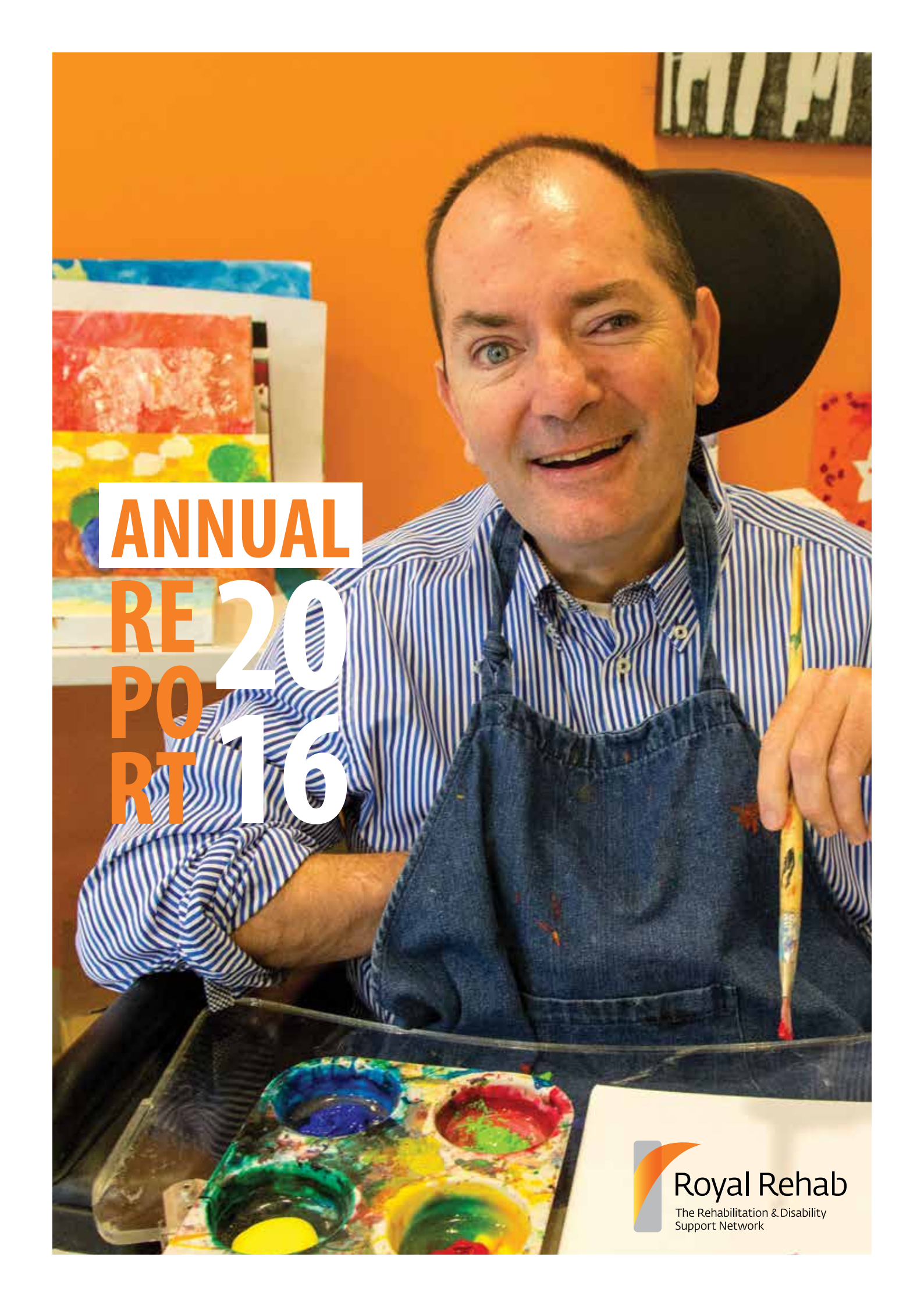


A man with a friendly expression is seated in a black wheelchair, wearing a blue and white striped shirt and denim overalls. He is holding a paintbrush in his right hand. In the foreground, a paint palette with various colors (blue, red, green, yellow) is visible. The background features an orange wall and several colorful abstract paintings on an easel.

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Royal Rehab
The Rehabilitation & Disability
Support Network



VISION MISSION

World class lifestyle support,
rehabilitation, education
and research

To maximise your life
skills and abilities



VALUES

PERSON CENTRED

Respecting and promoting the rights, capacities and opportunities of all our people

HONEST AND TRUSTWORTHY

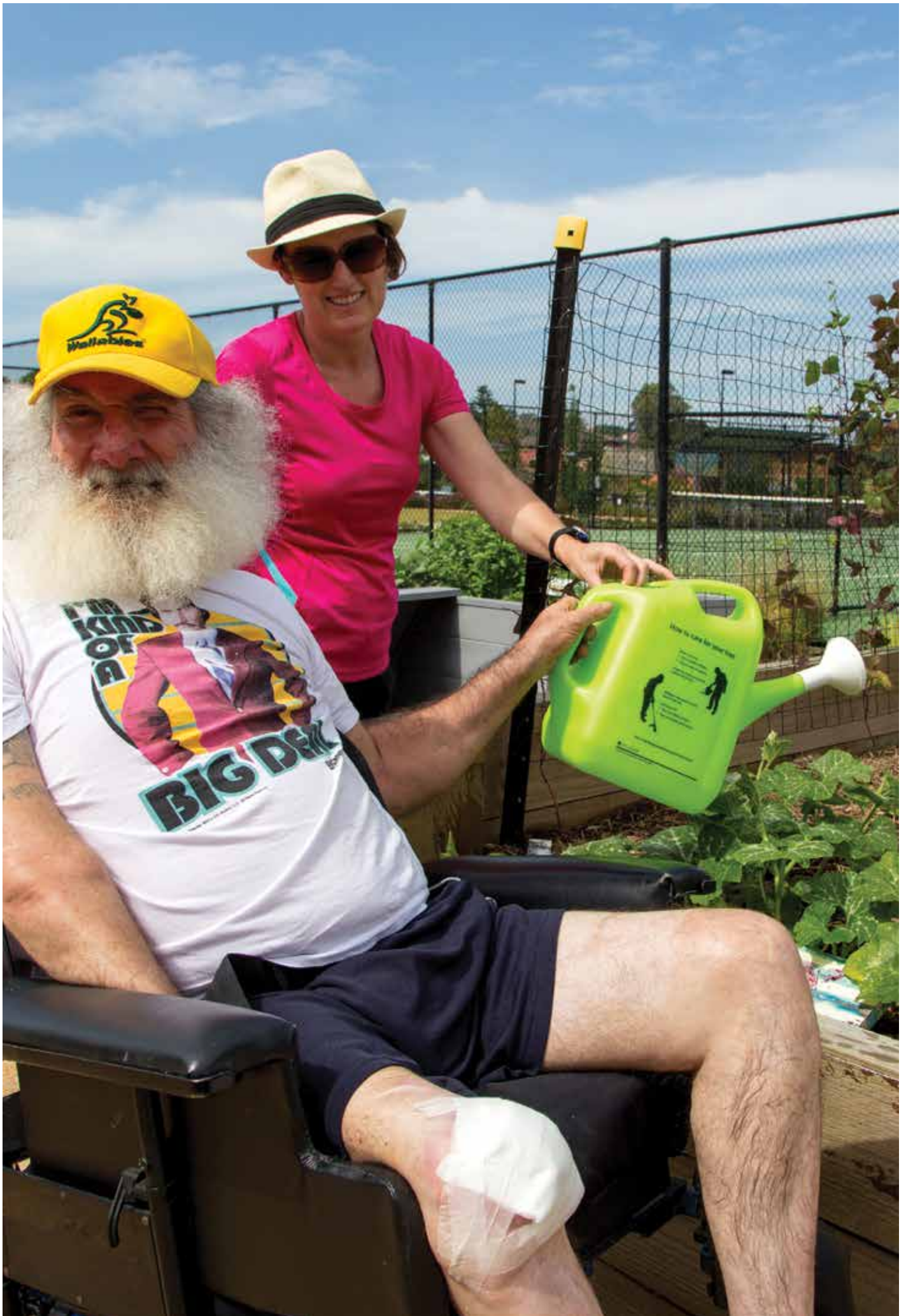
Ethical, accountable and acting with integrity at all times

COLLABORATIVE AND INCLUSIVE

Fostering teamship and participation

INNOVATIVE AND INFORMED

Committed to learning, development and continuous improvement



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WHO WE ARE

Every week the life of another person, another family, is changed through acquired disability or traumatic injury. Every week five more Australians sustain a spinal cord injury and another 10 to 15 suffer from traumatic brain injury. The impact of these injuries extends far beyond the point of trauma as each person faces new challenges and barriers to independence and inclusion.

Royal Rehab is dedicated to changing this: to enabling choice and to creating better stories for people with a disability.

Founded in 1899 through a visionary act of philanthropy, Royal Rehab was formed to help the most vulnerable in the community; to give hope, comfort and connection to hospital patients discharged as “incurable”, often with no family, money or ability to work.

Today, more than 100 years on, the generosity of the community allows us to continue this mission to maximise life skills and abilities through inclusion and pathways to participation for people with traumatic brain and spinal cord injury, and other complex health needs. Through our innovative projects, programs and services, we aim to provide opportunities to our clients that will foster awareness, support and inclusion in their communities.

WHAT WE DO

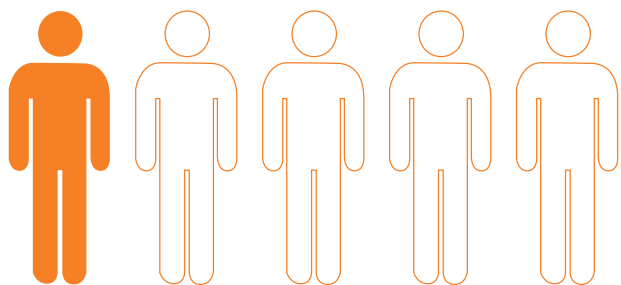
Royal Rehab is a non-profit organisation providing specialist rehabilitation and disability support services for people who have acquired a disability or impairment through trauma, accident or illness.

Our services include:

- On-site and at-home rehabilitation for brain and spinal cord injury, including specialist spinal cord rehabilitation in regional NSW as part of a state-wide referral network for TBI and SCI
- Lifestyle Support services, which provide long-term supported accommodation options and programs to support the lifestyles of people with disability in the community, such as access to training, work or recreation

- Outpatient and community rehabilitation services to assist and support people with a disability in their transition back to life at home and their community through programs like Return2Driving, Return2Sport and Transitional Aged Care therapy
- A 24 bed purpose-built Private Hospital providing a range of intensive inpatient and day rehabilitation programs supporting recovery following surgery, trauma, chronic illness, stroke, MS, Parkinson's or orthopaedic reconditioning.

Royal Rehab is also dedicated to raising funds to support and sustain these vital programs and services that help our clients reclaim their lives and connectedness within their communities. The generosity and support of our donors allows us to continue working towards advancing rehabilitation and creating better stories with and for people with a disability.



people in Australia
have a disability

Every week **5 more** Australians sustain a spinal cord injury and **10 to 15** sustain a severe traumatic brain injury.

People with disability in Australia are only half as likely to be employed as people without a disability.

