fully **in-country**, while **11 per cent** (11 specialists) worked remotely and **30 per cent** (31 specialists) **began remotely before moving in-country**. The high proportion of hybrid working reflects the ability of the Program to remain flexible and responsive to partner needs within a dynamic COVID-19 context.

## Peace and Stability

Additional funding supported **54 deployments** focused on **Peace and Stability outcomes**, including deployments responding directly to the impact of conflict on civilian populations.

## Training

Australia Assists supported the delivery of **13 RedR humanitarian training courses** in Australia, Fiji and Jordan. Participant post-course assessments indicated an average overall satisfaction of 93 per cent with the course delivery, content and learning outcomes achieved.

# Program Highlights

## Deployment quantity and quality

The Program continued an upward trajectory of deployment volume, delivering more deployment months than any previous year. This was primarily attributable to additional funding for deployments supporting Peace and Stability outcomes, and increased demand from DFAT Posts through bilateral funding of deployments to complement or augment existing Australian Government bilateral initiatives. The high quantum of demand was matched by an expansion of the talent acquisition capability to ensure the steady supply of qualified and capable personnel with fit-for-purpose skill sets. As a result, in line with partner requests and evolving good practice, deployments in Year 5 were, on average, longer in duration than at any time during the previous four years.

## Geographic diversification

The Program deployed to 11 new countries resulting in the highest number of countries served by the Program to date (31). New countries include the Czech Republic, France, Romania, Switzerland, Denmark, Cambodia, Niger, Nigeria, Sudan and Zimbabwe, and the first in-country mobilisation into Syria, having previously only assisted remotely. In many respects, the expansion into an increasing array of complex operational settings reflects the maturity of the Program’s risk management approach. Further, it represents an increased capacity to service acute humanitarian needs in hard-to-reach places and rapidly deploy personnel in line with Australian Government priorities.

## Partnership expansion

The Program’s enabling base are deployment agreements with 15 United Nations agencies, as well as regional multilateral institutions, governments and civil society. In Year 5, Australia Assists personnel undertook inaugural deployments to the United Nations Office for Project Services (UNOPS), the United Nations Assistance Mission for Iraq (UNAMI, via United Nations Development Programme (UNDP)), the Papua New Guinea United Nations Resident Coordinator’s Office (RCO, via UNDP) and the International Foundation for Electoral Systems (IFES).

## Training

The Program supported the delivery of four foundational courses outside Australia, including the inaugural Hostile Environment Awareness Training (HEAT) course in Jordan. In a concerted push to diversify and localise the Associate Trainer pool, eight new trainers, including from the Pacific and the Middle East, were inducted into the training pool. As a result, all Australia Assists-supported foundational courses will now comprise of training teams with a greater diversity of culture, experience, language and skills. Doing so supports improved learning outcomes and delivers on the commitment to ensure the Australia Assists training and deployment pool reflects the diversity of the Australian community at large.

## Localisation of the roster

The Program rapidly filled deployment requests with essential local language requirements owing to the increased cultural and linguistic diversity of the roster. Fifty-three new roster members from over 20 countries joined the roster and are now eligible for Australia Assists deployments.

## Diversity and inclusion

The Program continued to strengthen its approach to diversity and inclusion, meeting the highest number of annual targets to date within the Program’s three diversity and inclusion plans. Specifically, the program achieved 100 per cent of the Gender Action Plan’s targets, 85 per cent of the Disability Inclusion Action Plan’s targets, and 66 per cent of the Localisation Action Plan’s targets.

# Impact by End of Program Outcomes

## Stability, Resilience and Risk Reduction: Improved ability of Australia and partner countries to reduce disaster risk, build resilience and contribute to conflict mitigation.

* **Crisis prevention:** One-third of all deployments (32 per cent) were dedicated to stability, resilience and risk reduction, including through the deployment of climate change adaptation expertise to the Pacific, Asia, and for the first time, the Middle East.
* **Elections support:** Five deployees helped deliver free and fair elections within fragile contexts and complex operational settings in Papua New Guinea and Iraq via logistics and information technology technical support.
* **Supporting legislative change:** Australia Assists is committed to supporting governments in the Pacific to build resilience in the face of increasing environmental challenges. It does this by deploying longer-term technical support in areas of need identified by the Host Organisation. Through this approach, the Program is proud to have supported Tonga’s National Emergency Management Office (NEMO) to draft and implement Tonga’s Disaster Risk Management Bill, which was passed in August 2021.

## Crisis Preparedness and Response: Improved ability of Australia and partner countries to prepare for and respond to disasters, fragility and conflict.

* **Demand-driven operations:** The Program responds to a range of humanitarian contexts, including slow and sudden-onset events and protracted crises. Throughout FY22, within the context of the ongoing global COVID-19 pandemic, Australia Assists responded to the civilian impact of inter and intrastate conflict in Ukraine, Ethiopia, Sudan, Nigeria, Syria, Palestinian Territories, Myanmar and Afghanistan; floods in Timor-Leste; tropical cyclone recovery in Vanuatu; bio-security threats in Vanuatu; and tsunami and volcanic ash fall in Tonga.
* **COVID-19:** Australia Assists invested in the health of our neighbours through 19 deployments to nine countries in Asia and the Pacific. Among them included infectious disease outbreak support to Pacific Islands experiencing their first wave of COVID-19, and health systems preparedness in Asia to support national governments in strengthening existing healthcare services.

## Improved ability of Australia and partner countries to stabilise, recover and rebuild following disaster and conflict.

* **Post-conflict stabilisation:** The Program contributed to the humanitarian-development-peace nexus in new and emerging areas, through 16 deployments to ten partners across the Middle East, Africa and Asia. Deployees contributed to the prevention of violent extremism, durable solutions programming, and analysis of social cohesion and aid effectiveness.
* **Disaster aftermath:** Australia Assists provides targeted support to our partners when needed most, including when communities are recovering from humanitarian events where there is a high level of post-event trauma. In Year 5, seven Australia Assists deployees worked with partners in Vanuatu and Timor Leste to help develop practical solutions to complex recovery-phase issues, including flood projection plans that improve urban planning outcomes, and the design of funding instruments to better target and speed-up emergency payments to affected communities.

## Quality of Humanitarian Action: Improved influence of Australia’s humanitarian efforts and advancement of humanitarian policy imperatives and standards.

* **International engagement:** Australia Assists fostered engagement with humanitarian actors via participation in the UN-hosted Humanitarian Networks and Partnerships Week in Geneva. In addition to regular UN Standby Partnership meetings throughout the year, bilateral meetings at the event presented opportunities to advance the Program’s objectives through dialogue with UN partners and other stakeholders on a range of issues including deployee welfare, contract administration, and top-tier sector priorities such as the prevention of sexual exploitation, abuse and harassment.
* **Visibility and recognition:** The Australia Assists Communications Strategy for 2021-2024 was finalised. This strategy provides a more targeted and focused approach to Program visibility and recognition among stakeholders and the broader Australian public. Seven content packages were developed to recognise days of international importance and highlighted deployment impact. Experiences of individuals completing the Australia Assists-supported Essentials of Humanitarian Practice course in the Pacific aired on ABC Radio.

## Cross-cutting influence

* **Gender equality and disability inclusion:** Twenty-two specialists were deployed into targeted gender equality, disability inclusion and protection roles. In addition, the majority of deployees in other skill areas contributed to gender equality and disability inclusion outcomes through their deployments.
* **Localisation:** Localisation was a common thread throughout the Program. Almost all deployments ensured the sustainability of their outcomes through localisation approaches such as staff mentoring, training programs, institutional governance strengthening and building national and organisational leadership capacity, whilst two deployments entirely focused on furthering the localisation agenda in refugee settings.
* **Geographic impact:** Working at the regional multilateral level has become a growing trend for the Program. Twelve deployees worked directly at the regional level in the Pacific, Asia and Africa, where they played an enabling coordination function and facilitated support to members of clusters, working groups and inter-agency networks.

Three people stand together in an office facing the camera. The man on the left is wearing a red shirt, the woman in the middle is wearing a striped t-shirt, the man on the right is wearing an Australia Assists navy shirt. 

Caption: Mark (right) is Education Technical Specialist with UNESCO in Kenya. He is pictured with Aderaw (UNESCO Addis Ababa) and Lydia (UNESCO Nairobi). Photo supplied.

Partnerships for Recovery

Infographic: 
19 deployments - 58 per cent she/her
138 deployment months 
9 countries 
7 host organisations 

Demand for COVID-19 preparedness and response personnel reduced by 57 per cent in FY22 compared with FY21, reflecting a global transition from preparedness and response, to a more stable response and recovery phase. However, as Pacific Island Countries experienced their first outbreaks, Australia Assists provided prompt support across multiple skill profiles in alignment with Tier Two of the Australian Government’s [Partnerships for Recovery policy: Health Security, Stability, and Economic Recovery](https://www.dfat.gov.au/sites/default/files/partnerships-for-recovery-australias-covid-19-development-response.pdf).

## Health Security

Deployees contributed to containing the spread of COVID-19 through public health coordination, the delivery of clinical training and design and implementation of risk communication strategies.

**Health systems preparedness**

Coordination specialists helped to improve national health systems and structures in Papua New Guinea and Laos via joint UN-government efforts to mobilise resources and exchange situational updates in real-time. Their efforts enabled emergency medical supply drops, vaccination training for health workers and the establishment of quarantine facilities to serve under-resourced communities.

**Infectious disease outbreak response**

Australia Assists helped strengthen Vanuatu’s Ministry of Health workforce in infection prevention and control through the deployment specialised clinical and public health expertise. Travelling to eight medical facilities in three provinces, nurse educators trained more than 90 clinical staff in patient flow and screening protocols, life support, personal safety and knowledge management to support accurate surveillance activities. The Program filled a short-term human resource gap within the Ministry’s Surveillance and Emergency Unit at a time when the daily infection rate was rising. This resulted in the development of standard operating procedures to guide provincial-level government on setting up community isolation centres.

Deployees also supported COVID-19 risk communication and community engagement efforts via WHO; provided high-level strategic advice to Papua New Guinea’s Department of Health on public health messaging to help ensure a strong uptake of COVID-19 vaccination; and media features published in national Cambodian newspapers raised awareness of the specific needs of people with a disability, women and migrant workers during the pandemic.

## Stability

Deployees fostered social cohesion by upholding protection measures, contributing to food security and assisting the development of COVID-19 response and recovery plans.

**Prevention of violence against women**

The Program addressed the risk and impact of gender-based violence across 14 Pacific Island Countries via the Pacific Humanitarian Protection cluster. Deployee efforts focused on ensuring safe access to women’s refuges during lockdowns, monitoring child protection concerns in quarantine facilities, mainstreaming referral pathways throughout other clusters and ensuring sanitation kits were reaching the most vulnerable.

**Food security**

Australia Assists was responsive to COVID-19 induced food and nutrition insecurity in Fiji. At the Ministry of Agriculture, a pre-positioned Disaster Risk Management Specialist pivoted to assist with data collection on agri-food systems impacted by lockdown measures, to ensure that restoration processes were informed by evidence.

**Improved governance**

Human resource support to NEMO Tonga helped enable the development of the National Action Plan for COVID-19 Preparedness and Response and supporting cluster response plans, in addition to situation reports and protocols for repatriation. Deployee contributions to risk planning scenarios were particularly relevant when responding to Tonga’s first wave of COVID-19 whilst concurrently dealing with the impact and direct aftermath of the Hunga Tonga-Hunga Ha’apai volcano and tsunami.

## Economic Recovery

Deployees supported locally-led recovery by providing technical guidance on the development of economic recovery plans and government to government resource mobilisation. In doing so the Program helped the Vanuatu Government’s Department of Strategic Policy, Planning and Aid Coordination (DSPPAC) manage the economic repercussions of COVID-19 and support a longer-term recovery based on solid planning fundamentals, including but not limited to business continuity planning.

