



# Australia Assists Annual Report

FY21-22

redr  
australia  
Implemented by:





Image: "Titled Yirr-Ma, which translates to 'come together', by Wagiman artist, Tara-Rose Gonebale.

# Acknowledgement of Country

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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.

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





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**Navjuvon** (right) is a **Supply and Logistics Specialist** providing support to **UNICEF**'s emergency programme interventions in **Fiji** relating to COVID-19 outbreaks and cyclone preparedness and response across the Pacific. He is pictured here at the Ministry of Health warehouse with Warehouse Manager, Jone. Navjuvon has worked closely with Jone to provide logistics support in the operations of the IMT (Incident Management Team) warehouse. *Photo credit: Carmen Holman, RedR Australia.*



# Executive Message

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*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](#) (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:

## EPO 1

### **Stability, Resilience and Risk Reduction**

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

## EPO 2

### **Crisis Preparedness and Response**

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

## EPO 3

### **Stabilisation, Recovery and Reconstruction**

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

## EPO 4

### **Quality of Humanitarian Action**

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





**Carl** is a **Localisation Advisor** working with **UNDP** in **Bangladesh**. He visited Camp 8E of Kutupalong within the world's largest refugee camp. The visit was to meet with local survey enumerators who interviewed households about their access to complaint handling mechanisms and taking their suggestions on how these can be improved. They travel on foot through the hilly and densely populated terrain to speak with a broad cross-section of Rohingya's refugee population. *Photo supplied.*



# 1. At A Glance

## FY22 Program Statistics

 **102**

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.

 **571**

Deployments totalled **571 months**, the highest yearly volume of deployments to date and a nine per cent increase on FY21.

 **48%**

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.

 **59%**

### 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.

 **54**

### 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.

 **13**

### 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

## 1. 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.

## 2. 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.

## 3. 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.

#### 4. 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 employee 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 employees 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 employees 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.



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





Australia Assists deployee **Luke** (centre) is a **Senior Analyst (Social Cohesion)** supporting **WFP** in **Jordan**. He is working to gather and analyse perspectives on cohesion, recently interviewing 50 participants including Jordanians, Syrians and other nationalities. By gathering their views on the protracted displacement and humanitarian assistance, Luke is helping to improve WFP's support to refugee and host communities. He is pictured here at a tea house with WFP colleagues Yousef and Laksiri en route to Kerak, Jordan. *Photo supplied.*



# Global Snapshot

**102**

## Total Deployments

59 per cent fully in country; 30 per cent hybrid; 11 per cent remote.

**571**

## Total Months

Highest number of months to date, nine per cent increase on FY21.

**31**

## Total Countries

Including 11 new countries.

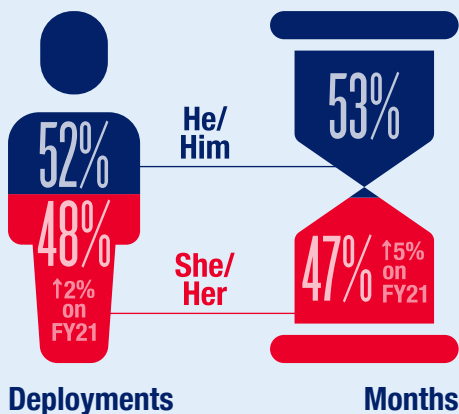
**27**

## Host Organisations

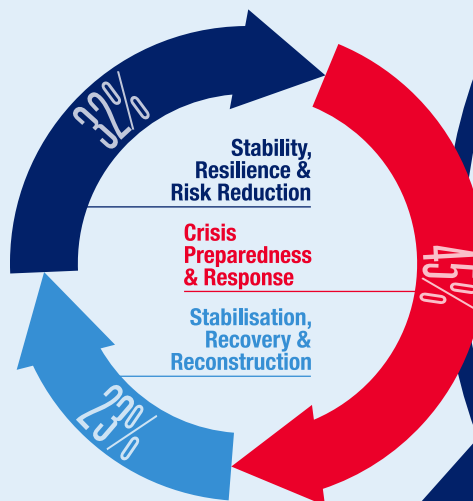
Including two new partners.

