



# Queensland Advocacy Incorporated

## ANNUAL REPORT 2005 - 2006

Queensland Advocacy Incorporated  
Suite G2, Ground Floor  
Brisbane Transit Centre  
Roma Street  
BRISBANE QLD 4000  
Telephone (07) 3236 1122  
Fax (07) 3236 1590  
Email [qai@qai.org.au](mailto:qai@qai.org.au)  
Internet [www.qai.org.au](http://www.qai.org.au)





# Annual Report 2005 – 2006



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### Management Committee 2005 – 2006

<b>President</b>	<b>Robert McRae</b>
<b>Vice President</b>	<b>Byron Albury</b>
<b>Secretary</b>	<b>Michael Duggan</b>
<b>Treasurer</b>	<b>Andrew Fraser</b>
<b>Member</b>	<b>Julie McStay</b>
<b>Member</b>	<b>Meriel Stanger</b>

### STAFF 2005 – 2006

<b>Director</b>	<b>Kevin Cocks</b>
<b>Community Living Advocate</b>	<b>Melinda Ewin</b>
<b>Legal Systems Advocate</b>	<b>Julian Porter</b>
<b>Bioethics Advocacy Worker</b>	<b>Dr Lisa Bridle</b>
<b>Finance</b>	<b>Deborah Bryzak</b>
<b>Office Administration</b>	<b>Lyn Giles</b>
<b>Office Administration Assistant</b>	<b>Ann Hinde (September 2005 / March 2006)</b>





# Introduction



**Queensland Advocacy Incorporated (QAI)** is an independent community based systems advocacy organisation for people with disability in Queensland.

QAI advocates for the fundamental needs, rights and lives and protection of the most vulnerable people with disability in Queensland. QAI does this by engaging in systems advocacy work - through campaigns directed to attitudinal, law and policy change, and by supporting the development of a range of advocacy initiatives in this State.

The Department of Family & Community Services under the Commonwealth Disability Services Act primarily funds QAI. QAI also seeks funding from philanthropic organisations. A Management Committee, the majority of whom are people with disability, runs QAI.

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This **Annual Report** covers the period from 01 July 2005 → 30 June 2006. It describes in detail the efforts of QAI to be a strong and effective systems advocacy organisation, committed to its mission of promoting, protecting and defending through advocacy, the fundamental needs and rights and lives of the most vulnerable people with disability in Queensland.

## **QAI's Mission and Objectives**

**QAI's mission is:**

**“To promote, protect and defend, through systems advocacy, the fundamental needs and rights and lives of the most vulnerable people with disability in Queensland”**

**QAI's objectives are:**

1. To affirm and put first people with disability in Queensland;
2. To undertake systems advocacy that strives to promote, protect and defend the fundamental needs and rights and lives of the most vulnerable people with disability in Queensland;
3. To undertake legal advocacy that strives to promote, protect and defend the fundamental needs and rights and lives of the most vulnerable people with disability in Queensland;
4. To take an active leadership role in advocating for the fundamental needs and rights and lives of the most vulnerable people with disability in Queensland;

Introduction (cont)

5. To support, promote and protect the development of advocacy initiatives for the most vulnerable people with disability in Queensland;
6. To be accountable to the most vulnerable people with disability in Queensland;
7. To conduct an efficient and accountable organisation; and
8. To adhere to and constantly reaffirm the following beliefs and principles:
  - ❖ All human life has intrinsic dignity and worth;
  - ❖ People with disability must positively and actively be accorded worth, dignity, meaning and purpose through being included in and with their community;
  - ❖ Social Advocacy is functioning (speaking, acting, writing) with minimum conflict of interest on behalf of the sincerely perceived interests of a person or group, in order to promote, protect and defend the welfare of, and justice for, either individuals or groups, in a fashion which strives to be emphatic and vigorous and is likely to be 'costly' to the actor in terms of:
    - time or other resources;
    - emotional stress;
    - bodily demands;
    - social opprobrium, rejection, ridicule;
    - self-esteem, self certainty;
    - socio-economic security, livelihood; and
    - physical safety, life

The essential elements of Social Advocacy are:

- strict partiality;
  - minimal conflict of interest;
  - emphasis on fundamental needs and issues;
  - vigorous action;
  - cost to the advocate;
  - fidelity; and
  - being mindful of the most vulnerable person.
- ❖ Systems advocacy is a particular form of advocacy that focuses on influencing and changing 'the system', that is, the whole of society and the various systems operating within, in ways that will benefit people with disability as a group within society. Systems advocacy includes, but is not limited to, policy and law reform activities.

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# President's Report

## Robert McRae



The 2005/2006 year has been one of consolidation and progress. Big steps have been taken over recent years and this momentum continues within the limits of available resources.

### **On-going Matters**

The review of our Policies and Procedures has been completed. Such review was comprehensive in that it took account of our mission statement and philosophy, legislative requirements and Australian Taxation Office rulings, as well as Advocacy Service Standards. The Policies and Procedures, including the complaints procedure, also have regard to the rules of natural justice and complement our Constitution.

A major effort has been put into the Governance Charter. I am pleased to report that the task has been completed, albeit post the report year. A big thank you to all those involved, particularly Meriel Stanger, Julie McStay and Melinda Ewin.

### **Annual Fund Committee**

A number of you will recall that an action plan was developed last year. This was ratified by the Management Committee.

I am pleased to report that the recently retired Court of Appeal Judge, Mr Geoffrey Davies, now chairs the Annual Fund Committee. Apart from bringing his eminence and experience to the role, Mr Davies has connections which we hope will assist us in our continual struggle to obtain funding. His reputation as a pre-eminent jurist will stand QAI in good stead in its relationship with Friends of QAI, many of whom are lawyers, as well as the general community.

The former Chairman, Ron Ashton, has provided tremendous support over a number of years and QAI's acknowledgement of this has been recorded in last year's Report. However, his involvement has continued and for this we are grateful.

Special thanks are also due to Robert Reed, who is a mainstay of the Annual Fund Committee, and to Minter Ellison Lawyers, a leading Australian law firm, which continues to quietly provide assistance, including the use of its office facilities for Annual Fund Committee meetings.

### **Staff**

Our staff continue to contribute at a very professional level. Their expertise and dedication is there for all to see. Kevin will report further on their activities but I would like to state that I see them as being integral to the success of QAI – in fact they are QAI.

**Management Committee**

The Committee continues to meet on a monthly basis. Four of those meetings, one of which is held every quarter, are referred to as Business Meetings and are reasonably formal in nature involving the presentation of a quarterly financial report by the Treasurer.

The two new Committee members, Andrew Fraser and Julie McStay, have fitted in and contributed well. My thanks to both of them and also to Byron, Mike and Meriel for their continued contributions. I am pleased to see that all of the Committee members have agreed to being nominated for re-election.

Finally, I would like to thank Lyn Giles for helping to give shape to our meetings and for all of the “before and after” tasks she undertakes with professionalism.

**Robert McRae**  
**PRESIDENT**



## Treasurer's Report Andrew Fraser



I am pleased to present QAI's Financial Report for the year ended 30 June 2006. The Report was prepared by Haywards Chartered Accountants and is attached hereto.

QAI's work continues to rely heavily on its Annual Funding Agreement with the Commonwealth Department of Family and Community Services [DFaCSIA]. Due to the nature of QAI's work and the increasing demand and competition for funds within the Not-for-Profit Sector it is most likely that QAI will continue to rely on funding from the Commonwealth. This income has been supplemented from other sources, such as Friends of QAI, as detailed in the Financial Report.