Deployee contributions to risk planning scenarios were particularly relevant when responding to Tonga’s first wave of COVID-19 whilst concurrently dealing with the impact and direct aftermath of the Hunga Tonga-Hunga Ha’apai volcano and tsunami.

The deployee’s contribution to National Emergency Management Office Tonga has been very positive. His rich and vast experiences from within the region and also at the global level has helped to build our capacity. He coordinated regular in-house training to provide the staff the right skills and know-how to provide the services we are supposed to provide, from awareness programming, the preparedness phase and even in the response phase.

### Deployee supervisor

Disaster Risk Reduction and Climate Change

Infographic: 
20 deployments - 45 per cent she/her
140 deployment months 
9 countries 
10 host organisations 

In alignment with DFAT’s [Climate Change Action Strategy 2020-25](https://www.dfat.gov.au/sites/default/files/climate-change-action-strategy.pdf), Australia Assists helped partners to mitigate and adapt to climate change and reduce the damage caused by natural hazards. Focusing on Asia and the Pacific, the Program prioritised socially inclusive and gender-responsive approaches that promoted the resilience and stability of our neighbours.

## Promoting green energy in the Pacific

Successive Communications Advisors to SPC in Fiji helped raise awareness of sustainable energy opportunities and strategies to address climate change among Pacific Island communities. Embedded within the Geo-resources and Energy Programme Team, their stories of transformation and digital content increased public engagement and the visibility of regional efforts to accelerate the transition to renewable energy. Deployees contributed advisory support and strategic planning skills to enhance the capacity of local leaders to effectively communicate results to their constituencies.

## Adaptation and resilience in Timor Leste

Deployed to flood-prone Dili, deployees were engaged in disaster risk reduction from multiple approaches. Collectively, Australia Assists deployees:

* Integrated disaster mitigation, response and sustainability into national development strategies
* Developed new training resources for UN staff covering food security and agricultural needs assessments, hazard vulnerability risk assessments, and community-based disaster risk management
* Facilitated a simulation exercise for disaster response in collaboration with the Australian Defence Cooperation Program, US Army Pacific, and the Timor-Leste Civil Protection Authority to help build government institutional capacity and external relations.

## Food security

Australia Assists contributed to safeguarding food security by providing specialists in advisory roles to governments in the Pacific. For example, a deployee embedded within Fiji’s Ministry of Agriculture played a supporting role in establishing the new Climate and Disaster Resilience Unit and recruiting staff for its ongoing operation. The deployment was also integral to improving collaboration between various departments within the Ministry in preparation for future tropical cyclone seasons and other impacts of climate-related disasters.

At the NDMO Vanuatu, another deployee conducted a market survey to capture information on food item availability throughout the provinces to inform vulnerability analysis, disaster procurement and logistics preparedness planning. Subsequent inputs into national disaster management plans ensured alignment with the Disaster Risk Management Act and relevant procurement policies.

Alleviation of food insecurity in Africa’s Somali Region took the form of guidance on cash-based transfers, which empowers individuals to purchase their preferred foods and buy other essential non-food items. Australia Assists enabled WFP Ethiopia to conduct a survey of host communities to understand local perspectives and preferences regarding assistance with a focus on cash-based transfers. This information will contribute to more robust, evidence-based programmatic decision-making.

At a global level, support embedded within WFP’s headquarters operationalised the newly developed Standby Partnership Sahel Nutrition Action Plan, an inter-agency initiative to help address the Global Food Crisis in one of the world’s most at risk regions.

A deployee embedded within Fiji’s Ministry of Agriculture played a supporting role in establishing the new Climate and Disaster Resilience Unit and recruiting staff for its ongoing operation.

Having the deployee in the team has provided the decision makers with a reliable advisor able to provide technical knowledge and inputs for their decision-making processes… As a result of clearer and streamlined disaster risk management processes, affected agricultural households have more access to government relief materials in a faster time frame.

### Deployee supervisor

The outputs of the deployment will strengthen the implementation of our disaster risk reduction activities and improve the living environment for the population.

### Deployee supervisor

Two women sit at a desk smiling at each other. The woman on the left has a black sleeveless jacket with Australia Assists branding, the woman on the right wears a black t-shirt. 

Caption: Jane (left) is a Communications Officer with SPC based in Suva, Fiji. She is pictured with SPC colleague Elenoa. Photo credit: Carmen Holman, RedR Australia.

Peace and Stability

Infographic: 
54 deployments - 52 per cent she/her
248 deployment months 
19 countries 
13 host organisations 

Amidst increasingly long, recurrent and complex crises, Australia Assists deployees supported civilians directly impacted by violent conflict. As the gap between humanitarian needs and resource provision widened with the onset of the Ukraine crisis, deployees helped foster resilience and cultivate greater social cohesion among displaced communities. The Program also supported elections in fragile contexts, including Papua New Guinea and Iraq.

## The crisis in Ukraine

Australia Assists moved quickly to deploy experts following the onset of the Ukraine crisis in February 2022. Deployees worked with UN agencies throughout the Czech Republic, Romania, France and Switzerland to provide shelter, education and child protection services to Ukrainian refugees and consolidate needs assessment data to support humanitarian relief operations within Ukraine.[[1]](#footnote-1)

## Papua New Guinea election support

Drawing on international and national capabilities, the Program provided capacity development and technical support in the preparatory phase of the Papua New Guinea national election. Four logistics specialists enabled access to almost 1,000 polling sites across 17 provinces by coordinating the end-to-end distribution and receipt of election materials and establishing sound systems for documentation and warehousing.

## Demand-driven support to Iraq

Deployees to Iraq assisted in a range of areas that contributed to social cohesion and stability. This took the form of research and analysis to guide government and UN agendas in disaster-resilient WASH, prevention of childhood marriage, and effective management of external aid. Subsequent recommendations are informing sustainable approaches to humanitarian action. In addition, the Program responded to requests from UNAMI (via UNDP) for IT hardware support in the lead up to Iraq’s national election. Such support was an essential enabler to the successful delivery of a sound, credible and inclusive election.

Deployees worked with UN agencies throughout the Czech Republic, Romania, France and Switzerland to provide shelter, education and child protection services to Ukrainian refugees and con-solidate needs assessment data to support humanitarian relief operations within Ukraine.

The deployee created several products that continue to be used and updated for the operation and are being handed over to the OCHA Ukraine country office, such as the needs assessment mapping and analysis, and the hostilities severity mapping. In addition, some analyses produced (newly accessible areas, 3W info, etc.) were instrumental in outlining gaps in the response for country clusters to act on.

### Deployee supervisor

A man stands on the right and points to an area on a map of Ukraine. He is wearing a navy Australia Assists shirt. 

Caption: Australia Assists deployee Alper is a Senior Emergency Analyst with UNICEF. He is working to respond to the humanitarian situation in Ukraine and the consequent refugee outflows to neighbouring countries. His work includes humanitarian access and actors mapping, needs assessment mapping, support and coordination and reviewing the Data Friendly Space situation reports. Alper is hosted by OCHA working remotely from Geneva. Photo supplied.

Gender Equality

Infographic: 
16 deployments - 87 per cent she/her
100 deployment months 
9 countries 
5 host organisations 

For the first time since the start of the Program, 100% of the Australia Assists Gender Action Plan (GAP) targets were met in FY22. The Program deployed the highest number of gender specialists to date (10 against a target of four) plus six technical experts to gender-mandated host organisations (UNFPA and UN Women), where they enhanced women’s voices in decision-making and helped reduce violence against women and girls*[[2]](#footnote-2)*. In addition, more than two-thirds of deployees (69 per cent) reported that they had contributed toward gender equality, against a target of 50 per cent. This represents enhanced progress toward gender equality mainstreaming throughout the Program.

## Supporting the women and girls of Afghanistan

The Program provided surge advocacy and programming support to UN agencies in Afghanistan following the Taliban takeover in August 2021. Deployed to UNICEF and UNFPA, gender specialists incorporated evidence-based insights on the Taliban’s impingement of women’s rights into situational reporting and supported the operationalisation of 89 safe spaces. As a result, women and girls throughout Afghanistan have alternative pathways to essential services and life-saving information, including access to gender-based violence counselling and livelihood interventions.

## PSEAH throughout the regions

In line with Australia’s commitment to end violence against women and girls, deployees directly contributed to PSEAH efforts by building coordination networks across the Pacific and Southern and East Africa. Inter-agency working groups provided an invaluable platform to facilitate information exchange, disseminate training and promote a culture of best practice.

The Program also helped to instil a zero-tolerance approach to SEAH through policy development and implementation at an organisational level. Collectively, these deployments laid the foundations for raising awareness and establishing stakeholder buy-in for PSEAH efforts within their respective areas of influence.

## Mainstreaming gender equality

In addition to gender-focussed deployments outlined above, more than two thirds of deployees reported achieving gender equality outcomes through their work, for example:

* A Strategic Planner to UNRWA ensured that analyses conducted by the Jordan Field Office were gender-disaggregated and reflected the specific data trends of women, men, girls and boys. In community engagement surveys, she advocated for additional gender response options beyond binary male and female (i.e. other).
* A Program Monitoring Officer was nominated as the PSEA focal point for UNHCR Bangladesh and led several activities, including the delivery of ‘Say No to Sexual Misconduct Training’ to 400 staff and mentoring other PSEA focal points on developing a PSEA action plan for the camps.
* A Project Manager overseeing a water supply project in cyclone-affected Vanuatu encouraged and supported women to play a leadership role in community water, sanitation and hygiene committees.
* A Coordinator at the Ministry of Interior in Timor-Leste was frequently the only female in the room, and consistently advocated for the participation of women in planning exercises and decision-making. Her approach began to nudge at entrenched practices resulting in greater awareness of the gendered dimension of disaster planning.

## Gender Action Plan highlights

Through the Australia Assists Gender Equality Strategy and Action Plan, the Program continued to strengthen policies, structures and systems for gender equality[[3]](#footnote-3). This work ensures Australia Assists can effectively contribute to prioritising gender equality in humanitarian action. Highlights include:

* Achieving gender balance in training personnel (49 per cent of Associate Trainers identified as she/her), roster membership (45 per cent of members identified as she/her), and deployments (48 per cent of deployees identified as she/her).
* Recruitment of nine new Gender, Protection and Sexual and Reproductive Health Specialists to the roster (which represents 17 per cent of roster members recruited in FY22).
* Promoting gender-focused campaigns, including White Ribbon Day (19 November 2021), International Day for the Elimination of Violence Against Women (25 November 2021) and International Women’s Day (8 March 2022), in addition to periodic articles and social media posts focused on female empowerment and gender equality.

Five women stand in a row smiling at the camera. The woman on the far left has a black and white headscarf, the woman to the right of her is dressed in yellow, the woman in the middle wears a navy Australia Assists polo shirt, the woman on her right has a light blue headscarf, the woman on her right has a dark blue headscarf. 

Caption: Melissa (centre) has been working as a Social Protection specialist with UNICEF in Coxs Bazar, Bangladesh to help Government social workers strengthen their skills and capacity in case management, a core component of social work. Melissa is pictured here facilitating a monthly technical training session. Photo supplied.

Disability Inclusion

Infographic: 
4 deployments - 100 per cent she/her
18 deployment months 
4 countries 
4 host organisations 

FY22 progress against the Australia Assists Disability Inclusion Action Plan (DAP) closed with the highest results to date, meeting 85 per cent of targets (22 of 26). Australia Assists deployed three specialist disability inclusion roles, and one humanitarian specialist into a regional Organisation of Persons with Disabilities (OPD). The Program also continued efforts to mainstream disability inclusion across all deployments, with 64 per cent of all deployees reporting that they had contributed to disability inclusion. Together, these efforts contribute to both addressing barriers to inclusion and enhancing opportunities for the participation of people with disabilities across the humanitarian program cycle.