SPINAL CORD INJURY

Lifetime cost per incident case

\$5M

paraplegia

\$9.5M

quadriplegia

Lifetime lost earnings due to workplace dropout or reduced participation

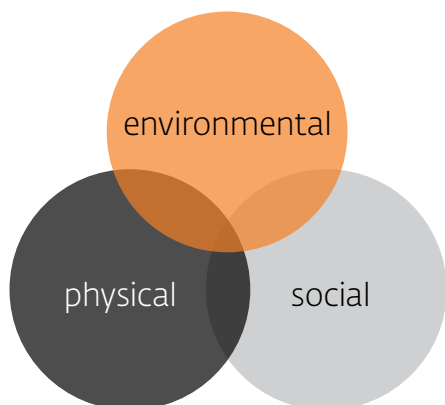
\$91.6M

TRAUMATIC BRAIN INJURY

Lifetime lost earnings due to workplace dropout or reduced participation

**\$709.2
billion**

BARRIERS TO PARTICIPATION



PEOPLE WITH DISABILITY ARE LIKELY



incomes



housing
options



dependence on
support services

OUR YEAR IN REVIEW

REVENUE \$52M ASSETS \$103M

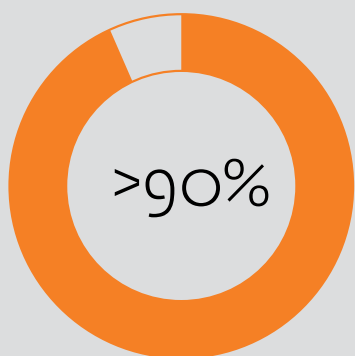
42 new inpatient clients with spinal cord injury

87 new clients with brain injury

SUPPORTED > 977 clients through our Community Based Rehab Program

CONNECTED > 250 people with disability with sport, leisure and recreation opportunities

CONDUCTED > 268 specialised driving lessons



of all admissions to Royal Rehab Private completed rehabilitation programs that resulted in improved mobility, transfers, and independence

Supported 105 clients to live in a home of their choice through our network of 34 Supported Accommodation Houses across NSW

181 NURSES
185 SUPPORT WORKERS
153 ALLIED HEALTH
163 ADMIN/ OTHERS



CEO'S REPORT

Despite something of a bumpy start, we are living through one of the most significant social reforms in modern Australia's history. The National Disability Insurance Scheme (NDIS) is the equivalent for people with a disability today, to the "universal access" mantra for all Australians in 1974 with the introduction of then Medibank, now Medicare – universal access to health then, universal access to individualised supports now. Whilst the scheme is somewhat sporadic in its distribution and in its operational efficiency in these early stages, in times to come there is little doubt it will have a transformative and hugely positive impact on the

rights to access of service, and on individualised choice and control over how people with a disability purchase their support services.

Our focus over 2015/16 has been to ensure our existing clients and their network of families and carers, and our staff, are as informed and prepared for the introduction of the NDIS as they can be – a very challenging task given that much of the policy framework, the service pricing and the planning landscape has been emerging and evolving over all of this time. It is to be applauded that the NSW Government continues to honour its funding commitment

to people with a disability whilst they await assessment and acceptance into the NDIS, given the delays currently encountered. But transitioning issues aside, it is most rewarding to contemplate that many of the currently unfunded initiatives practiced at Royal Rehab, to help build strong social inclusion and community participation networks for our clients, will be recognised within the scope of activities to be funded under the NDIS.

Initiatives such as our Imagine Me project where clients with newly acquired spinal cord injury translate and express in transformative ways, their new reality of self in

photographic art; the wonderful public performances and community recognition of our Lifestyle Choir, literally giving real voice, huge enjoyment and a sense of participation to our clients; our Productive Garden project bringing together clients, volunteers and the local community in an innovative and effective therapeutic environment; to the many and varied opportunities for social engagement and physical participation that our clients and others in the community enjoy through our range of Return2Sport activities. These, and many other initiatives at Royal Rehab, add immeasurably to the confidence, resilience, physical and psychological well-being of many of our clients but they are initiatives which have fallen outside the traditional models of care and support, and certainly outside the contractual funding agreements with mainstream Health and Disability Service agencies. There is much to remain optimistic about regarding the National Disability Insurance Scheme, above and beyond its early teething difficulties.

Royal Rehab is fairly unique amongst service providers, in that we straddle these jurisdictional boundaries between Health and Disability services; State and Federal programs; inpatient, community and home care.

For our clients navigating life after a major trauma or injury, these distinctions are meaningless, but the bureaucratic junctures are very real. Our teams in our Brain Injury and our Spinal Injury Units do a tremendous job in helping clients and their families prepare for this difficult transition back to 'normal life' in their local communities, as our home and community based services grapple with the shifting support

environment where Health meets the NDIS to better connect our clients to the supports necessary to their transition.

Ongoing out-reach development of our specialist "In-Voc" vocational training program by our Spinal Outreach Service, the development of a full suite of outpatient rehabilitation programs in our Royal Rehab Private ambulatory centre, and a sustaining Government grant for our outstanding Driver Assessment & Rehabilitation Service are all reflective of the important development of client-centric services that serve to support the widening variation in client requirements, under a person-centred and needs driven system. Our Consumer Representative Council and Weemala Residents, Family & Friends groups continue to keep us grounded and focused on continual improvement in the quality, safety and effectiveness of our services.

And behind all of this is the considerable 'major projects' investment in our ICT infrastructure, our staff management systems and

our safety & quality systems, to ensure we can deliver services of relevance at the right place, at the right time and at the right price. The transitioning of our facility support services to Spotless during the year under review was a major undertaking and we look forward to reaping the benefits of working with a major partner to deliver a first class experience to all of our centre-based clients, in all facets of their stay.

Our College emerged through a fairly tumultuous Commonwealth government reform of the vocational training VET FEE-HELP scheme, with recognition of the outstanding quality of its small but select Allied Health internship program. Unfortunately, this uncertainty severely disrupted the recruitment of new students with little relief from the onerous compliance costs necessary to participate in this scheme.

From a business perspective, delays in the completion of the innovative spinal resort, "Sargood on Collaroy", and our own Charles Street villas have had an adverse effect upon revenue growth against forecasts during the past year, but it is pleasing to report that both of these projects are nearing completion and we look forward to their successful launch later in calendar 2016.

The Royal Rehab Foundation welcomes a new Executive Director, Lisa Cheng, as we reorientate our fundraising efforts to support the many wonderful program initiatives at Royal Rehab, and drive the organisational transformation from 'good' to 'great', so vital to the well-being and satisfaction of our clients and staff.

In what has been a most challenging year in many aspects, the dedication and commitment of my Chairman and Board of Directors, my Executive and Senior Management team, all of the diligent and passionate staff at Royal Rehab and our wonderful team of supporters and volunteers has remained focussed throughout on what matters most – the support and empowerment of our clients and their families.

Stephen Lowndes
Chief Executive Officer



CHAIRMAN'S REPORT

I am pleased to present the Chairman's Report for the 2015/16 year. The year has thrown up continual challenges which demonstrate a need to become a very nimble organisation to respond to the myriad of changes presented to us.

The NSW Government's decision to bring forward the introduction of the NDIS, with nominal effect from the 1st of July 2016, in many of our operational regions, has created a level of uncertainty not only to the transition process for our existing clients, but also for many people with a disability living in the community

under informal and unfunded support arrangements. The expectation as to the benefits of participation in the Scheme as it is introduced is for many far from clear. Cooperation between Federal and State agencies has also been a challenge as administrative roles come under the pressure of change and resourcing. The impacts of the start to the NDIS are also felt in our inpatient rehabilitation services, with access to community based support services, housing, and funding for home modifications and specialised equipment all disrupted as

the transition from the State system to the federally based NDIS is sorted out. We have witnessed a significant impact on our capacity to release beds for clients with newly acquired spinal cord or brain injuries, as existing clients await necessary home and community based support. In this uncertain environment I am buoyed by the depth of our expertise and ability to respond to these challenges.

We have extended our close working relationship with the NSW Minister for Ageing & Disability the Hon. John Ajaka MLC and his Department. The

Minister has been a frequent and very welcomed visitor to Royal Rehab during the past year, officiating at our uplifting 2015 Brain Injury Wall of Fame ceremony, inspecting our Driver Assessment and Training Service, and visiting our supported clients in their own homes. It is gratifying to note the Minister's very real understanding, along with his Department's commitment to the maintenance of necessary supports for people navigating transition to the NDIS.

The NDIS also represents considerable opportunity for future growth in services provided by Royal Rehab as locations of care deinstitutionalise. We continue to press for realistic and viable funding for our highly specialised rehabilitation services under NSW Health's emerging Activity Based Funding regime. Opportunities for clients to experience and engage in the many restorative activities which do so much to re-establish their community connections and levels of independence must be promoted. Keeping people healthy and connected in their own communities is also an opportunity for locally based private rehabilitation and restorative services. The expansion of our private outpatient services at Ryde informs our expansion into other communities with well targeted multidisciplinary therapy services and community nursing support.

Affordable and accessible housing, in the areas in which people want to live and support workers want to work, remains a huge challenge for many of our clients and Royal Rehab will be exploring opportunities in this area, through strategic partnerships and our own resources.

We look forward to the eagerly awaited completion of our Charles Street complex in this regard.

All of the change we are experiencing creates the need for a great deal of diversity in traditional roles and many of these changes have taken place and will continue into the future. The ever changing landscape draws heavily on our resources and we have committed to ensuring we are at the forefront of technology and practice. This year we have welcomed Dr Clayton King as our new Chief Medical Officer, whose enthusiasm for this role has brought a new energy to the position.

It was also a pleasure during the year past to host the first visit by our Federal Minister for Health, The Hon. Sussan Ley MP. Minister Ley was a guest of our local Federal Member for Bennelong and strong advocate, John Alexander, AM MP. It was a most timely and fortuitous visit, with the Minister and local Member meeting with several of our College Vocational Allied Health Assistant graduates.

We were also visited by the Minister for Vocational Education and Skills, Senator Scott Ryan who subsequently announced restoration of our vocational funding for the many enrolled students inadvertently caught up in the Government's reform process.

This area has proved to be of high risk for Royal Rehab and new and creative

ways of delivering our educational platform will be pursued.

We continue to enjoy the strong interest of Health Minister The Hon Jillian Skinner MP who has visited during the year and State member for Ryde, The Hon Victor Dominello MP maintains his close association and support.

Royal Rehab was again honoured by our Patron, His Excellency The Honourable David Hurley AC DSC (Ret'd) Governor of New South Wales, with an invitation extended to a client representative and her family, the Chief Executive Officer and myself, to attend the visit by Prince Charles and the Duchess of Cornwall at Government House in November. The Governor's patronage is a most meaningful and valued one, with a genuine interest and empathy for the work we do.

The next twelve months will continue to deliver complex challenges and wonderful new ventures. Our Charles Street project and the management of Sargood on Collaroy, due to open at the end of the year, are ambitious and innovative and will draw on our clinical standards and governance systems to ensure a successful implementation.

We have a wonderful and dedicated team at Royal Rehab. Our Board, management, staff and volunteers are all focused on building on our long reputation to provide best practice new approaches as we advance in a Health and Disability environment set for great change. I particularly thank my fellow Directors for their support, wise counsel and commitment to overseeing the great work that we do with energy, professionalism and passion.

Tony Staveley
Chairman



GOVERNANCE



THE BOARD

Mr Anthony Staveley

MComm, Grad Dip (Land Econ), FAPI,
FRICS, MAICD, JP
Chairman

Mr Anthony Wehby

FCA MAICD
Vice-Chairman

Mr Clive Austin AM

LLM, FAICD

Mr David Piper OAM

Mr John Cullity

Grad Dip Mmgt *(not pictured)*

Professor Richard Madden

BSc. PhD, FIAA *(not pictured)*

Ms Unis Goh PSM

MA BA, JP

Mr Gregory Anderson

ACA, CA

Professor Catherine Dean

BAppSc (Physiotherapy) MA, PhD
(not pictured)

THE EXECUTIVE

Stephen Lowndes

Chief Executive

Wayne Wright

Chief Financial Officer

Elizabeth Drolz

*Director, Nursing | General Manager,
Inpatient and Specialty Services*

Delia Gray

*Director, Allied Health | General Manager,
Community Services*

Dr Clayton King

Director, Medical Services

CONSUMER REPRESENTATIVE COUNCIL

Caroline Bowyer

Elaine Kent

Jane Rothman

Jane Watson

Nathan Fount

Prahlad Kumar Srivastava

Sue Jacobs

Iwona Chrzaszcz



SPINAL INJURY SERVICE

Every week another five Australians are affected by spinal cord injury, whether acquired through an accident or medical condition. Typically arising out of transport accidents, falls and collisions with objects, and water-related accidents, spinal cord injury can lead to long-term physical disability and complications disrupting quality of life.

The Royal Rehab Spinal Injury Unit offers a unique and specialised rehabilitation service focused on the client experience and dedicated to providing pathways and opportunities that enable people with a spinal cord injury to create and experience a life that is both enriching and fulfilling. Spinal injury rehabilitation at Royal Rehab aims specifically to facilitate adjustment to disability and promote self-determination, resilience and independence.

The past year saw 42 new admissions for rehabilitation in the Spinal Injury Unit, comprised of 26 male and 16 female clients, with an average stay of 93 days.