Changes to the banking arrangements within the Community Sector Banking division of the Bendigo Bank were completed last year and have proven to be successful. The process now in place allows for the convenience of internet banking with appropriate safeguards.

Most of QAI's day to day financial matters are administered by Deborah Bryzak, with the assistance of Lyn Giles. These two individuals provide me with an enormous amount of assistance. I thank both of them for their outstanding efforts in this area.

I have been pleased to assist QAI with the operation of their accounts, allowing Director Kevin and his staff to focus on their important work. I thoroughly enjoy working with the Management Committee and Staff of QAI.

**Andrew Fraser**  
**TREASURER**



## Director's Report Kevin Cocks



It gives me great pleasure to deliver my eighth annual report as Director of QAI. Firstly, I would like to thank the Management Committee for their leadership, work and support particularly Robert McRae in his role as president. Additionally, I acknowledge and thank all staff members for their dedication and tireless efforts to carry out the work of QAI over the past year. Finally, I thank my family for their love and support over the past 12 months.

QAI's work has been strengthened by the support of many people outside of the organisation. In particular I would like to thank people with disability and their families and friends who continue to hold a dream for a better life for all people with disability. The staff and I draw great strength from people's tenacity to face adversity daily yet hold on to the dream of having a better life.

This Annual Report covers the activities carried out by QAI in the financial year 2005 - 2006. During the past 12 months QAI has continued to focus its advocacy efforts in three areas, Community Living, the Law Project and Bioethics.

### **QAI Advocacy Projects**

*Melinda Ewin's* primary focus is the Community Living Project. QAI's advocacy efforts were:

1. Human Rights Indicators (*New*)
2. Younger People in Aged Care Alliance (YPACA) (*Ongoing*)
3. Coming Out Group (*Monitoring*)
4. Jacana Hospital (*New, now Monitoring*)
5. Community Safeguards Coalition (*New*)
6. Halwyn Hospital/Beyond Institutions Group (*Monitoring*)
7. Hostels and Boarding House Campaign / Boarding House Action Group (BHAG) (*Monitoring*)
8. Department of Child Safety (*New*)

*Julian Porter*, works primarily on the Law project, the focus this year has been – **Legal Advocacy Development** - training lawyers and networking with the legal profession and judiciary with the aim of better legal services for people with a disability.

**Law Reform** – campaigns and submissions around legislation and policy which directly or indirectly affect vulnerable people with a disability.

**Case Work** – individual legal matters referred by individual advocacy groups which support the systemic objectives of QAI as a whole.

**Lisa Bridle**, focus is on the Bioethics Arena.

This year the focus of the bioethics project was on continuing to build its public profile and connections and promoting discussion, this was achieved by hosting a number of public events as well as providing talks, conference presentations and workshops.

For full details of Advocacy efforts carried out by QAI staff, see individual reports.

Before I reflect upon the past year's significant administrative and advocacy efforts would like to acknowledge the work of QAI's compliance committee and thank Meriel Stanger, Julie McStay and Melinda Ewin for their 'stick to it' approach to reviewing and updating all of QAI's policies.

Finally, thanks to Speaking Up For You (SUFY), Gold Coast Advocacy, Independent Advocacy Townsville (IAT), Rights In Action (RIA) and Sunshine Coast Citizen Advocacy amongst others for keeping us grounded and informed about the many issues being experienced by vulnerable people with disability for whom you are advocating.

### **Combined Advocacy Groups Queensland (CAGQ)**

The Combined Advocacy Groups Queensland (CAGQ) continued to meet via telephone conferencing every six to eight weeks and came together for three days for our annual conference. This year the forum was organised by Independent Advocacy in the Tropics (IAT). This CAGQ conference was one of the most relevant and productive conferences held in recent times. Conference highlights were once again the mutual support and welcoming of new workers and the commitment to ensure strong, independent and effective advocacy by all participants. It also provided an opportunity to be briefed about the new workplace legislation and how it may impact upon community organisations. Finally the opportunity to meet the director of the National Advocacy Program and discuss the National Advocacy Review and inform her about the work of advocacy groups here in Queensland.

### **Annual Fund**

The annual fund review was carried out in this reporting period. Consequently, the terms of reference for the annual fund committee were reviewed and adapted to reflect the committee's future directions. Mr Geoff Davies has undertaken the role of Chair of QAI's Annual Fund Committee. Mr Davies is a retired Supreme Court judge and probably more likely to be known by you as the person who finalised the health inquiry into Dr Patel and the Bundaberg hospital. The annual fund committee members consist of Ron Ashton, Robert Reed and Robert Mc Rae.

### **Website Statistics**

The website has once again proven to be a popular source of accessing information. 216,709 people visited our website in this reporting period an average of 18,059 visits per month. The majority of visitors were from Australia, North America, and Oceania, followed by Asia, Europe, South America and Africa.

### **National Disability Advocacy Program Review (NDAP)**

In September 2005 Commonwealth funded advocacy organisations were notified that the National Disability Advocacy Program was to be reviewed. This would be the third review of the National Disability Advocacy Program. The terms of reference for this evaluation were to:

‘Assess and make recommendations about current operations of the Advocacy program against its stated goals and objectives and to propose recommendations aimed at addressing any identified shortcomings’

The Commonwealth-State/Territory Disability Agreement 2002-2007 declares that advocacy for people with disabilities is a joint Commonwealth-State responsibility. The National Disability Advocacy Program is funded by the Australian National Government through the Department of Family, Community Services and Indigenous Affairs. **The timeframe for this review was limited to 17 weeks.** A reference group was developed to review the consultant's report QAI and Rights in Action were invited to be members of this group. Other membership of this reference group consisted of one other funded advocacy organisation funded by the NDAP, ACROD, the Federation of Disability Organisations, South Australian Premier's Department, Victorian government and FACSIA senior management.

The reference group met in late June 2006. We raised many concerns with respect to the limitations of the review including the:

- limited timeframe;
- limited, if any, opportunities for vulnerable people with disability who have been recipients of advocacy to participate;
- narrow terms of reference;
- fact that the NDAP had been missing in action for at least the last four years.

The consultant's draft report failed to acknowledge the fact that NDAP had failed in its duties as a program to monitor the implementation of the 1999 Advocacy Review Recommendations in particular in developing meaningful data collection mechanisms and examining ways in which to broaden the coverage of the advocacy program to include aboriginal people with disability and people from non-English-speaking backgrounds with disability in a systematic coherently planned program.

The draft report contained no analysis of the impact of the:

- ‘efficiency dividends’ imposed upon advocacy organisations in 1996;
- increased funding and the subsequent increased coverage of people with disability by both competitive employment and business services;
- increased funding and the subsequent increased coverage of people with disability by personal support services;
- increased expectations re quality in service provision from people with disability and their families;
- increased regulation in workplace health and safety, quality assurance mechanisms, public liability risk
- increasing demands by the NDAP for reporting mechanisms, increasing reporting requirements from bi-annual to quarterly and then from one department (the State FACSIA Office) to two sections of FaCSIA (the State FaCSIA Office & NDAP) with reports directed to be sent directly to the State FaCSIA Office’s Project Officer.

There was also limited analysis and understanding of the work of systems advocacy particularly here in Queensland and Citizen Advocacy generally.

Funding for the NDAP has not increased since 1994 and in fact has not kept pace with the Consumer Price Index (CPI), placing many organisations at significant risk viability-wise. While many advocacy organisations made their respective State office project workers aware of this situation in good faith, understanding that this information was being passed to NDAP, there was never any response from NDAP. The lines of communication were not evident and despite requests never ever clarified.