## From headquarters to communities

Deployments to Denmark, Fiji, Jordan and Bangladesh enhanced the capacity of partners to practice effective inclusion across the humanitarian continuum[[4]](#footnote-4). The Program’s disability inclusion expertise helped establish good organisational practice at the headquarter level through technical guidance on diversity, inclusion and reasonable accommodations in employee policy, and tailored preparedness plans that anticipate disability-specific needs in times of emergency.

At a programmatic level, deployees worked face-to-face with refugees with disabilities, linking children involved in UNRWA’s education programs with specialised support services, and establishing a sign language learning group among the women and girls participating in activities at UNFPA’s women-friendly spaces. Though in its infancy, the group has enabled participants to develop and communicate in a shared local sign language for the first time.

## Mainstreaming disability inclusion

Most deployees reported contributions towards disability inclusion in their roles, representing a growing trend. Examples include:

* A Gender and Resilience Officer and national deployee guided the Solomon Islands National Disaster Operations Committee for Protection as they undertook needs assessments for people with disability during COVID-19 outbreaks and lockdowns. The Sex, Age, and Disability Disaggregated Data (SADD) was the first registration of its kind and formed the basis for relief item distribution to people with disabilities in Honiara, paving the way forward for future responses.
* A Disaster Risk Management Specialist promoted the participation of people with disabilities in disaster preparedness and response via a toolkit developed for response agencies in Samoa. The toolkit is being piloted by government ministries and emergency services.
* A Social Protection Specialist trained government social workers in disability inclusion, enabling Rohingya communities to benefit from more accessible and inclusive case management support services.
* A Project Manager ensured that classrooms rebuilt following Tropical Cyclone Harold included an access ramp to improve physical accessibility.
* A Disaster Management Officer engaged directly with OPDs and their members to ensure all of NEMO Tonga’s plans and programs were inclusive.

## Disability Action Plan highlights

Through the Australia Assists Disability Action Plan (DAP), the Program contributed learning to advance policy and practices on disability-inclusive humanitarian action[[5]](#footnote-5):

**Communications**

Supporting International Day of People with Disabilities (3 December 2021), featuring in an Australian Council for International Development blog about recommendations for disability-inclusive practices, and promoting disability inclusion through case studies that highlight capacity development successes.

**Program management systems**

RedR Australia’s systems and processes[[6]](#footnote-6) were strengthened to better enable and monitor the participation of people with disabilities in the Program. Examples include:

* **Roster:** Optional disclosure of disability status was incorporated into the newly established RedR Hub (The Hub), which will improve the ability to report Australia Assists deployee data disaggregated by disability and enable targeted support requirements.
* **Training:** Recent efforts to strengthen accessibility and inclusion for all participants, volunteers and Associate Trainers on training courses have taken many forms, including:
  + Inviting members of a local OPD to participate in the Pacific Essentials of Humanitarian Practice (EHP) course, and collecting their tailored feedback on improvements with regards to accessibility and inclusion
  + Adding closed captions to all training video content
  + Scoping overseas training facilities to ensure they are accessible for people with disabilities
  + Improving accessibility and inclusiveness by proactively accommodating support needs and reasonable accommodations (such as support dogs for volunteers)
  + Adding a ‘request for support’ option onto participant registration forms.

The deployee’s work built UNOPS capacity around disability inclusion in our workforce, and specifically helped ensure that our Gender, Diversity and Inclusion Strategy is robust and validated from a disability inclusion perspective.

### Deployee supervisor

## What challenges emerged?

### Remaining targets

Unmet DAP targets related to partnerships with OPDs and recruitment of disability inclusion specialists to the roster. These are two priority areas that the Program is seeking tailored support from CBM Australia.

### Data on participation of people with disabilities

There is an ongoing challenge in obtaining and reporting accurate data on the involvement of people with disabilities in the Program, with under-estimation likely due to gaps in data collection, stigma and reluctance to disclose. Australia Assists will focus on strengthening data collection systems as well as continuing to identify and address barriers to participation.

A group of eleven women stand outside in front of a blue 'Zero tolerance for sexual exploitation and abuse' banner. Most of the women wear dresses, headscarfs and face masks of different colours. The woman in the middle wears glasses and a navy shirt. 

Caption: Australia Assists deployee Marguerite (Centre) is an Inclusion Specialist working with UNFPA on the Rohingya refugee response in Cox’s Bazar, Bangladesh. Along with Khadija, her UNFPA colleague, Marguerite has met with approximately 80 women and girls with disabilities to help strengthen disability inclusive practices. Marguerite and Khadija are also supporting the women and girls to develop a basic set of words in Rohingya sign language to enable them to better communicate with family, friends and the community. Photo supplied.

Localisation

Infographic: 
8 deployments - 50 per cent she/her
55 deployment months 
7 countries 
6 host organisations 

Having met two-thirds of Localisation Action Plan (LAP) targets (20 of 30) in the second year of implementation, localisation remained an important focus area across the Program, including through new partnerships, training course content and delivery, and roster recruitment*[[7]](#footnote-7)*. With the support of program implementation offices in Fiji and Jordan, Australia Assists is reinforcing locally-led initiatives, propagating local knowledge, deepening regional relationships and strengthening shared values.

## Multiplying the localisation agenda

Australia Assists played a formative role in systematising the localisation of humanitarian action in refugee contexts. In Jordan, the Program has continued efforts to operationalise the Government’s first Localisation Framework by deploying a national MEAL specialist to foster local ownership and buy-in. The implementation of the framework commits national and international humanitarian actors to involve crisis-affected populations in decision-making processes throughout the response cycle.

In Bangladesh, Australia Assists’ localisation expertise contributed to the Inter-Sector Coordination Group’s response-wide localisation policy and advised on pooled funding for Bangladeshi NGOs within an increasingly resource-constrained context.

## LAP highlights

**Local solutions to local needs:** Deployees across the Australia Assists program comprised individuals from 26 countries, including eight specialists deployed within their country of domicile. Examples include:

* A Fijian deployee filled the role of Communications Advisor at SPC, succeeding a former international deployee. In this position, she raised the profile of the Georesources and Energy Programme throughout the Pacific to help accelerate Pacific Island Countries’ transition to renewable energy.
* A Papua New Guinean deployee managed warehousing operations for the national elections. His system for documenting the receipt, storage and dispatch of polling materials improved the efficiency of the distribution system.

The Program also directly supported national capacity and locally-led initiatives through 23 deployments to six government ministries and three National Disaster/Emergency Management Offices.

**Recruiting local talent:** 53 new members from 24 countries joined the roster. With a strong focus on diversification, the Talent Acquisition Team sought new pathways for local recruitment in the Middle East and Pacific as partnership and training opportunities arose. As a result, Australia Assists has been able to respond quickly to deployment requests for roles where the primary working language is not English.

**Training delivered by local experts:** The Program supported the delivery of the inaugural HEAT course in Jordan, closely followed by a second, in addition to two EHP courses in Fiji. Together, these courses ensured access to training for 114 participants within their own regions, reducing barriers for local experts to join the roster and be deployed on the Program.

The development of regional training courses also prompted an expansion of the Associate Trainer pool, with eight new trainers from five countries joining the AT pool in FY22, bringing the total trainer pool to 80 trainers from 11 countries.

A few of the warehouse staff have worked under me during the Bougainville Referendum and they are happy to see that I have now become a deployee because they have been so used to seeing expatriate/international deployees. I believe my work…will continue to encourage more Papua New Guineans and Melanesians to become humanitarian and election workers.

### Deployee

The course is applicable not only to our work but we can apply it in our community should we face a disaster.

### Training participant, Pacific EHP

Two women stand in front of a projection screen. The woman on the left has long dark hair and her back is to the camera, the woman next to her wears a white headscarf and an Australia Assists branded navy shirt. They are talking to a third woman with short hair standing on the right. 

Caption: Deema is a MEAL Specialist supporting UN Women in Jordan. She presented at a Localisation MEAL Framework workshop on baseline data collection for indicators for the effective rollout of a MEAL framework in humanitarian action. Photo credit: Tamara Abdin, UN Women.

Pacific

Infographic: 
37 deployments - 41 per cent she/her, 5 local deployees 
237 deployment months 
6 countries 
17 host organisations 

The work of 37 deployees responding to concurrent disasters showcased the wide-reaching impact of Australia Assists and highlighted the importance of alignment with partner governments and regional strategic priorities. The Program supported response and recovery efforts to tropical cyclones in Fiji and Vanuatu (Cody and Dovi), the Hunga-Tonga-Hunga-Ha’apai volcanic eruption and tsunami, and COVID-19 response and recovery throughout the region. Delivery of two Pacific EHP courses bolstered regional roster members and strengthened government and response agencies’ readiness for future cyclone seasons.

Of the 37 deployments, 30 were fully or partially funded by the core Program, one was fully funded by DFAT Canberra, and eight were fully or partially funded by DFAT’s Vanuatu, Papua New Guinea, Samoa and Tonga Posts.

## First and second waves of COVID-19

Continued support for COVID-19 response and recovery efforts across five Pacific Island nations resulted in more robust response operations and outbreak control. Nurses deployed to Vanuatu’s Ministry of Health trained over 90 clinical staff across eight facilities in improved safety protocols for staff and more detailed record-keeping to contribute to Covid-19 surveillance efforts. National (Ni Van) logistics and public health specialists enabled a timely and culturally nuanced response as they supported establishing quarantine centres and procuring medical supplies.

In Papua New Guinea, risk communications and coordination support assisted the government to deliver and incentivise vaccination uptake throughout the country, whilst in Fiji the Program helped reduce the risk of domestic and gender-based violence amidst periods of strict lockdowns. WASH expertise to Solomon Islands contributed to healthier community sanitation practices, and disaster management specialists in Tonga assisted the National Emergency Management Office with COVID-19 prevention and response coordination, notably as the island nation received an influx of international support following the Hunga Tonga-Hunga Ha’apai disaster.

## Working as a collective

Australia Assists effectively leveraged deployees embedded within different host organisations to work towards a common goal. This occurred at the regional level across the disaster cycle, enabling timely information sharing, coordination and mobilisation. For example, deployees across Vanuatu, Fiji, Tonga and Samoa each played a central role in advocating for and rolling out the Pacific Incident Management System – an awareness course for a centralised incident management system in the Pacific.

The Hunga Tonga-Hunga Ha’apai disaster provided another opportunity for collaboration from multiple reference points whereby pre-positioned deployees had built trust within their networks, resulting in rapid and effective response. This was particularly important at a time when international and regional agencies were having challenges with communications and access.

* From NEMO Tonga, deployees supported immediate response operations and developed the recovery plan, which helped to alleviate access restraints faced by other international actors.
* From UNFPA Fiji, a Gender-based Violence (GBV) Specialist ensured dignity kits were distributed to affected populations through the Pacific Gender-Based Violence Sub Cluster and Pacific Humanitarian Protection Cluster core group.
* From UNICEF Fiji, a Logistician assisted with the logistics and transport of emergency WASH supplies from Brisbane.

## Papua New Guinea election support

Papua New Guinea held national parliamentary elections in 2022, in which four Australia Assists deployees provided logistical support to enable the Papua New Guinea Electoral Commission to plan and carry out polling across the country. Their support in warehousing, ballot paper coordination and flight management enabled access to close to 1000 remote polling sites in more than 17 provinces. The deployees also provided training to the Provincial Logistics Assistants and the Election Managers on dispatching and receiving sensitive election materials.

Australia Assists deployees have contributed significantly to the Tonga Government response to the Hunga Tonga-Hunga Ha’apai disasters. We were better able to provide timely support and relief in order to save lives.

### Deployee supervisor

## What did we learn?

### Access

The Hunga Tonga-Hunga Ha’apai response forced most international responding agencies to resort to ‘contactless’ assistance due to challenges in gaining access. Pre-positioned personnel in-country and across the Pacific coupled long-term relationships with decision makers, allowing for the rapid allocation of Australia Assists support to Tonga.

