



redr
australia

**ANNUAL REPORT
FY22**

Acknowledgement of Country

We acknowledge our Australian office is on the land of the Wurundjeri people of the Kulin Nation and we pay our respects to their elders – past and present.

We acknowledge and seek to champion the continued connection of Aboriginal and Torres Strait Islander people to land, waterways and community, and we pay our respects to all First Nations people whose communities we work in, across the world.



Above artwork: *Yirr-Ma* by Wagiman artist, Tara-Rose Gonebale

Artist statement:

“ TITLED *YIRR-MA*, WHICH TRANSLATES TO ‘COME TOGETHER’, THIS PIECE DEPICTS THE RELATIONSHIP BETWEEN REDR AUSTRALIA AND OTHER HUMANITARIAN ORGANISATIONS AROUND THE GLOBE, AND HOW THEY SUPPORT THE RESPONSE TO DISASTERS AND COMMUNITIES IN CRISIS. ”

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Cover photo: Gina (left), RedR Australia roster member and Regional Disaster Management Specialist for the Pacific Community (SPC), and Rokowati, National Fire Authority, Fiji.

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Chair's report

In FY22, we witnessed a major turning point in the COVID-19 pandemic with the vaccination of billions of people around the world and the easing of major restrictions. After more than 6 million deaths, life has returned to a version of normal for many people, while the pandemic has moved into a new phase.

Unfortunately, it's not normal for some – the World Bank estimates 20 million more people are living in extreme poverty since the onset of the COVID-19 pandemic.

RedR Australia is proud to have supported nine countries as they responded to the pandemic, with a particular focus on our closest neighbours. For example, eight roster members provided Vanuatu with health and logistical support, which contributed to Vanuatu achieving one of the lowest mortality rates per capita in the world. It's a strong case study in the power of preparation and a timely response.

Sadly, Russia's invasion of Ukraine in February sparked a tragic crisis of another kind, with millions fleeing the country, making it one of the largest human displacement crises in the world today. RedR Australia was quick to respond, providing much-needed support to Ukrainians seeking protection. In FY22, we deployed four technical specialists across Europe to lend critical assistance to ensure refugees are safe and supported.

This year RedR Australia marked an important milestone with the submission of our



first *Reconciliation Action Plan 2022* to Reconciliation Australia for endorsement. We look forward to solidifying our commitment to building a world that is equal and equitable for First Nations people.

In line with our commitment to gender equality, we partnered with the Australian Red Cross in an ambitious piece of research to examine individual experiences of sexual exploitation, abuse and harassment (SEAH) in the global humanitarian sector. The study found concerning results, with 45 per cent of survey participants claiming SEAH is extremely prevalent or very prevalent, and we are committed to implementing recommendations from the report in FY23 and beyond.

With growing crises reversing decades of development gains, RedR Australia's vision, mission and purpose are increasingly pertinent. This year we have exceeded all deployment targets in the Australian Government's Australia Assists Program, and forged a new partnership with the United Nations Office for Project Services (UNOPS).

RedR Australia is committed to providing premium technical support across the humanitarian-development-peace continuum. Through our world-class training and premium roster, we provide multilateral agencies, international non-governmental organisations and national governments with valuable technical support, impact, insights and influence.

Thank you to everyone who has supported this important work over the year. Nothing could be achieved without the exceptional, agile and innovative contributions of our roster members, trainers, volunteers, partners, the RedR global team, my fellow board members, and their families. To you, I extend my deepest thanks and gratitude.

Professor Robert Care, AM

CEO's report



We are experiencing three cumulative and compounding global crises: the climate crisis, the COVID-19 pandemic, and expanding social and economic exclusion. Additionally, the World Bank estimates that two-thirds of the world's extreme poor will live in countries characterised by fragility, conflict and violence by 2030.

Technical expertise in humanitarian contexts has never been more needed.

To meet these growing demands, we've created a purpose statement to guide our efforts: "to work in the toughest places to mitigate crises for people and planet". Human society and the health of our environment are inextricably linked and we acknowledge the enormity of the challenges presented by our rapidly changing climate.

RedR Australia is committed to being part of the solution, supporting partners with environmental sustainability and disaster risk reduction, and working with governments to strengthen mitigation systems. This year we deployed 20 technical experts into climate and disaster risk reduction roles across the Pacific, Asia and the Middle East. While the enormity of the crisis can be overwhelming, we believe we must act now – and that not all hope is lost.

We are also proud to support peace and stability efforts around the globe. In FY22, we supported 54 deployees across the Middle East, Asia, Africa, Europe and the Pacific to reduce the impact of conflict and help build a more peaceful world.

As the only United Nations (UN) Standby Partner in the Asia-Pacific and southern hemisphere, RedR Australia is well prepared to provide the valuable and sought-after skills needed to build resilience, relieve suffering and strengthen our partners. In the year, we deployed a total of 107 roster members to 34 countries, providing 588 deployment months – the highest in RedR Australia's history.