The team behind the Spinal Injury Unit have worked to increase access to support for people with spinal injury. The introduction of the My Aged Care program on 1 July 2015 changed the way clients over 65 were able to access suitable levels of care and support for discharge and specialised equipment. In 2015-2016 a total of 18 clients discharged from the Spinal Injury Unit were over 65, highlighting an increasing trend for spinal cord injuries in this age group. Staff from the Unit collaborated with an external group of dedicated clinicians and the Agency for Clinical Innovation's - State Spinal Cord Injury Service (ACI-SSCIS) network in advocacy and reintroduced access to care for people over 65 with spinal cord injury.

The NSW Spinal Outreach Service (SOS) supports people with a spinal cord injury their carers and local clinicians across NSW. This state-wide service

is delivered via two models, the Metropolitan Spinal Outreach Service and the Rural Spinal Cord Injury Service and also takes in the Vocational Rehabilitation Program (In-Voc), which provides support to clients with the goal of returning to work or study.

The past year saw:

- 89 new referrals to the Metropolitan Service and support for a total of 196 clients with the majority referred from Royal Rehab, Prince of Wales Hospital and Royal North Shore Spinal units;

- The Rural Service conduct 9 rural clinics, seeing 101 clients in total; led
- 79 new referrals to In-Voc to make a total of 112 people coming through the service for the year. Of this number, 39 clients were employed, studying or participating in vocational activities. The team also piloted the outreach model of the program (Out-Voc) with 14 referrals received including 8 from rural clinics.

DOM PUNCH



Dom Punch was 27 years old and, like any other Saturday, was spending the afternoon playing a game of football. It was the second grade Newcastle premiership rugby union grand final. Dom was playing for his local team, the Maitland Blacks, and they were in the last few minutes, when he became a casualty in a collapsed scrum. On impact, Dom could only move his shoulders and upper arms, and began to experience difficulty breathing. They later learnt he had dislocated his C5 and C6 vertebrae, resulting in the compression of his spinal cord.

Dom was rushed to John Hunter Hospital in Newcastle for emergency surgery before being flown to Royal North Shore Hospital, where he and his family learnt that the incident had left him in lifelong quadriplegia, meaning he had limited use of his

shoulders, arms, wrists, hands and fingers, and little to no movement from his chest down.

After eight weeks in the Intensive Care Unit, Dom was transferred to the Royal North Shore Hospital Spinal Ward before coming to Royal Rehab in November 2015 to commence his rehabilitation. For the next few months Dom was undertaking daily physiotherapy and occupational therapy, learning to direct his carers and use and adapt the functionality and mobility he had to become as independent as possible.

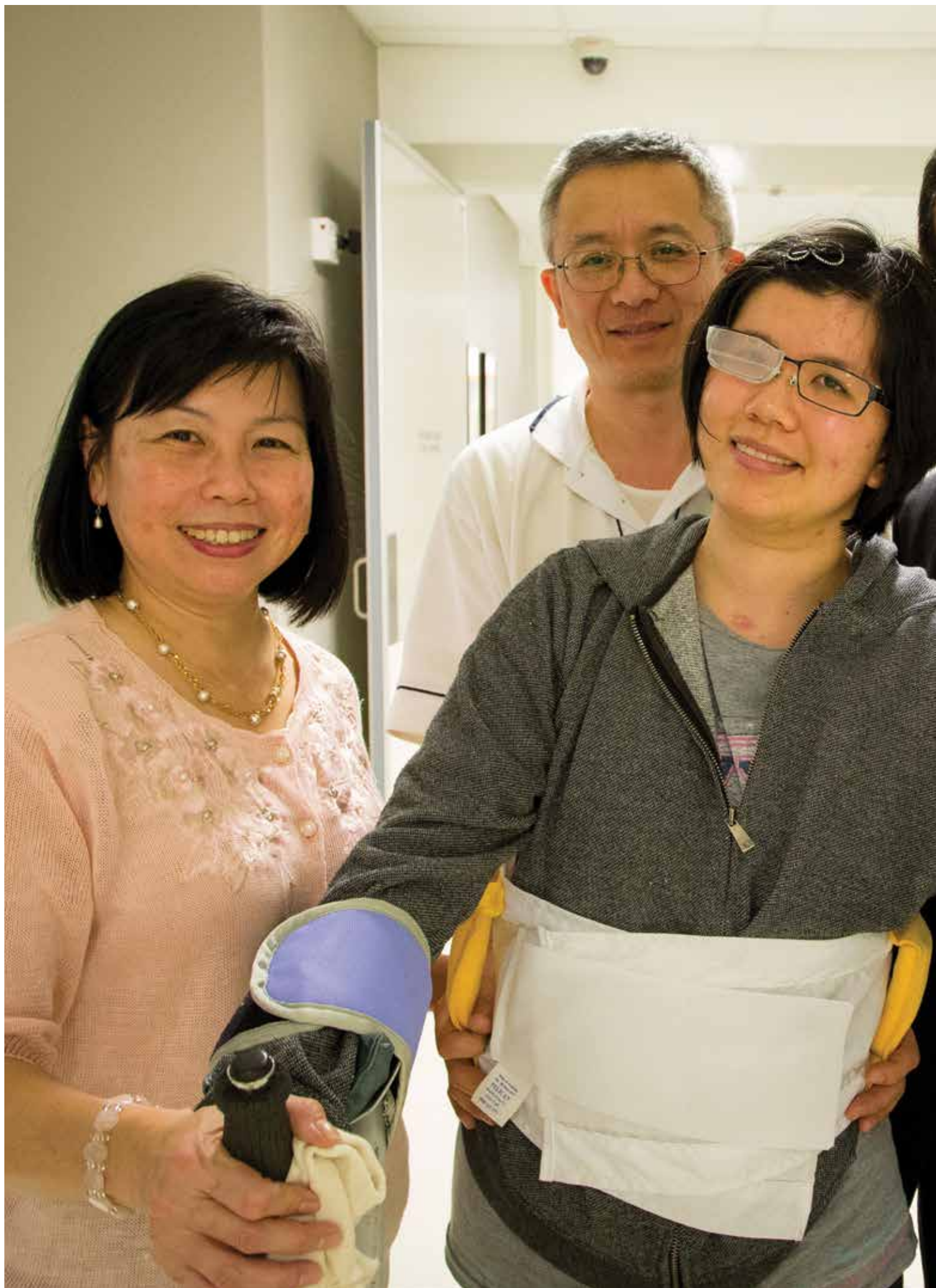
Part of Dom's rehabilitation journey involved exploring return to work opportunities through the In-Voc initiative operated by Royal Rehab's Spinal Outreach Service. The In-Voc program connected Dom with SAP, a market leader in enterprise application software, where he was able to gain work experience. The opportunity gave Dom the chance to learn new skills in IT and Digital Media to add to his university qualifications in Communications and Media Production.

Dom undertook placement at SAP for several weeks in June 2016 where the staff accommodated his needs, skills and interests to provide a broad and relevant work placement experience.

During his time with SAP Dom spent time in a virtual studio learning how to create e-business cards for the sales team, and observed SAP's Design Thinking program at Commonwealth Bank's Innovation Lab. Dom also had the opportunity to work with the Young ICT Explorers program where SAP's exceptional web skills were shared, and engaged with SAP employees across their Sales, Business Development and Finance teams.

Through the In-Voc program, clients like Dom have been able to engage in innovative pathways transitioning them from rehabilitation to life and inclusion in the wider community, providing invaluable professional experience and opportunities to consider for the future.

Dom is now settling in back home in the Hunter. As a result of his injury, Dom will require lifelong supported care day and night, specialised equipment, a specially modified vehicle and significant home modifications, but continues to remain optimistic about having a fulfilling future. He is keen to explore online study options to further develop his technical and digital skills, with the view to pursue a career in the diverse world of digital video.





BRAIN INJURY SERVICE

Traumatic brain injury occurs in 10 to 15 Australians every week. Sudden and unpredictable, a traumatic brain injury has a life-altering impact on an individual's physical, cognitive and behavioural abilities, in addition to their ability to work and participate in the wider community.

Through a collaborative and goal-directed approach to specialist rehabilitation, working with allied health professionals across a range of disciplines, the Royal Rehab Brain Injury Rehabilitation Service (BIRS) team provides the vital stepping stones for traumatic brain injury clients towards achieving independence and the ability to return to their homes and their lives.

In the last year a total of 87 people were admitted to the Royal Rehab Brain Injury Unit, comprised of 78% male clients and 22% female clients, with an average length of stay of 53 days.

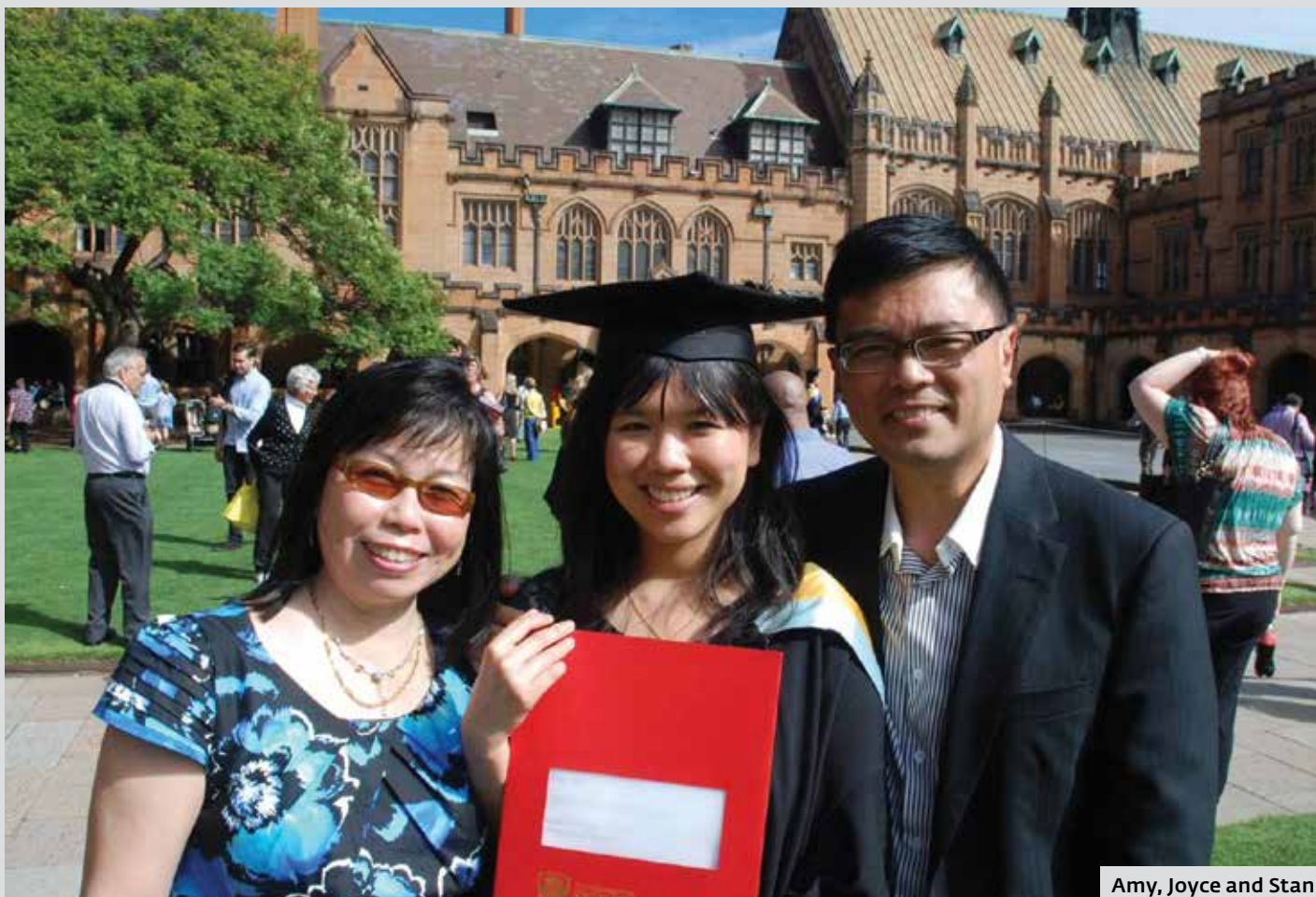
The progress and achievements of individuals through the Brain Injury Rehabilitation Service is recognised in the Brain Injury Unit Wall of Fame, a collection of stories documenting the rehab journeys of traumatic brain injury clients at Royal Rehab. Every year a select number of clients are nominated and inducted into the Wall of Fame.