### Security

Recent tensions in Papua New Guinea highlighted the importance of deploying through trusted partners with shared values. Australia Assists was able to leverage RedR Australia’s partnership agreement with IFES to enable election specialists to deploy safely and securely.

South and Southeast Asia

Infographic: 
26 deployments - 54 per cent she/her, 1 local deployee
142 deployment months 
7 countries 
12 host organisations 

Twenty-six deployments worked with 12 host organisations across Bangladesh, Cambodia, Myanmar, Laos, India, the Philippines and Timor-Leste*[[8]](#footnote-8)*. Almost one-third of deployments were in-country (59 per cent), with 11 per cent fully remote and 30 per cent a hybrid of both remote and in-country.

Of the 26 deployments, 17 were fully or partially funded by the core program, two were fully or partially funded by DFAT’s Peace and Stability Package, and eight were fully or partially funded by DFAT’s Bangladesh Post.

## Humanitarian needs in Myanmar

As Myanmar continued to experience a complex humanitarian crisis across the country, Australia Assists supported interagency coordination at the national and sub-national levels. Deployment outcomes include:

* Establishment and formalisation of a national working group for accountability to affected populations to coordinate collective action by NGOs and Civil Society Organisations (CSOs), deliver training on Accountability to Affected populations (AAP) best practice, and integrate AAP in humanitarian plans that guide response and inform donors.
* Improved harmonisation amongst service providers across South East Myanmar through the coordination of leadership support within the Inter-Cluster Coordination Group. This group is responsible for undertaking needs assessments, identifying funding priorities and organising distribution of essential items to IDPs.
* Development of education inputs into the 2022 Humanitarian Response Plan and Humanitarian Needs Overview[[9]](#footnote-9) following extensive consultation with education stakeholders. These documents play an important role in advocating for the needs of the most vulnerable and informing targeted and coordinated programming among global humanitarian actors.

## Supporting the response in Cox’s Bazar

Australia Assists continued to support the needs of Rohingya refugees in Cox’s Bazar through more than 50 months of deployment support. Areas of influence included:

* **Localisation:** ensuring greater representation of refugee and host communities in the planning and delivery of humanitarian assistance through localisation evaluations and research, engagement with key coordination bodies to advance the response-wide localisation agenda and supporting the development of a pooled fund for national NGOs.
* **Disability inclusion:** raising the profile of disability inclusion within UNFPA’s women friendly spaces through the establishment of a sign language working group and developing program design guidelines tailored to the program management context within Cox’s Bazar.
* **Social inclusion:** providing regular training for government social workers to strengthen their capacity to provide case management services to affected populations.
* **Environmental management:** ensuring that watershed management considerations and nature-based solutions were integrated into IOM Bangladesh’s site planning activities to strengthen resilience against future monsoon seasons.

## Addressing climate-related disasters

Deployees worked with UN and Government partners to support climate-related disaster preparedness and response efforts in Timor-Leste. As a result of Australia Assists’ support, the Ministry of the Interior was able to immediately dispatch food, shelter, WASH supplies to communities affected by flooding in line with revised strategies that help ensure emergency response teams have up-to-date information in times of crises.

## Coalition for Disaster Resilient Infrastructure

Australia Assists supported the establishment phase of the Coalition for Disaster Resilient Infrastructure (CDRI) through two deployments focused on capacity development and project management. Collectively they played vital roles in the early design and implementation of projects that will contribute to disaster risk reduction through urban infrastructure and social resilience including, for example, the creation of a multi-year program focusing on transport disaster resilient infrastructure.

Raising the profile of disability inclusion within UNFPA’s women friendly spaces through the establishment of a sign language working group and developing program design guidelines tailored to the program management context within Cox’s Bazar.

As a result of the deployee’s efforts, a transformation has taken place in the way partners in Myanmar are now taking up accountability to affected populations in a collective and coordinated manner.

### Deployee supervisor

The deployee has been a sound counsel and professional expert throughout her engagement. She has advised, developed and demonstrated approaches to developing and realising projects and programs. This has helped colleagues learn and absorb her expertise.

### Deployee supervisor

Middle East

Infographic: 
20 deployments - 50 per cent she/her, 1 local & 2 regional deployees
109 deployment months 
6 countries 
10 host organisations 

20 deployments to the Middle East have complemented existing DFAT bilateral programming and lent broader support to the engagement and influence of Posts throughout the region. Profiles deployed have included a balanced representation of gender, disability inclusion and localisation roles, and the provision of immediate humanitarian coordination support. The Program has developed a strong reputation in a region continuing to face complex challenges.

## The humanitarian continuum

Given the multiple, protracted crises the Middle East faced in FY22, crisis response and recovery continue to be the primary focus of most deployments to the region.

* In Jordan: Australia Assists worked with UNICEF in Za’atari and Araq refugee camps to raise the reading capabilities of 5,000 Year 5 and 6 students to a minimum level of literacy.
* In Lebanon: Program support to OCHA helped deliver training workshops on humanitarian access negotiations to local frontline staff, addressing a critical coordination gap in a time of rising operational complexity.

There was also an increase in roles being deployed into crisis mitigation and resilience building.

* In Iraq: Behaviour change communications expertise helped UNFPA Iraq to deliver targeted community level advocacy focused on prevention of child marriage.

## Leaving no one behind

Cross-cutting and thematic issues continue to inform the selection and scope of Australia Assists deployments. Examples of Program impact include the following:

* Dedicated disability inclusion support to UNRWA resulted in systemised referral pathways to link children with support services and the introduction of inclusion awareness workshops for parents, teachers and social workers involved in UNRWA’s education programs.
* Australia Assists’ first in-country mobilisation into Syria afforded women affected by conflict access to more diverse and clinically appropriate childbirth interventions.
* The Program continued to progress the Jordanian Government's localisation agenda, with ongoing operationalisation of the Humanitarian Partners Forum’s inaugural Localisation MEAL Framework led by a Jordanian national explicitly recruited for the role.

The deployee contributed to starting the initial processes of guiding [the organisation] on disability and inclusion programming. She set up a Disability Taskforce, trained staff on disability and inclusion including the Washington Group of Questions and had started training frontline staff who interact with beneficiaries and provide direct support to persons with disability in sign language.

### Deployee supervisor

The deployee’s extensive work in collecting evidence on responsible behaviours and age at marriage were helpful for the program team in addressing early and child marriage issues through evidence-based approaches and strategies to transform social norms as well as reduce the impact of harmful practices at individual, household, and community levels.

### Deployee supervisor

Seven women sit and stand around a desk in an office. The woman on the far left is wearing a beige Australia Assists polo shirt. Four women wear orange UNFPA vests. Most of the women wear surgical masks. Notebooks, tissues and hand sanitizer sit on the table.

Caption: Dibya, MEAL Specialist with UNFPA in Lebanon, talks to case management workers of GBV cases in Lebanon (Syrian and Lebanese survivors), to help inform UNFPA’s monitoring systems. Photo supplied.

Africa

Infographic: 
13 deployments - 54 per cent she/her, 1 regional deployee
45 deployment months 
6 countries 
8 host organisations 

Thirteen specialists deployed to Africa during FY22 representing a doubling of deployment months from the year prior. This enabled new countries to be supported under the Program, including Niger, Nigeria, Sudan and Zimbabwe. The Program supported emerging needs such as the conflict in Tigray, protracted crises in Nigeria and Sudan, and more proactive, regionally-focused development initiatives in Kenya and Zimbabwe. Ethiopia remained the country receiving the most support via the Program (five deployments).

## Across the disaster cycle

Deployments continued to focus primarily on crisis response and recovery. With the conflict in Ethiopia persisting and at times intensifying, Australia Assists deployees provided expertise in cash-based transfers, education in emergencies, information management and government-led durable solutions to support communities impacted by mass displacement. In Sudan, a country hosting more than four million displaced people, civil-military coordination and shelter cluster support enhanced information flows to ensure timely and appropriate interventions for refugees and internally displaced people.

Echoing trends in the Middle East, there was also a rise in deployments focused on crisis mitigation, demonstrating the intent and capability of the Program in operating across the disaster cycle. The Program worked with:

* UNESCO’s Education sector to develop the Disaster Risk reduction Strategy for the Southern Africa region, encompassing nine member states.
* UN Women Kenya to embed the prevention of violent extremism into the women, peace and security agenda.

Though humanitarian trends on the continent will likely dictate ongoing demand for response and recovery capacity, the Program will continue to seek and expand opportunities for deployments that focus proactively on crisis prevention.

## Peace and stability

Seven additional deployments were supported during FY22 due to additional Peace and Stability funding. This provided a welcome boost to program visibility on the continent.

* Australia Assists’ first deployee to north-east Nigeria enabled a greater focus on accountability to affected populations in one of Africa’s most protracted crises. In doing so, this deployment demonstrates the Program’s increasing ability to access complex operational settings where there is high humanitarian need.
* The Program assisted UNESCO’s Regional Office for East Africa with technical guidance on sustainable resource mobilisation strategy. Once implemented, the office will have a greater capacity to facilitate education programs throughout its 13 member countries, promoting lifelong quality education for children, youth and adults in emergency response and long-term recovery contexts.

## What challenges emerged?

### Localisation

Achieving deployment of local specialists within the Africa region has been a challenge, with only one regionally recruited candidate deployed in FY22. Consideration will be given to identifying barriers to recruitment, with a view to accelerating progress in FY23.

The deployee showed high commitment and professionalism during her assignment in the Regional Office for Southern Africa... She leaves a legacy in form of strategic documents which support offices’ future work in disaster risk reduction.

### Deployee supervisor

Strategically embedded in key roles with DFAT counterpart organisations, Australia Assists deployees in Kenya have rapidly developed excellent reputations in their sectors allowing them to positively influence beyond the scope of their initial roles - outstanding branding for Australia in East Africa.

### Second Secretary, Australian High Commission Nairobi

The deployee brought energy and passion to the Education team based in Mekelle and provided capacity building support and personal support for several colleagues in challenging times. The quality of work and documents produced was very high and systems set up while on ground are still in place and being used. Their focus on results and improving the quality of reports has had lasting impact and will continue to be strengthened moving forward.

### Deployee supervisor

# Program Management

FY22 was characterised by a focus on supporting partners across the Pacific to respond to and recover from COVID-19, implementing the recommendations of the 2021 Remuneration Review, RedR’s completion of the digital transformation of recruitment and deployment processes (Project Pivot), and building the operational capability of the Program to further accommodate an increasingly complex set of deployment funding lines. In doing so, the Program delivered the largest number of deployment months since its inception.

## Program governance

Throughout FY22, engagement between DFAT Canberra and RedR Australia remained effective in managing both the day-to-day and longer-term interests of the Australia Assists program. A staffing restructure in Canberra led to a change of the Australia Assists Program Manager in October 2021. The Program managed this transition well with minimal disruption to program delivery. Scheduled steering committee reports and meetings were held on a quarterly basis, ensuring delivery against the annual plan remained on track.

## Program delivery

Although FY22 remained in the shadow of the COVID-19 response, the Program slowly pivoted back to business as usual throughout the year. For example, the Deployment Travel Approval process that began in FY21 was gradually phased out toward year end. The easing of travel restrictions also saw the resumption of travel among program personnel between Australia and regional offices in Fiji and Jordan. The departure of the Monitoring, Evaluation and Learning (MEL) Manager, Communications Manager, and Director of Strategy and Impact (who oversaw both MEL and Communications), coupled with a very tight labour market, resulted in less than optimal resourcing for these critical functions across the year. Subsequently, an organisational restructure saw the MEL and Communications functions moved to separate departments, which achieved greater independence of MEL processes and outputs. At the request of DFAT Canberra, RedR commenced scoping for a rapid deployment capability within the AA Program.