QAI, like every advocacy organisation in Australia was offered a variation to our 2005-2006 contract for our current level of funding to be extended until 31st of December. The rationale being that the Department would have finalised its reform agenda and would be in a position to commence implementation on the first of January 2007. This time-line has proved implausible and it appears likely from the recently released Discussion Paper that funding will continue past that point albeit with some immediate changes to reporting and operational requirements as a lead-up to more substantive change. QAI will be aiming to work with CAGQ in monitoring the developments of the advocacy review and will be calling upon our members, allies, and friends to support and protect the important principles of social advocacy to ensure an independent, robust, effective and accountable social advocacy regime in Australia and particularly here in Queensland. Stay Tuned.

### **Red Tape Round Table Meeting**

I was invited to participate in a FACSIA red tape roundtable consultation. The focus of this consultation was to identify where there were gaps and inefficiencies in the department's administration regimes. The major issue confronted by advocacy groups was the requirement by the department to provide 2 reports (Quarterly) in different presentation formats to the State office and the National Advocacy Program. These reports presented comparable information to the same department. I also raised the issue of individual advocacy groups funded by both the Commonwealth and State governments needing to do independent self assessment processes and reports for each Department. Once again organisations were collecting the same information twice.

### **Inquiry by Bill Carter QC**

*Re: Forming Recommendations for a legislative framework and the desirable service requirements for the provision of appropriate care to adults with an intellectual disability who are at risk of harming themselves, their carers and others in the community.*

QAI made a written submission to the Carter inquiry to assist government in designing a legislative framework for people who fall into the above categories. The Director made a verbal submission to Mr Carter. Legal Advocacy Worker Julian Porter, in collaboration with Dianne Toohey (SUFY), also made a verbal submission with respect to a specific person being detained by DSQ. We will continue to monitor the progress of this inquiry as we have concerns regarding this proposed legislation, particularly if it gives overwhelmingly authority to remove the human and civil rights of people with intellectual disability who have been labelled as having challenging behaviours.

QAI is concerned that the terms of reference were outside the expertise of Mr Carter. We are not challenging Mr Carter's capacity to develop legislation and understand legal concepts but we are concerned with regard to the depth of his knowledge and understanding regarding the provision of appropriate care in a developmental model for vulnerable people with disability. In the absence of independent support to enable him to grasp these concepts, we are particularly concerned that a considerable group of people conveniently labelled as having challenging behaviours will see their lives severely restricted by the legislation. The worst-case scenario is that this legislation may enable the Department or a service provider to contain a person, without charge, in a locked facility for the term of their natural life. It will very likely ensure that one service provider has control of service delivery for a person's 'whole of life'.

### **DSQ Review of Complaints and Misconduct Unit**

DSQ engaged a former ombudsman from Victoria to review their internal crime and misconduct unit. The director met with a Mr Bob Seamer who was engaged to carry out the internal review. QAI's main points were that the complaints unit and the misconduct unit not only needs to be seen to be independent, it needs to be structurally independent of both the policy and program areas of DSQ. Ideally, the unit should be located and answerable directly to the director-general of the Department Of Community Services and DSQ. Concerns were also raised as to an apparent lack of understanding in both conceptual and practice 'conflict of interest' within the staff of the Complaints and Misconduct Unit.

### **People with Disability in the Criminal Justice System**

In this reporting period QAI carried out two major pieces of work concerning people with disability in the criminal justice system. The first activity relating to people with disability in the criminal justice system was a research project to assist QAI gather stories, investigate and raise awareness of key issues for people with a disability within the Criminal Justice System. The second was to identify and prioritise issues that QAI would commence an advocacy campaign around.

The criminal justice system impacts on the lives of vulnerable people with disability in many ways, often heightening their vulnerability. The failure of police, courts, legal fraternity and corrective services to appreciate the issues and support the needs of people with disability, as offenders as well as victims, frequently leads to the denial of the basic right to be equal before the law.

The lack of early intervention and appropriate support structures in the lives of people with disability contributes to their overrepresentation in prison populations. For example while estimates of the prevalence of intellectual disability in the general community range between 2 and 5% studies have shown prevalence rates within the criminal justice system of up to 25% (Parton, Day & White, 2004). Such overrepresentation of people with mental illness in criminal justice system also applies.

Similarly, the unwillingness to acknowledge people with intellectual disability and other cognitive impairments as reliable witnesses in criminal matters - in particular women reporting rape - creates a second class of citizens for whom the justice system provides little protection. Justice often doesn't have a chance of being done for victims. Restorative Justice isn't even on the agenda for offenders.

Thus people with intellectual disability, mental illness and other cognitive impairments such as Autism Spectrum Disorder, Acquired Brain Injury, foetal alcohol syndrome do not have adequate representation in the system; their testimony may not be accepted, they are not regarded as competent witnesses and where they are charged, they may be imprisoned for indefinite periods of time under the guise of behaviour management programs having no right to appeal or review. Probation and rehabilitation processes along with community services do not adequately assist them in becoming well established within the community.

Thematically the key issues that affect both victims and offenders include -

- a. **Prevention** including safe housing, community services and support, family and community relationships, health and safety and learning who can safely assist people in educating them regarding their rights.
- b. **Policing** including intervention; interviewing, gathering evidence; identifying people with intellectual disability or mental illness; understanding how to respond to critical incidents etc.
- c. **Judiciary, legal fraternity and court processes** for example, physical design of the Court House, the courts capacity to present and hear evidence with the assistance of technology, capacity of the legal profession and judiciary such as Judges, Prosecutors, Defence Lawyers, Legal Aid, Barristers, Community Legal Centres and Queensland Law Society to understand the needs of people with disability and ensure they are treated fairly and to their best capacity (communication strategies, understanding the subtle nuances aligned to particular disabilities.); bail and sentencing issues.
- d. **Corrective Services and Remand** for example, support, ability of corrective service staff to well understand the needs of people with disability, incarceration as behaviour management without avenues for appeal or review, safety and vulnerability in prison, rehabilitation and support programs.
- e. **Post release** for example, probation and rehabilitation and community re-engagement

QAI believes that the lives of all people are important and worth living and promotes the notion that adequate supports across the full spectrum of life are required to ensure that people's lives have dignity and purpose - whatever their disability and whatever their circumstances

In recent years there has been much discussion about the need for a concerted effort to address the neglect of the rights of this group in the criminal justice system. Indeed when QAI hosted its *Action Forum* 2001, a major event drawing together over 400 participants from the disability and wider communities, the topic of people with intellectual disability in the criminal justice system was one of four major themes highlighted for discussion and action. An interactive discussion paper was produced by Minter Ellison Lawyers in conjunction with QAI and significant attention was brought to the problem.

In the first phase of this project twelve (12) people with disability and their supporters with lived experience of the criminal justice system were interviewed and 10 case studies developed. Lived experience is a key reference point in the development of the discussion paper, to be developed in phase 2 of the project. The case studies highlighted critical points leading to people's engagement in the criminal justice system. Interviews were conducted in Brisbane, Toowoomba, Townsville and Charter Towers. An extensive review of Australian and international literature concerning the interaction of persons with disability within the criminal justice system was also carried out. Finally, a review of Queensland legislation and policy impacting on persons with disability in contact with the criminal justice system completed the research component of this project.