## Demographics

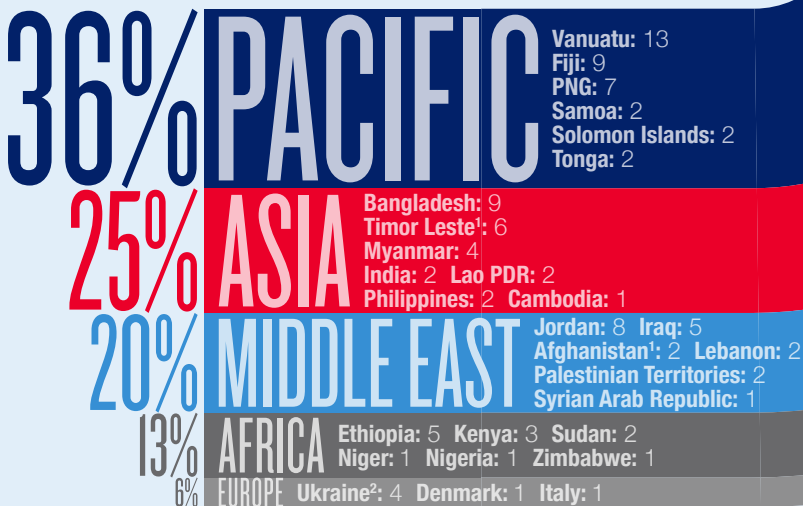
- 1 person with a disability
- 26 nationalities deployed
- 45 years-old median deployment age
- 4 accompanied deployments



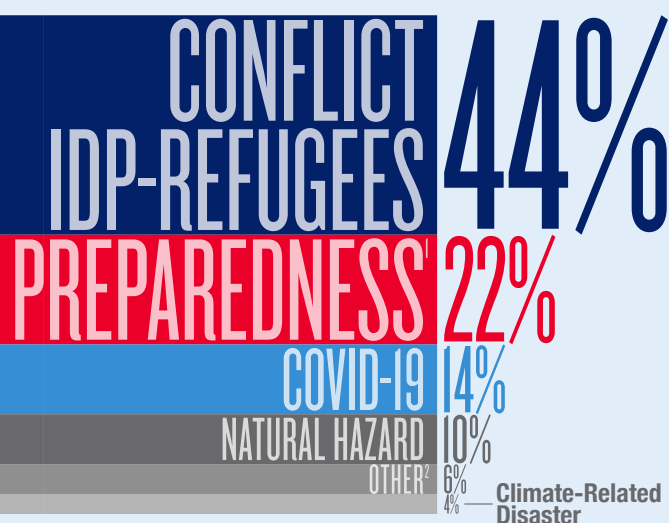
## Deployments Across The Disaster Cycle