## RedR’s Project PIVOT

RedR’s Project PIVOT was fully implemented in FY22 with the launch in October 2021 of The RedR Hub (The Hub), approximately 18 months after the initial kick-off meeting. The launch of The Hub was preceded by five induction sessions held in July 2021 and attended by over 450 roster members. The Hub has streamlined many of the workflows involved in the operationalisation of the Australia Assists program, increasing the speed, efficiency and administrative accuracy of the recruitment, mobilisation and deployment of Australia Assists personnel.

## Remuneration Review and Deployee Remuneration Policy

The Australia Assists Deployment Remuneration Review, resulting in the Deployee Remuneration Policy, went live on 1 January 2022. The review was initiated in FY21 as a part of the recommendations of the Australia Assists Mid-Term Review and involved extensive stakeholder engagement and technical inputs from Ernst & Young Australia. Two online webinars attended by over 120 roster members, deployees and DFAT program staff were held in October 2021 to introduce the policy. The anecdotal feedback from deployees has been overwhelmingly positive, particularly concerning the introduction of an allowance for deployees with dependents under the age of 18 and the introduction of a more sophisticated salary banding system, including for nationals recruited from and deployed to countries other than Australia. A post-implementation review of the Deployment Remuneration Policy will be initiated in FY23.

# Roster Management

## Roster composition

At the end of FY22, the deployment roster comprised of 933 members[[10]](#footnote-10), where 45 per cent identified as she/her[[11]](#footnote-11). The median age was 47 years, with 36 per cent of roster members aged between 35-44 years old. Roster members represented 76 nationalities from all regions of the globe.

During the financial year, 53 new members were recruited to the roster with 43 of those recruited in quarter three and quarter four. The cohort of newly welcomed members hold 23 different nationalities; 49 per cent identified as she/her; 54 per cent can work in a language in addition to English and new members’ skill sets ranged across 28 skill profiles including gender, disability inclusion, climate change adaptation and health, helping to fill skill shortages in the roster.

Two women stand in front of a white wall with part of an orange banner visible to the right. The woman on the left wears glasses and a navy Australia Assists polo shirt. The woman on the right wears a black t-shirt. 

Caption: Kate is a SRH and GBV in Emergencies Programme Specialist working with UNFPA based in Suva, Fiji. She provided technical assistance to a team of retired midwives deployed to the Ministry of Health and medical services throughout Fiji to support antenatal and postnatal care, family planning and GBV awareness. Pictured with Kate is volunteer midwife Sister Chandra, who participated in the training. Photo credit: Carmen Holman,RedR Australia.

## Efficiency

Additional funding resulted in an increase to deployment months from 523 in the previous financial year to 571 this year, which required an increased output in roster recruitment. Driving greater efficiency across the administrative back-end of the Program was a priority with significant effort dedicated to process improvement across the recruitment lifecycle. Efficiency gains were seen during quarter three and quarter four, with ten new members recruited and deployed in the same quarter, a previously unachievable outcome.

## Localisation

The Talent Acquisition Team piloted a number of new approaches to develop local talent pools throughout the year. A targeted recruitment campaign in the Middle East resulted in 151 applications and eight new members on-boarded from across the region, including a member who was immediately deployed within their country to the UN Women’s Jordan office.

The team also conducted a targeted recruitment approach in the Pacific, following the EHP course in early 2022, with four new members successfully approached and on-boarded from the region. These recruitment campaigns resulted in lessons learned for the Program, including the importance of responding to the local context and the value of tailored attraction and retention tools for different talent markets in a post-COVID landscape.

## Fit for future

In FY22, the Talent Acquisition Team focused on the strategic recruitment of key skills gaps to ensure that the roster is fit for purpose now and into the immediate future. Nearly one in six (16 per cent) of the members recruited in FY22 were experts in gender, gender-based violence, and/or sexual and reproductive health. Climate change experts were also prioritised for recruitment to the roster - a priority profile that will remain a focus in FY23.

Other priority skill profiles include information management, protection, disability inclusion, climate change, gender, health, risk communications, and disaster risk reduction/disaster risk management.

Consultation was undertaken with key partners to understand the skills gaps they were facing and what emerging competencies were required for future humanitarian responses. For example, the Program worked with WHO to discuss skillsets needed to respond to future health emergencies. This has informed Australia Assists future talent pipelining and assessments of prospective roster members. Recruitment and assessment tools have been updated to place a greater emphasis on cultural competence, emotional intelligence and interpersonal skills, as well as technical competency.

## What challenges emerged?

**Global talent market shortage**

Given the challenging post COVID-19 global talent market, the Program is seeing fewer individuals interested in and available for shorter-term deployments. Throughout the year, the Talent Acquisition Team developed a strategy on how to attract and retain top talent to the roster. The strategy will be finalised and implemented in FY23.

# Training and Capability

Australia Assists supported the delivery of 13 core foundational courses to 327 participants, almost double that of FY21 which was heavily impacted by COVID-19 restrictions. Courses comprised of four Essentials of Humanitarian Practice (EHP) courses, three Hostile Environment Awareness Training (HEAT) courses, one Humanitarian Logistics in Emergencies (HLE) course and one Child Protection in Humanitarian Action (CPiHA) course.

Aligned with the Program’s localisation strategy, Australia Assists also supported an increase in the number of RedR courses offered in Jordan (two HEAT courses) and Fiji (two EHP courses). In doing so, Australia Assists has helped deliver training to those who would not have the economic means to travel to Australia, ultimately boosting the number of deployees available for deployments in their own countries and regions.

RedR Australia continued to diversify its Associate Trainer pool with the recruitment of eight international trainers with additional language skills, bringing the total pool to 80 trainers from eleven countries. Since the beginning of 2022, all Australia Assists supported courses feature multi-national training teams.

The Program’s training support function continues to represent and promote Australia Assists through a variety of means, in conjunction with the communications function. RedR’s associate Trainers’ attendance at university events, both in face-to-face forums and online, has generated further interest in the humanitarian sector among students, helping build a future pipeline of roster talent.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Course | Date | Location | No. of Participants | Gender breakdown (% F) | Average Participant Rating (%) |
| HEAT | 10-13 Oct 2021 | Jordan | 30 | 46 | 85 |
| EHP | 10-15 Nov 2021 | Australia | 27 | 63 | 94 |
| HEAT | 17-21 Nov 2021 | Australia | 31 | 55 | 93 |
| EHP | 12-17 Jan 2022 | Australia | 21 | 57 | 95 |
| EHP | 9-14 Feb 2022 | Australia | 27 | 70 | 96 |
| HEAT | 16-20 Feb 2022 | Australia | 26 | 65 | 96 |
| HEAT | 20-23 Feb 2022 | Jordan | 24 | 29 | 88 |
| CPiHA | 28 March 2022 | Australia | 11 | 63 | 100[[12]](#footnote-12) |
| EHP | 28 March-3 May 2022 | Fiji | 28 | 55 | 99 |
| EHP | 4-9 April 2022 | Fiji | 32 | 44 | 93 |
| EHP | 27 April-2 May 2022 | Australia | 21 | 57 | 95 |
| HEAT | 4-8 May 2022 | Australia | 30 | 47 | 95 |
| HLE | 23-25 May 2022 | Australia | 19 | 55 | 91 |
| Total | | | 327 | 54 | 93 |

RedR Australia continued to diversify its Associate Trainer pool with the recruitment of eight international trainers with additional language skills, bringing the total pool to 80 trainers from eleven countries.

# Communications and Public Diplomacy

Despite COVID-19’s continued impact on travel, the Program delivered eight content packages demonstrating the achievements of Australia Assists in FY22. Field content collection resumed in the second half of the year.

## Communicating outcomes

The Australia Assists Communications Strategy for 2021-2024 was finalised, complemented by a Content Production Plan for FY22.

With the opening of borders in early 2022, the Communications Team collected photos, footage and interviews from the second Pacific EHP course, and from four Fiji-based deployees. A package of seven videos, two written articles and a series of social media posts was subsequently produced and shared across Australia Assists, DFAT and partner channels. A local contractor also collected content in Tonga about deployees’ work on the Hunga Tonga-Hunga Ha’apai response, to be released in FY23.

The Program received media coverage on ABC Radio Australia’s Pacific Prepared program, with several stories highlighting the work of deployees in Fiji and the experiences of Pacific EHP course participants.

Seven additional content packages recognised UN and other international days, highlighting relevant program impacts: World Humanitarian Day (19 August); International Day for Disaster Reduction (13 October); International Day for the Elimination of Violence Against Women and the following 16 days of activism (25 November to 10 December); International Day of People with Disability (3 December); International Women’s Day (8 March); World Health Day (7 April); and World Refugee Day (20 June).

A new section dedicated to Australia Assists was created on the RedR Australia website. This is prominent in the site menu and provides easy access to program publications and stories from the field.

## What challenges emerged?

**Content collection**

The ability to collect content was limited by travel restrictions in the first half of FY22 and difficulties engaging with third party providers in countries impacted by lockdowns. As travel restrictions eased, the Program was able to prioritise content collection and is engaging with third party providers as a risk management measure in the event that travel is restricted again.

# Monitoring, Evaluation and Learning

Routine monitoring, evaluation and learning (MEL) activities, including periodic and final deployee reports, supervisor reports, and post-deployment debriefs, were able to continue remotely throughout FY22. Evidence generated from these activities demonstrated that the Program maintained program quality, quantity and diversity during this period. In particular, the Program achieved:

* Deployees received an average rating of 4.2 out of 5 (84 per cent) in end-of-deployment Performance Evaluation Reviews given by supervisors. Criteria include technical competencies, interpersonal skills, communication skills and commitment.
* Deployees gave an average Program support rating of 4.3 out of 5 (86 per cent) for pre- and on-deployment support, which includes all logistical, practical and pastoral support for deployees throughout the deployment lifecycle.
* The highest number of total deployment months to date (571). This was largely attributable to additional funding from Bangladesh Rohingya and Peace and Stability packages.
* The highest achievement yet in terms of number of annual Gender Action Plan targets (100 per cent), Disability Action Plan targets (85 per cent), and Localisation Action Plan targets (66 per cent).

## Monitoring and evaluation reviews

The Program commissioned a Peace and Stability Review with aims to learn from Australia Assists’ first four years of Peace and Stability support and ensure the Program’s approach is appropriate, effective and aligned with Australian Government and partner priorities. The Review is due to be finalised in FY23.

An independent whole-of-program evaluation of Australia Assists was commissioned by DFAT in FY22, commencing in May 2022 and due to be completed in FY23. The process began with stakeholder engagement on methodology and providing program reporting documentation to evaluators.

## Program Learning

MEL activities highlighted lessons learned during FY22 and opportunities to further strengthen systems, operations and support functions for Program delivery.

* **Travel restrictions:** Suspended staff travel for two years has had Program implications for partner engagement, communications content collection, in-person data collection for monitoring and evaluation activities (e.g. thematic reviews), training course delivery, and ensuring a steady supply of roster talent. While most activities were adapted to remote delivery, others, such as in-country thematic reporting, were less suited to this modality, so strengthening these aspects of the Program will be a key focus as travel restrictions ease. At the same time, travel restrictions presented an opportunity to further advance the Australia Assists Localisation Strategy through focussed efforts to increase the number of local specialists recruited and deployed to roles in their home countries or within the region.
* **Trust building:** Sudden-onset disasters throughout FY22 have proven the importance of investing in partnerships as an essential enabler of timely and responsive deployments. The Program has a respected in-country presence in Jordan and Fiji and well-founded relationships which are critical factors for the success of surge deployments and facilitating a time-critical humanitarian corridor. This provided significant efficiency to ‘hit the ground running’ during surge responses. The Program will continue to prioritise nurturing new and existing in-country partnerships.
* **Deployment durations:** Deployment months are allocated on an ongoing basis based on the operating environment, budget considerations and Australian Government priorities. Partners and deployees have expressed a preference for longer-term deployment durations in the first instance, as opposed to a series of deployment extensions, in order to determine realistic work plans from the outset. Furthermore, although extensions indicate partner satisfaction with Australia Assists personnel, providing extensions has implications on sustainability and localisation. Moving forward, the Program will work with DFAT and Host Organisations to identify deployments best suited to longer-term roles from the outset.
* **Pre-departure contact:** Contact between deployees and host organisations prior to arrival in-country helps set expectations and flags any inconsistencies in understanding of deployment objectives for both parties. In instances where this did not occur, misunderstandings, inefficiencies and gaps in information occasionally ensued. The Program will continue to support pre-departure contact between host organisation supervisors and deployees where possible.