This year marked a milestone for the Wall of Fame, which welcomed its 100th inductee at the annual presentation since beginning in 2003. MC Peter Overton and Minister for Disability Services, the Hon. John Ajaka MLC, introduced the eight new Wall of Fame Ambassadors, alongside Royal Rehab Director of Medical Services & Medical Director of the Brain Injury Unit, Dr Clayton King, and Clinical Operations Manager for the Brain Injury Unit, Jessica Taveira.

"Your stories are the stories that motivate us, the stories that encourage us, and the stories that help us understand what we need to do," said the Hon. John Ajaka MLC on the day.

New Wall of Fame inductee, Paul Davison, was overwhelmed with joy and appreciation for inclusion of his story.

"The joy of returning to Royal Rehab at this time of celebration, recognising significant survival and recovery stories of people who have defied the odds is a beautiful outcome, the best possible," says Paul.



Amy, Joy and Stan

AMY

At 26 Amy's career as an Occupational Therapist was just beginning. After graduating from the University of Sydney, Amy could not wait to start a life dedicated to creating opportunities for people recuperating from illness, and soon started in an Occupational Therapist role in a nursing home on the Central Coast, one-and-a-half hours away from her family home in Western Sydney.

On the night of 14 April 2015, about five months into her new job, Amy arrived home from her daily commute. Her mum, Joy, greeted her at the door and they bonded over her day in the living room. Joy stood to prepare dinner for the family when she noticed Amy start to clutch at the left side of her head.

"She could not talk to me. Her eyes were shut and she started tearing her hair out," says Joy. "She was sweating profusely and she was throwing up. We had no idea what was going on."

Joy and her husband, Stan, rushed to phone the ambulance where paramedics thought she was just having a fit.

Amy was taken to Westmead Hospital where CT scans showed she had suffered from severe bleeding in the left side of her brain that was caused by a ruptured tangle

of abnormal and poorly formed blood vessels called an Arteriovenous Malformation (AVM). Doctors told Joy and Stan that Amy had had this since birth.

Amy was placed in the Intensive Care Unit at Westmead Hospital where she was declared "clinically brain dead".

Joy and her family arrived at Westmead the morning after the incident and were relieved to hear that Amy was still fighting, but the next crucial step to saving her life involved removing half of her brain.

After two long operations doctors removed the left side of Amy's brain completely. She was in a coma for two weeks, and two months later began her rehab journey at Royal Rehab.

Amy came to Royal Rehab unable to eat or communicate. She had just started slight movements in her left side through physiotherapy at Westmead Hospital, but had little physical activity, and was still unable to acknowledge her family. Joy wasn't sure how she would cope.

"My fear was that Amy would not be able to keep up," says Joy. "I was worried the staff at Royal Rehab would expect her to be able to do more."

But her fears quickly disappeared after watching Amy make great strides through her interaction with staff, from physiotherapists and speech pathologists to dieticians and recreation therapists.

Throughout her journey, Amy's biggest challenges have been eating and talking. Removing the left side of Amy's brain meant she had lost the part that controlled language and logic, so she arrived at Royal Rehab unable to comprehend words, such as a simple 'yes' or 'no', or even open her mouth to be fed. For a while Amy was fed through a liquid diet, but Amy and her family worked closely with a team of dieticians and speech therapists to rebuild her skills and independence.

In the past 12 months Amy has made incredible progress and is now able to make her own meal choices and communicate her basic needs through words and short phrases. Amy has even discovered new artistic talents through rehab.

"We only discovered that she was able to paint through the Recreation Therapist," says Joyce. "She never had any artistic talent before, but they thought that maybe with the right side of her brain remaining, which is the creative side, she might be able to discover this ability, and when she was able to pick up the paintbrush she was able to paint. It's so meticulous and pretty that you'd be surprised. I'm surprised!"

Amy has now created four paintings through art group sessions and the Imagine Me Project. Developed by visual artist and professional art educator Sue Murray, the Imagine Me Project aims to foster greater community understanding towards people living with disability.

Initially developed to empower people with spinal cord injury through innovative digital art processes, the Imagine Me Project has expanded

to include people with a range of disabilities, providing clients like Amy with meaningful opportunities for creative exploration and expression through adapted technology tailored for all abilities.

"All the different allied health professionals are helping her in her recovery process and her journey," says Stan.

"We believe that without the rehabilitation that Amy received in Royal Rehab, she would not have such a good quality of life."

Although she is a world away from the life she once knew, Amy's journey has been nothing short of a miracle, and will continue to be an ongoing process of learning and discovery as she prepares to adjust to life at home.

Amy's family have been a major source of support and encouragement

throughout her rehab journey and are looking forward to bringing her home to continue the next phase of her life. Amy is the eldest of three girls. Her younger sister recently declined an offer to study medicine in Melbourne to stay close to her family.

"From the depths of grief and despair to now having so much hope and opportunity is incredible," says Joyce. "It's indescribable."

2015 BRAIN INJURY UNIT WALL OF FAME

David Budden
Paul Davison
Peter Frotjold
John Harris
Paul Hunt
Rachel Johnson
David Manning
Danette Rowse





LIFESTYLE SUPPORT

Royal Rehab's Lifestyle Support service enables people with disability to live in a home of their choice, with the lifestyle they choose, and the supports they need. The service offers quality person-centred supports to people with a range of disabilities including brain injury, spinal injury, developmental disabilities (intellectual, autism spectrum disorder) and other degenerative neurological conditions. Lifestyle Support also caters for people with complex and changing health care needs,

co-existing psychiatric disability and significant behaviours of concern.

Through Lifestyle Support services, clients receive assistance with their daily life skills, health and wellbeing, and connection with the community. This can range from assistance with personal care and household tasks, to mobility and communication support, and coordinated access to recreational activities and education and employment opportunities to help build an enriching and fulfilling life.

The last 12 months have seen 10 new clients with disability move into Royal Rehab's supported accommodation facilities, and two new accommodation sites secured through partnerships with housing bodies. The construction of brand new Lifestyle Villas in Putney, in partnership with NSW Family and Community service, is also nearing completion. The villas have been designed to offer total accessibility and proximity to local shops, a major retail centre and public transport, and will provide supported

accommodation for up to ten people living with disability.

Lifestyle Support is also proud to have retained full certification with the Attendant Care Industry Association Australia. The service continues to be recognised as a leading Attendant

Care service provider with the Lifetime Care and Support Authority, and through the NDIS has become a registered provider for services such as supported accommodation, community participation, daily life skills, therapeutic and behavior supports, and community nursing.

The Lifestyle Support team has commenced comprehensive pre-planning to assist and support clients with the transition to the NDIS.



Paul at a Beach Access Day

PAUL

In 1991 Paul was involved in a serious car accident while on holiday in New Zealand. He was 22, and the accident resulted in a traumatic brain injury that left him unable to walk or talk.

In September 1992, after 11 months as an inpatient in Royal Rehab, Paul was discharged, but the impact of the accident was so severe that Paul still required 24-hour care, and so spent the next 10 years with his parents, Kev and Lyn. With the help of a dedicated group of volunteers, Kev and Lyn

continued Paul's rehabilitation from their family home, where he gradually regained his independence.

For a while Paul was able to participate in minor part-time work, but his needs became far greater than his family or friends could properly cater for, and the difficult decision was made to transfer Paul to a facility that could give him the appropriate support.

At the time, no other facility in Sydney could accommodate young

people who needed 24-hour care, so at the age of 33 Paul moved to an aged care facility near Newcastle. The centre was able to provide Paul with the care and support he required, but the location meant Paul became separated from the love, care and support only his family and friends could provide. As an aged care centre, the facility also lacked the ability to provide Paul with enriching and engaging social and recreational experiences through his rehabilitation, creating an even bigger disconnect between Paul and the wider community.

In 2006 Paul was registered with the Young People In Residential Aged Care (YPIRAC) initiative, and as a result was connected to the new permanent on-site supported accommodation facility closer to home at Royal Rehab known as 'Weemala', where he was able to take up residence in February 2012.

Paul has lived in 'Weemala' for the past four years where he has been able to enjoy an active lifestyle, participating in a busy schedule of therapies and social and community activities, including weekly swimming and cycling, trips to the beach, art and choir sessions. With the support of his carers and a passionate group of volunteers and therapists, Paul is now able to access important rehabilitation and support in meaningful ways that keep him involved and engaged with the wider community, reconnected to a social and inclusive life.

COMMUNITY REHABILITATION SERVICE



The onset of illness or injury can often result in new challenges and limitations to an individual's ability to engage and participate as active members within their communities. To ensure a continued quality of life, enable independence, and facilitate opportunities for inclusion and participation, Royal Rehab offers multi-disciplinary programs in both community and centre based settings through the Community Rehabilitation Service. The service aims to assist clients with their reintegration into home and community life, rehabilitating their skills in line with their personal goals, to maximise their abilities and opportunities for participation.

The Community Rehabilitation Service provides support for reconditioning following medical illness, orthopaedic conditions, stroke, cardiac conditions and surgery. Clients receive specialist rehabilitation through a range of allied health services, including physiotherapy, occupational therapy, social work, dietetics, nursing and neuropsychology.

Programs administered through Royal Rehab's Community Rehabilitation Service are offered through two streams: Community Based Rehabilitation and Centre Based Rehabilitation.

Royal Rehab offers a total of four key therapy programs through Community Based Rehabilitation:

- Home Based Rehabilitation Service
- Transitional Aged Care Program
- Northern Sydney Transition Care Unit
- Lifestyle Support

Three key programs are offered through Centre Based Rehabilitation:

- Public Outpatients – providing tailored individual and group therapy

- Return2Driving – providing training, rehabilitation and assessment for a person with injury, disability or illness to regain their skills, confidence and independence in driving
- Stepping On – providing seniors with skills to build strength and prevent falls

In 2015-2016 a total of 977 clients regained their skills, abilities and independence through the Community Based Rehabilitation programs. Meanwhile, more than 1200 clients engaged with the Centre Based Rehabilitation programs, including 232 clients who participated in the Return2Driving program. The Stepping On program gained particular widespread interest from the large Korean population in the Northern Sydney area over the last 12 months. This led to the development of a Korean-based Stepping On program, with Korean-speaking allied health professionals and geriatric nurses facilitating the 7-week strength training program. This is the first Korean Stepping On program, which has already been translated into 17 languages, and the overwhelmingly positive response received from participants of the sessions run so far lays a promising foundation for the program's continued success.



SAM

In 2013 Sam faced one of his biggest challenges when a blood clot in his brain landed him in hospital for emergency surgery and four months in the Intensive Care Unit. Sam had suffered from a stroke.

"You are a miracle and very lucky," Sam recalls being told by medical staff at the time.

When he was stable enough to be moved, Sam was transferred to inpatient rehabilitation for another four months, before going home and starting home based rehabilitation and outpatient therapy with Royal Rehab.

At the beginning of his therapy Sam had limited use of his left arm and found it difficult to walk, speak and swallow. For some time after his stroke, Sam felt his condition was not improving, but remained hopeful in his recovery.