## Deployments By Region



## Deployments By Emergency Type

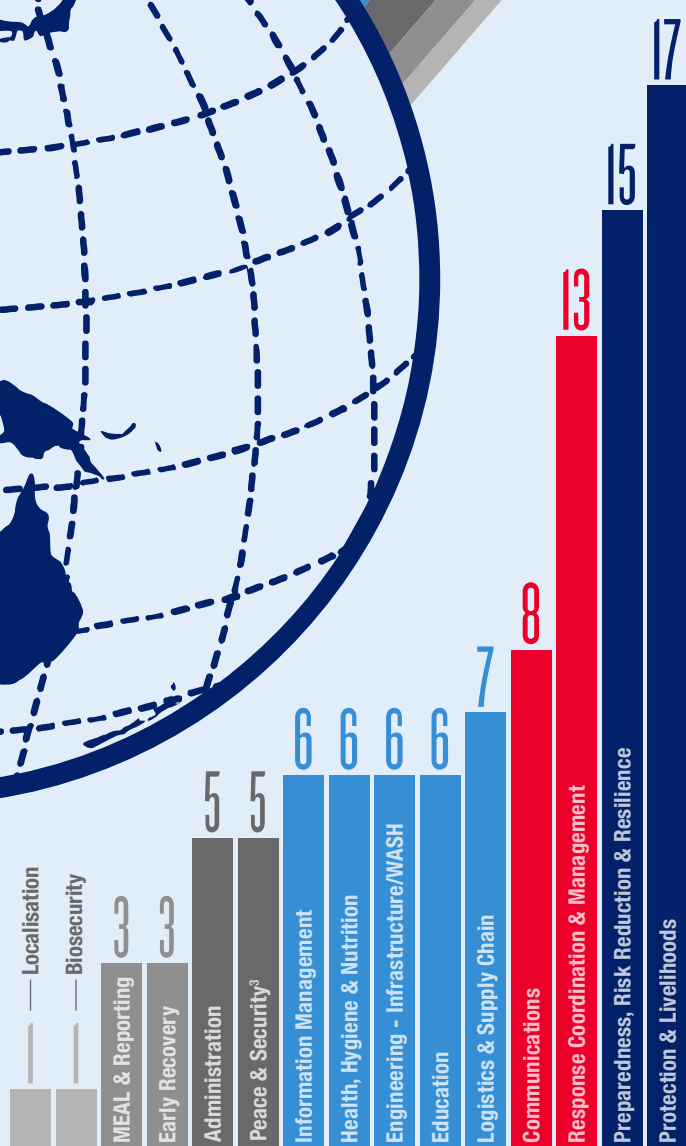


## Host Organisations



## Targeted Deployments

in gender equality, disability and protection roles in line with UN Sustainable Development Goals 5, 10 and 16.



## Deployments By Skill Area

<sup>1</sup>Some preparedness roles pivoted to response for part of the deployment.





<sup>2</sup>Other<sup>1</sup> includes elections support and global strategy support.

<sup>3</sup>Peace and Stability = Civil-Military Coordination/Humanitarian Access and Prevention of Violent Extremism.



# 2. Thematic Snapshots

## Partnerships for Recovery

 19	 138	 9	 7
<b>Deployments</b> 58 per cent she/her	<b>Deployment Months</b>	<b>Countries</b>	<b>Host Organisations</b>

*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](#).*

### 1. 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.

### 2. 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. Employee 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.

## 3. Economic Recovery

Employees 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.

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*Employee 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 employee'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.*

**Employee supervisor**

# Disaster Risk Reduction and Climate Change



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](#), 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.



*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**



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**



**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

 <b>54</b>	 <b>248</b>	 <b>19</b>	 <b>13</b>
<b>Deployments</b> 52 per cent she/her	<b>Deployment Months</b>	<b>Countries</b>	<b>Host Organisations</b>

*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<sup>1</sup>.

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.

## 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



*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**







*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.*



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

 <b>16</b>	 <b>100</b>	 <b>9</b>	 <b>5</b>
<b>Deployments</b> 87 per cent she/her	<b>Deployment Months</b>	<b>Countries</b>	<b>Host Organisations</b>

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<sup>1</sup>. 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<sup>1</sup>. 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.



**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.*

<sup>1</sup>GAP Priority Three: RedR Australia will build organisational capacity in gender equality including developing improved policies, structures and systems to support quality gender programming.

# Disability Inclusion

 4	 18	 4	 4
<b>Deployments</b> 100 per cent she/her	<b>Deployment Months</b>	<b>Countries</b>	<b>Host Organisations</b>

*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 employees 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<sup>1</sup>. 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<sup>1</sup>:

### 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<sup>2</sup> 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.

## 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.

<sup>1</sup>Dap Priority Two: Contribute learning to advance global policy and practice on disability inclusive humanitarian action.  
<sup>2</sup>DAP Priority Three: Strengthen organisational systems, processes and staff capability to be more disability inclusive.

*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.*

“

*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**



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

 <b>8</b>	 <b>55</b>	 <b>7</b>	 <b>6</b>
<b>Deployments</b> 50 per cent she/her	<b>Deployment Months</b>	<b>Countries</b>	<b>Host Organisations</b>

*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<sup>1</sup>. 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.



*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**

<sup>1</sup>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.

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.