## The Hub transition for improved Program data management

After the launch of the RedR Hub in September 2021, FY22 saw the collation, integration, and migration of all Australia Assists roster and deployment data onto the new information management system. The introduction of new fields, categories and processes has enabled a greater range, specificity and depth of information that will contribute to better trend analysis, Program reporting and accountability.

Transition to the new system also involved the implementation of digital deployment reporting, bringing new capabilities to aggregate data, stocktake overdue reports, and notify deployees of upcoming due dates via an automated scheduling system. This process also involved a review and update of reporting templates to obtain examples of impact and emphasise key priority areas.

Exceptional support during deployment with monthly meetings to touch base and immediate response when issues arose.

### Deployee

My Deployment Focal Point gave advice, suggestions and concrete solutions.   
I appreciate her dedication.

### Deployee

## What challenges emerged?

**Streamlining MEL data collection**

As the Program’s MEL function prepares to undertake a review of the GAP, DAP and LAP, the Program is committed to ensuring better alignment with current DFAT policies, reporting criteria and the Australia Assists MEL Framework.

### Delays in progressing learning reviews

While routine MEL activities continued during the period, the inability to conduct field visits and staff changes during FY22 has delayed the progress of thematic learning reviews. In many locations, COVID restrictions limited movement within countries and the capacity to engage local evaluation consultants. As travel restrictions ease, and with a full team in place, the MEL function will prioritise capturing learning in these areas.

# Partnerships

In FY22, the Program entered into two new partnerships, expanded existing partnerships, and consolidated partnerships through first deployments to host organisations.

## Fiji Subsidiary Arrangement

The Australian and Fijian Governments entered into a bilateral subsidiary arrangement in December 2021, expanding deployment opportunities for Australia Assists to the Fijian Government.

## International Foundation for Electoral Systems (IFES): Papua New Guinea national elections 2022

In January 2021, RedR Australia signed a new partnership agreement with IFES to facilitate Australia Assists deployments and collaboration for the next three years. Through this agreement, four Australia Assists deployees were seconded to the Papua New Guinea Electoral Commission in areas of logistics and operations ahead of the 2022 Papua New Guinea national elections.

## New opportunities via UNDP: CDRI, UNAMI, RCO

Following successful collaboration since 2017, RedR Australia and UNDP formally extended the partnership for a further five years. In FY22, Australia Assists supported seven deployments to UNDP: three that were direct to UNDP offices in Bangladesh, Laos and Iraq; and four that were classified as ‘hosting arrangements’ whereby personnel were seconded to partners including CDRI in India, UNAMI in Iraq, and the RCO in Papua New Guinea.

## UNESCO: in-field deployments

The Program supported three in-country education deployments to UNESCO offices in Zimbabwe, Kenya and France (for Ukraine). Having previously supported UNESCO in FY21 with a remote deployment to Samoa, these deployments represented the first field-based positions with UNESCO.

## Two-way disability inclusion support: UNOPS and CBM

In FY22, a Disability Inclusion Specialist was deployed to UNOPS Denmark. This remote role supported UNOPS headquarters in the development of their organisation-wide Gender, Diversity and Inclusion Workforce Strategy 2022-2025 and accompanying action plan. This deployment is also noteworthy as it represents the first deployment of a new partnership agreement (entered into in May FY21).

To cement a longer-term outlook on identified objectives, RedR Australia has entered into a partnership agreement to the end of the current Program contract, to progress the Australia Assists Disability Action Plan in the areas of mentoring opportunities for deployees, roster on-boarding assistance for disability inclusion specialists and tailored organisational support to overcome barriers to inclusion.

## Partner support to Pacific training

In addition to Australia Assists, seventeen agencies supported RedR’s second Pacific EHP through in-kind funds, equipment, expertise and participant sponsorship. They include the United States Agency for International Development, Adventist Development and Relief Agency, UNICEF, UN Women, UNFPA, WFP, UNOCHA, UNFPA, IPPF, SPC, PDF, Fiji Ministry of Health, Field Ready, University of South Pacific, Rotary, Fiji Red Cross and the Australian High Commission in Fiji.

# Budget Management

The annual Program budget for FY22 commenced at $12 million but was increased to $13.65 million with the addition of a $1.5 million Peace and Stability package and an additional DFAT contribution of $150,000 to deployments.

The Program’s budget was fully expended in accordance with the Australia Assists Year 5 Annual Plan. Underspends across personnel, personnel support and operational costs were absorbed by deployments and training courses held in the Pacific and the Middle East, resulting in an eight per cent increase in activity costs expenditure.

Australia Assists’ FY22 financial acquittal for the period ending 30 June 2022, is summarised as follows (a full financial acquittal is provided in Annex Two):

|  |  |  |  |
| --- | --- | --- | --- |
| Course | Date | Location | No. of Participants |
| Management fee | 2,075,305 | 2,075,305 | 100 |
| Personnel costs | 2,766,214 | 2,551,007 | 92 |
| Short-term personnel costs | 39,600 | 39,600 | 100 |
| Personnel support costs | 628,806 | 285,734 | 45 |
| Operational costs | 253,000 | 200,682 | 79 |
| Activity costs | 7,887,075 | 8,497,673 | 108 |
| Total | 13,650,000 | 13,650,000 | 100 |

Management fee and short-term personnel costs were expended in line with budgeted forecasts.

Personnel costs expenditure was less than budget primarily due to the length of time required to find suitable personnel replacements in the current job market in response to staff turnover.

Personnel support costs and operational costs expenditure were less than budget due to prevailing COVID-19 restrictions and a commitment to producing ongoing efficiencies.

Activity costs expenditure exceeded annual budget allocation (accounting for 57 per cent of the Program’s total FY22 budget) as it absorbed underspending across other budget lines. Activity costs expenditure relates primarily to:

* Training expenses supporting the delivery of 13 courses.
* Deployment costs, which accounted for 88 per cent of activity costs expenditure across the year, including a large number of deployments contributing to Peace and Stability outcomes.

In addition to the Program’s budget of $13.65 million, individual DFAT Posts provided $1.1 in deployment funding across 16 deployments.

|  |  |
| --- | --- |
| Post Funding | $ |
| Bangladesh Package | 691,000 |
| Vanuatu Biosecurity | 23,674 |
| Papua New Guinea | 233,500 |
| Samoa | 146,500 |
| Tonga | 34,362 |
| Total | 1,129,036 |

# Risk, Safety and Security

Australia Assists delivered safe and secure deployments across multiple complex deployment locations. The number of safety and security incidents remained low with no medical evacuations and only one incident for every ten deployment months. Whilst the Program experienced a number of deployees with COVID-19, these cases required limited or no medical intervention.

The year saw the first deployment into Syria. The deployee, working in sexual and reproductive health with UNFPA, was based in Damascus but also conducted critical field mission travel to conduct assessments and provide lifesaving training to midwives. This successful mobilisation demonstrates the accessibility of even the most complex of environments when the right partnerships are in place.

Building upon the inaugural deployment of frontline medical personnel to Bangladesh in FY21, the Program deployed three nurses to support the Government of Vanuatu’s Department of Health. Safety and security support and insurance was integrated into regular programming as a result of lessons learnt from the medical deployments to Bangladesh the previous year.

The Program deployed four advisors to the Papua New Guinea Electoral Commission to support the national elections. This deployment was facilitated through a new partnership with the IFES which proved a very successful and safe set of deployments. This partnership will likely be leveraged again in future electoral deployments.

Additionally, the Program supported deployees through the civil war in Ethiopia, the double tsunami and volcano disaster in Tonga and civil unrest in Lebanon, Palestinian Territories and Iraq.

These deployments attest to the robust risk management process undertaken by RedR, including the selection of safe and informed deployees through competency screening, training and pre departure briefing; safe partners through layered due diligence and close communications; and safe locations through country analysis, Higher Threat Security Risk Assessments and horizon scanning. This process is underpinned by a range of policies to protect individual deployees, affected populations and the Australia Assists program’s reputation.

Australia Assists continues to deliver safe and secure deployments with flexibility to adapt to new threats and hazards as they arise.