As part of our commitment to building the next generation of humanitarian experts, in FY22 we trained more than 640 participants in humanitarian good practice. We also expanded and diversified our roster, with more than 930 humanitarian experts from 76 nations now available to respond.

We are proud to lead the sector on gender – in FY22, 54 per cent of all UN Standby Partner deployees identified as female. We are currently the only UN Standby Partner who deploys more females than males into UN roles.

We're also making confident strides in developing local capability. In FY22, eight per cent of deployments were locally deployed, collectively speaking seven languages. We continued to build our roster of humanitarian experts from the Pacific, increasing our Pacific cadre and expanding our humanitarian training in Fiji, giving Pacific Islanders access to our world-class training and deployment opportunities.

As we strive to achieve our goals, we must draw on our courage, strength and unwavering commitment to our vision.

Together with our government, private sector, multilateral and humanitarian partners, we stand prepared to meet the challenges of the future.

Kirsten Sayers, CEO



Viliami, RedR Australia roster member and Cluster Coordinator for the National Emergency Operations Centre (NEMO), Tonga.

“ AUSTRALIA ASSISTS DEPLOYEES HAVE CONTRIBUTED MASSIVELY TO THE TONGA GOVERNMENT RESPONSE AND RECOVERY. WE WERE BETTER ABLE TO PROVIDE TIMELY SUPPORT AND RELIEF IN ORDER TO SAVE LIVES.” ”

— MOANA KIOA, NEMO TONGA DEPUTY DIRECTOR

Who we are

Established in 1992 by engineer Jeff Dobel, RedR Australia was founded with a strong vision—to deploy expert engineers during international crises.

Now with 30 years' experience, we are world leaders in humanitarian practice. And we have widened our vision to include humanitarian experts of all stripes—from experts in logistics, to world leaders in gender, to pioneers in disaster risk reduction.

We are proud of the hundreds of humanitarian leaders who have chosen to join our roster, facilitate our world-class training courses and deploy to humanitarian responses around the globe.

And, as a member of RedR International, we are working with partners around the world to achieve our common goals.

Our purpose

We work in the **toughest places to mitigate crises for people and planet.**

Our mission

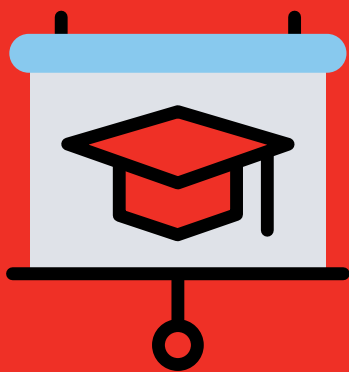
We **build resilience, relieve suffering and strengthen institutions** before, during and after crises and conflict.

Our vision

A world in which **sufficient competent and committed personnel** are available and responding to **humanitarian needs.**