*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**



**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.*





**Suzanne** is a **Cash Based Transfer (CBT) Specialist** working with **World Food Programme** in **Ethiopia**. Her role is focused on strengthening WFP's cash based transfers and building capacity in the Dolo Ado sub office to improve CBT delivery. She is pictured with Hafiz, a WFP Field Monitoring Assistant. They are discussing priorities and strategies to address beneficiary complaints and issues raised through the help desk. On the phone they are looking at a mobile money platform. In areas of Somali Region that have mobile phone connectivity, WFP provide cash assistance through mobile wallets. *Photo supplied.*



# 3. Regional Snapshots

## Pacific

 37	 237	 6	 17
<b>Deployments</b> 41 per cent she/her 5 local deployees	<b>Deployment Months</b>	<b>Countries</b>	<b>Host Organisations</b>

*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, employees 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 employees 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 employees also provided training to the Provincial Logistics Assistants and the Election Managers on dispatching and receiving sensitive election materials.



*Australia Assists employees 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.*

**Employee 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



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<sup>1</sup>. 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<sup>2</sup> 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.*

“

*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**

“

*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**

# Middle East

 20	 109	 6	 10
<b>Deployments</b> 50 per cent she/her 1 local & 2 regional deployees	<b>Deployment Months</b>	<b>Countries</b>	<b>Host Organisations</b>

*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'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**

“

*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**



**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



## Deployments

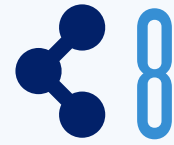
54 per cent she/her  
1 regional deployee



## Deployment Months



## Countries



## 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.



*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



- 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.



*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 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**





**Gina** (left) is a **Regional Disaster Management Specialist** with **SPC Fiji**. As a key member of the Pacific Islands Emergency Management Alliance (PIEMA) project team Gina's work within the project has been around capacity development including the development, launch and implementation of the Pacific Incident Management System (PaciMS) and Emergency Operations Centre (EOC) Awareness. Rokowati (right) is the first female Fiji National Fire Authority (NFA) Station Officer and a PIEMA participant and trainer. *Photo credit: Carmen Holman, RedR Australia.*



# 4. Program Management

## 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<sup>1</sup>, where 45 per cent identified as she/her<sup>2</sup>. 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.

## 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

<sup>1</sup>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. <sup>2</sup>Based on available data, as gender disclosure is optional.



**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.*

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's 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 <sup>1</sup>
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
<b>Total</b>			<b>327</b>	<b>54</b>	<b>93</b>

*RedR Australia continued to diversify its Associate Trainer pool with the recruitment of eight international trainers with additional language skills.*

# 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.





Australia Assists deployee **Viliami** is supporting **NEMO Tonga** as a **Cluster Coordinator**. Viliami has been recently involved in the response and recovery of the Hunga Tonga-Hunga Ha'apai volcanic eruption on January 15, 2022. His initial role was to coordinate actors on the ground to ensure relief reached affected communities. Now, he is working on the recovery phase. He is pictured here working at NEMO Tonga office. *Photo credit: Joshua Savieti / Nonga Pulu.*



# 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



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

**Deployee**

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.



*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 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):

FY22 (Year 5) Costs	Budget (\$)	Actual (\$)	Expended (per cent)
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
<b>Total</b>	<b>13,650,000</b>	<b>13,650,000</b>	<b>100</b>

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
<b>Total</b>	<b>1,129,036</b>



# 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.*



Australia Assists deployee **Suresh** supported **NEMO Tonga** as a **Senior Specialist (Institutional Capacity & DRM)**. Pictured here at NEMO Tonga office with NEMO Deputy Director Moana Kioa, Suresh helped to prepare for, respond to and recover from multiple emergencies, including the recent Hunga Tonga-Hunga Ha'apai volcanic eruption and resulting tsunami and the COVID-19 outbreak. *Photo supplied.*



# 5. Annexes

## 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



Position Title	Host Organisation	Region	Country	FY22 Months	Australia Assists End of Program Outcome (1-3)	Gender
Cluster 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

Position Title	Host Organisation	Region	Country	FY22 Months	Australia Assists End of Program Outcome (1-3)	Gender
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

Position Title	Host Organisation	Region	Country	FY22 Months	Australia Assists End of Program Outcome (1-3)	Gender
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



Position Title	Host Organisation	Region	Country	FY22 Months	Australia Assists End of Program Outcome (1-3)	Gender
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
<b>Management Fee</b>																
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
<b>Total Management Fee</b>	<b>2,075,305</b>	<b>2,075,305</b>	<b>0</b>	<b>100%</b>	<b>783,600</b>	<b>0</b>	<b>0</b>	<b>430,568</b>	<b>215,284</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>645,852</b>
<b>Personnel Costs</b>																
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
<b>Total Personnel Costs</b>	<b>2,551,007</b>	<b>2,766,214</b>	<b>(215,207)</b>	<b>92%</b>	<b>186,479</b>	<b>193,516</b>	<b>209,932</b>	<b>224,651</b>	<b>235,251</b>	<b>225,136</b>	<b>200,838</b>	<b>199,927</b>	<b>201,627</b>	<b>228,149</b>	<b>228,545</b>	<b>216,954</b>
<b>Short-term Personnel Costs</b>																
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

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
<b>Total Short-term Personnel Cost</b>	<b>39,600</b>	<b>39,600</b>	<b>0</b>	<b>100%</b>	<b>8,268</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5,625</b>	<b>4,500</b>	<b>0</b>	<b>0</b>	<b>4,213</b>	<b>7,875</b>	<b>7,500</b>	<b>1,620</b>
<b>Personnel Support Costs</b>																
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
<b>Total Personnel Support Costs</b>	<b>285,734</b>	<b>628,806</b>	<b>(343,072)</b>	<b>45%</b>	<b>27,400</b>	<b>0</b>	<b>17,134</b>	<b>30,975</b>	<b>476</b>	<b>4,687</b>	<b>31,696</b>	<b>11,269</b>	<b>18,554</b>	<b>32,379</b>	<b>59,165</b>	<b>52,000</b>
<b>Operational Costs</b>																
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



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
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
<b>Total Operational Costs</b>	<b>200,682</b>	<b>253,000</b>	<b>(52,318)</b>	<b>79%</b>	<b>9,677</b>	<b>2,270</b>	<b>3,061</b>	<b>8,887</b>	<b>7,186</b>	<b>6,039</b>	<b>7,346</b>	<b>7,116</b>	<b>6,084</b>	<b>8,078</b>	<b>32,032</b>	<b>102,908</b>
<b>Activity Costs</b>																
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

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
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 Assessment	49,399	100,000	(50,601)	49%	0	0	0	0	0	0	0	0	0	0	0	49,399
<b>Total Activity Costs</b>	<b>8,497,673</b>	<b>7,887,075</b>	<b>610,598</b>	<b>108%</b>	<b>633,400</b>	<b>473,961</b>	<b>595,070</b>	<b>414,826</b>	<b>587,894</b>	<b>551,739</b>	<b>588,927</b>	<b>771,193</b>	<b>858,274</b>	<b>726,344</b>	<b>892,368</b>	<b>1,403,677</b>
<b>Total</b>	<b>13,650,000</b>	<b>13,650,000</b>	<b>2,766,214</b>	<b>100%</b>	<b>1,648,825</b>	<b>669,747</b>	<b>825,197</b>	<b>1,109,907</b>	<b>1,051,716</b>	<b>792,100</b>	<b>828,807</b>	<b>989,505</b>	<b>1,088,752</b>	<b>1,002,824</b>	<b>1,219,609</b>	<b>2,423,012</b>

FY22 Costs	Budget (\$)	Actual (\$)	Expended (%)
<b>Post Funding<sup>1</sup></b>			
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%
<b>Total Post Funding</b>	<b>1,939,168</b>	<b>1,129,036</b>	<b>100%</b>

<sup>1</sup>Post funded deployment budgets are a ceiling.





Australia Assists employees **Annie** and **Dale** are working with **Vanuatu Ministry of Health** as **Nurse** and **Health Educators**. They have been conducting training in a Community Isolation Centre (CIC) for COVID-19 patients. They are pictured with equipment that was donated last year by Australian Aid, which is being used in the clinic where they are delivering training. *Photo supplied.*