FY22 Deployment Data

| **Position Title** | **Host Organisation** | **Region** | **Country** | **FY22 Months** | **Australia Assists End of Program Outcome (1-3)** | **Gender** |
| --- | --- | --- | --- | --- | --- | --- |
| DRM Specialist | FAO | Pacific | Fiji | 6.0 | Stability, Resilience and Risk Reduction | Male |
| Humanitarian Project Coordinator | PDF | Pacific | Fiji | 8.2 | Stability, Resilience and Risk Reduction | Female |
| Communications Adviser | Secretariat of the Pacific Community (SPC) | Pacific | Fiji | 0.8 | Stability, Resilience and Risk Reduction | Female |
| Communications Advisor | Secretariat of the Pacific Community (SPC) | Pacific | Fiji | 6.0 | Stability, Resilience and Risk Reduction | Female |
| Regional Disaster Management Specialist | Secretariat of the Pacific Community (SPC) | Pacific | Fiji | 12.0 | Stability, Resilience and Risk Reduction | Female |
| COVID-19 Protection Advisor | UN Women | Pacific | Fiji | 11.0 | Crisis Preparedness and Response | Female |
| Prevention of Sexual Exploitation and Abuse Coordinator | UNFPA | Pacific | Fiji | 0.8 | Stability, Resilience and Risk Reduction | Female |
| SRH and GBV in Emergencies Programme Specialist | UNFPA | Pacific | Fiji | 12.0 | Stability, Resilience and Risk Reduction | Female |
| Emergency Supply & Logistics Specialist | UNICEF | Pacific | Fiji | 9.0 | Crisis Preparedness and Response | Male |
| Warehousing Specialist | PNG Electoral Commission (via IFES) | Pacific | Papua New Guinea | 1.0 | Stability, Resilience and Risk Reduction | Male |
| Logistics - Ballot Paper Coordinator | PNG Electoral Commission (via IFES) | Pacific | Papua New Guinea | 1.7 | Stability, Resilience and Risk Reduction | Male |
| Logistics Specialist - Air Support Coordinator (Fixed Wing) | PNG Electoral Commission (via IFES) | Pacific | Papua New Guinea | 4.0 | Stability, Resilience and Risk Reduction | Female |
| Logistics Specialist - Air Support Coordinator (Rotary Wing) | PNG Electoral Commission (via IFES) | Pacific | Papua New Guinea | 4.0 | Stability, Resilience and Risk Reduction | Male |
| Information Management Officer | UNDP/RCO | Pacific | Papua New Guinea | 0.3 | Crisis Preparedness and Response | Male |
| Risk Comms & Community Engagement Technical Officer | WHO | Pacific | Papua New Guinea | 5.6 | Crisis Preparedness and Response | Female |
| Health Cluster Coordinator | WHO | Pacific | Papua New Guinea | 10.3 | Crisis Preparedness and Response | Male |
| DRM Senior Information Management Specialist | NDMO Samoa | Pacific | Samoa | 9.6 | Stability, Resilience and Risk Reduction | Male |
| Disaster Risk Management Specialist | NDMO Samoa | Pacific | Samoa | 12.0 | Stability, Resilience and Risk Reduction | Female |
| Gender and Resilience Officer | UN Women | Pacific | Solomon Islands | 4.9 | Stability, Resilience and Risk Reduction | Female |
| CLTS Specialist | UNICEF | Pacific | Solomon Islands | 12.0 | Stability, Resilience and Risk Reduction | Male |
| Senior Specialist Institutional Capacity & DRM | NEMO Tonga | Pacific | Tonga | 3.0 | Stability, Resilience and Risk Reduction | Male |
| Senior Specialist Institutional Capacity and DRM | NEMO Tonga | Pacific | Tonga | 8.1 | Stability, Resilience and Risk Reduction | Male |
| Coordinator | NEMO Tonga | Pacific | Tonga | 12.0 | Stability, Resilience and Risk Reduction | Male |
| Disaster Management Officer | NEMO Tonga | Pacific | Tonga | 12.0 | Stability, Resilience and Risk Reduction | Female |
| Coconut Rhinoceros Beetle (CRB) Specialist | Department of Biosecurity Vanuatu | Pacific | Vanuatu | 6.0 | Stabilisation, Recovery and Reconstruction | Female |
| Project Manager - Water Sector | Department of Water Resources - Vanuatu | Pacific | Vanuatu | 9.3 | Stabilisation, Recovery and Reconstruction | Male |
| Recovery Coordination Adviser | DSSPAC Vanuatu | Pacific | Vanuatu | 7.7 | Stabilisation, Recovery and Reconstruction | Female |
| Recovery Coordination and Implementation Adviser | DSSPAC Vanuatu | Pacific | Vanuatu | 9.1 | Stabilisation, Recovery and Reconstruction | Male |
| Project Manager (Construction) | Ministry of Education and Training Vanuatu | Pacific | Vanuatu | 8.6 | Stabilisation, Recovery and Reconstruction | Male |
| Nurse Educator | MOH - Vanuatu | Pacific | Vanuatu | 1.2 | Crisis Preparedness and Response | Male |
| Health and Nurse Educator | MOH - Vanuatu | Pacific | Vanuatu | 1.7 | Crisis Preparedness and Response | Female |
| Health and Nurse Educator | MOH - Vanuatu | Pacific | Vanuatu | 1.9 | Crisis Preparedness and Response | Female |
| Logistics & Procurement Support Officer | MOH - Vanuatu | Pacific | Vanuatu | 11.6 | Crisis Preparedness and Response | Male |
| COVID-19 Emergency Response Officer | MOH - Vanuatu | Pacific | Vanuatu | 12.0 | Crisis Preparedness and Response | Female |
| Disaster Risk Management Specialist | NDMO Vanuatu | Pacific | Vanuatu | 7.4 | Stability, Resilience and Risk Reduction | Male |
| Disaster Management Support Services Advisor | NDMO Vanuatu | Pacific | Vanuatu | 8.9 | Stability, Resilience and Risk Reduction | Male |
| Response and Recovery Advisor | NDMO Vanuatu | Pacific | Vanuatu | 12.0 | Stability, Resilience and Risk Reduction | Male |
| Humanitarian Advisor | UN Women | Middle East | Afghanistan | 1.0 | Crisis Preparedness and Response | Female |
| Gender Programme Specialist in Emergency | UNICEF | Middle East | Afghanistan | 6.9 | Crisis Preparedness and Response | Female |
| Prevention of Violent Extremism Advisor | IOM | Middle East | Iraq | 6.0 | Stabilisation, Recovery and Reconstruction | Male |
| Election Affairs Officer (ICT Hardware Adviser) | UNDP | Middle East | Iraq | 6.0 | Stabilisation, Recovery and Reconstruction | Male |
| Aid Effectiveness & Coordination Specialist | UNDP | Middle East | Iraq | 7.5 | Stabilisation, Recovery and Reconstruction | Male |
| Behaviour Change Communications Specialist (Gender) | UNFPA | Middle East | Iraq | 11.0 | Stabilisation, Recovery and Reconstruction | Male |
| Climate Change Risk Programming Specialist | UNICEF | Middle East | Iraq | 3.8 | Stability, Resilience and Risk Reduction | Female |
| Humanitarian Affairs Officer | OCHA | Middle East | Jordan | 1.7 | Crisis Preparedness and Response | Male |
| MEAL Specialist | UN Women | Middle East | Jordan | 4.5 | Stabilisation, Recovery and Reconstruction | Female |
| Coordinator and Support Officer (Shelter & NFI) | UNHCR | Middle East | Jordan | 4.7 | Crisis Preparedness and Response | Male |
| Reading Specialist | UNICEF | Middle East | Jordan | 2.7 | Stabilisation, Recovery and Reconstruction | Male |
| Disability Officer | UNRWA | Middle East | Jordan | 3.0 | Stabilisation, Recovery and Reconstruction | Female |
| Strategic Planner | UNRWA | Middle East | Jordan | 5.2 | Stabilisation, Recovery and Reconstruction | Female |
| Ethics Policy Officer | UNRWA | Middle East | Jordan | 7.5 | Stability, Resilience and Risk Reduction | Female |
| Senior Analyst (Social Cohesion) | WFP | Middle East | Jordan | 4.9 | Stabilisation, Recovery and Reconstruction | Male |
| Access Coordinator | OCHA | Middle East | Lebanon | 4.6 | Crisis Preparedness and Response | Male |
| MEAL Specialist | UNFPA | Middle East | Lebanon | 12.0 | Stabilisation, Recovery and Reconstruction | Female |
| Junior Operations Officer | FAO | Middle East | Palestinian Territories | 2.0 | Stabilisation, Recovery and Reconstruction | Male |
| CP Coordinator (AoR) | UNICEF | Middle East | Palestinian Territories | 6.4 | Crisis Preparedness and Response | Female |
| Sexual and Reproductive Health Coordinator | UNFPA | Middle East | Syrian Arab Republic | 7.7 | Crisis Preparedness and Response | Female |
| Disability Inclusion in HR Expert | UNOPS | Europe | Denmark | 0.8 | Stability, Resilience and Risk Reduction | Female |
| ALITE Officer | WFP | Europe | Italy | 4.4 | Stability, Resilience and Risk Reduction | Male |
| Child Protection Officer | UNHCR | Europe | Ukraine (Czech Republic) | 0.8 | Crisis Preparedness and Response | Female |
| Education in Emergency Specialists | UNESCO | Europe | Ukraine (France) | 1.3 | Crisis Preparedness and Response | Female |
| Shelter Officer | UNHCR | Europe | Ukraine (Romania) | 1.0 | Crisis Preparedness and Response | Male |
| Senior Emergency Officer | UNICEF | Europe | Ukraine (Switzerland) | 3.0 | Crisis Preparedness and Response | Male |
| Environmental Management Specialist (Site Development) | IOM | Asia | Bangladesh | 4.9 | Stabilisation, Recovery and Reconstruction | Male |
| Communications and Reporting Specialist | UN Women | Asia | Bangladesh | 5.2 | Crisis Preparedness and Response | Female |
| Localization Advisor | UNDP | Asia | Bangladesh | 4.9 | Crisis Preparedness and Response | Male |
| MEA Programme Specialist | UNFPA | Asia | Bangladesh | 1.7 | Crisis Preparedness and Response | Male |
| Inclusion Specialist | UNFPA | Asia | Bangladesh | 6.0 | Crisis Preparedness and Response | Female |
| Liaison Officer | UNHCR | Asia | Bangladesh | 0.1 | Crisis Preparedness and Response | Female |
| Program Monitoring Officer | UNHCR | Asia | Bangladesh | 11.9 | Crisis Preparedness and Response | Female |
| Knowledge Management Officer | UNICEF | Asia | Bangladesh | 5.6 | Crisis Preparedness and Response | Male |
| Social Protection Specialist | UNICEF | Asia | Bangladesh | 12.0 | Crisis Preparedness and Response | Female |
| Strategic Communications / RCCE Officer | WHO | Asia | Cambodia | 8.0 | Crisis Preparedness and Response | Female |
| Capacity Development and Deployments Expert | CDRI (via UNDP) | Asia | India | 8.7 | Stability, Resilience and Risk Reduction | Male |
| Projects Expert | CDRI (via UNDP) | Asia | India | 9.8 | Stability, Resilience and Risk Reduction | Female |
| COVID-19 Recovery & Response Specialist | UNDP | Asia | Lao People's Democratic Republic | 4.8 | Crisis Preparedness and Response | Female |
| DRR Specialist | UNICEF | Asia | Lao People's Democratic Republic | 1.7 | Stability, Resilience and Risk Reduction | Male |
| AAP Community Engagement Specialist | OCHA | Asia | Myanmar | 8.8 | Crisis Preparedness and Response | Female |
| Humanitarian Affairs Officer | OCHA | Asia | Myanmar | 9.8 | Crisis Preparedness and Response | Male |
| Education Cluster Coordinator | UNICEF | Asia | Myanmar | 6.0 | Crisis Preparedness and Response | Female |
| Health Cluster Coordinator | WHO | Asia | Myanmar | 1.0 | Crisis Preparedness and Response | Female |
| Donor Relations Officer | WFP | Asia | Philippines | 2.0 | Crisis Preparedness and Response | Male |
| COVID-19 Risk Communication Ex. | WHO | Asia | Philippines | 1.2 | Crisis Preparedness and Response | Female |
| DRR and Climate Change Adaptation Adviser | FAO | Asia | Timor Leste | 6.6 | Stability, Resilience and Risk Reduction | Female |
| Civil Engineering Advisor | MOI - Timor-Leste | Asia | Timor Leste | 2.7 | Crisis Preparedness and Response | Male |
| Disaster Management Advisor | MOI - Timor-Leste | Asia | Timor Leste | 2.9 | Stability, Resilience and Risk Reduction | Male |
| Interagency Planning and Coordin | MOI - Timor-Leste | Asia | Timor Leste | 4.6 | Crisis Preparedness and Response | Female |
| Disaster Hydrologist & Disaster Risk Reduction Advisor | MOI - Timor-Leste | Asia | Timor Leste | 5.6 | Stabilisation, Recovery and Reconstruction | Male |
| Supply Chain Officer | WFP | Asia | Timor Leste | 6.1 | Stabilisation, Recovery and Reconstruction | Male |
| Programme Officer | IOM | Africa | Ethiopia | 8.5 | Stabilisation, Recovery and Reconstruction | Male |
| Civil Military Coordination Officer | OCHA | Africa | Ethiopia | 2.5 | Crisis Preparedness and Response | Male |
| Emergency Education Specialist | UNICEF | Africa | Ethiopia | 3.4 | Crisis Preparedness and Response | Female |
| Cash Based Transfers (CBT) Specialist | WFP | Africa | Ethiopia | 3.9 | Crisis Preparedness and Response | Female |
| Information Management Officer | WHO | Africa | Ethiopia | 1.9 | Crisis Preparedness and Response | Male |
| PSEA Coordinator | OCHA | Africa | Kenya | 7.0 | Stabilisation, Recovery and Reconstruction | Female |
| Policy Specialist, Preventing Violent Extremism | UN Women | Africa | Kenya | 1.0 | Stability, Resilience and Risk Reduction | Female |
| Education Technical Specialist | UNESCO | Africa | Kenya | 5.5 | Stabilisation, Recovery and Reconstruction | Male |
| Humanitarian Affairs Officer- Special Assistant to the UN RC/HC | IOM | Africa | Niger | 0.1 | Stabilisation, Recovery and Reconstruction | Female |
| AAP Coordinator | OCHA | Africa | Nigeria | 1.6 | Crisis Preparedness and Response | Female |
| Civil Military Coordinator | OCHA | Africa | Sudan | 3.1 | Crisis Preparedness and Response | Male |
| Shelter/NFI Cluster Coordinator Officer | UNHCR | Africa | Sudan | 1.5 | Crisis Preparedness and Response | Male |
| Education in Emergencies Coordinator | UNESCO | Africa | Zimbabwe | 4.8 | Stability, Resilience and Risk Reduction | Female |