Highlights

TRAIN



646



training participants

80

associate trainers

28

training courses
in 6 countries

196



registered volunteers

DEPLOY



588



deployment months –
the highest in
RedR Australia's history

34



host
countries

107



humanitarian experts
deployed

29



host
organisations

CONNECT



933

roster members

76



nationalities represented
by roster members

LEAD



51 per cent



of deployees
identify as female

49 per cent



of associate
trainers identify as
female

16



deployees worked in
gender-empowerment roles

45 per cent



of roster
members identify
as female

8 per cent

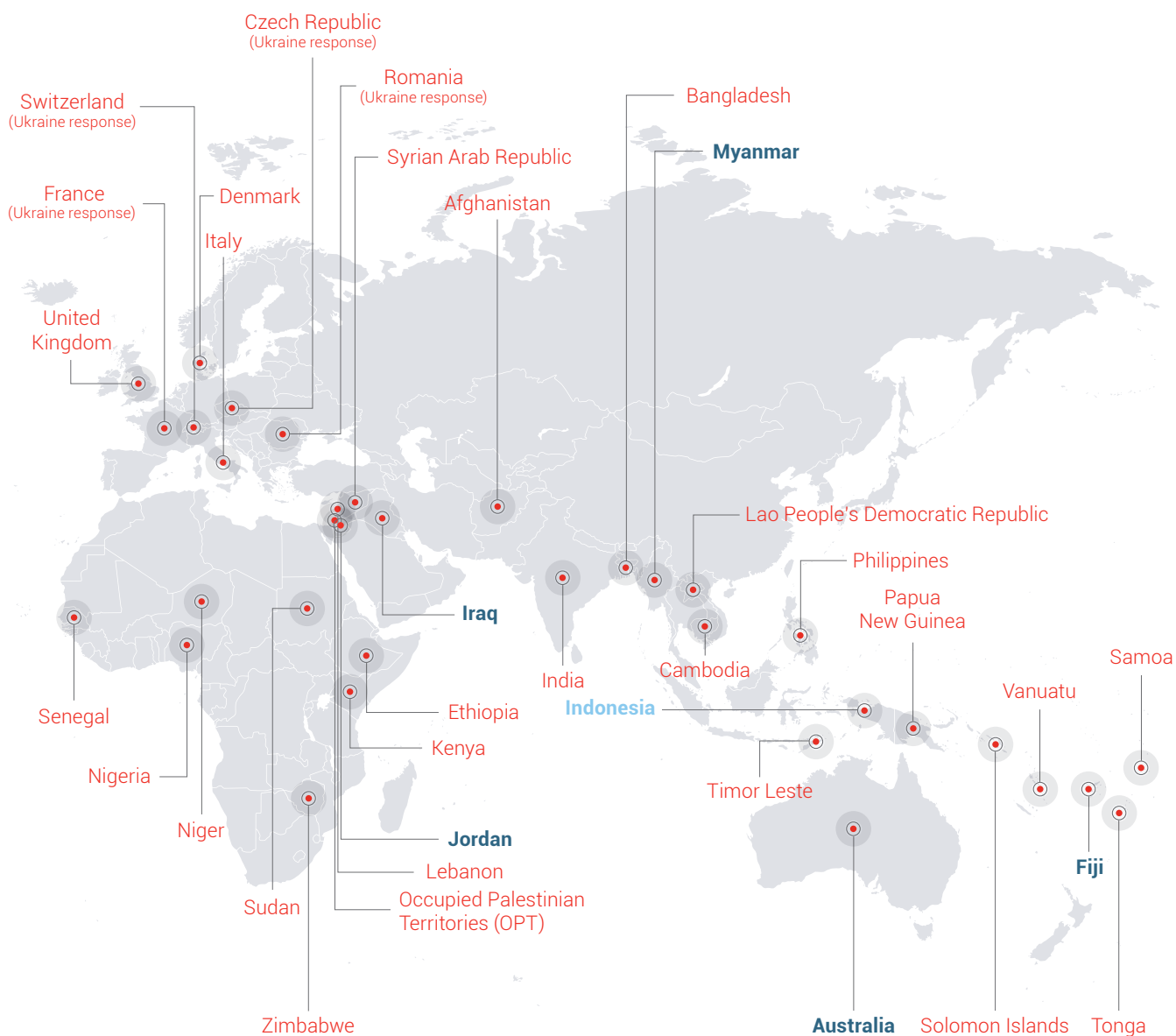


of roles were
local deployments

Where we work

In FY22, we provided world-class humanitarian training for more than 640 participants in Australia, Fiji, Jordan, Indonesia, Iraq and Myanmar.

And from a roster of more than 930 professional humanitarians, we deployed 107 experts to 34 countries.



- Countries where we deployed experts
- Countries where we deployed experts and ran training courses
- Countries where we ran training courses



RedR Australia assistant trainers demonstrate an exercise at a RedR Hostile Environment Awareness Training (HEAT) course.

“ I CAME TO THE COURSE WITH VERY LIMITED KNOWLEDGE OF HUMANITARIAN WORK BUT NOW FEEL SO MUCH MORE CONFIDENT IN MY KNOWLEDGE AND HOW MY WORK FITS IN TO THE HUMANITARIAN WORLD. ”

– DFAT PARTICIPANT

TRAIN

Empowering humanitarians around the world

Training is at the heart of RedR Australia. With the world facing more frequent and severe crises, RedR Australia is training a new generation of humanitarian experts who can effectively respond in emergencies.

Our world-class courses help humanitarians to grow – both professionally and personally. Together, our participants, associate trainers and volunteers work together to help achieve our mission: to build resilience, relieve suffering and strengthen institutions before, during and after crises and conflict.

More courses, more participants, more learning

With COVID-related restrictions easing throughout FY22, we were able to respond to the huge demand for humanitarian training around the globe.

We were proud to deliver 28 training courses across Australia, Fiji, Jordan, Indonesia, Iraq and Bangladesh in FY22. With more than 640 eager participants, we more than doubled the number of participants from the previous year.

This year, we offered our flagship courses – the Essentials of Humanitarian Practice (EHP) and Hostile Environment Awareness Training (HEAT) – as well as specialist courses in humanitarian logistics and child protection.

Bespoke training for the humanitarian sector

In addition to our public courses, we provided bespoke training courses for RMIT

University, International Planned Parenthood Foundation, the ASEAN Coordinating Centre for Humanitarian Assistance on disaster management (AHA Centre) in Indonesia, the Australia Awards program in Bangladesh, CBM Australia, Evergreening Australia and more.

Additionally, we offered our EHP course for the Australian Government's Department of Foreign Affairs and Trade (DFAT) in Canberra, and we ran a one-day Corporate Humanitarian Challenge course in Victoria to an enthusiastic group of consulting engineers.

Our aim is to bring training closer to those who could not otherwise afford to travel to Australia, and this year we had resounding success with the delivery of more courses in Jordan and Fiji.

Diverse trainers with a global outlook

We are proud of our associate trainers and volunteers, who are critical to the success of our world-class courses. Their expertise is highly valued and essential for the deep, experiential learning our courses offer.