A preliminary exposure of key recommendations for reform was explored in 3 workshops. The first workshop one conducted at the "*Lock Them Up*" *Disability and Mental Illness Aren't Crimes Conference* held in Brisbane from 17 → 19 May 2006"

Three people who were the subjects of case studies agreed to participate in the '*Lock Them' Up: Disability and Mental Illness are not Crimes*' Conference held in May (See below). Two people were assisted by QAI staff to facilitate an interactive workshop in the lock them up conference. Approximately 30 people participated in each workshop. The third person participated on a panel at the conference.

The third Workshop was carried out in collaboration with Advocacy in the Tropics (AIT). 35 people attended this workshop including advocates, police, service workers, correctional service employees (correctional officer, psychologist & social worker), and family members. We received constructive feedback from workshop participants; the feedback was taken into consideration in finalising the report.

### ***Lock "Them" Up? – Disability and Mental Illness Aren't Crimes Conference***

QAI was a member of the Sisters Inside steering committee that planned and developed the 'Lock "Them" Up -Disability & Mental Illness Aren't Crimes' Conference which was held in May 2006. Over 250 people participated in this conference over three days, keynote speakers were drawn from Canada, Victoria, New South Wales and Queensland. QAI's Director delivered a keynote speech; this paper is available on QAI's website.

### **Human Rights Medal**

On 8 December 2005 I was deeply honoured to be awarded the Australian Human Rights Medal for my "*lifelong dedication to disability rights and social justice issues*" (HREOC website). On that day six of the eight awards were concerned with disability issues it was clearly evident that disability was no longer a welfare matter rather a matter of human rights and public concern.

As I said I was deeply honoured and humbled to be recognised in such esteemed company. However, this award is symbolic of what can happen when vulnerable people are invested in and supported in a way that allows them to pursue their dreams. This award belongs to many people. I am not going to mention names as there are too many people and I am limited in my memory and of course by the word count in this report.

However, I am going to acknowledge the experiences which have had the most profound impact on the shaping of me as an individual and my advocacy. Firstly, the most significant influence for me has been vulnerable people with disability whose lives are so often impoverished and limited by “professionals” who have no connection or relationship with vulnerable individuals. To you I am deeply indebted.

To the many people who have been involved in making QAI what it is today thank you for your leadership, mentorship and friendship because without you I would not have had the skills, the courage and the opportunity to carry out and achieve the things I have.

Finally, an exception to the rule (in many ways), Dianne, without you none of this would have been possible I would have been known as one of those younger people in nursing homes and statistically would have been dead at least 10 years by now. I would not have had the opportunity to meet the people I have met, develop the relationships that I have with my friends and comrades, pursue my personal hobbies and interests, achieve the things that I have and hopefully made a personal contribution to a better world.

**Kevin Cocks**  
**DIRECTOR**



## Bioethics Project Dr Lisa Bridle



This year the focus of the bioethics project was on continuing to build its public profile and connections and promoting discussion. There was also a clear need to publicize QAI's Background Paper on Sterilisation of People with Disability and our position statement and to extend our thinking on a range of bioethical issues.

The second half of 2005 was very busy with QAI hosting a number of public events as well as providing talks, conference presentations, and workshops.

QAI hosted the following events -

- **Protecting the Health and Lives of Hospital Patients** (co-hosted with CRU), a workshop presented by visiting lecturer, Jo Massarelli, on 22 August 2005
- **Fork dinner** for staff, committee, allies with Jo Massarelli and Mark Tumeiski on 23 August 2005
- **Jennifer Fitzgerald Memorial Lecture** presented by Dr Erik Leipoldt on 04 October 2005
- **Exploring Disability Experience: A Lens on Sustainable Living**, a workshop presented by Erik Leipoldt in Brisbane on 06 October 2005
- **Sterilisation of People with Disability: Issues, Choices and Alternatives**, a forum held on 03 November 2005

These events were all useful focal points for generating discussion. It was a particular pleasure to again host the Jennifer Fitzgerald Memorial Lecture and Erik's presentation was rich and thoughtful and a very worthy contribution to these discussions as well as a very fitting tribute to the spirit of Jenny's work – and person.

In 2005/2006, QAI's expertise in disability bioethics was recognised nationally by invitations to present a disability perspective at a number of events, including:

- Participating as a panel member on the topic, "Designer Babies: Are We Going Too Far?" at The Dean's Lecture hosted by the Faculty of Medicine, University of Melbourne on 22 July 2005
- Presentation to the Monash Bioethics Intensive on the topic: "Prenatal Diagnosis: Perspectives from the Disability Rights Movement" on 06 December 2005
- Presentation to Monash University's Ancora Imparo student leadership program on the topic, "Are scientific advances overshadowing human values in considering those with disability? On 2 May 2006

These were all important opportunities to disseminate disability messages to non-disability audiences. For this reason the Monash Bioethics Intensive, particularly, was a wonderful opportunity. It was a great professional development activity as it allowed exposure to ethical theories/debates but most importantly it allowed us to provide a disability perspective on genetics to an audience which we would not otherwise access. Of course, Monash Bioethics Centre was established by Peter Singer so being invited to present there demonstrated recognition that the disability perspective is an important one. I had very good interest and feedback from participants, even though some undoubtedly rejected my messages or found them highly challenging.

QAI continued to be invited to present lectures to a range of groups. These have included:

- a lecture at Grand Rounds at the PA Hospital – an exciting opportunity to address medical practitioners and influence attitudes
- talk to genetic counselling students, Griffith University
- talk to genetic counsellors - In-service at Queensland Clinical Genetics Service
- talk to community members, Brisbane L'Arche

Our thanks to Dr Robyn Wallace, Pauline McGrath, Madelyn Peterson and L'Arche for these opportunities.

### **Sterilisation Forum**

It is worth making particular note of the successful Sterilisation Forum, "Sterilisation of People with Disability: Issues, Choices and Alternatives" which was held at the Parliamentary Annex on 03 November 2005 because it built on our work in the previous year on producing the Background Paper on sterilisation of people with disability.

The planning for this forum was largely undertaken by Sarah Houbolt as the major task of her final year social work student placement. Sarah's work on the forum was very commendable and it was highly successful with over 70 participants. We even had an attendee fly from Sydney for the day. QAI's position statement on sterilisation and the Background Paper was included as part of registration costs for the day which helped to disseminate these important documents. Lyn Giles and Annie Hinde ably supported the organisation of the forum by taking registrations and by producing copies of the background paper and QAI's position statement for distribution. Jen Barrkman facilitated the discussion and ensured a safe and respectful environment was maintained for discussion of this sensitive but crucial topic. Similarly the panel members, Francis Vicary, Marie Knox, Wyn Fletcher, Glenys Carlson, Ann Lyons and Gillian Eastgate provided valuable contributions. Displays were provided by Family Planning, WWILD and Wesley Mission and resources distributed. This event was successful at gathering a diverse audience and facilitating useful discussion, networking and identification of possible future actions. Some panel members had not met previously and it is likely they will have more opportunities to collaborate following the event.

### **Workshops and Conferences**

A workshop entitled “Lives of Value: People with Disability and Bioethics” was presented at the MAMRE Family Conference. This session was directed at the “threats to people with disability” and so was quite challenging content and undoubtedly disturbing for some audience members. While obviously directed at a parent audience primarily, there were challenges in speaking “about” people with disability. I believe that it is crucial to attempt as much as possible to involve people with disability and family members as co-presenters in order to address this as well as break down any perception that there is one disability experience. It also seemed that bioethics touches on fundamental world-views and values and that while QAI has an agreed values statement, it may be important for us to think of how we communicate those in relation to bioethics.