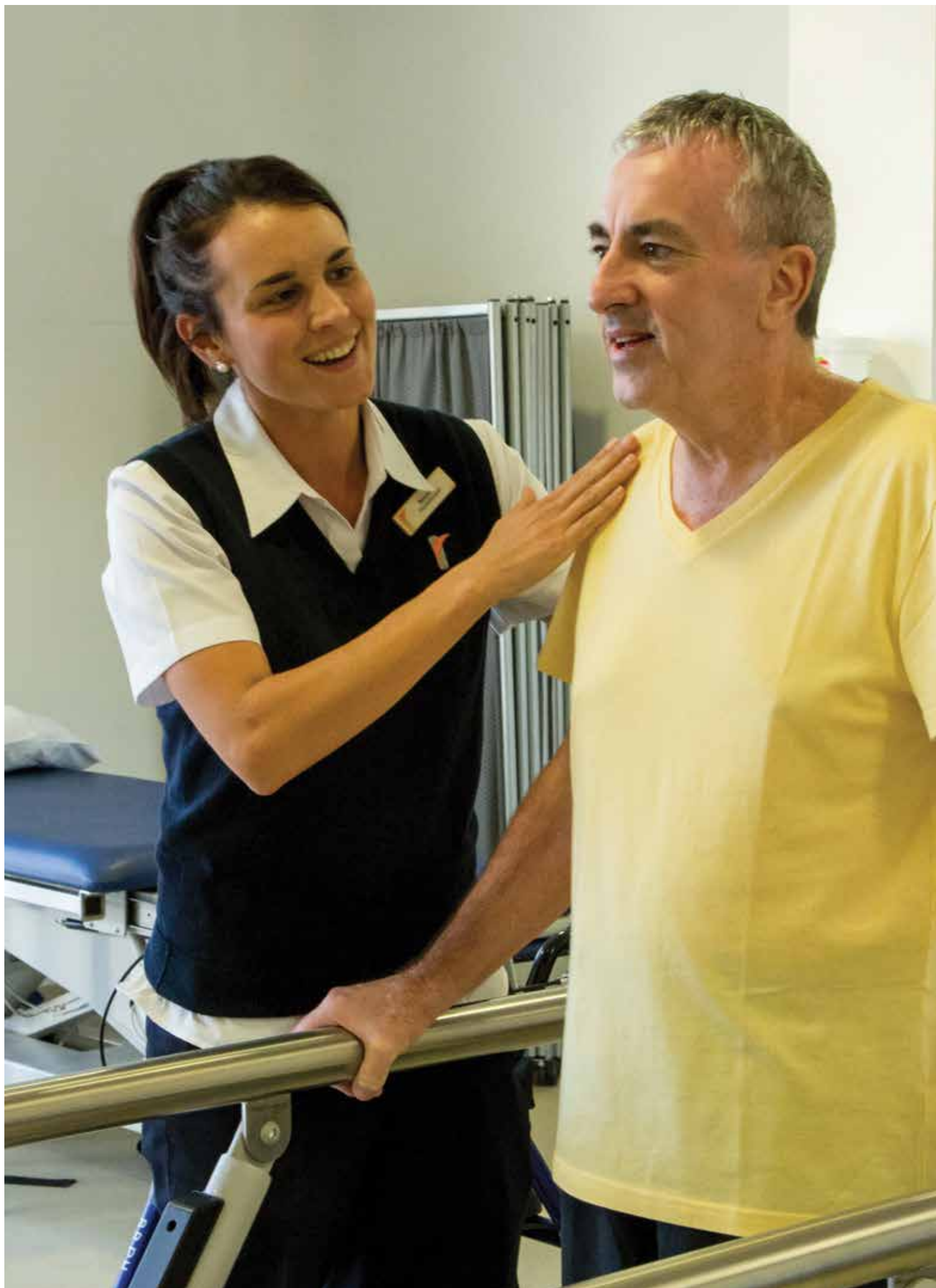
"I met physiotherapists, occupational therapists and speech therapists at Royal Rehab who helped me learn to walk without a stick, use my left arm and talk again," says Sam.

During his rehabilitation, Sam also regained his skill and ability to drive by completing a Driver Rehabilitation program offered by Royal Rehab's Return2Driving service, which provides people with a disability or age-related condition with the opportunity to regain their independence through driving. Sam successfully completed the program and is ecstatic about having his licence again.

For Sam, it was the time spent with his peers in therapy groups that he found most rewarding and motivating during his rehabilitation. The peer support in particular provided for Sam a constant reminder to "never give up".

Sam is now getting back to his life and is grateful for the people who supported him throughout his rehabilitation journey, particularly his therapists and his wife.

Sam's journey from battling a life-changing condition to returning to life as an active member of his community has been a long but rewarding one, with 2016 seeing him make the most progress and improvements since he started his rehabilitation. Sam considers 2016 as his best year yet and never rests except for in bed at night.



ROYAL REHAB PRIVATE



Royal Rehab Private is dedicated to improving the quality of life for clients with intensive rehabilitation needs. From clients needing post-operative care or reconditioning, to those requiring rehab for orthopaedic conditions, stroke, Multiple Sclerosis, Parkinson's and other neurological conditions, Royal Rehab Private provides an individualised rehab plan tailored to each client's needs. The rehabilitation programs conducted through Royal Rehab Private, as with the centre's other services, are designed to enable clients to return to their daily lives with a renewed confidence and independence.

In 2015-2016, a total of 549 clients were admitted into the Private inpatient unit, 119 Private Day Program clients returning to independence and participation in the wider community as a result of their intensive rehabilitation programs.

The majority of inpatient clients were treated for orthopaedic conditions (47.53%), followed by reconditioning (26.33%) and neurological conditions (10.79%), with 43% male and 57% female, and an average length of stay of 14 days. Clients ranged from 22 to 98 years old.

Similarly, Private Day Program clients ranged from 25 to 93 years old, with the vast majority of clients engaging with rehabilitation for orthopaedic conditions. The clients were comprised of 63% male and 56% female.

Overall, more than 90% of all admissions to Royal Rehab Private completed rehabilitation programs that resulted in improved mobility, transfers, and independence with dressing and grooming.

This year Royal Rehab Speech Pathologists and clinicians in the Outpatient Department have been trialling Expiratory Muscle Strength Training (EMST) in a group therapy setting to explore methods for increasing respiratory support for speech in clients and determine the effectiveness of a group setting in conducting the therapy. The group was held in the Outpatient Department, with the clinicians working collaboratively to analyse the results, with a view to presenting their findings at a conference next year. Clients with Multiple Sclerosis who have been admitted to Royal Rehab Private for reconditioning have shown particular benefits from using EMST.

The Private Day Program provided Speech Pathology services to an increasing number of clients with Parkinson's Disease in 2016 who participated in the specialised Lee Silverman Voice Therapy Program (LSVT) at Royal Rehab as a method increase their voice volume and intelligibility.

MARLENE

For several years Marlene was experiencing severe pain in her right knee that prevented her from walking long distances and bending her leg. The pain caused such discomfort that it was impacting her quality of life. Eventually Marlene decided the only way to improve her life was through surgery.

Marlene underwent a total knee replacement at Macquarie University Hospital in November 2015 and was recommended to seek in-patient rehabilitation services to help with the recovery process. As a result, Marlene was admitted to Royal Rehab Private for her rehabilitation and recovery in December 2015. Although still in pain following the surgery, Marlene was determined to walk again.

"I had so many emotions: I was hopeful, in despair, teary because of pain and because I still could not bend my knee," says Marlene. "I felt apprehensive as I was being transferred to Royal Rehab."

But her apprehension faded once she arrived.

"The hospital was light and airy, the staff all smiles and empathetic and after sitting what seemed to be a long time in some pain, I was wheeled to my own room. What relief!" recalls Marlene. "The room was clean, it had a nice balcony, and I could look out to the trees. The bed was comfortable and a nice size so that I didn't feel as if I would fall out. I could move it up and down to help me get in and out of bed. The bathroom was clean and set up with a chair and a special chair over the toilet. These are things that most people would think don't matter, but for me, they were vital for comfort."

Marlene was an inpatient at Royal Rehab Private for 10 days and continued therapy as an outpatient thereafter where she participated in a regulated rehabilitation program involving physiotherapy, hydrotherapy and occupational therapy to rebuild the strength and function in her knee. She found the dedicated care and support she received through her one-on-one physiotherapy sessions particularly helpful in her recovery.

"The one-on-one sessions helped me to focus on the areas that I felt were my weak points," says Marlene. "We discussed what I wanted to achieve from the sessions, my goals and what I needed to do to achieve my goals. I had a great deal of confidence in the staff, the care they provided and the physical aspects of care."

Before long, Marlene was back on her feet, and just five months after her operation, had climbed to historic South American landmarks in Peru, including the Temple of the Sun at Ollantaytambo Ruins and Machu Picchu.

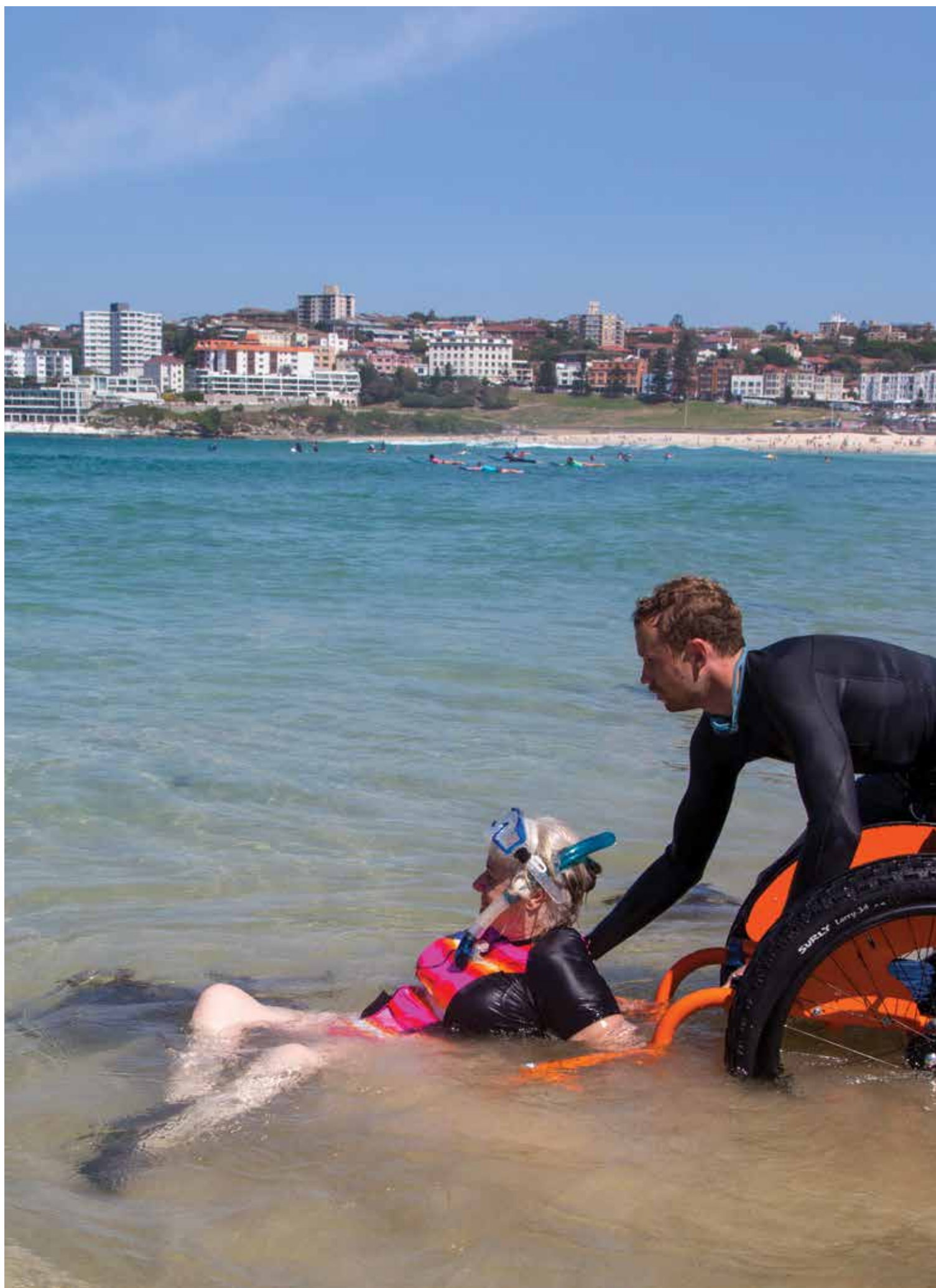
"This climb would have been impossible without my knee operation and the intensive efforts of the staff at Royal Rehab, especially the physiotherapists," says Marlene.

For Marlene, her rehab journey enabled her to reconnect with her life in a meaningful and fulfilling way, but it also brought with it a new understanding and appreciation for life.





Marlene in Peru



RETURN2SPORT



Return2Sport is an innovative recreation therapy program providing opportunities for people living with a disability to participate and engage in sport, recreation and leisure pursuits as independently as possible.

Since its launch in 2011 Return2Sport has grown to include 10 activities promoting pathways to participation for people with disability: tennis, cycling, adaptive yoga, golf, Snow Sport Camp, Come n Try Tuesdays, multi-sport days, para climbing, beach access program, fencing and education workshops.

Interest and engagement with the Return2Sport initiative continues to grow as it offers clients with new and unique ways to participate in recreation activities. In the past year Return2Sport has delivered access to sport and recreation to more than 250 clients.

The program is paving the way for participation from entry level up. Development clinics and advocacy for para-climbing saw the introduction of a disability category for the sport in the NSW Championships in 2015. Three people who attended the Return2Sport para-climbing clinics participated in the State Championships and qualified at the National level.