Currently, we have 80 associate trainers and nearly 200 registered volunteers. In FY22, we continued to diversify our pool of associate trainers, recruiting new trainers from a wide range of countries, with 49 per cent of associate trainers identifying as female. Since the beginning of 2022, all our courses have featured a multi-cultural training team.

In FY22, we also hosted a retreat for 33 associate trainers where they could improve their training skills and explore new methods.

Exceptional participant satisfaction

With courses capped at around 30 enrolments, our participants enjoy individualised attention and a high quality of learning. In FY22, the average participant rating was 93 per cent¹.

As a comparable benchmark, QILT found that for undergraduate students in Australian universities in 2021, the average satisfaction rating was 73 per cent.²

Growing our impact

This year, we saw growing course enrollments from three main sectors: tertiary education, emergency services and defense. Our training courses also continued to provide a flow of new applicants to the RedR Australia roster.

We welcomed new partnerships with Deakin University and Western Sydney University, bringing the number of university partnerships to six.

Our training service continues to offer professional development through university engagement, in both face-to-face and online fora, and has generated further interest in the humanitarian sector and helped advance our mission.

1. Only includes data from courses subsidised by the Australia Assists program.

2. QILT, 2022, 2021 Student Experience Survey



Carol, RedR Australia assistant trainer, leads a session at a RedR Corporate Humanitarian Challenge training course.

“ REDR AUSTRALIA’S TRAINERS AND VOLUNTEERS PLAY AN INCREDIBLE ROLE WITHIN THE SIMULATIONS, MAKING THE EXPERIENCE FEEL VERY ‘LIFE-LIKE’. THIS IS CRITICAL TO THE SUCCESS OF REDR AUSTRALIA’S COURSE AND IS A CREDIT TO THE STAFF AND VOLUNTEERS. ”

— JENNA, REDR AUSTRALIA RELATIONSHIP MANAGER AT ARUP AUSTRALIA

DEPLOY

Sending humanitarian experts to the world's toughest places

RedR Australia works in the world's toughest places to help mitigate crisis for people and planet. Through our roster of humanitarian experts, we select and deploy specialists to support humanitarian relief efforts around the world.

In FY22, we deployed 107 humanitarian specialists to 34 countries around the world. We partnered with 29 host organisations to support their lifesaving work, including UN agencies, national government, NGOs and multilateral organisations.

Our roster members deployed for a total of 588 months (or 49 years). That's the longest amount of time in our history and represents a nine per cent increase on last year.

We're also proud to support gender equality, with 51 per cent of FY22 deployees identifying as female.

Supporting responses to global crises

FY22 was characterised by humanitarian crises new and old. Some of the responses we supported include:

- the COVID-19 pandemic
- the Hunga Tonga Hunga Ha'apai volcano and tsunami
- conflict in Ethiopia, Syria, Occupied Palestinian Territories, Myanmar and Ukraine

- the Afghanistan Taliban takeover
- elections in Papua New Guinea and Iraq
- tropical cyclones in Vanuatu.

We are committed to building a more peaceful world. As part of our mission, we deployed 54 humanitarian experts to support peace and stability efforts across the Middle East, Africa, Asia, Europe and the Pacific. They worked across a wide range of skill profiles, including coordination, education, gender, disability and communications.

We are also committed to mitigating the effects of our changing climate. This year, a total of 20 RedR Australia roster members worked on climate and disaster risk reduction roles across the Pacific, Asia and the Middle East.

Working in new areas

In FY22, we deployed humanitarian experts to four new countries, all of which were in Europe. Three (Czech Republic, France and Romania) were in response to the Russian invasion of Ukraine and one was to the UNOPS headquarters in Denmark, which consolidated our new partnership.

Local deployments

We also made significant strides toward localisation. In FY22, eight per cent of deployments were locally deployed, collectively speaking seven languages.

At the onset of the COVID-19 pandemic in 2020, we made extra efforts to acquire international talent, as this helped us to deliver humanitarian action more effectively. However, localisation has since become a core part of RedR's DNA and has helped us accelerate our move towards more local deployments in communities around the world.

Responding to COVID-19

This year, we continued to support efforts to respond to the COVID-19 pandemic. We deployed 19 humanitarian experts to nine countries to support COVID-19 response and recovery. This included clinical nurses, logisticians and coordination specialists to Pacific islands countries facing their first wave of outbreaks, and risk communications and resource mobilisation support to Asian countries to help them stabilise and recover.

Accompanied deployments

We're proud to support our humanitarians to deploy with their families as they provide expert assistance to partners and communities. In FY22, we supported five accompanied deployments in accordance with our new Deployment Remuneration Policy. Our accompanied deployees supported humanitarian initiatives in Cambodia, Senegal, Romania, Poland and Kenya.