In October 2005, I presented a conference paper, entitled: “Special children and Special Mothers: Debunking the myths about mothering a child with disability” at a conference on mothering. The purpose in attending and presenting at this second conference was to get more positive disability messages out into a mainstream audience. Unfortunately the conference generally and the “disability session” particularly were not well attended and I am struck again by the challenges in getting our messages out to non-disability audiences.

In this reporting period, we undertook preparation for two conference papers presented at the joint Australian Bioethics Association/AINZHLE conference held in Brisbane in early July 2006. The conference theme: “Life, Death and Human Nature” rang alarm bells and past ABA/AINZHLE conferences have been marked by a lack of understanding of disability so having the conference here in Brisbane presented a good opportunity to insert the stories and voices of people with disability and family members into these bioethical discussions.

These presentations were titled:

- **A Fate Worse than Death: Where are the voices of people with disability in debates about end-of life issues?** Presented by Lisa Bridle and Kevin Cocks
- **Nothing About Us Without Us: The Disability Rights Critique of Prenatal Diagnosis and People with Intellectual Disability** Presented by Lisa Bridle and Steve Casos

### **Work on End-of-Life Issues**

Following our submission to QUT Law’s “Rethinking Life Sustaining Measures: Questions for Queensland” research project, we were approached by the researchers seeking our involvement in hosting a consultation meeting with the disability community. This was in some respects a difficult collaboration given the researchers lack of funding to adequately support people’s participation and our own strong criticisms of their initial report and the consultation process.

Although we agreed to assist the researchers, it remained QAI’s position that no reform of the legislation should occur without referral to the Qld Law Reform Commission. Obviously QAI through the GARD group had also been highlighting significant issues within the Guardianship regime generally and so government recognised the need for legislation to be reviewed generally – not just in relation to life-sustaining measures. Therefore, we can report that the legislation is currently being examined by the Queensland Law Reform Commission.

If we look at international and national trends, it is clear that the end-of-life area is likely to become a more high profile issue in coming years. I believe strongly that QAI should consider becoming a signatory to a statement on end-of-life decision called “*A Statement of Common Principles on Life-Sustaining Care and Treatment of People with Disabilities*”. This statement has been endorsed by a large number of respected individuals and organisations. I believe the benefit of being a signatory would include development of greater organisational clarity to guide our work in this area, development of potential international contacts/allies and developing our profile in being a stakeholder on discussions in this area. Alternatively it may be worth spending some time as a committee to examine our own position statement.

### **Media**

QAI was invited to contribute to a media report on late term abortions for cosmetic or very minor disability. This led to a positive opportunity to get some of QAI’s perspectives into the mainstream media.

A paper written in 2000 was edited for publication in free parenting magazines, Sydney’s Child, Melbourne’s Child and Canberra’s Child. I had a number of people contact me following this publication including parents and a genetic counsellor. The original article has been posted on a number of websites and I have been contacted for permission to reprint following this latest outing. The interest seems to be sparked by the lack of alternative (non-medical) voices in discussions of prenatal testing and the rapid expansion of this practice.

We attempted to get media coverage of Erik Leipoldt’s visit around the Jennifer Fitzgerald Memorial Lecture and the accompanying workshop. This was extremely difficult as it appeared that the topic was very difficult for the mainstream media to grasp. Eventually Erik was interviewed on ABC radio during his visit on the topic of stem cell research. These difficulties in generating media interest led us to consider the need to target particular journalists and to develop briefing notes and summary sheets to use when pursuing media contacts or responding to hot media issues.

### **Networking and Collaborations**

QAI enjoyed a number of significant collaborations this year. This included work with the Down Syndrome Association and its Medical Issues Group and the genetic counselling issues group. Significant progress was made towards a project being undertaken by the DSAQ Medical Issues Group targeting general practitioners, paediatricians and obstetricians but unfortunately some resource issues (and particular reliance on the time of volunteers) has meant this project has not yet been completed.

### **Submissions**

Fourth Year Social Work Student, Sarah Houbolt drafted a revamped submission for funding under the DSQ Building Supportive Communities Grants Project in order to undertake a Visual Stories Project. Unfortunately, this submission was again unsuccessful. Although we were hopeful of being able to undertake similar work from our own resources, this was not really feasible.

### **Social Work Student Report**

QAI hosted a final year social work student placement for eighteen weeks in late 2005. Sarah Houbolt, worked four days a week from 11<sup>th</sup> July. Sarah was involved in a wide variety of tasks while on placement, gaining a broad exposure to disability advocacy and the work of QAI.

Sarah had major responsibility for the organisation of a forum on sterilisation of people with disability. This event titled “*Sterilisation of People with Disability: Issues, Choices and Alternatives*” was staged at the Parliamentary Annex, attracted over 70 participants and involved a panel of speakers. The panel members explored sterilisation from their lived experience of disability, their family experience, legal perspectives, medical perspectives, service provider and supports perspectives. Informal feedback from participants and the written evaluation forms highlighted a strong consensus on the value of the forum and participants’ high level of satisfaction with the content, process and other organisational elements.

Sarah undertook a large number of agency visits and made positive connections with other organisations and individuals. She was appreciated for her friendliness, enthusiasm, sense of humour, spontaneity and genuine interest in forging links with QAI’s members, allies and people at risk of exclusion. On placement, Sarah also attended a variety of meetings, wrote funding applications and advocacy letters, took meeting minutes, assisted callers to QAI, played a support role at relevant events, and co-facilitating a small workshop at the MAMRE family conference.

Sarah made a significant contribution to QAI during her time on placement here, in particular through her exceptional organisation of the highly successful sterilisation forum.

### **Conclusion**

The Bioethics project was busy and undertook a diverse range of activities. There continued to be challenges in terms of accessing outside funding, getting media interest and gaining an audience for some events. However, on a positive note a number of different audiences were targeted and we were successful in building on existing collaborations and in forging new links. In particular, there were a number of serendipitous opportunities to reach new audiences through invitations to speak or reprint materials which allowed us to increase our effectiveness without significant costs to the organisation.

The core messages of the Bioethics project – that people with disability live worthwhile lives and are valuable not burdensome to families and community – continue to be challenging messages to “sell” in some quarters. That this should be so is a source of considerable angst but it should never lead us to despair. We are grateful for the efforts and collaborations of many who are committed to challenging myths about the experience of disability. Thank you to all.

**Dr Lisa Bridle**  
**BIOETHICS ADVOCACY WORKER**



## Community Living Project Melinda Ewin



In this reporting year, QAI's Community Living Advocacy Project has continued a fulltime ongoing commitment to issues of concern. Whilst some projects over the year have become more of a monitoring role other new projects have been added.

The Projects that were the focus of QAI's advocacy were:

1. Human Rights Indicators (*New*)
2. Younger People in Aged Care Alliance (YPACA) (*Ongoing*)
3. Coming Out Group (*Monitoring*)
4. Jacana Hospital (*New, now Monitoring*)
5. Community Safeguards Coalition (*New*)
6. Halwyn Hospital/ Beyond Institutions Group (*Monitoring*)
7. Hostels and Boarding House Campaign / Boarding House Action Group (BHAG) (*Monitoring*)
8. Department of Child Safety (*New*)

### **1. Human Rights Indicators**

The purpose of the Human Rights Indicators Project is to develop human rights tools to identify and inform those human rights specifically for people with disability. To do this QAI engaged Phillip French from Disability Research and Studies Institute (DSARI) to develop the tools. This will be done as three stages, the first of which was completed in this reporting period, the writing of the Human Rights Indicators.