In early 2016 the new Return2Sport Beach Access Program was introduced with the support of a grant from Surf Lifesaving. The program attracted 61 participants in its first year and was developed to show people with a disability the most effective methods for accessing beach and coastal communities. Through a combination of demonstrations, education and adaptive equipment, participants in the program, their families and carers, as well as the local community, were introduced to a safe and integrated approach to beach access.

A disability course is currently in development for inclusion with pre-season Lifeguard training to support the aims of the Beach Access program. Recommendations are also being made for appropriate and necessary equipment to improve accessibility to beach precincts for people with a disability.

Return2Sport has also developed an adaptive surfing program, working one-on-one to help people with a disability fulfill their interests and potential in surfing and water-based pursuits.

The Beach Access Program has paved the way for collaboration, understanding and shared knowledge in beach access, while providing an opportunity for people with a disability to develop confidence in their skills and abilities to engage in and with the wider community.

In 2016 Return2Sport was recognised for this innovative approach as the recipient of two grants from the NSW Office of Sport and Lifetime Care for the establishment of three pilot groups for the Moving Faster exercise program and the weekly cycling clinics at the Newington Armory cycling hub.



Lee at the snow camp

LEE

Lee is a former client of the Royal Rehab Spinal Injury Unit where he spent two-and-a-half months learning how to adjust to life in a wheelchair.

It was a Saturday afternoon in April 2015 when life for Lee and his family changed. Lee had just arrived home from his son's football game and spent the rest of the day working on his motorbike in the garage at his Northern Beaches home where he lived a busy and active lifestyle with his partner, Rozina, and two sons, Nixy, 13, and Jet, 5. A fan of the outdoors, Lee was an avid surfer and snowboarder, and spent a lot of time playing sport with his children.

"I was always someone who was really physical," says Lee.

That afternoon, while working on his bike, Lee decided to take a break and hopped on his motorbike for a quick ride down his street. Just 500 metres away from home, Lee was turning onto a side street, when he crashed into an oncoming vehicle. Fortunately the other driver escaped with only minor injuries, but Lee doesn't remember any of this.

"My last memory was driving home from my son's football game," says Lee.

Lee's knowledge of how his life changed has come through information relayed by witnesses and reports from the day. He doesn't remember the first time he was told he would never walk again, but recalls the moment he first registered this information as "crushing".

"It's like life was pretty much over

at the start," says Lee. "All things run through your mind, but my first thought was my kids and not being able to do things with them. Everything we did together had to do with me having legs. I felt like I was letting them down. How was I going to provide for them?"

Lee spent 11 weeks in hospital before transferring to Royal Rehab to start his rehabilitation. Although keen to be another step closer to home, Lee had his reservations about his ability to relearn his skills and regain his independence after a serious accident had such a severe impact on his life.

"I was nervous because they talk it up at the hospital. They tell you things like, 'You're going to have to do things for yourself, not like in hospital,'" says Lee. "My biggest worry was if I'd be able to fend for myself."

Lee spent the next few months learning how to get in and out of bed, dress, use the bathroom, and drive a modified car. He spent every day building his strength in the gym and learning wheelchair skills so he could grow the confidence and ability to move around as independently as possible.

Coming from an active lifestyle, Lee had to draw upon a lot of patience through his rehab journey, but his first introduction to sport during a hydrotherapy session at Royal Rehab brought a renewed outlook on living life with a disability.

"Back in the pool, I realised I wasn't going to sink like a rock. It was a light bulb moment for me where I suddenly thought, 'Yeah, I can go into the ocean again,'" says Lee.

Suddenly Lee found himself excited about the opportunities introduced to him through rehab that enabled him to participate in activities that made life meaningful and enriching for him, despite being in a wheelchair.

"It isn't the end of your life. You name it, someone out there is doing it," says Lee. "I didn't believe it at first, but I have no doubts about it now."

Through his rehabilitation Lee was introduced to Royal Rehab's Return2Sport program. He continues to participate in the program as a former client and jokes that he has become more involved with Royal Rehab through Return2Sport after going home.

Lee was a participant of the first Return2Sport Beach Access Day, where he enjoyed a unique rehabilitation experience that introduced strategies and techniques for accessing the beach as a person with a disability.

"The sensation of skimming across the waves again was epic," says Lee, who was accompanied into the ocean

by Return2Sport Program Manager and Professional Leader of Recreation Therapy, Sebastian Van Veenendaal.

"I was initially self-conscious in the wheelchair because people look at you. It's ironic that Beach Access Day is at Bondi, one of the busiest beaches, but when you're doing it, it's nothing. You don't care about it anymore. It gives me knowledge about the best way to go about it [beach access] and confidence that I can go and do it myself and adapt it to my beach."

Lee is relishing in the abilities and independence he has regained through rehab, from driving to access to sport and recreation opportunities.

"I didn't think I would be able to do these things again," says Lee.

Lee's next adventure will be the 2016 Return2Sport Snow Camp. He has also recently started swimming regularly and hopes to represent Royal Rehab in the 2017 Cole Classic in February, an open-water swimming event held annually in Manly that

encourages individuals to stretch their mental and physical capacity while raising vital funds for charity.

Rehabilitation has been a challenging yet eye-opening journey for Lee, who says the hardest part of his transition back home has been coming to terms with the beginning of his new life - his new "normal" - as a person with a disability. But he has come out the other side with a new and refreshed look on life, committed to making the most of each day.

"I wish I had known more about disability prior to rehab, because these are the most amazing people. I feel like I was not doing enough as an able-bodied person," says Lee. "I started rehab thinking my life was over, but it does get better, and you can lead a normal life. Anything is possible. If you have the motivation and desire, you can do anything."



Lee and his family



ROYAL REHAB COLLEGE

The Royal Rehab College provides a range of specialist accredited and non-accredited courses, to help build capacity and expertise in the health and disability sector. Our Allied Health Assistance internships provided a unique opportunity for vocational students studying at the Certificate III and IV level, to work with skilled professional supervisors in a very specialised clinical setting, within our state of the art Rehabilitation Centre at Ryde.

A series of Disability Awareness, Risk Management and Medication Management workshops were held throughout the year, together with industry workshops on Autism and Dementia all focused on community based support workers providing services under the National Disability Insurance Scheme.

Minister for Vocational Skills & Education, Senator Scott Ryan, chose Royal Rehab as the venue to make an important announcement of the Commonwealth reforms to the Vocational Education and Training student assistance scheme, to recognise and support quality education providers.

MARCIA

Going back to school at 58 years old would be unthinkable for most people, but not for Marcia. Although retired for nine years, Marcia kept herself busy with managing and maintaining several properties, but there was something still missing from her life – a “gap” that needed to be filled – until she came across Royal Rehab College.

Coming from a family of 10, Marcia was used to being around people and enjoyed the company, but after watching her sons leave home and living alone for several years she noticed that it was the presence of people that she had been missing from her life.

“The loneliness really started to set in,” says Marcia.

Guided by her sister, June, who manages a private rehabilitation unit in Canberra, Marcia started looking for something to fill her “gap”.

In 2015 Marcia travelled to India where she spent four weeks volunteering in a community school, teaching English and computer skills to young children and adult women. She was working in a small room with broken computers and had to learn Hindi on the go, but the experience ignited her passion and willingness to be part of something again.

“It’s very humbling to work in a community school; the people are so grateful,” says Marcia. “That was the thing that taught me that there’s nothing you can’t do. I quickly learnt in India that without me there, these people had no one to teach them.”

Marcia returned to Australia in September with a drive and motivation to get back into the workforce, so she began to look

around. Before retiring, Marcia had studied as an Enrolled Nurse at Northern Sydney TAFE and spent time working in palliative care. Her sister suggested rehabilitation would be a good avenue to pursue, and one Marcia would be suited to, so with her sister’s help and support Marcia began her search for relevant courses, which is when she discovered the allied health courses offered at Royal Rehab College.

When exploring her options at the College, Marcia initially planned to do the course by correspondence, but through a chance enquiry learnt of the unique professional placement opportunity offered through the internship program, and within just four days Marcia was one step closer to achieving her goal.

The 6-month intensive course provided students like Marcia with a learning experience that balanced theory and practice, offering the invaluable opportunity to transfer their knowledge straight from the classroom to a clinical setting.

“I loved the contact with people again,” says Marcia. “The first day you walk into this place you feel like you’re home, and I’m a people person. Having that interaction with clients and being able to assist them and watch them through their recovery, it’s a very rewarding thing to be a part of.”

Two months into the course, a position for an Allied Health Assistant in Royal Rehab’s Hydrotherapy service became available. Marcia successfully applied for the role and began casual work in Hydrotherapy by Christmas 2015 while completing her studies. In March 2016, ahead of her graduation in May, Marcia’s role evolved into a part-time position and she has



Marcia

worked 30-hour weeks since. Marcia particularly enjoys meeting a wide range of clients from Royal Rehab’s different departments and services, and finds constant reassurance in the positive feedback she receives from clients and their families.

“I hear them in the water say, ‘This is the place you need to be to get better’” says Marcia. “For me it’s a dream job.”

Always keen for her next challenge, Marcia keeps her schedule busy, filling her spare time with opportunities to work with clients in the Outpatients department, assisting with the Stepping On strength training program, and maintaining her skills and knowledge in land-based therapy through training in transitional care programs.

“I’m just lucky because I love what I do,” says Marcia, who credits the College for opening the door to an opportunity that would change her life and fill the “gap” that she had been struggling with. And she isn’t the only one who has noticed.

“My friends and family can see what’s changed for me in the last 12 months,” says Marcia. “I can now say I’ve really found my happy place.”



PRODUCTIVE GARDEN

The Royal Rehab Productive Garden is a novel approach to rehabilitation, encouraging learning through participation and providing clients with rehabilitation in the context of everyday settings and activities. Launched in June 2015, the Productive Garden Project paves the way for clients' eventual integration and engagement with the wider community. The Project encompasses the commitment to promoting client wellbeing and participation in rehabilitation at Royal Rehab.

Engagement with the Productive Garden has generated positive sentiment from clinicians and remarkable improvements in client outcomes. Over the past 12 months a total of 147 therapy sessions from across all disciplines, each ranging between 1 and 10 clients, have used the space for various rehabilitation needs. From the promotion of general health, wellbeing and participation in Lifestyle Support and Recreation Therapy, to targeted physiotherapy and occupational therapy needs for clients in the Brain and Spinal Injury Units, the Productive Garden has provided a unique and innovative platform that enhances the rehabilitation experience.







Bunnings staff volunteering in the Garden

At the heart of the Productive Garden Project is the enthusiasm and commitment of Claire Boyle. Armed with both innate passion and knowledge, Claire has been the front woman and campaigner for the Productive Garden and has seen the project evolve from concept to reality.

Claire had been working as an Occupational Therapist in the Spinal Injury Unit at Royal Rehab when she developed an interest in horticultural therapy. In 2013 she began conversations with her colleagues about incorporating a garden element to rehabilitation for their spinal injury

clients as part of their upper limb program. At the time, Claire had commenced a Horticulture course at TAFE, and to source some insight and support for the case for a rehabilitation garden, joined a garden committee in her local area.

Meanwhile, plans around the implementation of a Productive Garden to facilitate the 'participate to learn' model of rehabilitation at Royal Rehab were already taking place under the leadership of Nursing Research & Development Leader, Associate Professor Julie Pryor. One of the missing elements was being able to find an individual dedicated to managing the

operation and success of the project. Claire was up for the challenge.

After months of establishing the infrastructure for a Productive Garden on the main campus of Royal Rehab, Claire was appointed Project Officer and has grown the initiative from the ground up.

"The first six months of the Project was all about having a go," says Claire. "The role of Project Officer is so different to standard clinical roles; there was no template to follow, only the guiding principles of the Project. This has meant freedom to try out new ideas – both my own and ideas from other staff and clients."

The project attracted widespread interest and support from staff who welcomed the engagement with “general recreation rather than structured therapy”. The staff were quick to jump on board, donating a collection of plants and gardening resources, sharing their horticultural skills and knowledge, and volunteering their time to water the garden and work alongside corporate volunteers to build the garden space.

“This is a project that enables clients to work on therapeutic goals through the medium of gardening and consequently obtain the psychological and physiological benefits of gardening,” says one staff member.

The project introduced a new and exciting way for clients and clinicians to engage in their rehabilitation, providing a meaningful and therapeutic experience with added social, mental and physical benefits. Clients gain experience in applying soil preparation materials using light-weight equipment, planting seeds using a PVC pipe and removing crops at the end of the season, and through these activities are able to exercise sitting balance, reaching and upper limb rehabilitation.