FY22 Financial Acquittal

| **Cost type** | **Financial year to date** | **Budget this financial year** | **Financial year to date variance** | **% budget expended** | **Actual July** | **Actual Aug.** | **Actual Sept.** | **Actual Oct.** | **Actual Nov.** | **Actual Dec.** | **Actual Jan.** | **Actual Feb.** | **Actual March** | **Actual April** | **Actual May** | **Actual June** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Management Fee |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Milestone 1 … 40% 1/07/21 | 783,600 | 783,600 | 0 | 100% |  |  |  |  |  |  |  |  |  |  |  | 783,600 |
| Milestone 2 … 20% 1/10/21 | 430,568 | 430,568 | 0 | 100% |  |  |  |  |  |  |  |  |  |  |  | 430,568 |
| Milestone 3 … 10% 1/11/21 | 215,284 | 215,284 | 0 | 100% |  |  |  |  |  |  |  |  |  |  |  | 215,284 |
| Milestone 4 … 10% 1/03/22 | 215,284 | 215,284 | 0 | 100% |  |  |  |  |  |  |  |  |  |  |  | 215,284 |
| Milestone 5 … 10% 1/05/22 | 215,284 | 215,284 | 0 | 100% |  |  |  |  |  |  |  |  |  |  |  | 215,284 |
| Milestone 6 … 10% 1/06/22 | 215,284 | 215,284 | 0 | 100% |  |  |  |  |  |  |  |  |  |  |  | 215,284 |
| Total Management Fee | 2,075,305 | 2,075,305 | 0 | 100% | 783,600 | 0 | 0 | 430,568 | 215,284 | 0 | 0 | 0 | 0 | 0 | 0 | 645,852 |
| Personnel Costs |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Specified Personnel | 613,360 | 613,360 | 0 | 100% | 51,113 | 51,113 | 51,113 | 51,113 | 51,113 | 51,113 | 51,113 | 51,113 | 51,113 | 51,113 | 51,113 | 51,113 |
| Non-specified personnel | 1,937,646 | 2,152,854 | (215,207) | 90% | 135,366 | 142,403 | 158,819 | 173,538 | 184,138 | 174,023 | 149,725 | 148,814 | 150,514 | 177,036 | 177,431 | 165,841 |
| Total Personnel Costs | 2,551,007 | 2,766,214 | (215,207) | 92% | 186,479 | 193,516 | 209,932 | 224,651 | 235,251 | 225,136 | 200,838 | 199,927 | 201,627 | 228,149 | 228,545 | 216,954 |
| Short-term Personnel Costs |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| MEAL consultant | 39,600 | 39,600 | 0 | 100% | 8,268 | 0 | 0 | 0 | 5,625 | 4,500 | 0 | 0 | 4,213 | 7,875 | 7,500 | 1,620 |
| Total Short-term Personnel Cost | 39,600 | 39,600 | 0 | 100% | 8,268 | 0 | 0 | 0 | 5,625 | 4,500 | 0 | 0 | 4,213 | 7,875 | 7,500 | 1,620 |
| Personnel Support Costs |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Specified personnel support costs |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Travel Overseas | 82,710 | 266,500 | (183,790) | 31% | 20,996 | 0 | 2,415 | 168 | 292 | 3,329 | 1,801 | 795 | 7,603 | 5,073 | 24,350 | 15,887 |
| Local travel costs (Australia) | 6,800 | 3,000 | 3,800 | 227% | 1,972 | 0 | 938 | 0 | 0 | 942 | 172 | 0 | 132 | 418 | 1,381 | 845 |
| Regional managers accommodation | 101,935 | 103,056 | (1,121) | 99% | 0 | 0 | 0 | 29,935 | 0 | 0 | 24,000 | 0 | 0 | 24,000 | 0 | 24,000 |
| Non-specified personnel support costs |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Travel Overseas | 82,658 | 230,625 | (147,967) | 36% | 4,432 | 0 | 13,348 | 872 | 184 | 0 | 4,939 | 9,919 | 9,529 | 2,195 | 27,978 | 9,264 |
| Local travel costs (Australia) | 11,630 | 25,625 | (13,995) | 45% | 0 | 0 | 433 | 0 | 0 | 415 | 784 | 555 | 1,290 | 693 | 5,456 | 2,005 |
| Total Personnel Support Costs | 285,734 | 628,806 | (343,072) | 45% | 27,400 | 0 | 17,134 | 30,975 | 476 | 4,687 | 31,696 | 11,269 | 18,554 | 32,379 | 59,165 | 52,000 |
| Operational Costs |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Office rental | 59,668 | 66,300 | (6,632) | 90% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 26,204 | 33,464 |
| Office stationery supplies | 1,751 | 8,000 | (6,249) | 22% | 0 | 0 | 0 | 160 | 0 | 196 | 0 | 1,395 | 0 | 0 | 0 | 0 |
| Phone, communications, IT/internet, printers, photocopier, software | 22,581 | 22,400 | 181 | 101% | 1,198 | 1,318 | 1,918 | 789 | 1,686 | 2,793 | 1,125 | 2,685 | 3,634 | 4,139 | 1,297 | 0 |
| Utilities | 3,803 | 5,400 | (1,597) | 70% | 164 | 0 | 71 | 11 | 84 | 45 | 139 | 64 | 89 | 1,209 | 163 | 1,765 |
| Office cleaning services costs | 2,231 | 5,600 | (3,369) | 40% | 126 | 48 | 213 | 130 | 433 | 129 | 163 | 192 | 142 | 152 | 349 | 155 |
| Vehicle operating costs as required by the program | 4,681 | 11,200 | (6,519) | 42% | 76 | 120 | 148 | 105 | 541 | 690 | 408 | 453 | 438 | 551 | 302 | 850 |
| Vehicle Lease costs Fiji $30K Jordan $27K | 54,143 | 62,900 | (8,757) | 86% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 54,143 |
| Car insurance | 3,292 | 4,400 | (1,108) | 75% | 0 | 0 | 0 | 0 | 0 | 0 | 1,491 | 0 | 0 | 0 | 0 | 1,800 |
| Office insurance costs (in-country) | 7,476 | 8,000 | (524) | 93% | 2,559 | 0 | 0 | 4,497 | 0 | 0 | 0 | 0 | 0 | 0 | 420 | 0 |
| Office outgoings | 10,954 | 4,400 | 6,554 | 249% | 1,014 | 34 | 56 | 629 | 562 | 920 | 1,086 | 2,022 | 583 | 1,423 | 2,624 | 0 |
| Security | 3,287 | 21,200 | (17,913) | 16% | 0 | 0 | 0 | 0 | 0 | 0 | 708 | 0 | 0 | 0 | 0 | 2,580 |
| In country legal compliance and payroll support | 26,815 | 33,200 | (6,385) | 81% | 4,541 | 749 | 654 | 2,566 | 3,880 | 1,267 | 2,226 | 304 | 1,199 | 604 | 673 | 8,151 |
| Total Operational Costs | 200,682 | 253,000 | (52,318) | 79% | 9,677 | 2,270 | 3,061 | 8,887 | 7,186 | 6,039 | 7,346 | 7,116 | 6,084 | 8,078 | 32,032 | 102,908 |
| Activity Costs |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Deployee remuneration | 6,271,094 | 6,138,433 | 132,661 | 102% | 392,467 | 387,588 | 497,627 | 402,338 | 484,050 | 376,890 | 535,903 | 609,987 | 615,058 | 592,199 | 659,785 | 717,202 |
| Recruitment, training, mobilisation and retention, CDT, clothing | 1,182,563 | 552,820 | 629,743 | 214% | 143,780 | 77,232 | 90,421 | 7,495 | 40,588 | 104,266 | 51,982 | 15,277 | 74,418 | 48,671 | 63,760 | 464,673 |
| Partnerships and Innovation | 0 | 80,000 | (80,000) | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Logistical Assistance Fund | 0 | 30,000 | (30,000) | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Communications | 65,867 | 121,522 | (55,655) | 54% | 0 | 0 | 0 | 0 | 4,707 | 3,600 | 0 | 0 | 3,916 | 0 | 1,355 | 52,289 |
| MEAL Advisor travel | 633 | 80,000 | (79,367) | 0% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 633 | 0 |
| Training Expenses | 911,570 | 715,000 | 196,570 | 128% | 86,493 | 7,161 | 7,022 | 4,993 | 58,549 | 66,982 | 1,043 | 145,929 | 164,882 | 85,474 | 163,985 | 119,057 |
| Disability Consultant and CBM Partnership | 1,980 | 32,000 | (30,020) | 6% | 0 | 1,980 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Gender Consultant and HAG Partnership | 14,567 | 37,300 | (22,733) | 39% | 10,660 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,850 | 1,057 |
| Regional Management Team Monitoring & Security Assesment | 49,399 | 100,000 | (50,601) | 49% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 49,399 |
| Total Activity Costs | 8,497,673 | 7,887,075 | 610,598 | 108% | 633,400 | 473,961 | 595,070 | 414,826 | 587,894 | 551,739 | 588,927 | 771,193 | 858,274 | 726,344 | 892,368 | 1,403,677 |
| **Total** | **13,650,000** | **13,650,000** | **2,766,214** | **100%** | **1,648,825** | **669,747** | **825,197** | **1,109,907** | **1,051,716** | **792,100** | **828,807** | **989,505** | **1,088,752** | **1,002,824** | **1,219,609** | **2,423,012** |

|  |  |  |  |
| --- | --- | --- | --- |
| **FY22 Costs** | **Budget ($)** | **Actual ($)** | **Expended (%)** |
| Post Funding[[13]](#footnote-13) |  |  |  |
| Bangladesh Package | 1,000,000 | 691,000 | 69% |
| Vanuatu Biosecurity | 23,062 | 23,674 | 103% |
| PNG | 639,901 | 233,500 | 36% |
| Samoa | 241,843 | 146,500 | 61% |
| Tonga | 34,362 | 34,362 | 100% |
| Total Post Funding | 1,939,168 | 1,129,036 | 100% |

1. Due to low numbers of deployments, we have not included a dedicated Europe Regional section. [↑](#footnote-ref-1)
2. GAP Priority One: Enhancing women’s voices in decision-making, leadership and peace building. GAP Priority Two: Ending violence against women and girls. [↑](#footnote-ref-2)
3. GAP Priority Three: RedR Australia will build organisational capacity in gender equality including developing improved policies, structures and systems to support quality gender programming. [↑](#footnote-ref-3)
4. DAP Priority One: Personnel and partners have capacity to practice effective disability inclusion across the humanitarian continuum. [↑](#footnote-ref-4)
5. Dap Priority Two: Contribute learning to advance global policy and practice on disability inclusive humanitarian action. [↑](#footnote-ref-5)
6. DAP Priority Three: Strengthen organisational systems, processes and staff capability to be more disability inclusive. [↑](#footnote-ref-6)
7. LAP Priority One: RedR Australia’s new and existing partnerships build on, and support, the capacity of local and national actors working across the humanitarian continuum.

   LAP Priority Two: RedR Australia’s training and roster are responsive to, and representative of, the needs and priorities of local and national humanitarian actors.

   LAP Priority Three: RedR Australia offers an enabling environment that reflects and supports organisational commitments to localisation. [↑](#footnote-ref-7)
8. Note that for the FY22 Annual Report, in line with previous reporting, Timor-Leste is included within the Asia region and Afghanistan within Middle East region. This will be adjusted in line with DFAT categories in future reports. [↑](#footnote-ref-8)
9. 2022 Humanitarian Response Plan Myanmar; 2022 Humanitarian Needs Overview Myanmar [↑](#footnote-ref-9)
10. The roster underwent data cleansing as a result of migration onto The Hub during FY22. As a result, the total roster membership number has been updated and may not be comparable to figures previously reported. [↑](#footnote-ref-10)
11. Based on available data, as gender disclosure is optional. [↑](#footnote-ref-11)
12. *This course evaluation used non-standard questions, data represents % agreeing “my expectations for the training were met”.* [↑](#footnote-ref-12)
13. *Post funded deployment budgets are a ceiling.* [↑](#footnote-ref-13)