The Human Rights Indicators document is a necessarily large document that draws on all areas of United Nations conventions to give authority to the individual indicators. This document is a living document that will necessitate revision on an ongoing basis. For instance, although the indicators were written with the new UN Convention on the Dignity and Rights of People with Disability in mind, the indicators will need some tweaking once the Convention has been completed and ratified.

QAI established a reference group of organisations including ACROD, Anti-Discrimination Commission Queensland, Brain Injury Association, Carers Queensland, Children's Commission, Endeavour, Griffith University, MAMRE, Minter Ellison, Queensland Parents for People with Disability, Queenslanders with Disability Network, Queensland University of Technology, University of Queensland, Spinal Injuries Queensland. This reference group met for two full day workshops to discuss and inform the content of the indicators. From the workshops, the reference group decided that an Easy English Human Rights Guide for people with disability should be produced from the indicators.

A number of the reference group organisations showed their commitment to the production of the Easy English Human Rights Guide for people with disability by funding the writing and publishing of the guide. Those organisations are Endeavour, MAMRE, ACROD, Carers Queensland, other donations were received from Cootharinga Society of North Queensland and AMPARO Advocacy Inc. The guide is in draft form with one workshop conducted to inform content.

Community Living Report (cont)

## **2. Younger People in Aged Care Alliance (YPACA)**

A number of significant events have charged the YPACA group into renewed concerted action. During this year the **Senate Report into Aged Care** was released to which YPACA gave evidence. YPACA made representation to Disability Services Queensland about its concerns as to the use of a **definition of “younger”** as being **those under 50 years**. A positive outcome from these meetings has been that any reference, whether in documents or conversations, to younger people also includes those who are up to the age of 65, and indeed, some have agreed that a nursing home is inappropriate at any age.

QAI is aware of the push towards building **nursing homes for young people** with high support needs. QAI together with Brain Injury Association and Spinal Injuries Association met with Brad Swann, Kathy Dunning and Peter Mewett from DSQ to raise our concerns about this institutional model. The group was given an emphatic assertion that DSQ would never return to funding institutional models. YPACA also met with the then Federal Minister and Deputy Treasurer Mal Brough because of his public support for a return to these institutional responses for people with disability, to also raise similar concerns. YPACA also met with a representative of the group that was proposing the nursing home response.

The **Council of Australian Governments (COAG)** announced its commitment of \$224 million to a national response to addressing the issue of younger people in nursing homes. YPACA welcomes this commitment and has redesigned its purpose and position paper brochure to promote positive outcomes for people in nursing homes in the process of the government’s implementation of initiatives. The Queensland Government has committed \$23 million. Combined with matching dollars from the Commonwealth Government this means \$46 million of non-recurrent funding to role out their initiatives.

YPACA met 13 times over this reporting period.

Overall, the commitment by COAG to address this issue is a positive outcome. What remains of considerable concern is the trend by Government to consider institutional models as solutions for people with disability. YPACA remains an ongoing project for QAI.

## **3. The Coming Out Group**

QAI has moved from attending Coming Out Group meetings in Toowoomba regularly to taking on more of a monitoring role. In the past year the Coming Out Group made contact with the families of residents who indicated that they would welcome some involvement from the group. As a result of this initiative 13 families have responded positively. This has led to a change in Senior Staff perception of families and their desire for contact with their family member who reside at Baillie Henderson Hospital. It also became evident that for many families who wished renewed involvement that the process was emotionally confronting and would have to develop over time. The Coming Out Group met 6 times over this reporting period.

#### **4. Jacana Hospital**

QAI was approached by a mother of a person who had recently died whilst resident at Jacana Hospital. As a result of that contact, QAI formed a group to address concerns of abuse at Jacana Hospital. The project was designed to be short term goal focussed. As a result of the group's actions, visiting the hospital, discussing issues with staff, meeting with then Shadow Minister for Health, Mr Bruce Flegg and QAI speaking directly with the Health Minister, Mr Stephen Robertson, a number of initiatives have been introduced to re-establish the hospital for its original intended purpose. That purpose was as a rehabilitation hospital for people with acquired brain injury which returns people back to the community after an intensive period and not as a provider of indefinite institutional care. The group met 8 times over this reporting period.

#### **5. Community Safeguards Coalition**

The Community Safeguards Coalition was established to address the growing trend by government towards greater restrictions in the lives of people with disability. Many of the concerns addressed by the Coalition are also reflected in QAI's current campaign strategies. The Community Safeguards Coalition met 9 times in this period.

#### **6. Halwyn Hospital/ Beyond Institutions Group (BIG)**

QAI continues to act in a monitoring role with Halwyn Hospital. The Beyond Institutions Group was formed by concerned groups and individuals to promote the possibility of a person living in an institution being able to secure funding to leave. BIG organised a forum bringing people from various government departments, the community and service providers together to discuss this issue and seek some changes in government policy to enable people to leave institutions with appropriate levels of support. The group met 3 times in this reporting period.

#### **7. Hostels and Boarding House Campaign / Boarding House Action Group (BHAG)**

QAI continues to act in a monitoring role in its Hostels and Boarding House initiatives. QAI is a member of the Boarding House Action Group which during this period engaged a consultant to produce a report on the lived experience of people in hostels and boarding houses after the introduction of the new residential services legislations. The BHAG met 7 times during this period.

## **8. Department of Child Safety**

QAI has been approached by a significant number of families who have been subject to actions from the Department of Child Safety. These concerns were also raised by a number of community legal centres and service providers. On this basis, QAI began meeting with the concerned groups towards advocating on a systemic level with the Department of Child Safety. The group met with Mr Michael Walsh, Executive Director, Policy and Program Division of the Department of Child Safety. Three main areas of concern exist:-

1. There is no mention of children with disability in the legislation and therefore assessment processes lack any disability content or awareness,
2. There is no training for Case Workers on issues relating to disability,
3. Reporting of the numbers of children with disability is based on whether they receive a CSTDA service not whether they have disability or an unmet need for such service.

The group has written to the Minister to seek a meeting. The group met 5 times during this period. QAI will continue to advocate in this area.

**Melinda Ewin**  
**COMMUNITY LIVING ADVOCATE**



## Law Project Julian Porter



The Law Project is undertaken by the Legal Advocacy Worker, a solicitor employed part-time, three days a week. The work of the Law Project can largely be divided into three categories, these are:-

**Legal Advocacy Development** - training lawyers and networking with the profession and judiciary lawyers with the aim of better legal services for people with a disability.

**Law Reform** – campaigns and submissions around legislation and policy which directly or indirectly affect vulnerable people with a disability.

**Case Work** – individual legal matters referred by individual advocacy groups which support the systemic objectives of QAI as a whole.

### **Legal Advocacy Development**

QAI's Legal Training Package for the legal profession on Disability and the Law was introduced by way of a three hour training session to lawyers in Gympie and Townville during the period since the last report. It also received praise from intellectual disability expert Professor Susan Hayes who formally recommended it in a report she did for an inter-departmental working group including Justice and Corrective Services. As a result of this a general session with Legal Aid lawyers was conducted as well as a more targeted session for Legal Aid Criminal lawyers. Mary Kenny has become an indispensable part of the team adding her skills and knowledge of disability to the legal advocacy worker's knowledge of legal aspects. The written material component of QAI's disability training package for lawyers and judiciary has been continually updated over the period with the assistance of Pauline Heaney from Lettuce Create graphic design and remains an attractive, well illustrated, well set-out and readable resource. QAI's has fulfilled requirements throughout the year to remain an accredited quality assured external provider by the Queensland Law Society for the purposes of the Compulsory Professional Development scheme.