Accessible tools and re-purposed equipment such as children's gardening tools and recycled plastic bottle watering cans are purposely used to demonstrate techniques that can be transferred to home life as a way to encourage clients to continue their therapy after discharge.

Rehabilitation through the Productive Garden is also conducted in a way that fosters independence by putting the clients in control, encouraging them to make decisions based on their own knowledge and interests, such as deciding on seeds to plant and the best techniques to use in their gardening approach.

“The clients are in control,” says Claire.

“The Garden is about empowering them to make their own choice in how they want to participate.”

Clinicians have reported on the remarkable progress clients have made following multiple therapy sessions in the Productive Garden, and the added value the space has given to clients' rehabilitation journeys.

“The garden can give people the feeling that there is more to life than hospital. [They] can express their personalities in the garden,” said one staff member. “You’re opening your mind up instead of being isolated.”

Another staff member shared their client's feedback that “gardening soothes the soul” and, within three days, noticed a dramatic change in their client's attitudes and abilities.

“Every morning since, this client is taken down to the garden where he tends to the seedlings and sits to breathe in the fresh air. Previously, staff struggled to engage with the client and get him out of bed. Now, he eagerly showers and dresses in the morning and sits ready and waiting with his hat in his hand,” said the staff member.

The client has shown improvements in mobility and an enthusiastic approach to rehabilitation.

“The client previously tolerated 15 minute physiotherapy sessions. Now I cannot get him to leave a 60 minute gardening session! This lovely man has reminded me that as a clinician I must always treat the person before I treat the patient, said the staff member.”

The Productive Garden has been funded through donations to our Foundation and has engaged the wider community, with donations of

equipment, seeds and plants received from Bunnings, Engalls Nursery and Swaines Nursery, and corporate volunteers from Allianz and Roche engaged in planting and creating signs and artwork for the garden.

The Productive Garden Project has made a considerable impact on the lives of both clients and clinicians

at Royal Rehab, and Claire has enjoyed watching it grow and make a difference in rehabilitation. Her efforts have not gone unnoticed; in May Claire was nominated to accept the Rotary Club of Ryde Pride of Workmanship Award for the Productive Garden Project.

“Claire is driven by a passion for productive gardening,” said Julie in her nomination speech. “Her endless enthusiasm, energy, and goodwill will make her a wonderful ambassador for Royal Rehab's commitment to improving rehabilitation in this Productive Garden Project.”

For Claire, who is also a talented Taiko drummer (Japanese drumming), the Productive Garden has been a wonderful exploration of creativity and possibility, and also for our clients and clinicians who tend to the therapeutic space every week. She hopes that with continued support it will continue to grow and be recognised as an innovative practice.

SARGOOD ON COLLAROY

"To be recognised globally as the place where people with spinal injury want to come to refresh, learn and connect"

Construction of the new Sargood on Collaroy Resort is near completion and is scheduled to launch in December 2016 with the first intake of guests expected in early 2017.

Royal Rehab has worked in partnership with the Sargood Foundation and consumers over the last year to bring the Vision for the resort to life. We have recently appointed the new Resort Manager, James Daikin and Program Managers, Jessica Allen and Alex Renkart.

These appointments will now see the initial offering of programs and services developed including a diverse range of conferences and courses covering a range of topics from parenting, and building resilience to wheelchair use and maintenance, travel and a recreation retreat.

Our discussions with the National Disability Insurance Agency have resulted in agreement from them on proposed services including funding transition, pressure injury management, return to independence programs and courses, family planning and parenting. We will continue to engage with them on the possibility of funding leisure stays under the NDIS.

THE SARGOOD ON COLLAROY TEAM



HEIDI HAYDON

Consumer

I first went through spinal rehabilitation in December 2009 as a result of a motorbike crash that left me a T4 complete paraplegic. My first exposure to Sargood was post injury around 2011. I was drawn to the concept based on my own rehabilitation experience and the lack of time available to adjust and achieve my goals while in rehab. It took me about a year and a half to master my new life and I'm now living it up. I love that it is an endless learning experience.

It has been a few years now since working at Sargood and I am so excited to be a part of it again; to share my lived experience and the experiences of others with guests at Sargood on Collaroy. I hope my knowledge will add to the resources available at the resort to help shorten the time it takes for people with a disability to get back to who they truly are and achieve what they want in life, whether it is to be more independent, have a go at new life experiences or gain employment. I know Sargood on Collaroy will achieve this and assist those with a spinal injury or similar to be confident human beings who are comfortable in their skin.



JESSICA ALLEN

Program Manager

My passion for the field of Spinal Cord Injury inspired my decision to pursue a career in Occupational Therapy and I have been fortunate enough to develop my capacity in the field with roles at both Prince of Wales and Royal North Shore Hospitals. My approach is centered on the individual and on connecting people with activities and experiences that will enhance their daily life in the long-term. This vision was the focus of the projects and research I initiated in my clinical roles and my exciting role at Sargood on Collaroy is a natural extension of my interests and initiatives.

As a Northern Beaches local I know the positive benefits of our natural setting, but I am also sure that the links we will forge with the welcoming, positive, can-do local community will be of equal benefit.



ALEX RENKERT

Program Manager

As a Physiotherapist, I have spent the majority of the last 10 years working with people living with spinal cord injuries in acute care facilities, rehabilitation units, through research projects and in community outreach programs. Over that time, it has become very apparent to me that the opportunity to escape the stresses and routine of normal life and connect with others in the community is less accessible for people living with a spinal cord injury. I see Sargood on Collaroy bridging this gap by providing a wellness haven on stunning Collaroy beach where you can come and relax, have fun with family and friends, refresh and perhaps try or learn something new.

As a Manly local I cannot wait to open the doors of Sargood on Collaroy and deliver an opportunity for all to have a sea-change.



JAMES DAIKIN

Resort Manager

As owner and operator of the local 220 bed Youth Hostel, I join Sargood on Collaroy with extensive experience in the travel and hospitality industry. I've also seen firsthand the magic of Collaroy and how a stay at the beachside can revive people.

I've watched the site develop over the past year and am excited at the opportunity of working with the Sargood team to bring the Foundation's Vision to life in this innovative, purpose-built resort. I am also looking forward to sharing my passion and experience of living and working in the local area, with the many people with spinal cord injury and their families who will come to not only enjoy a luxury holiday but to connect with the community, learn and participate in our programs.

RESEARCH

Royal Rehab aspires to be Australia's leading rehabilitation and disability support provider, respected not only for our clinical, research and teaching excellence but also for the practical programs we employ to support the real life challenges faced by people with disability.

Amongst our organisation's core values is a commitment to the learning and development of our staff, and a culture and practice of continuous improvement in relation to the quality, safety and effectiveness of our services. Royal Rehab is committed to research

informed, evidence based practice across all of our services.

This focus continued in 2015-16 with a range of research projects all aimed at establishing an integrated model of research and clinical practice that will ultimately lead to better outcomes for our clients.

RESEARCH IN FOCUS

RECONFIGURING MASCULINITY FOLLOWING SPINAL CORD INJURY

This study used indepth face to face interviews and life history method to identify how men reconstruct masculinities following spinal cord injury (SCI). All 15 men in this study resumed life after a SCI within the context of an altered functional self. By the time they entered the study, some 20 weeks had passed since their original accident. During that time all the men had been hospitalised in an acute hospital for an average of 10 weeks for life saving treatment of their various injuries. Many had injured multiple body parts and by the time they were transferred to inpatient rehabilitation were experiencing bodily limitations additional to those resulting from the SCI.

By the second and final interview, on average 62 weeks had passed since their SCI and each man had been discharged from inpatient rehabilitation for about 6 months. At this time it was apparent that none of the men felt that inpatient rehabilitation care had adequately prepared them for the life that lay ahead. For many it was "quite scary getting back out in the real world". In both hospital and community settings, the men were involved in

working out what they could, and could not, do with their bodies, but in hospital the range of activities was very limited which meant many experienced shock about the complexities of everyday life at home.

"I'm back in the real world. I've got shopping to do and family to deal with and relationships with my wife and my daughter and my son. Then on top of that you've got doctor's appointments, meetings with care coordinators, meetings with care staff members from the agencies. It just becomes extremely overwhelming. It doesn't feel like there's anybody that can help you with the day-to-day stuff, the little stuff."

Reconfiguring the self was about each man reconfiguring the way he went about being a man and experiencing how he felt about that; this happened in both inpatient rehabilitation and the community. The goal/purpose of this work was to live a personally meaningful life and central to this for each man was actively engaging in life by 'doing with the body'. All the men in this study wanted their pre SCI life back. They wanted to resume 'doing with the body' as they had done in the past as doing in its various forms was a primary determinant of each man's identity. Some seemed to expect this would happen once they were out of

hospital; others were more realistic in wanting back as much of their pre SCI life as possible.

The drive to be active participants in life through 'doing with the body' was strong; the men in this study did not consider being passive recipients or observers of life to be an option for them. As many automatic acts of 'doing with the body' were no longer possible, the body and life had to be approached and engaged with differently. In so doing, they were reconfiguring their masculinities not only in the activities they chose to do with their bodies but in the work they had to do in order to be able to actively participate in their chosen activities. They had to change most, if not all, aspects of how they lived as a man, including how they cared for their bodies, worked on their bodies, navigated natural and human-made physical environments, negotiated social and attitudinal environments, established their economic context and managed their emotions. Activities that previously required little, if any, thought or effort now required conscious effort and commonly the assistance of others.

The findings of this study suggest we need to rethink rehabilitation following SCI to better prepare men for everyday life after inpatient

rehabilitation. Consideration needs to be given to how best to make reconfiguring the self within the reality of everyday life the central tenet of SCI rehabilitation programs. Of particular benefit would be more focus on peer support and locating these services in less clinical and more

homelike settings.

This study was conducted by Murray Fisher (Associate Professor in the Faculty of Nursing & Midwifery University of Sydney and Nursing Scholar in Residence at Royal Rehab and Associate Professor Julie Pryor

(Nursing Research & Development Leader at Royal Rehab and Clinical Associate Professor Faculty of Nursing & Midwifery University of Sydney). The study was funded by the Transport Accident Commission through the Institute of Safety, Compensation and Recovery Research.

CURRENT RESEARCH PROJECTS

Effectiveness of combining serial casting with Botulinum Toxin for the management of ankle contractures after traumatic brain injury: a randomized controlled study	SABIR : Development of a standardised assessment tool (Systematic Assessment for Brain Injury Rehabilitation - SABIR) for patients and it's correlation with functional outcome measures
SCI Pain Project	COMPARE
Recommended bowel care practices in spinal injury units	Internal Evaluation of the Northern Sydney Intellectual Disability Health Team Pilot
Evaluation of the HETI training module: Stigma, Discrimination and Injecting Drug Use	Investigation of e-Health strategies used by health care professionals
Problems accessing help with bowel care	Bridges Self Management of Stroke
Very Early Rehabilitation in Speech (VERSE)	A Novel Method to Apply Serial Casting for Ankle Plantarflexion Contractures: a case report
Emotion perception disorders following traumatic brain injury: an experimental approach to remediation	Clinicians experiences and perceptions of using motivational interviewing
Is reuse of intermittent urethral catheters safe and preferred? A prospective, observational study evaluating reuse catheters and switch to single use	Resistance training for partially paralysed muscles in people with SCI
Community Aphasia Groups for Living Well with Aphasia	AphasiaScripts conversation treatment for people with brain injury
Methylphenidate in adults with severe traumatic brain injury for the enhancement of recovery (MASTER)	Activity Levels of patients in rehabilitation
Evaluation of the Vocational Intervention Program (VIP)	The Nursing Practice of Men in Inpatient Rehabilitation Across Australia
Brain Injury Unit Physiotherapy Survey	Falls following a TBI within the specialised TBI rehab context
Clinical and neuroimaging assessment for focal brain lesion research	Goal setting with an iPad in neurological rehabilitation
Investigation of vocational programs and outcomes for people with traumatic brain injury in NSW: interviews of client experiences	Cognitive rehabilitation following traumatic brain injury: an exploration of current practice
ES Cycling for people with ABI	Meaningful occupation after TBI: PEPA
Using telehealth for social communication skills training for people with tbi and their carers	Prospective memory: A theoretical evaluation and the development of standardised questionnaire
Right Care, Right Time, Right Place: Improving Outcomes for people with spinal cord injury through early access to intervention and improved access to specialised care	A comparison of errorless learning and error-based learning for improving functional performance following traumatic brain injury
Spirituality and resilience after SCI	Resilience and caregiver study
The remaking of masculinities following spinal cord injury	Ankle contracture and traumatic brain injury
Investigating the effect of intensity of aphasia therapy on communication outcomes in people with aphasia	Resistance training for partially paralysed muscles in people with SCI



VOLUNTEER SERVICES



Volunteers play a vital role in supporting staff and helping to enhance the rehabilitation experience of clients and the holistic approach to patient care at Royal Rehab. From administrative support and assistance in community homes, to accompanying clients to community events and providing companionship during therapy sessions, volunteers at Royal Rehab are involved in a wide range of activities across the organisation.