“ NAVJUVON HAS MADE A GREAT CONTRIBUTION TO FIJI. WE HAVE REGULAR EMERGENCIES ACROSS THE PACIFIC, AND WE REALLY NEEDED HELP WITH MANAGING THE SUPPLY AND LOGISTICS COMPONENT OF THAT BUT PARTICULARLY THE COVID-19 OUTBREAK IN FIJI. ”

— NAVJUVON'S SUPERVISOR, UNICEF FIJI



Navjuvon (right), RedR Australia roster member and Supply and Logistics Specialist for UNICEF Fiji.

The Pacific

Across the Pacific region, we supported 38 deployments to six countries. Mostly working in disaster- and climate-related roles, our deployees assisted government ministries, National Disaster Management Offices and UN partners. We supported action on climate change and disaster risk reduction, as well as pivoting from preparedness to response in the wake of the Hunga Tonga-Hunga Ha'apai volcano and tsunami. We also provided important logistical support to the Papua New Guinea national elections.

Asia

We are committed to supporting countries across Asia, with 26 deployments to eight countries in FY22. Half

of all deployments supported the Rohingya response on both sides of the Myanmar-Bangladesh border, while disaster preparedness became an increasing focus area for deployments to India, Laos and Timor-Leste.

The Middle East

With 20 deployments to six countries in the Middle East, we supported new types of roles supporting peace and stability, such as a Prevention of Violent Extremism Advisor and a Social Cohesion Senior Analyst. After years of supporting people displaced by the Syrian crisis, in FY22 we achieved our first deployment into Syria after previously supporting from beyond its borders. We also celebrated two remote deployments that

provided assistance to women and girls in Afghanistan.

Africa

In FY22, we supported 14 deployments to seven countries in Africa. We focused on supporting refugee and internally displaced populations, with roles at both regional and national level.

Europe

Following Russia's invasion of Ukraine in February 2022, millions fled the country. It is one of the largest human displacement crises in the world today. We provided support to Ukrainians seeking protection, with four technical specialists working across Europe, lending critical assistance to ensure refugees are safe and supported.

CONNECT

Our roster of humanitarian experts

As we strive toward our mission to mitigate crises for people and planet, we are committed to ensuring we deploy the most highly trained and experienced experts to humanitarian responses around the world.

To achieve this, we maintain a roster of more than 930 technical experts across a wide range of skill areas. We are working hard to achieve gender equity, with 45 per cent of roster members identifying as female. Their median age is 47 years and they represent 76 different nationalities from all regions of the globe.

During FY22, we welcomed new roster members from 23 different nationalities, with 49 per cent identifying as female and 54 per cent proficient in a language in addition to English. Our new members' skill sets range across 28 high-demand skill profiles including gender, disability inclusion, climate change adaptation and health.

Increasing demand for our roster

Demand for the roster increased this year, seeing more demand from the Australia Assists program, the United Kingdom's Foreign, Commonwealth and Development Office (FCDO), Australian Department of Foreign Affairs and Trade (DFAT) Posts and international NGOs, which required an increased output in both roster recruitment and partner deployment recruitment.

We focused on creating more efficient systems, which could serve our roster members across the recruitment lifecycle. We made significant efficiency gains during quarter three and quarter four, with 10 new members recruited and deployed in the same quarter.

Nurturing local skills and knowledge

We are dedicated to nurturing talent and cultivating traditional knowledge in communities around the world.

In FY22, we piloted a number of new approaches to develop local talent, including a targeted recruitment campaign in the Middle East which resulted in 151 applications and eight new members on-boarded from across the region. The campaign also resulted in the recruitment of roster member Deema, who was subsequently deployed locally with UN Women, working with the Localisation Task Team in Jordan.

We also conducted a targeted recruitment approach in the Pacific, following our EHP course in Fiji in early 2022. This resulted in four new roster members on-boarded from the Pacific.

Following these recruitment campaigns, we learnt important lessons about the importance of responding to local contexts, and the importance of tailored attraction and retention tools for different talent markets.

Skills to tackle our future challenges

We always have our eyes on tomorrow's challenges. To ensure our roster is fit for future humanitarian demands, this year we recruited roster members who could fill key skills gaps.

Nearly one in six (16 per cent) of members recruited in FY22 were experts in gender, gender-based violence and/or sexual and reproductive health. Climate change professionals were also prioritised for recruitment to the roster – an important profile that will remain a focus in coming years. Other priority skills include information management, protection, disability inclusion, climate change, health, risk communications, disaster risk reduction (DRR) and disaster risk management (DRM).

We work closely with our partners to understand their skills gaps and what emerging skills are required for future humanitarian responses. For example, we worked with the World Health Organization to discuss the skillsets needed for future pandemics and epidemics, which informed how we recruit prospective roster members.

We also updated our recruitment and assessment tools to place a greater emphasis on cultural competence, emotional intelligence and interpersonal skills, as well as technical competency.

“ DURING MY LAST FOUR YEARS HERE AT SPC, I’VE DEVELOPED THE SPC POST-DISASTER RESPONSE FRAMEWORK. SO WHEN THE DISASTER HAPPENED IN TONGA AND THE VOLCANO ERUPTED, WE WERE ABLE TO REACT VERY, VERY QUICKLY. ”

– GINA, REDR ROSTER MEMBER AND REGIONAL DISASTER MANAGEMENT SPECIALIST FOR THE SECRETARIAT OF THE PACIFIC COMMUNITY (SPC) IN FIJI



Gina, RedR Australia roster member and Regional Disaster Management Specialist for the Pacific Community (SPC).

Top skill profiles



1. Coordination



2. DRR/DRM



3. Water, sanitation and hygiene



4. Logistics



5. Public health



6. Gender



7. Stabilisation and recovery



8. Education



9. Communications



10. Protection

CONNECT

Our partners

Australian Government's Department of Foreign Affairs and Trade

Australia Assists is the Australian Government's humanitarian civilian deployment capability, implemented by RedR Australia. The program provides humanitarian deployments into targeted areas that align with the Australian Government Department of Foreign Affairs and Trade's (DFAT's) humanitarian, development and foreign policy objectives.

Achieving our goals

We work closely with the Australian Government when planning and delivering the Australia Assists program. Together, we establish deployment targets and priorities on a financial year basis.

FY22 was year five of the program, and it was delivered on time and on budget. We exceeded our deployment targets across all regions and received two new funding packages for deployments linked to peace and stability, and deployments to support Rohingya refugees in Bangladesh.

Supporting the Sustainable Development Goals

The Australia Assists program continued to focus on gender equality, disability inclusion and localisation, and achieved the highest number of targets yet across all these areas. In harmony with the United Nations Sustainable Development Goals 5, 10 and 16, this year the Australia

Assists program deployed 22 humanitarian experts into gender, inclusion and protection roles.

New partnerships

As part of the Australia Assists program, we deployed a humanitarian expert to UNOPS for the first time as part of our new partnership. We also deployed to the United Nations Assistance Mission for Iraq (via United Nations Development Programme (UNDP)), Papua New Guinea Resident Coordinator's Office (via UNDP) and International Foundation for Electoral Systems for the first time.

Looking forward

In FY22, we finalised the Australia Assists Communications Strategy 2021–24, which was complemented by a Content Production Plan for FY22. Year five of the program also saw the commencement of an independent program evaluation and the results will be presented in FY23.

The United Kingdom's Foreign, Commonwealth and Development Office

In FY22, RedR Australia continued to deploy specialists through the United Kingdom's Foreign, Commonwealth and Development Office (FCDO). This year, we deployed a Civil Military Coordination Officer to the United Nations Office for the Coordination of Humanitarian Affairs (OCHA) Senegal, and a Humanitarian Affairs Officer to OCHA Fiji.

The RedR Humanitarian Alliance

Our roots are strongly in the engineering consulting sector and in FY22 we continued to build our RedR Humanitarian Alliance. Together with our consulting engineering partners we are working towards the Sustainable Development Goals and improving our collective environmental, social and governance impact.

In FY22, we also provided more human resource solutions for international NGOs.

Other key partnerships

CBM Australia

In FY22, we were pleased to sign a new three-year partnership agreement with CBM Australia. The new agreement paves the way to expand partnerships with other organisations for persons with disabilities. We also hope to provide tailored disability inclusion support for deployees, including mentoring, and expand our roster of disability inclusion specialists and/or people with a disability on the RedR Australia roster.



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“ I FELT LIKE HUMANITARIAN WORK WAS A NATURAL EXTENSION OF WHAT I WAS ALREADY DOING. AFTER WORKING FOR SO LONG IN AUSTRALIA RESPONDING TO THINGS LIKE SEARCH AND RESCUES, BUSHFIRES AND FLOODS, I WAS INTERESTED TO WORK ON DISASTERS AROUND THE WORLD.” ”

– BEC, REDR AUSTRALIA ROSTER MEMBER AND HUMANITARIAN AFFAIRS OFFICER FOR OCHA FIJI

LEAD

Leading positive change

RedR International

In FY22, we continued our strong collaborations with RedR International members in Indonesia, India, Malaysia, the United Kingdom and the United States of America.

With our own RedR Australia Chair, Robert Care, continuing as Chair of RedR International, and our CEO, Kirsten Sayers, continuing as President of RedR USA, we are strengthening our partnerships and building the RedR Federation. Robert is also leading a review of RedR International's governance and constitution, with the aim of building a stronger international federation.

Through RedR International, we access local knowledge and diverse talent pools for deployments. For example, we deployed a RedR India member to the Coalition for Disaster Resilient Infrastructure in India. We also seconded a RedR India staff member to support RedR Australia's Talent Acquisition team.

Furthermore, we collaborated with RedR UK to develop and run a humanitarian security management course.

Through our CEO's position on the Sphere Standards Governing Board, we have also been contributing to the advancement of quality accountability and shared humanitarian standards globally.

UN Standby Partnership

The UN Standby Partnership is a global network of partnerships between UN agencies and Standby Partner organisations. The network enables partner organisations to deploy surge staff to UN agencies when the need arises, and support their efforts in humanitarian emergencies around the world.

RedR Australia has been a proud member of the UN Standby Partnership since 2003 and we are the only UN Standby Partner in the Indo-Pacific region and the southern hemisphere.

We have robust partnerships with 15 United Nations agencies and we regularly deploy humanitarian experts to support United Nations responses.

In FY22, we deployed 72 humanitarian experts via our partnerships with UN agencies around the world. This included 12 deployments to United Nations Children's Fund (UNICEF) and six to UN Women.

We are proud to empower women. In FY22, 54 per cent of all UN Standby Partner deployees identified as female. We are currently the only UN Standby Partner with more than 50 percent of deployments fulfilled by people identifying as female.

Over nearly two decades, RedR Australia has been actively involved in the evolution and formalisation of the Standby Partnership network. Importantly, this forum brings standby

partners, donors and UN agencies together to drive impact, accountability and sustainability at the global multilateral level

These are some partnership highlights from the last financial year:

- We contributed to Standby Partnership coordination calls for emerging situations such as the crisis in Ukraine, the Afghanistan earthquake and Cyclone Batsirai in Madagascar. We contributed to discussions on current and emerging needs, resourcing plans and funding availability.
- We continued to be an active member of the Standby Partnership Steering Committee, which sets the strategic direction for the Standby Partnership Network.
- We participated in the 2022 Humanitarian Networks and Partnerships Week – a forum for humanitarian networks and partnerships to meet and address key humanitarian issues. During this week, RedR Australia held bilateral meetings with UN partners, donors and stakeholders to discuss strategic partnership opportunities, Standby Partnership deployments, operational matters and training needs. This was the first opportunity to meet with partners in person since the onset of COVID-19 pandemic and represented an important avenue for strengthening existing partnerships.



United Nations



ZERO TOLERANCE FOR SEXUAL EXPLOITATION AND ABUSE

Stop, prevent, protect

...anager and/or call ...

“ THIS WORK IS MY PASSION—IT’S A PERSONAL PASSION AS WELL AS A PROFESSIONAL ONE. MY ROLE IS SO IMPORTANT—PREVENTING SEXUAL EXPLOITATION AND ABUSE—AND AUSTRALIA IS LEADING THE WAY FOR OTHER COUNTRIES AROUND THE WORLD.” ”

– VICTORIA, REDR ROSTER MEMBER AND PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE (PSEA) INTER-AGENCY REGIONAL COORDINATOR FOR SOUTHERN AND EASTERN AFRICA FOR OCHA



- We participated in the 2022 Standby Partnership Annual Consultations in May. This was an important opportunity for standby partners, donors and UN agencies to bolster strategic collaboration and increase our impact. We also co-delivered sessions on gender and diversity, as well as Standby Partnership pooled funding.

Prevention of Sexual Exploitation, Abuse and Harassment

In response to concerns across the sector, in FY22 we partnered with the Australian Red Cross to examine the individual experiences of sexual exploitation, abuse and harassment (SEAH) in the humanitarian sector.

Despite strong sectoral focus on governance and policy since 2019, research involving more than 100 staff, roster members, delegates and partner representatives found that 45 percent believed SEAH to be extremely prevalent (16 percent) or very prevalent (28 percent) in the humanitarian sector. The study also confirmed that the lived experience of SEAH is gendered, with 51 percent of non-male respondents believing SEAH to be extremely or very prevalent.

In response to these concerning findings, the report suggested five actions for safer support to communities:

- Ensure workplaces are equitable and respectful
- Model and promote accountable leadership
- Protect communities
- Make PSEAH processes

survivor-centred and known

- Hold perpetrators to account.

We are committed to supporting our staff and deployees through training and furthering our gender action plan, and we will continue to implement recommendations from the report in FY23 and beyond.

RedR Australia's Reconciliation Action Plan 2022

In FY22, we were pleased to submit our first *Reconciliation Action Plan 2022* to Reconciliation Australia for endorsement.

Our vision for reconciliation is to contribute to an Australia that celebrates connectedness, understanding and respect between Aboriginal and Torres Strait Islander peoples and other Australians. We are committed to working towards being a nation that is equal and equitable for First Nations people.

We also embrace Reconciliation Australia's vision for reconciliation, which is committed to "strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-indigenous peoples, for the benefit of all Australians."

Acknowledging strength and trauma

We understand that for true reconciliation to occur, we must work with First Nations communities and start by acknowledging the historical injustices and ongoing systemic oppression of Aboriginal and Torres Strait Islander people, beginning at colonisation. For RedR Australia, we commit to creating an inclusive and

diverse workplace that is not just culturally safe, but culturally rich and proud.

RedR Australia recognises Aboriginal and Torres Strait Islander people as the original inhabitants of this continent and we recognise their loss of land, children, languages, health and kin. In doing so we will acknowledge the traditional owners of the land on which we work, and pay our respects to elders past, present and emerging at the start of formal events, internal meetings, speeches, statements and at the start of our training events.

Working with First Nations people around the globe

RedR Australia aims to more deeply understand the interconnectedness between the work we do as humanitarians, and the relationships we hold with First Nations people globally in the delivery of our work and the achievement of our vision.

RedR Australia is cognisant that we are at the start of a much longer journey. Although we are small, we are committed to using our influence and relationships to affect this process of change and progress this important element of our national self-actualisation and that of Aboriginal and Torres Strait Islanders more broadly.



Participants during a practical exercise at a RedR Australia Hostile Environment Awareness Training (HEAT) course.

Financial reporting

Income Statement for the Year Ended 30 June 2022

	2022	2021
REVENUE		
Donations and gifts		
Monetary	88,353	80,468
Non Monetary ¹	430,265	431,119
Grants		
Department of Foreign Affairs and Trade ²	14,778,415	12,169,017
Other Overseas ³	584,682	1,211,127
Training and capability	792,372	378,848
Investment income ⁴	3,360	16,316
Other income	17,977	67,670
TOTAL REVENUE	16,695,424	14,354,565

EXPENDITURE		
International programs		
Funds to international programs ⁵	9,043,303	7,987,512
Program support costs ⁶	2,096,915	1,742,586
Fundraising costs		
Public	22,993	6,176
Government, multilateral and private ⁷	378,311	345,317
Accountability and Administration ⁸	2,624,598	2,008,397
Training and capability expenditure	1,407,644	876,975
Non-monetary expenditure	430,265	431,119
TOTAL EXPENDITURE	16,004,029	13,398,082
SURPLUS/SHORTFALL OF REVENUE OVER EXPENDITURE	691,395	956,483

Notes:

- Estimated fair value of the volunteer services received
- Revenue received in the 2022 financial year relates to the Australia Assists program
- Includes funding received from the UK Government through its Foreign, Commonwealth & Development Office, UN Agencies via cost contributions for extended deployments
- All deposits are held with the Strathmore Community branch of Bendigo Bank
- The cost of deploying international emergency response experts overseas, including regional office and personnel costs.
- Direct costs of international program management spent in Australia
- Costs incurred in reporting against government and multilateral contracts
- The management and administration cost of supporting humanitarian experts to deploy and return from the field and the delivery of training in Australia and overseas
- Bank Account balances with Strathmore Community Bank Branch of Bendigo Bank
- Term deposit held with Strathmore Community Bank Branch of Bendigo Bank
- Prepayments and other debtors
- Fixed assets are depreciated in accordance with the reasonable useful life of the asset
- Long-term lease of Head office and Fiji office buildings
- RedR's intangibles comprise computer software
- Includes Trade Creditors and Accrued Expenses
- Primarily consists of Training Income received in advance and a small portion of Membership fees in advance
- Current lease liability of the head office building
- Provision for employee leave entitlements
- Non-Current lease liability of the head office building
- Non-Current provision for Employee leave entitlements
- Restricted Reserves include donations held as the Overseas Aid Fund

Balance Sheet as at 30 June 2022

	2022	2021
ASSETS		
Current Assets		
Cash and Cash Equivalents ⁹	2,315,359	2,890,254
Trade and other receivables	2,991,001	1,850,986
Other Financial assets ¹⁰	1,061,581	1,052,122
Other current assets ¹¹	1,113,526	783,373
Total Current Assets	7,481,467	6,576,735
Non-Current Assets		
Property, plant and equipment ¹²	116,700	111,906
Right of Use Asset ¹³	501,253	633,839
Intangibles ¹⁴	429,641	324,885
Total Non-Current Assets	1,047,594	1,070,630
TOTAL ASSETS	8,529,061	7,647,365

LIABILITIES		
Current Liabilities		
Trade and other payables ¹⁵	727,284	391,556
Other ¹⁶	362,960	393,065
Lease Liability ¹⁷	152,749	148,404
Provisions ¹⁸	374,312	302,388
Total Current Liabilities	1,617,305	1,235,413
Non-Current Liabilities		
Lease liabilities ¹⁹	330,897	505,971
Provisions ²⁰	33,552	50,069
Total Non-Current Liabilities	364,449	556,040
TOTAL LIABILITIES	1,981,754	1,791,453
NET ASSETS	6,547,307	5,855,912
EQUITY		
Restricted Reserves ²¹	823,996	815,642
General Reserves	937,381	937,381
Retained Earnings	4,785,930	4,102,889
TOTAL EQUITY	6,547,307	5,855,912

UN partners



Government and civil society partners



University partners



Corporate partners



Founding bodies



redr

RedR Australia is a member of RedR International, a federated network of offices sharing a common vision of a world in which sufficient competent and committed personnel are available and responding to humanitarian needs.



RedR Australia Pacific Regional Manager Jenny Lee (right) pictured with Danette Whippy, RedR Pacific Regional Administrator and EHP participant.

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Australia.
Assists.

Sharin, RedR Australia roster member and COVID-19 Emergency Response Officer for Vanuatu's Ministry of Health.



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