Towards the end of the period the decision was made to step things up a gear and attempt to obtain funding for a part time worker position to conduct more of the sessions. At the end of August we learned of our success in obtaining significant funding from Department of Justice's LPITAF grants to put this into place. Recruitment is underway at present and training should begin in October. Seventeen sessions have been promised over a 12 month period; a degree of exposure to the profession that it is hoped can make a really lasting impression. Part of the worker's role will be to maintain an online network of interested lawyers and lead discussion, assist with issues etc – a great way to ensure the experience is a continuing one.

The annual update of QAI's Chapter 'Acting for People with a Disability' in Caxton Legal Service's excellent Lawyer's Practice Manual was also completed in the period.

## **Law Reform**

### ***Guardianship***

QAI's involvement in law reform work around the Guardianship regime continued subsequent to the Attorney General's referral to the Queensland Law Reform Commission. The Legal Advocacy worker was one of the GARD (Guardianship and Administration Reform Drivers) group's two nominees on the Commission's reference group and contributed substantially in meetings around the content of the recently released discussion paper on the very important topic of confidentiality. The Legal Advocacy Worker was asked to speak in relation to the guardianship regime at the MAMRE family's conference and at a forum run by Carers Queensland. The GARD group continues to meet and seeks to ensure substantive change in the operational aspects of the system in the short term, not just far off legislative change.

### ***Public Space law***

QAI's involvement with the Rights in Public Spaces (RIPS) group continued throughout the period but the plight of people with disability forced to live in or spend considerable time in public space only got worse over the period. Following the passing of the *Summary Offences Act 2004* in the previous period which gave Police the power to arrest a person on the basis that they think that person *might* interrupt the peaceful use of public space by another, the Police Minister pushed through legislation which gave Police 'move on' powers in public spaces right across the State. Previously the Police could only move people on from designated spaces where that power specifically applied. These powers appear to breach various international covenants on freedom of movement and freedom of association, allow great scope for misuse and harassment and have great potential to push people with cognitive impairments out of their 'safe' areas and make them more vulnerable. RIPS is presently being consulted by the CMC in relation to the effects of the *Summary Offences Act* and continues to resist further backward steps for people who use public space (young people, homeless people, aborigines, people with disability).

### ***Disability Services Act***

With the new Disability Services Bill introduced to Parliament in late December 2005 and no opportunity allowed for community consultation, QAI's last minute attempt to ameliorate the worst aspects was in some ways very successful. Writing to every Member of Parliament with a list of potential problems identified by a group of allied organisations brought together by QAI certainly improved the level of debate in the House. Teamed with the terrific job QDN did in personally visiting many of the Members the result was several days of actual debate on something that might usually have been rubber-stamped. Disappointingly the outcome was a Bill passed virtually unchanged despite the many concerns raised. In particular QAI and its allies (and a number of conservative politicians!) was concerned about the cumbersome criminal screening process which treats all people with disability who receive services as in need of 'protection' regardless of their capacity. Amongst other things QAI argued this was unlikely to protect anybody from abuse given the low rate of convictions for actual abuse of people with disability. Also on the agenda was the apparent movement away from individualised funding in the new Act which doesn't seem to allow an individual to receive funding, only an organisation. QAI has formed a group to begin monitoring the impacts of this legislation in preparation for a review process in five years time.

### ***Access to Legal Aid***

During the period the Legal Advocacy Worker continued his involvement on the reference group of a research project Women's Legal Aid conducted around disadvantaged women and the provision of Legal Aid. The report recently released by Griffith University researchers contains some very useful data which can be used in lobbying for greater access to Legal Aid for people with a disability in general.

### **Casework**

One very significant case in the latter half of the year really put into context the decline in bureaucratic aspirations which has become acceptable for very vulnerable people with disability in the past few years. The Legal Advocacy Worker was appointed as Individual Representative for a man in Guardianship Proceedings. Identified as having 'challenging behaviours' he found himself held in isolation in appalling conditions in a disused unit at Basil Stafford after a fire burnt down his quarters in Maryborough. Six months later after numerous hearings, appointment of the Adult Guardian and a finding by the Guardianship Tribunal that his human rights were not being met he was still being held in isolation.

Day to day advice was given to a number of advocacy groups about a variety of topics. It must be said that an increasing number of cases seem to be coming to light where services and DSQ have been negligent – perhaps even criminally so – in their treatment of vulnerable people, particularly in relation to placement of people with demonstrated violent behaviours in share-houses despite strong evidence of the likely result. A corresponding problem is the lack of openness in these situations and attempts to hide behind confidentiality, forcing parents and advocates to use a flagging FOI system which is hamstrung by what appears to be an intentionally understaffed FOI section within the Department.

Disgruntlement with the practices and procedures of the Public Trustee appear to be at an all time high with a worrying trend towards greater DSQ, Housing and Public Trust 'cooperation' – not always in the interests of the person with a disability.

The Legal Advocacy Worker ensured QAI compliance with all requirements of the Indemnity Insurance Scheme funded by Legal Aid and of continued membership of QAILS which allows such coverage.

**Julian Porter**  
**LEGAL ADVOCACY WORKER**



## Past Office Bearers / Staff



<b>Committee Members</b>		
1987 - 1988	President	Jeremy Ward
First Meeting 20 August 1987	Vice President	Michael Duggan
Election 03 September 1987	Secretary/ Treasurer	Denis Cowan
Disability Rights Centre Project	Treasurer	Kevin Cocks [appointed September 1987]
	Committee Member	Donna Best
	Committee Member	Jan Dyke
	Committee Member	Paul Grevell
	Committee Member	Peter Hall
	Committee Member	Margot Sheedy
1987 Steering Committee Executive	President	Jeremy Ward
01 March 1988 Incorporation approved	Vice President	Michael Duggan
"Queensland Advocacy Incorporated"	Secretary	Denis Cowan
	Treasurer	Kevin Cocks
1988 - 1989	President	Michael Duggan
	Vice President	Denis Cowan
	Secretary	Val Smith
	Treasurer	Kevin Cocks
	Committee Member	Donna Best
	Committee Member	Len Bytheway
	Committee Member	Jan Dyke
	Committee Member	Doug Eldridge
	Committee Member	Katrina Evers
	Committee Member	Bernadette McGarry
	Committee Member	Ray Novley
	Committee Member	Marg Schroder
	Committee Member	Margot Sheedy
1989 - 1990	President	Michael Duggan
	Vice President	Margot Sheedy
	Secretary	Marg Schroder
	Treasurer	Doug Eldridge
	Committee Member	Donna Best

	Committee Member	Len Bytheway
1989 - 1990 [cont]	Committee Member	Des Close
	Committee Member	Bernadette McGarry
	Committee Member	Andrew McLean
	Committee Member	Ray Novley
	Committee Member	Des Orr
	Committee Member	Kim Schweida
	Committee Member	Val Smith
1990 - 1991	President	Marg Schroder
	Vice President	Donna Best
	Secretary	Des Orr
	Treasurer	Doug Eldridge
	Committee Member	Kevin Cocks
	Committee Member	Leah Nicjles
	Committee Member	Willie Prince
1991 - 1992	President	Marg Schroder
	Vice President	Willie Prince
	Secretary	Donna Best
	Treasurer	Doug Eldridge
	Committee Member	Ray Bavinton
	Committee Member	Michael Galligan
	Committee Member	Barry Jones
	Committee Member	Peter Mark
	Committee Member	John McIlwain
	Committee Member	Andrea Morton
	Committee Member	Leah Nichles
1992 - 1993	President	Willie Prince
	Vice President	Donna Best
	Secretary	Michael Galliagan
	Treasurer	Doug Eldridge
	Committee Member	Ray Bavinton
	Committee Member	Anna Close
	Committee Member	Peter Mark
	Committee Member	Jeff Murray Member
	Committee Member	Leah Nichles
	Committee Member	Tony Zsoldos
1993 - 1994	President	Willie Prince
	Vice President	Donna Best
	Secretary	Michael Galligan
	Treasurer	Doug Eldridge

	Committee Member	Anna Close
1993 - 1994 [cont]	Committee Member	Jeff Murray
	Committee Member	Leah Nichles
	Committee Member	Marg Schroder
	Committee Member	Greg Wagner
1994 - 1995	President	Doug Eldridge
	Vice President	Michael Galligan
	Secretary	Greg Wagner
	Treasurer	Jeff Murray
	Committee Member	Donna Best
	Committee Member	Michael Duggan
	Committee Member	Willie Prince
	Committee Member	Nigel Webb
1995 - 1996	President	Doug Eldridge
	Vice President	Nigel Webb
	Secretary	Donna Best
	Treasurer	Jeff Murray
	Committee Member	Michael Duggan
	Committee Member	Finnette Dwyer
	Committee Member	Julie McStay
	Committee Member	C O'Malley
1996 - 1997	President	Doug Eldridge
	Vice President	Nigel Webb
	Secretary	Donna Best
	Treasurer	Jeff Murray
	Committee Member	Lisa Bridle
	Committee Member	Michael Duggan (resigned March 1997)
	Committee Member	Cathy O'Malley
	Committee Member	Narendra Sharma
	Committee Member	David Swift (appointed June 1997)
1997 - 1998	President	Doug Eldridge
	Vice President	Nigel Webb
	Secretary	David Swift
	Treasurer	Donna Best
	Committee Member	Jac Saxvik
	Committee Member	Marg Schroder
	Committee Member	Deborah Tobin
	Committee Member	Michael Duggan
	Committee Member	John Stannard

1998 - 1999	President	Nigel Webb
	Vice President	Mike Duggan
	Secretary	David Swift
	Treasurer	Donna Best
	Committee Member	Doug Eldridge
	Committee Member	Marg Schroder
1999 - 2000	President	Nigel Webb
	Vice President	Mike Duggan
	Secretary	David Swift
	Treasurer	Donna Best
	Committee Member	Doug Eldridge
	Committee Member	Bernadette Scalora
2000 - 2001	President	Nigel Webb
	Vice President	Bernadette Scalora
	Secretary	Mike Duggan
	Treasurer	Donna Best
	Committee Member	Michael Fisher
	Committee Member	David Paterson
2001 - 2002	President	Nigel Webb
	Vice President	Bernadette Scalora
	Secretary	Mike Duggan
	Treasurer	Robert Reed
	Committee Member	Michael Fisher
	Committee Member	Lisa Lehmann
2002 - 2003	President	Nigel Webb
	Vice President	Bernadette Scalora
	Secretary	Mike Duggan
	Treasurer	Robert Reed
	Committee Member	Kate Kirkpatrick
	Committee Member	Lisa Lehmann
2003 - 2004	President	Mary Kenny
	Vice President	Robert McRae
	Secretary	Michael Duggan
	Treasurer	Berkeley Cox
	Committee Member	Byron Albury
	Committee Member	Kay Hassis
	Committee Member	Meriel Stanger

2004 - 2005	President	Mary Kenny
	Vice President	Robert McRae
	Secretary	Michael Duggan
	Treasurer	Berkeley Cox
	Committee Member	Byron Albury
	Committee Member	Kay Hassis
2005 - 2006	President	Robert McRae
	Vice President	Byron Albury
	Secretary	Michael Duggan
	Treasurer	Andrew Fraser
	Committee Member	Julie McStay
	Committee Member	Meriel Stanger

**NOTE**

This information has been taken from Annual General Meeting and Management Committee Meeting minutes held on file at the QAI office.

<b>PRESIDENTS</b>	
1987 - 1988	Jeremy Ward
1988 - 1990	Michael Duggan
1990 - 1992	Marg Schroder
1992 - 1994	Willie Prince
1994 - 1998	Doug Eldridge
1998 - 2003	Nigel Webb
2003 - 2005	Mary Kenny
2005 -	Robert McRae
<b>VICE PRESIDENTS</b>	
1987 - 1988	Michael Duggan
1988 - 1989	Denis Cowan
1989 - 1990	Margot Sheedy
1990 - 1991 / 1992-1994	Donna Best
1991 - 1992	Willie Prince
1994 - 1995	Michael Galligan
1995 - 1998	Nigel Webb
1998 - 2000	Mike Duggan
2000 - 2003	Bernadette Scalora
2003 - 2005	Robert McRae
2005 -	Byron Albury
<b>SECRETARIES</b>	
1987 - 1988	Denis Cowan
1988 - 1989	Val Smith
1989 - 1990	Marg Schroder
1990 - 1991	Des Orr
1991 - 1992	Donna Best
1992 - 1994	Michael Galliagan
1994 - 1995	Greg Wagner
1995 - 1997	Donna Best
1997 - 2000	David Swift
2000 -	Michael Duggan
<b>Treasurers</b>	
1987 - 1989	Kevin Cocks
1989 - 1993	Doug Eldridge
1994 - 1997	Jeff Murray
1997 - 2001	Donna Best
2001 - 2003	Robert Reed
2003 - 2005	Berkeley Cox
2005 -	Andrew Fraser

**NOTE**

This information has been taken from Annual General Meeting and Management Committee Meeting minutes held on file at the QAI office.

<b>DIRECTOR</b>	
1988 - 1998	Jeremy Ward
1998 -	Kevin Cocks
<b>BIOETHICS ADVOCACY WORKER</b>	
1992 - 1997	Jennifer Fitzgerald
1998 - 2004	David Turnbull
2004 -	Lisa Bridle
<b>COMMUNITY LIVING ADVOCATE</b>	
1988 - 1992	Lorna Hallahan
1992 - 2002	Christine Douglas
2002 -	Melinda Ewin
<b>LEGAL ADVOCACY WORKER</b>	
1992 - 1995	Matthew Keeley
1995 - 1997	Alison Colvin
1995 - 2000	Kathleen Dare
1998 - 2001	John Stannard
2001-	Julian Porter
<b>ADMINISTRATION</b>	
1988 - 1996	Jennifer Wilson
1992 - 2003	Julie Granger
1994 - 1995	Catherine O'Malley
1996 - 1997	Bobbie Noone
1996 - 1998	Jennifer Barrkman (AAD)
1996 - 1998	Mary Kenny
1996 - 2000	Sharyn Pacey
1997	Nic Geard
2000 - 2002	Shelley Brook
2003 -	Lyn Giles
2004 - 2005	Christina Cornilsen
2005	Kay Mark Richardson
2005	Jennifer Barrkman (International Conference)
2005 - 2006	Annie Hinde
<b>FINANCE</b>	
2001 - 2004	Rose Cenita
2004	Marjorie Price
2004 - 2005	Christina Cornilsen
2004 - 2005	Lyn Giles
2005 -	Deborah Bryzak

**NOTE**

This information has been taken from Annual General Meeting, Management Committee Meeting minutes and Staff records held on file at the QAI office.