There are currently 177 volunteers ranging in age from 14 to 89 who are engaged with activities at Royal

Rehab. In the last 12 months Royal Rehab welcomed 101 new volunteers to the organisation who have provided companionship and support to clients throughout their rehabilitation. Volunteers have engaged with staff and clients in Allied Health Weeks, fundraising events such as the Royal Rehab Gala, community outings, and recreational activities, such as the All Abilities Disco and the Lifestyle Choir. Their interaction with clients in particular has helped to provide care and compassion, fostering confidence and trust that encourages continued client participation in local and organisational events and activities.



Boehringer Ingelheim volunteers



Ingelheim has been involved with volunteering at Royal Rehab since 2012 through activities that provide support for clients' rehabilitation while engaging their staff in an enriching and fulfilling volunteering experience.

Boehringer Ingelheim encourages employees to find better ways to make a difference and engage with volunteering opportunities that reflect their commitment to 'Making More Health' for the wider community.

Since 2012 employees from Boehringer Ingelheim have made significant contributions to the wellbeing of clients at Royal Rehab. Staff have volunteered their time to hand-knit and sew woollen blankets for residents in Weemala and prepare Welcome Packs, Art Packs for Recreation Therapy and Staff First Aid Packs for the Brain Injury Community Rehabilitation team.

In 2015 Boehringer Ingelheim donated resources for use by the Speech Pathology team and also facilitated a mosaic painting workshop with Weemala residents. Together the staff volunteers and residents painted close to 60 tiles that were used to decorate the Productive Garden.

Earlier this year the team at Boehringer Ingelheim also helped to create recreational and leisure activity information and resources for Volunteer Services and clients in the Spinal Injury Unit.

The contribution of time, skill and efforts from staff at Boehringer Ingelheim has been invaluable to the clients at Royal Rehab, whose lives have been touched by their generosity and support. The opportunity to engage with Royal Rehab through corporate volunteering has also had a lasting impact on the Boehringer Ingelheim team.

"We enjoyed being a part of the team, gaining greater insight into the disability and rehabilitation world, and knowing that with our assistance the residents were able to participate in the activities."

"I volunteer because I have retired and have some spare time that I wish to put to good use," says Pam, who volunteers in Royal Rehab's on-site supported accommodation facility, Weemala. "I wish to give back to my community and in doing so learn from and enjoy the company of the people I interact with. I have learnt so much about life from the residents of Weemala. Their courage, resilience and grace are great examples to be and their capacity to enjoy life despite their setbacks is a source of inspiration."

Royal Rehab has received support from various businesses that have provided their support through corporate volunteering. Pharmaceutical company Boehringer

FOUNDATION & COMMUNITY PARTNERSHIPS

The projects, initiatives and activities funded by donations deliver outcomes that go above and beyond Royal Rehab's day-to-day activities. They underpin quality, excellence and continual improvement in everything we do, ensuring that we strive to the highest standard of care in maximising the abilities and life skills of people with disabilities.

For more than 100 years Royal Rehab has supported our clients to get back to their lives through an innovative model of rehabilitation which extends beyond recovery in the traditional environment and integrates it with rehabilitation activities in everyday life. Our original programs help our clients build autonomy and enable them to participate actively in their communities.

From our Vocational Rehab Program and Productive Garden to our Return2Sport initiative, Royal Rehab is demonstrating that returning to life is possible and is supporting clients through this process to develop the skills and connections to return to their life's pursuits.

Donor support is invaluable to Royal Rehab in advancing rehabilitation and envisioning a future where there are no limitations to participation.

With the ongoing support of our valued donors and community partners like Ducati Owners Club who have been supporters for over 30 years. We continue to have a profound impact in helping our clients to reclaim their lives and connectedness with their communities.

BOB INGHAM & NARELLAN ROTARY

The Ingham family has been a generous supporter of Royal Rehab since 2009 when they first started supporting the organisation through Narellan Rotary. Seven years later, we are very proud to have maintained this wonderful association with both the Inghams and the Rotary Club of Narellan.

Narellan Rotary first introduced the Inghams to the work of Royal Rehab in the local Campbelltown community. The support of the Ingham family and Narellan Rotary has grown through the years. Initially providing funding for the Return2Sport initiative to connect people in the area living

with disability with inclusive local recreation and leisure opportunities, the Inghams have recently extended their generosity in support of Royal Rehab's network of community homes in Campbelltown.

The Ingham family's support of our community homes has made an amazing difference to our ability to deliver choice and independence to people living with a disability. Over the last 7 years Bob Ingham and his family have donated more than \$150,000 to Royal Rehab that has enabled us to improve living environments for the clients in our community homes with new furnishings, housing

enhancements and technology that deliver greater access and support for people living with a range of disabilities, such as intellectual disabilities, autism spectrum disorder and cerebral palsy.

Our community homes play a vital role in the care and support of our clients, enabling independent living by providing clients with opportunities to live in a home of their choice, have the lifestyle they choose and to be an active participant in the local community. We thank Narellan Rotary and Bob Ingham and family for their generous and continued support.



Ken Vessie and Fred Jackson with former Royal Rehab clients

MEN OF LEAGUE

Lending a helping hand has been a part of the rugby league culture since its inception, on and off the field with players, coaches and administrators priding themselves in ensuring those involved in the game are looked after. This philosophy extends to the families of players and the fans that form the grass roots of the game. This tribal passion grounds the Men of League Foundation and underpins their continued support of Royal Rehab.

The Men of League Foundation provides assistance to the men, women and children of the rugby league community. Volunteers from the Men of League Foundation frequently visit clients and families in Royal Rehab's Brain and Spinal Injury Units who have acquired their injuries while playing the game or simply share their love for the game.

Through their ongoing support, clients at Royal Rehab

have had incredible opportunities to be involved with a range of community events and activities. The Men of League Foundation work closely with the Royal Rehab Recreation Therapy team to bring unique experiences to clients, such as providing assisted transport for the Return2Sport Beach Access Day and access to the Corporate Box at local rugby games.

The Men of League also provide support to clients for home modifications and equipment purchases, and donate food and petrol vouchers to ease the financial burden for clients who live remotely.

Our thanks to Men of League and their team of regular visitors, Ken Vessey, Norm Pounder, Fred Jackson, Ben Ross and Stuart Raper, and new Men of League CEO, Peter Collins.



ROLLERCOASTER RUN



Kevin Luu running the Rollercoaster

Royal Rehab was again the beneficiary of the Ryde Rollercoaster Run, a 3.2km fun run taking in a series of steep uphill and downhill sections of Princes Street a local street in Putney, where Royal Rehab is located. The short yet grueling run is organised by a group of dedicated individuals in the local community under the direction of passionate advocates for Royal Rehab, Deputy Mayor, Ryde Roy Maggio and local resident Anthony Abrahams.

Generously supported by the City of Ryde Council and a range of local corporate and small businesses the event attracted great support from the local community. Brain Injury Ambassador Kevin Luu used the event as another training run in the build up to his goal of running a Marathon the following year and provided the local emergency services with great motivation to get involved.

The event is a great showcase of what local community can achieve when it bands together. This wonderful fundraiser, combined with the continuing efforts of our longstanding community fundraisers, individual supporters and corporate donors, enable Royal Rehab to continue to deliver innovative programs and services that enable independence, participation and connectedness for people with disability.

Community support from Ducati, the Inghams, Men of Leauge and fundraising play a vital role in enabling the organisation to help our clients connect with their lives and build a more inclusive society. We have some of the most talented and dedicated clinicians and disability support staff in the country, but the only way for them to really impact the state of rehabilitation and disability care in Australia is to ensure they have access to the most up to date training, tools and resources to deliver the most innovative programs for people with disability.

We would like to thank all of our generous community fundraisers, individual donors and partners and we look forward to your ongoing support so that together we can imagine a world without limits –enabling choice, participation and connectedness for people with disability.

THANK YOU

Our work at Royal Rehab would not be possible without the support of our many valued partners and donors, trusts, clubs and community fundraisers, please know we are sincerely grateful for all your support.

INDIVIDUALS

Rehan Ahmad
Martin Aston
Clive Austin, AM
Alexis Berry
Duncan Boyle
Frank Bugeja
Dr Tram Bui
Kate Bush
M Capsanis
Candice Care-Unger
David Carlson
Peter Carson
Mike Chapman
Lisa Cheng
Nerida Chew
Simon Choy
Raymond Choy
Sok Fun Collins
A R Commys
Jacquelyn Compton
Rae Cottle
Richard Croall
June Crofton
Corin Dimopoulos
Alison Downing
J R Dunstan
J B Edmunson
Michael Egan
Barbara Ell OAM
Jane Elliston
Joyce Ewen
Benoit Falchi
Nitin Fernandez
Richard & Maureen Gill
Helen Gleeson
Unis Goh, PSM
Sonja Golub
Simon & Hilary Gruenewald
Robert Hall

Amy Higgins
Nicole Hodgson
Emma Hogan
Edna Huggett
Lisa Hunt
Richard Hutchinson
Bob Ingham
Monica Johnson
Christine Johnston
Elain Kent
Lina Kerr
Dr Clayton King
Kristine Kirkwood
John Knox
Pamela Kramer
Daniel Kwon
Mary Lane
Margaret Leader
Pam Leamon
Nerissa Lee
Christine Lee
Grace Leong
Jean Lewis
Ross Lindsay
Stephen Lowndes
Leonie Mangirdas
Rita Mathot
Marcelle McCallum
David McEvoy
James Middleton
Ailsa Nixon
Dene Olding
Dr Anvka Parapuram
David Piper, OAM
Maria Pirrello
James Rogan
Rosemary Rohan
Selina Rowe
Stephen Scott
Kevin Seeto
Richard Shirley

Leah Simon
Mark Snyder
Valerie Snyder
Richard Spencer
Anthony Staveley
Richard Steele
Nancy Stewart
Michael Stonestreet
Maria Stuckey
Sebastian Tesoriero
Marie Thomas
Jim Towers
Atti Turcsanyi
Nadia Vaile
Jovita Veigas
Stephen & Alison Wall
Dr Gerard Weber
Anthony Wehby
Yee Chan How
Cheong Wen
Mark Wilcox
Hilda Wiles
Anthony Wilkins
Kim Williams
Thomas Wilson
Tho Nui Wong
Bill Wood
Rodney Woodham
Tim Wu
Richard Wykes
Silva Yostikian
Winnie Yu

COMPANIES AND COMMUNITY ORGANISATIONS

Accounting Survival Systems
ADCO Constructions Pty Ltd
Aon Risk Solutions
Atli's Country Pharmacy
Australia Japan

Healthcare Network
Beilby Poulden Costello Lawyers
BGY North Ryde
Bicycle Network
Bresic Whitney
City of Ryde
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dwpsuters
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Hesta
Holdmark Property Group
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Kilikanoon LG
Lions Club of City of Ryde Inc
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Maxxia
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Pinnacle
Rash Media
Raymond Weil
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Royal Hotel
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Spotless
Stanton Chase
Thomson Geer
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Western Suburbs Soccer Sports & Community Club Ltd
WFS: A WorkForce Software Company
Wheelchair Sports NSW

TRUSTS AND ESTATES

Estate Late Bernard David Rothbury
Macquarie Group Foundation
Puffin Magic Foundation
Sargood Foundation
The R A Gale Foundation
The White Knight Foundation
Walter & Eliza Hall Trust



CREATE OPPORTUNITIES FOR PEOPLE WITH DISABILITY

Your support of our innovative rehabilitation programs and disability support services can help bring joy and fulfillment through participation for people and families whose lives have been changed by brain injury, spinal cord injury, and other complex health conditions.

Join us in imagining a world without limits – in enabling choice, participation and connectedness for people with disability.

Support Royal Rehab.

DONATE TODAY

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OUR BRANDS:

