Australia Assists Annual Report

FY23

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Acronyms

Acronym	Description	Acronym	Description
AAP	Accountability to Affected Populations	MEL	Monitoring, Evaluation and Learning
APMCDRR	Asia Pacific Ministerial Conference on Disaster Risk Reduction	MISE	Ministry of Infrastructure and Sustainability
ASEAN	Association of Southeast Asian Nations	MoU	Memorandum of Understanding
CCCM	Camp Coordination Camp Management	NDMO	National Disaster Management Office
COP27	Convention on Climate Change	NDRMO	National Disaster Risk Management Office
CSO	Civil Society Organisation	NEMO	National Emergency Management Office
DAP	Disability Inclusion Action Plan	NERT	National Emergency response team
DFAT	Department of Foreign Affairs and Trade	NFI	Non-Food Item
DISS	Disability Inclusion Support Scheme	NGO	Non-Governmental Organisation
DPASI	Disabled People's Association of Solomon Islands	OCHA	United Nations Office for the Coordination of Humanitarian Affairs
DSPPAC	Department of Strategic Policy Planning and Aid Coordination	OPD	Organisations of People with Disabilities
EHP	Essentials of Humanitarian Practice	OSESGY	Office of the Special Envoy of the Secretary General for Yemen
EPO	End of Program Outcome	PSEAH	Preventing Sexual Exploitation, Abuse and Harassment
FAO	Food and Agriculture Organization	RCG	Regional Consultative Group
FCOSS	Fiji Council of Social Services	SAPP	Samoa Australia Police Partnership
FDPF	Fiji disabled People's Federation	SPC	The Pacific Community
FY	Financial Year	SPPCS	Samoa police, Prisons and Corrections Services
GAP	Gender Action Plan	UNDP	United Nations Development Programme
GBV	Gender Based Violence	UNESCO	United Nations Educational, Scientific and Cultural Organization
HEAT	Hostile Environment Awareness Training	UNFPA	United Nations Population Fund
HEF	Humanitarian Emergency Fund	UNHCR	United Nations High Commissioner for Refugees
HNP	Humanitarian Needs and Priorities	UNICEF	United Nations Children's Emergency Fund
HPNW	Humanitarian Networks and Partnerships Week	UNOPS	United Nations Office for Project Services
HRT	Humanitarian Response Team	UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
IAG	Inclusion Advisory Group	VEO	Vanuatu Electoral Office
IOC	Indian Ocean Commission	WASH	Water, Sanitation and Hygiene
IOM	International Organization for Migration	WFP	World Food Programme
LAP	Localisation Action Plan	WHO	World Health Organization
MEA	Middle East and Africa		

Executive Summary

In its sixth year (FY23), Australia Assists continued to deliver on its primary mission to deploy highly skilled humanitarian technical specialists to help alleviate human suffering across the world. In line with the wider humanitarian landscape, the year saw an increase in demand for deployees due to sudden onset events in Vanuatu, Syria and Türkiye overlayed with protracted and escalating need and ongoing crises across the Middle East, Africa and South Asia.

The Australian Government, via Australia Assists, has responded to the call for support and expertise through targeted humanitarian assistance to the UN, government, regional multilateral and civil society partners. This included a successful rapid deployment capability which saw a team of three highly skilled responders join a larger Australian Government response team supporting the Government of Vanuatu in March.

In FY23 Australia Assists has deployed one hundred and sixteen (116) specialists to 29 Program partners in 37 countries across the Pacific, Asia, Middle East, Africa and Europe, representing an average of 2.2 deployments per week. In total Australia Assists has deployed an impressive 638 deployment months, continuing the annual growth trend with a 12 per cent increase on the previous year.

Australia Assists also achieved gender parity within the deployed cohort with 49 per cent of deployments and 53 per cent of deployment months completed by deployees identifying as female. In addition, localisation outcomes continue to improve, as 11 people deployed to their home country and 15 deployed within their region. Furthermore, 25 deployments were targeted gender, disability or localisation specialists in support of Australia Assists'

Gender, Localisation and Disability Inclusion action plans. This focus on inclusion ensures that Australia Assists is strong, more sustainable and fair.

Expert led humanitarian training was also delivered to 382 participants (54 per cent female) in Australia, Jordan, Fiji and, for the first time, Tonga, contributing to a more skilled and prepared humanitarian community ready to respond to disasters.

Australia Assists remains robust and prepared to support communities before, during and after crises and continues to be ready for emerging humanitarian challenges. Australia Assists will continue to align deployments to DFAT's country-based development cooperation frameworks, DFAT's development policy and Australia's Climate Change Action Strategy (2020-2025).

In FY23 Australia Assists deployed 116 specialists to 29 Program partners in 37 countries, representing an average of 2.2 deployments per week.

Program Summary

The Australian Government's Australia Assists Program is a flexible civilian humanitarian deployment capability, implemented by RedR Australia. Its goal is to save lives and alleviate suffering by building resilience and responding to disaster and conflict.

Australia Assists has completed the sixth year of a seven-year, $95 million contract. Program activities are funded by core program funding as well as additional funding from Australia's regional/bilateral humanitarian and development programs.

Australia Assists deploys technical humanitarian specialists to work with United Nations (UN) agencies, government institutions, regional multilateral agencies and communities to prepare for, respond to and recover from natural hazards, crises and conflict. Aligning with the humanitarian cycle, the End of Program Outcomes (EPOs) are:

EPO 1
Stability Resilience and Risk Reduction
Improved ability of Australia and partner countries to reduce disaster risk, build resilience, and contribute to conflict mitigation.

EPO 2
Crisis Preparedness and Response
Improved ability of Australia and partner countries to prepare for and respond to natural disaster, fragility and conflict.

EPO 3
Stabilisation, Recovery and Reconstruction
Improved ability of Australia and partner countries to stabilise, recover and rebuild following natural disaster and conflict.

EPO 4
Quality of Humanitarian Action
Improved influence of Australia's humanitarian efforts and advancement of humanitarian policy imperatives and standards.

Australia Assists Program deployee Budi is an Education Officer with UNHCR in Bangladesh, and works to develop and supervise the implementation of education programming for Rohingya refugee adolescents and youth. Photo: Saikat Mojumder.

Program Statistics

Deployments

There were **116 deployments** to **29 Program partners** in **37 countries** across the Pacific, Asia, the Middle East, Africa and Europe, representing an average of **2.2 deployments per week**.

Deployment months totalled 638, continuing an upward year-on-year trajectory with a 12 per cent increase on last year. This equates to 53 years of continuous support condensed into one. In addition, the **average deployment duration was 10.7 months** (including extensions).

49 per cent of deployments and **53 per cent of deployment months** were undertaken by deployees identifying as **female**. Of the total deployment cohort:

- 15 nationalities were represented
- 11 deployed to their home country
- 15 deployed within their region
- 25 were targeted gender, disability or localisation specialists
- 46 was the median deployment age
- 9 were supported to take a dependent

Partners with the highest number of deployments were **UN Women** (12), **OCHA** (12), **UNHCR** (11) and **UNICEF** (11). Countries supported by the most deployments were **Bangladesh** (14), **Vanuatu** (12) and **Myanmar** (9).

116
total deployments

29
program partners

37
countries

638
deployment months

49%
female deployees

Roster management

RedR Australia's roster provides a diverse and highly skilled pool of deployees. Roster members represent **82 nationalities** from all regions of the globe. **48 per cent of members** who have disclosed their gender identify as female.[1]

82
nationalities

48%
female members

Training

15 training courses were delivered to **382 participants** (54 per cent female) in Australia, Jordan, Fiji and, for the first time, Tonga.

Post-course surveys indicated an average overall satisfaction of **94 per cent** with course delivery, content and learning outcomes achieved.

15
training courses

94%
satisfaction

[1]This report defines men and women as people who identify as such.

Funding Overview

The majority of deployment months in FY23 were achieved with core funding (402 months, 63 per cent of total deployment months), with the remaining months (236 months, 37 per cent of total deployment months) from additional funding packages from Australia's regional/bilateral humanitarian programs. This includes Bangladesh, Myanmar, Peace and Stability, and Africa Packages; PNG, Samoa, Tonga and Vanuatu Post funding; and the Humanitarian Emergency Fund (HEF). Accordingly, core funding for deployments totalled $5,833,036, whilst additional funding totalled $3,631,066 (excluding the separate Humanitarian Response Team deployment modality).[2] See Table 1 and 2 for further detail.

Region	Core funding			Non-core funding	All funding sources	
	Deployment months target (% of total core deployment months)	Deployment months actual (% of total core deployment months)	% of target met by core	Non-core deployment months actual	Total deployment months actual	% of months met by core vs non-core
Pacific	164 (50%)	221 (55%)	+35%	52	273	81% : 19%
Asia	65 (20%)	39 (9.7%)	-40%	109	148	26% : 74%
Middle East	41 (12.5%)	67 (16.7%)	+63%	32	99	67% : 33%
Africa	41 (12.5%)	54 (13.4%)	+32%	39	93	58% : 42%
Other (Europe)	-	21 (5.2%)	-	4	25	84% : 16%
Surge	16 (5%)	-	-	-	-	-
Total	**327**[3]	**402**	**+23%**	**236**	**638**	**63% : 37%**

Table 1: Australia Assists core funding targets vs actual, deployment months by region

Non-Core funding		Projected deployment months	Actual deployment months	% of projection met
Bangladesh Package		56	73	+30%
Myanmar Package		28	34	+21%
Africa Package		28	33	+18%
Peace and Stability		N/A	43	-
HEF		N/A	7	-
Other Post Funding	PNG Post	Other Post Funding is a drawdown figure, therefore no specific targets were included in the annual plan.	10	-
	Samoa Post		23	-
	Tonga Post		11	-
	Vanuatu Post		2	-
	Total Post		46	-
Total		**168**	**236**	**+40%**

Table 2: Non-Core funding project outputs vs actual, deployment months by region

Notes on tables

- Table 1 shows the actual deployment months compared to the targets for each region, as set out in the Year 6 Annual Plan. It separates deployment months funded by core program funding compared to non-core funding (from all sources), and the deviation from the plan as applicable. Australia Assists met or exceeded targets for all regions with core funding, with the exception of Asia which was three-quarters (74 per cent) funded by non-core funding. This is due to the increase in non-core funding available across Asia, and multiple pipelined deployments not eventuating.

- Table 2 shows non-core funding deployment projections vs actual deployment months for each region, as set out in the Year 6 Annual Plan. This table shows that all package projections were exceeded, with the largest seen in Bangladesh (30 per cent, 17 months). These were achieved through program efficiencies, including remote deployments and extensions.

- Unless stated, achievements and outcomes reported in this report are made possible through a combination of core and non-core funding.

Program Highlights

Effectiveness

Growth and adaptation

In a context of "grinding conflict, the deadly climate crisis and health epidemics…(and) record levels of hunger and displacement"[4] Australia Assists was more ambitious than ever, outpacing the prior year by deployments (116) and achieving the highest ever volume of deployment months (638). This significant expansion is largely attributable to Australia Assists' ability to deliver additional deployments funded by contributions from the Australian Government's regional/bilateral humanitarian programs. Supply of qualified personnel kept pace through focused efforts to upscale talent acquisition and maintain a reliable pipeline of diverse professionals. Committed delivery of core training courses to new and existing locations consolidated pre-requisite technical and soft skills for onboarding roster members, and further strengthened alignment with global best practice within the regions.

Quality

Partner satisfaction ratings aggregated across four criteria of technical competencies, interpersonal skills, communication skills and commitment/attitude revealed an average score of 4.1 out of 5. Eighty-four per cent scored above four and ten per cent scored an 'exceptional' five out of five. Discussions from recent field trips further reinforced high satisfaction from Program stakeholders:

> *Through our partnership and working with the Australia Assists Program, they have better supported us to be well prepared.*
>
> —NEMO Tonga

Diversification and reach

Australia Assists scaled up its global footprint through record numbers of countries reached (37) and partners assisted (29). New countries supported include Yemen, Qatar and South Africa and new partners include NDMO Fiji, Fiji Council of Social Services (FCOSS), Ministry of Infrastructure and Sustainable Energy (MISE) Kiribati, and Samoa Police, Prisons and Corrections Services (SPPCS).

Innovation

Australia Assists is trialling a new surge deployment modality, the Humanitarian Response Team (HRT), with an associated training program and talent pool of 15 specialised personnel. The HRT assists the Australian Government to respond to sudden onset and emerging humanitarian needs. The modality was operationalised in March 2023, when three humanitarians were deployed as part of a wider Rapid Assessment Team within days of tropical cyclones Kevin and Judy. The team assessed needs and provided recommendations for additional Australian Government support.

Australia Assists' remote deployment capability enabled six technical specialists to support host organisations from afar, including in contexts where security or visas presented barriers to in-country mobilisation. Additionally, nearly one quarter of deployments were remote for part of their deployment, which enabled immediate assistance to host organisations whilst deployees were waiting for visa confirmation, or ongoing support during changing circumstances.

Australia Assists also bolstered opportunities to deploy specialists with a dependent to selected duty stations, which allowed a greater number of deployees to balance humanitarian careers with family responsibilities. Nine deployments were accompanied, up from four last financial year.

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[4]Martin Griffiths, Under-Secretary-General for Humanitarian Affairs and Emergency Relief Coordinator at the United Nations, Global Humanitarian Overview.

Networks and collaboration

Australia Assists saw numerous examples of collaboration between deployees embedded within different organisations. For example, the Humanitarian Response Team worked in collaboration with other Australian Government humanitarian response teams, and drew on the information and networks of in-country deployees. Collaboration was also seen in Papua New Guinea (during national elections), Tonga (throughout the Hunga Tonga Hunga Ha'apai recovery) and Bangladesh (across sectors within Cox's Bazar).

Relevance

Supporting our neighbours

Australia Assists reinforced the strengths of our region by deploying a 66 per cent majority to Indo-Pacific countries and supporting the delivery of three training courses in the Pacific including the first Essentials of Humanitarian Practice (EHP) in Tonga.

Resilience

41 deployments, or 35 per cent of total deployments[5], contributed towards stability, resilience and risk reduction outcomes before a crisis. Contributions spanned all regions for the first time and encompassed diverse sectors, including:

- water infrastructure in Yemen
- education in Southern Africa
- food security in Bangladesh
- early warning risk communications in Samoa
- health and sanitation in Solomon Islands.

Response and recovery

The remaining 75 deployments, or 65 per cent, responded to emergent, protracted and, at times, complex emergencies involving simultaneous crises within crises including:

- Inter and intra state conflict in Ethiopia, Myanmar, Mozambique, Niger, Nigeria, Syria, Sudan, Yemen.
- Political and economic crises in Afghanistan, Lebanon and Sri Lanka.
- Refugee settlements in Bangladesh, Ethiopia, Jordan, Romania.
- Climate-related disasters in Kiribati (drought) and Vanuatu (tropical cyclones Kevin, Judy and Harold)
- Natural Hazard in Syria (earthquake) and Tonga (volcanic eruption and tsunami).
- Health emergencies in South Sudan (Ebola), Syria (cholera), and Cambodia, Papua New Guinea, Samoa and Vanuatu (COVID-19).

Diversity and inclusion

Australia Assists supported more inclusive humanitarian action through the Program's Disability Inclusion and Gender action plans, with 88 per cent and 84 per cent of annual targets met respectively. Nineteen targeted roles were directly engaged in programs, policies and standards that uphold the rights of women, girls and people with disability.

Local leadership

Australia Assists fostered local priorities and participation by deploying specialists into connecting and enabling roles within host organisations. FY23 saw new partnerships with government ministries and local organisations materialise through strategically positioned deployments to reinforce, not replace, local leadership and coordination. 68 per cent of Localisation Action Plan annual targets were met and four localisation specialists were deployed into targeted roles.

> Nineteen targeted roles were directly engaged in programs, policies and standards that uphold the rights of women, girls and people with disability.

Program management

Finance

The Australia Assists budget for FY23 commenced at $12 million but was increased to $16.69 million with additional funding packages. Ninety-nine per cent of Australia Assists' budget allocation was fully expended in accordance with the Australia Assists Year 6 Annual Plan. The remaining 1 per cent related to HRT and post-funded deployment drawdown ceilings, which were not fully required.

Duty of care

Australia Assists is underpinned by a robust and agile risk management framework that enables deployments into complex environments and ensures the safety, security, and well-being of deployees. Australia Assists continues to report zero serious incidents.

Monitoring, Evaluation and Learning

Australia Assists' MEL function strengthened its focus on capturing evidence related to end of program outcomes, with a view to preparing end of program reporting in the final year of Australia Assists.

Communications

Australia Assists delivered ten multi-channel content packages covering significant events or themed days including World Humanitarian Day, World Refugee Day, International Day of Elimination of Violence Against Women, support to the Hunga Tonga-Hunga Ha'apai volcanic eruption and Drought response in Kiribati.

Karishma deployed as a Gender and Protection Advisor with UN Women in Tonga, providing technical support and coordination to the Safety and Protection Cluster for the disaster response to the Hunga Tonga Hunga Ha-apai underwater volcano, and creating long-term capacity for preparedness. Karishma's support has helped survivors of gender-based violence, people with disability, SOGIESG communities and other at-risk groups.

Australia Assists has brought a lot of humanitarian technical expertise to Tonga and it's really helped from a capacity building perspective to build the strengths of locals and be able to train people to perform humanitarian roles. I've seen a lot of that impact firsthand in Tonga through NEMO and Ministry of Internal Affairs and I know our deployees are adding a lot of value to their various ministries.

—DFAT Tonga

Impact by EPOs

1. Stability, Resilience and Risk Reduction

Improved ability of Australia and partner countries to reduce disaster risk, build resilience and contribute to conflict mitigation (35 per cent of deployments).

Disaster resilience and climate action

Australia Assists' contributions to disaster risk reduction policy and practice have enhanced national and community resilience to external pressures and shocks. Specialists in natural resource management, food security, climate change adaptation and humanitarian training helped host organisations to adopt global frameworks and protect lives and livelihoods from slow and sudden-onset disasters. Examples include:

- **Regional advocacy:** Facilitation of the inaugural Pacific Women in Energy Forum to raise the profile of women's participation in the clean energy sector.
- **Systems reform:** Improved interoperability of Fiji's surge capacity by establishing the country's National Emergency Management Team (NERT).
- **Capacity strengthening:** Provision of specialised incident management training for emergency responders across provinces of Vanuatu.
- **Anticipatory action:** Coordination and advocacy support for village-level flood mitigation in Indonesia.
- **Site planning:** Assessment of potential sites for future child-friendly evacuation centres in Laos.
- **Strategic guidance:** Development of UNESCO's DRR Strategy for the Southern Africa Region to inform needs-based decision making on projects throughout the nine member states.

Combatting domestic violence in Samoa through policy and practice

Australia Assists provided timely support to the Police, Prisons and Corrections Services (SPPCS) in Samoa to help curb domestic violence through the deployment of a Policy Advisor, Gender Advisor and Curriculum/Training Advisor as the country observed an increase in rates of domestic violence. In line with Australia's Women, Peace and Security agenda, these deployments aimed to support law and justice efforts to meet the needs and rights of women and girls including in humanitarian contexts.

Culminating in the Police Commissioner's endorsement of the country's first Family Violence Policy, the deployees led consultations with stakeholders to ensure the strong integration of GEDSI and protection requirements for the policy development and are subsequently helping to operationalise the document through internal training for existing police officers and new recruits. Deployees supported the training of police officers to incorporate a 'No Drop' stance against reported cases of GBV and Family Violence.

These deployments build on the existing Samoa Australia Police Partnership (SAPP), strengthening the ability of SPPCS to deliver its mandate to maintain a safe and stable Samoa. The Samoa Australia Police Partnership (SAPP), first initiated in 2009, provides the framework for collaboration between the SPPCS and Australian Federal Police (AFP).

Conflict mitigation

Australia Assists has helped to reduce instability and fragility through the deployment of protection experts, policy writers, coordinators and logisticians, who each played their part to catalyse change within their host organisations and the humanitarian sector. Examples include:

- **Tools and training:** Professional development and mentoring of Samoa's police force via the Training and Development Unit including a full review of the Basic Recruits Course to help ensure sound law enforcement and crime prevention for years to come.

- **Logistical readiness:** Pre-positioning of stocks, inventory management, and warehouse capacity assessments in preparation for emergency logistics in highland areas of PNG prone to outbreaks of tribal violence.

- **Evidence-based practice:** Research into risk factors associated with early childhood marriage in Iraq, with recommendations to inform UNFPA's communications approaches for influencing behavioural change.

- **Policy development:** Revision of UNRWA's key ethics policy documents and practical implementation tools to incorporate global best protection practice within headquarters and all five field offices.

- **Multi-agency harmonisation:** Revival of a PSEA working group serving the East and Southern Africa Region, taking it from dormancy to a highly dynamic network of over 50 active members across 25 countries who share good practice, knowledge, and experience on PSEA with a ripple effect through to community level.

Elections support

Deployments to Papua New Guinea and Vanuatu helped to ensure safe, fair and credible elections on time and on budget through their extensive expertise in election support and comprehensive in-country networks. Within complex operational settings, their contributions spanned aviation planning, cost estimations, supply procurement, warehouse management and training of national counterparts.

Australia Assists deployee Swapnil is engaged as an Emergency and Program Support Specialist Coordinator for the North Pacific, and acts as Food and Agriculture Organization of the United Nations' (FAO) main focal point in the North Pacific. Swapnil coordinates the organisation's response to governments' requests for agriculture, food security, emergency and resilience programming assistance.

2. Crisis Preparedness and Response

Improved ability of Australia and partner countries to prepare for and respond to disasters, fragility and conflict (44 per cent of deployments).

Disaster surge

Australia Assists responded to demand-driven surge requests as governments declared states of emergency in Vanuatu, Kiribati, Syria, and Malawi. Examples include:

- **Tropical Cyclone response:** Australia Assists' Humanitarian Response Team (HRT) was first operationalised in response to Category 4 tropical cyclones Judy and Kevin as three deployees joined the Australian Government's broader Rapid Assessment Team to lead on developing a multi sector needs assessment in the immediate response phase. Coordination and Humanitarian Affairs support was also deployed to Malawi to help keep the government, UN, NGOs and donors abreast of all response operations following tropical cyclone Freddy.

- **Drought alleviation:** DRM and WASH experts assisted the people of Kiribati with both long-term and immediate water supply solutions to the national salinity crisis by installing solar-pumped water supply systems in outer-island communities, preparing a Cabinet Paper on the regulation of desalination plants to help the Kiribati government form a position on managing this technology, and assisting the National Drought Committee to develop an official Drought Management Plan.

Emergent and protracted crises

Australia Assists supported civilian populations in response to conflict, political turmoil and mass displacement, at times contending with multiple concurrent humanitarian crises. Examples include:

- **Refugee services:** Technical oversight on shelter, education and psychosocial services for displaced Ukrainians in neighbouring countries.

- **Civil-military coordination:** Improved humanitarian access by advising senior officials on the use of armed escorts and writing guidelines

Pivoting to earthquake response in Syria

On February 6, 2023, a 7.8 magnitude earthquake struck northwest Syria and southern Türkiye, causing widespread damage and thousands of fatalities. Deployed to OCHA, UNFPA and UNICEF, three deployees were already based in the region, working on the existing Syria crisis to strengthen sexual and reproductive health services; improve water and sanitation to address a cholera outbreak, and coordinate humanitarian programming across agencies. These deployees quickly pivoted to focus on the earthquake response, leveraging their contextual knowledge and existing networks to ensure communities impacted by the earthquake could access lifesaving humanitarian assistance as quickly as possible. For example:

- The WASH Specialist stepped up to provide immediate coordination of the WASH cluster, ensuring that all organisations working on WASH were sharing information and coordinating their planning. This resulted in critical WASH services and programs reaching affected populations on the ground in a timely manner;

- The Sexual and Reproductive Health Specialist coordinated key aspects of earthquake response planning and delivery, supporting better information sharing and planning amongst health agencies;

- The Humanitarian Affairs Officer supported production of the UN's flash appeal for Syria, which aimed to raise $397.6 million USD to support the 4.9 million people with urgent humanitarian needs resulting from the earthquake.

to inform humanitarian actors on engagement with military and security personnel in Sudan.

- **Accountability to affected populations:** Raised the profile of affected populations' attitudes toward receiving cash and voucher assistance in Nigeria.
- **Access to healthcare:** Training for sexual and reproductive health specialists in clinical procedures and strengthened referral mechanisms in Syria.
- **Safe spaces:** Strategic support to establish livelihood and empowerment interventions, enabling Afghan girls to access alternative pathways to basic services and life-saving information.
- **Rohingya support:** 20 deployees to Bangladesh and Myanmar covered a broad range of frontline and directorial positions to help raise the quality of life of refugees and host communities. Localisation, gender equality and protection were major focus areas.

Health emergencies

FY23 saw a scaling back of deployments supporting COVID-19 response and recovery, as global efforts phased out and the World Health Organisation (WHO) declared an end to the global health emergency in May 2023. Australia Assists deployed six specialists to five countries over the course of the year, with several roles continuing from earlier phases of the COVID-19 response. One new role included a Risk Communication Specialist to Papua New Guinea, who helped to boost vaccination rates in Manus province by upskilling government staff on proactive and timely communications strategies. In addition, Australia Assists fulfilled requests for support in locations experiencing Ebola and cholera outbreaks with coordination specialists who assisted in situational analyses, data management, knowledge sharing and simulation planning.

Australia Assists deployee Kirsty deployed to Ministry of Infrastructure and Sustainable Energy (MISE) in Kiribati to support the drought response as a WASH and Logistics Advisor. She is pictured conducting salinity testing with Graduate Intern at MISE, Tepepe Taurannang near the Bonriki Water Reserve. Photo: Carmen Holman, RedR Australia.

3. Stabilisation, Recovery and Reconstruction

Improved ability of Australia and partner countries to stabilise, recover and rebuild following disaster and conflict (21 per cent of deployments).

Disaster aftermath

Australia Assists' consistent multi-year support has helped manage early recovery activities, instill confidence in colleagues who are leading recovery operations and integrate GEDSI principles throughout. Examples include:

- **Implementing lessons learned:** Building on experience garnered in the wake of tropical cyclone Harold in 2020, deployees to Vanuatu's DSPPAC helped develop post disaster needs assessment processes and now oversee those processes in practice following tropical cyclones Judy and Kevin.
- **Rebuilding vital infrastructure:** Investment in project management expertise has resulted in the completion of a gravity fed water supply system for over 2500 people in 12 communities devastated by tropical cyclone Harold.

Post-conflict stabilisation

Deployees helped partners to accelerate the transition from humanitarian response to recovery and instill long-term stability in areas prone to conflict. Examples include:

- **Social Cohesion:** Deployees undertook extensive consultations with key informants in Jordan and Iraq to inform recommendations regarding aid effectiveness and refugee perspectives to provide an evidence base for tailored policy approaches, program design and resource mobilisation plans. In line with Australia's Women, Peace and Security agenda, Australia Assists also contributed to gender-sensitive prevention of violent extremism through policy support to the government of Kenya.
- **Durable solutions:** Deployees to Ethiopia helped to shift refugee services from emergency response to long-lasting and sustainable recovery by assisting internally displaced populations to return to their places of origin. Partner's programs focus

Institutional localisation reform in Jordan

Australia Assists provided support to UN Women in Jordan to enact localisation reform. The deployment of a Jordanian National, as a Monitoring, Evaluation and Learning Specialist supports the implementation and assessment of local and national actors to progress localisation in Jordan.

The deployment builds on the work of an earlier Australia Assists deployee, also to UN Women, who developed the 'MEAL Framework for Localisation of Humanitarian Action in Jordan', a practical and contextualised monitoring tool for actors to take and measure localisation progress. The subsequent deployee progressed the implementation of this framework, consulting key stakeholders in data collection, collation, analysis and evaluation to establish a baseline of localisation practice. This baseline forms a foundation of evidence which sets a benchmark to measure the delivery of effective humanitarian action on localisation.

Australia Assists' steadfast commitment in supporting these successive deployments has enabled concrete steps to translate global commitments of the Grand Bargain into action at the country level and is a model for localisation in protracted crisis settings.

on livelihoods support, reconstruction of housing and infrastructure, community-based protection and access to justice mechanisms.

- **Restoration of education:** Australia Assists contributed programmatic and strategic support to help ensure the continuation of children's education in conflict-affected settings by evaluating a pilot reading program in Za'atari settlement in Jordan, and writing an organisational strategy to guide UNHCR's role in facilitating the inclusion of displaced children in Mozambique's schools.

Australia Assists deployee Maureen is supporting the National Disaster Risk Management Office (NDRMO) as a Disaster Risk Management and Response Coordination Specialist in Kiribati. She is helping to strengthen the development, monitoring and implementation of the Kiribati drought response plan. Photo credit: Raimon Kataotao.

4. Quality of Humanitarian Action

Improved influence of Australia's humanitarian efforts and advancement of humanitarian policy imperatives (cross-cutting, across all deployments).

International engagement

Australia Assists contributed to improving Australia's engagement with regional and global humanitarian actors, and advancing the Australian government's stabilisation, resilience and policy objectives both through deployments and humanitarian training courses. Examples include:

- **Supporting planning and delivery of conferences:** Deployees contributed to the planning and implementation of several key conferences, including the Pacific Ministerial Meeting (Nadi), Women in Energy Conference (Suva) and the United Nations Framework Convention on Climate Change (COP27).

- **Deployment supporting international and regional organisations:** This year saw one deployment to a UN headquarters office, supporting WFP's global surge deployments. There were four roles with regional organisations supporting disaster preparedness across their regions: three roles to Secretariat of the Pacific Community (SPC); and one role to the ASEAN AHA Centre.

- **Conference attendance:** Program staff represented Australia Assists at key international and regional meetings, including the Humanitarian Networks and Partnerships Weeks (HPNW), an international forum for humanitarian organisations from the UN, NGOs, Member States, the military, academia, and beyond to discuss and address common issues. Program learning, particularly in the area of gender equality, was shared. Additionally, staff attended key regional conferences including the Asia-Pacific Ministerial Conference on Disaster Risk Reduction (APMCDRR) in Brisbane, 7th Pacific Regional Conference on Disability in Suva, and Regional Consultative Group (RCG) on Humanitarian Civil-Military Coordination for Asia and the Pacific in Thailand.

Taking the EHP course to Tonga

In May 2023, Australia Assists supported the delivery of the first RedR EHP course in Tonga in response to a longstanding request from NEMO Tonga and as part of broader Program efforts to make the roster more accessible to Pacific Islander humanitarian specialists. Twenty- seven participants represented a diverse array of government departments, NGOs and civil society organisations (CSOs) from Tonga's main island, Tongatapu, and surrounding outer islands.

Feedback from participants was exceptionally positive, with a 98.4 per cent satisfaction rating on post-course evaluations and MEL interviews indicated strong success in fostering greater harmonisation between response agencies in light of the recent experiences from the Hunga Tonga Hunga Ha'apai recovery.

> *We believe that whoever's here during this training, we can strengthen the coordination of clusters… I think if we can put this into practice, we're looking at much more easy response in the next disaster.*
>
> —Tonga EHP Participant

Harmonisation of action

Australia Assists contributed to the harmonisation of Australian humanitarian efforts and a more consistent focus on agreed policy imperatives and agreed humanitarian standards. Examples include:

- **Humanitarian training:** 15 RedR training courses were supported in FY23 (see training snapshot). While all courses contributed to strengthening the knowledge and skills of current and future humanitarian actors in important areas, such as humanitarian standards and inclusive approaches, courses run in the Pacific and Middle East additionally built the networks of trainees and organisations and strengthened future inter-operability between key response agencies. Noteworthy courses include the first Jordan and Tonga EHP courses as well as the first Pacific HEAT course in Fiji.

- **Inclusive approaches:** Australia Assists has a significant focus on disability inclusion, gender equality, and localisation which are Australian government policy priorities and key areas of focus within the humanitarian sector (see Disability Inclusion, Gender Equality and Localisation snapshots for further detail).

Visibility and recognition

Australia Assists contributed to improved visibility and recognition of Australia's humanitarian contribution and enhanced public and international diplomacy in a number of ways. Examples include:

- **Positive regard of the program:** MEL field trips noted numerous examples of the positive regard in which Australia Assists is held (and by extension, the Australian Government). This sentiment was shared by DFAT Post Lebanon, from the feedback they received from national partners; from Host Organisations who had received deployments; and from regional teams involved in delivering humanitarian training.

- **Program promotion:** In addition to ten content packages and 21 articles written about Australia Assists, multiple stories about deployees were published across digital and electronic publications such as Link Magazine, Create Magazine and Consulting Mattes.

Australia Assists deployee Paul works as a Resilience and Climate Change Officer with WFP in Bangladesh. Paul contributes to the translation of resilience program policy into country level practices and develops resilience/root causes program guidance and implementation modalities and operations. Paul is pictured here during a field visit to one of the camps he is working with.

Australia Assists deployee Warren was a Policy Adviser with Samoa Police, Prisons and Corrections Services (SPPCS). Warren worked directly with the SPPCS Policy and Planning Section to identify gaps and needs in existing policies and procedures.

Global Snapshot

116
Total deployments
49% female – 1% increase on FY22

638
Deployment months
Highest volume to date – 12% increase on FY22

37
Countries
New: Yemen (remote from Jordan), Qatar, South Africa

29
Host organisations
New: MISE Kiribati, SPPCS, FCOSS, NDMO Fiji

By location

5%

15%

15%

25%

40%
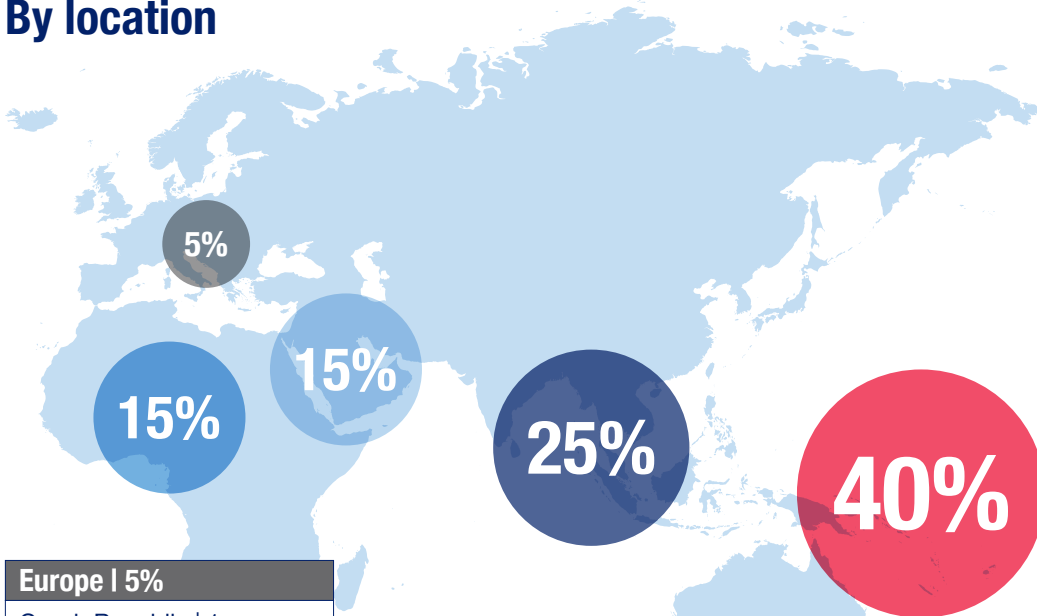
Europe | 5%
Czech Republic | 1
France | 1
Italy | 1
Poland | 1
Romania | 1

Middle East | 15%
Jordan | 7
Iraq | 3
Lebanon | 3
Syrian Arab Republic | 3
Qatar | 1
Republic of Yemen | 1

Africa | 15%
Kenya | 4
Ethiopia | 3
Sudan | 3
Mozambique | 2
Malawi | 1
Niger | 1
Nigeria | 1
South Africa | 1
Republic of South Sudan | 1
Zimbabwe | 1

Asia | 25%
Bangladesh | 14
Myanmar | 9
Indonesia | 2
Afghanistan | 1
Cambodia | 1
Laos | 1
Sri Lanka | 1

Pacific | 40%
Vanuatu | 12
Papua New Guinea | 8
Fiji | 7
Samoa | 6
Kiribati | 4
Tonga | 4
Solomon Islands | 2
Timor-Leste | 2
Fed States of Micronesia | 1

51% male
Identify as male (**47%** of deployment months)

49% female
Identify as female (**53%** of deployment months)

46
years-old median deployment age

15
nationalities deployed

9
accompanied deployments

By emergency

	Preparedness[6]		Climate-Related Disaster	Health Emergency	Other[7]	Natural Hazard
47% Conflict and IDP/Refugees	26%		9%	8%	7%	3%
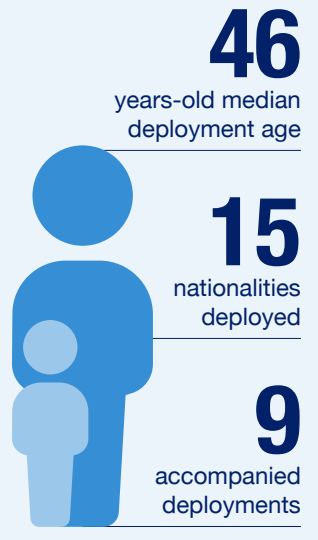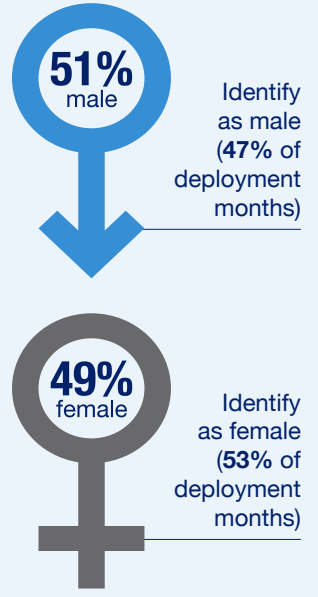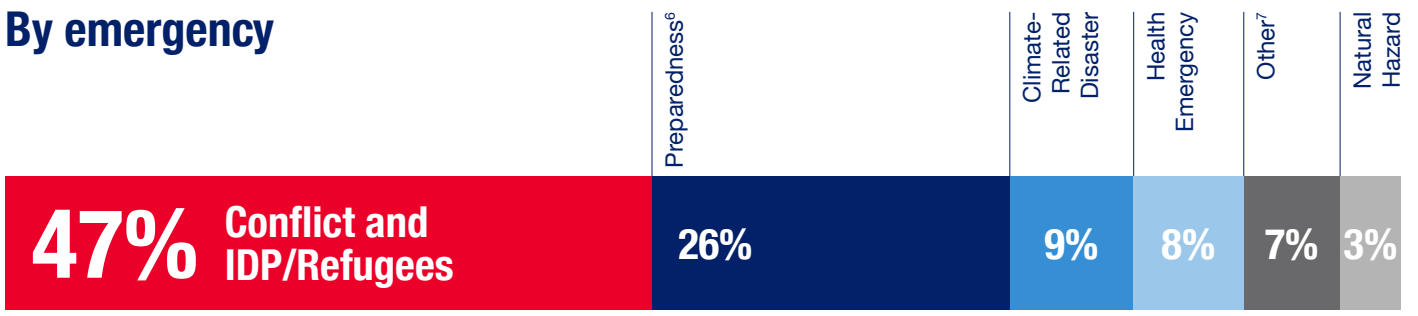
[6]Some preparedness roles pivoted to response for part of the deployment.
[7]'Other' includes elections support and global strategy support.

By funding

63% Core Funding
37% Non-Core Funding
$AUD

- **12%** Bangladesh
- **1%** HEF
- **5%** Africa
- **5%** Myanmar
- **7%** Peace & Stability
- **7%** Other Post Funding
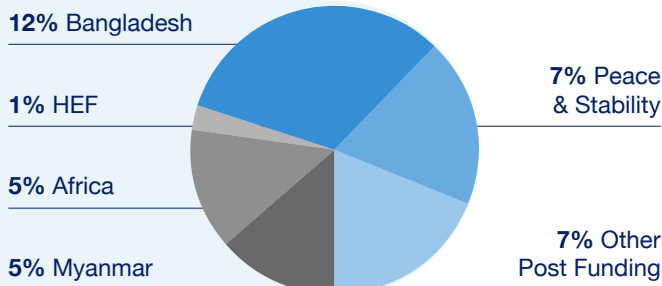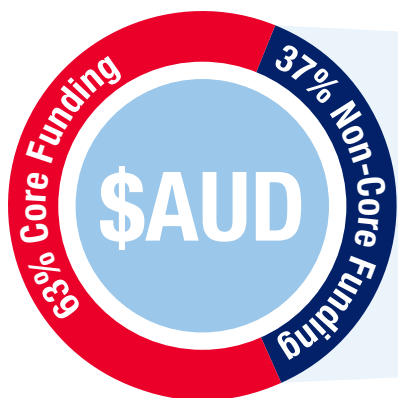
By host

69% were to UN organisations
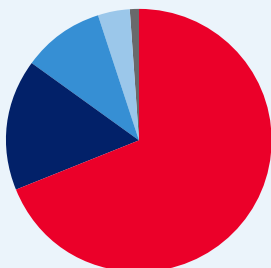
United Nations | 69%

FAO; UN Women; UNDP; UNESCO; UNFPA; UNHCR; UNICEF; UNOPS; UNRWA; WFP; WHO; IOM; OCHA.

Government Ministries/Departments | 16%

Office of the President Kiribati; PNG Electoral Commission; Office of the Prime Minister Vanuatu; Samoa Police, Prisons and Corrections Services (SPPCS); Department of Water Vanuatu; Department of Strategic Policy, Planning and Aid Coordination (DSPPAC); Ministry of Health Vanuatu; Ministry of Infrastructure and Sustainable Energy (MISE) Kiribati; Ministry of the Interior Timor-Leste.

National Disaster Management Authorities | 10%

National Disaster Management Office (NDMO) Samoa; NDMO Vanuatu; National Emergency Management Office (NEMO) Tonga; NDMO Fiji.

Regional Organisations | 4%

Secretariat of the Pacific Community Fiji (SPC); ASEAN AHA Centre.

NGOs | 1%

Fiji Council of Social Services (FCOSS).

35% supported **before** a crisis
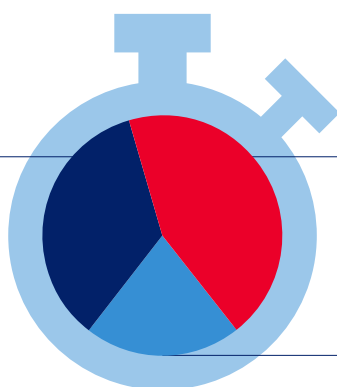
44% supported **during** a crisis

21% supported **after** a crisis

By skill

Skill	Value
Response Coordination & Management	22
Protection & Livelihoods	21
Preparedness, Risk Reduction & Resilience	17
Engineering - Infrastructure/WASH	11
Communications	8
Education	7
Logistics & Supply Chain	6
Health, Hygiene & Nutrition	5
Peace & Security	4
Administration	4
MEAL & Reporting	4
Information Management	3
Localisation	3
Early Recovery	1

Australia Assists Program deployee Everlyn works as a National Gender and Resilience Officer with UN Women in Solomon Islands, and helps build women's resilience to disasters and climate change. Photo: Darren James.

37 deployments[8]
43% female

192 deployment months

15 countries

21 host organisations

01 Disaster Risk Reduction and Climate Change Action

In line with UN Sustainable Development Goal 13 and the Australian Government's Climate Change Action Strategy, Australia Assists delivered 37 deployments dedicated to mitigating and adapting to the effects of climate change. Recognising that every dollar spent on Disaster Risk Reduction (DRR) activities saves up to 15 dollars on response and recovery[9], Australia Assists worked with governments, communities, and organisational leadership to improve contingency planning, preparedness measures and early action ahead of extreme weather events through wide-ranging expertise including:

- Telecommunications support to ensure Samoa's national radio and siren networks are fit for purpose in conveying risk warnings in times of impending disaster;

- Planning and coordination of the national Women's Resilience to Disasters project, led by UN Women Solomon Islands to ensure gender responsive disaster risk reduction;

- Advocacy for village level flood anticipatory action and social adaptive actions for adoption by the Indonesian government;

- Situation analysis and needs assessment of water resources in Gulf countries and Yemen to inform UNESCO's prioritisation of activities.

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[8]Previous years took a more narrow definition based on role title. This year considered a broader skillset in alignment with DFAT's Climate Change Action Strategy key terms. [9]www.dfat.gov.au/sites/default/files/climate-change-action-strategy.pdf - DFAT Climate Change Strategy.

Key climate change terms[10]

- **Mitigation:** reduction of greenhouse gases released into the atmosphere, including activities that remove or reduce emissions, or improving renewable energy uptake.
- **Adaptation:** ability to adjust to climate change to minimise potential impacts, take advantage of opportunities or to cope with the consequences.
- **Resilience:** capacity to tolerate shocks or disturbance, and to recover and rebuild a better 'new normal'. Resilience has economic, social and ecological dimensions.

Taking action in the Pacific

Mitigation

In Fiji, deployees worked in tandem to promote efforts to reduce greenhouse gas emissions via the SPC's Georesources and Energy Programme. The pair compiled digital materials to amplify the visibility of sustainable energy opportunities and facilitated the Women in Energy Forum, a platform to encourage women's agency in the clean energy sector at the institutional, community and individual level.

Adaptation

In Samoa, support from Australia Assists enabled the development of a Disaster Response Management toolkit with corresponding training for 22 trainers from 17 response agencies to further roll out the newly developed resources. The deployment has enabled a standardised approach to national emergency response capabilities, thereby improving Samoa's ability to adjust to climate change and minimise potential impacts.

Resilience

In Vanuatu, Australia Assists directly reduced vulnerability and improved the capacity of 12 outer-

island communities to absorb the destruction left by Tropical Cyclone Harold through project management and engineer expertise. A long-term deployee designed and supervised the Rehabilitation and Upgrade of Yanumakele Gravity Fed Water Supply System, which, now complete, provides safe and reliable water for over 2500 people who had been relying on unsafe rainwater harvesting since 2020.

Improving food security in Myanmar

A combination of protracted conflicts and recurrent climate-induced shocks continue to cause food insecurity in Myanmar. Local actors offer an understanding of contextual challenges and an ability to mobilise local networks, which enable greater access to affected populations. To utilise these advantages, Australia Assists provided personnel to FAO to work with local actors to help institutionalise a localisation strategy, while also developing an emergency appeal in the aftermath of Cyclone Mocha. This support enabled a tailored and risk-informed response to immediate needs, contributing towards more sustainable long-term livelihood outcomes.

Institutionalising disaster risk reduction

DRR Specialists deployed across different regions have developed documents and tools to align organisational practices with international architecture. Examples include the development of:

- Guidelines for child-friendly evacuation centres in partnership with the Laos government
- District-level DRR manuals for first responders in Fiji
- A National Emergency Plan submitted to Timor Leste's National Council of Ministers for approval
- A regional-level DRR Strategy for UNESCO's Southern Africa Regional Office, to inform needs-based decision-making across nine member states

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[10]Refer to previous footnote.

Australia Assists deployee Jason is working as a Programme Officer with IOM Ethiopia as part of its Transition and Recovery Department (TRD) under the Emergency and Post Crisis (EPC) Unit. Jason is tasked with helping to implement post-crisis activities following the signing of an Agreement for Lasting Peace through a Permanent Cessation of Hostilities between the Federal Government of Ethiopia and the Tigray People's Liberation Front (TPLF) in the Tigray region. Jason is pictured here during a recent field mission, conducted to gain a better understanding of the situation facing IDPs, returnees and conflict affected communities.

70 deployments
51% female

357 deployment months

26 countries

14 host organisations

02 Peace and Stability

With support from additional bi-lateral funding packages, Australia Assists was able to step up it's support to communities impacted by violence. Over 50 per cent of all deployments contributed to conflict mitigation, provision of lifesaving services, or post-conflict stabilisation. Specialists deployed across all Australia Assists regions helped to address root causes of violence, build effective and accountable institutions, and enhance community resilience to shock through a breadth of roles and capacities including:

- Improved accountability to affected populations through focus group discussions in Sri Lanka regarding experience of accessing cash and voucher assistance
- Planning of alternative livelihood and protection interventions through safe spaces in Afghanistan
- Humanitarian negotiation training for local actors to ensure the safe passage of aid into Lebanon

- Advising on sustainable ceasefire processes and management structures in Yemen
- Reducing harmful gender norms through the development of referral support guidelines for local organisations in Sudan

Support to Ukraine

As the war in Ukraine continued into a second year, Australia Assists support remained steadfast via deployees positioned across European vantage points. Specialists spanning the shelter, education and protection sectors strengthened psychological and social work structures and interventions for youth in Ukraine and refugees in neighbouring Czech Republic and Romania; an important gap in humanitarian response efforts. An Education in Emergency Specialist designed a 40-hour online training course to upskill 15,000 psychologists working within the Ukrainian education system with modules tailored to respond to the psychosocial effects of an active and ongoing war on school students.

Women, peace and security

Australia Assists contributed to the Australian Government's National Action Plan on Women, Peace and Security 2021-2031 through the deployment of 20 specialists who collectively helped to *reduce sexual and gender-based violence*, and *support resilience, security and justice efforts* through contributions to policy, advocacy, coordination and capacity building of local actors.

- A Policy Specialist helped take a stand against violent extremism in Kenya - a pressing security risk within the region where many women are coerced into activities that threaten peace. The deployee assisted UN Women to work in partnership with the Kenyan government to integrate international commitments on Women, Peace and Security into national mechanisms to protect and support communities.

- A Sexual and Reproductive Heath Coordinator improved service provision for survivors of sexual violence in Northeast Syria by facilitating regular education sessions for medical students to learn how to undertake forensic medical exams. Students then became focal points for the clinical management of rape within a broader referral mechanism during the aftermath of the Türkiye/Syria earthquake.

Elections support

Local and international elections experts strengthened air logistics and warehousing capacities during the Papua New Guinea national election. Together with national colleagues from the Papua New Guinea Electoral Commission, they helped to operationalise nearly 1000 polling sites across 17 provinces by coordinating the distribution and receipt of election materials, all the while providing recommendations for greater time and cost-efficiencies, and training their counterparts on sound record keeping, security planning and handling of sensitive materials.

In Vanuatu, Australia Assists was quick to provide a Logistics Advisor to the Vanuatu Electoral Office (VEO) via UNDP in time for the Snap Parliamentary Election. There he guided procedures for the distribution and return of election materials and warehousing processes which ensured timely operations and can be repeated by VEO in future elections.

In Bangladesh, Australia Assists deployee Liz, supported UN Women as a Communications and Reporting Specialist. She helped to communicate their work on gender equality for women and girls in the Rohingya refugee camps and host communities of Cox's Bazar. Photo: Saikat Mojumder.

27 targeted deployments 89% female

151 deployment months

17 countries

9 host organisations

03 Gender Equality

FY23 saw a marked increase in the number and percentage of gender focused deployments across Australia Assists. These deployments and the partnerships involved saw Australia Assists consolidate and deepen its commitment and focus on gender equality in humanitarian action.

Australia Assists deployed the highest number of targeted gender deployments to date - 20 gender specialists against a target of four, plus seven technical experts to gender-mandated host organisations (UNFPA and UN women) - where they enhanced women's voices in decision-making and helped reduce violence against women and girls.

Mainstreaming gender equality

Over 85 per cent of deployees reported that they had contributed toward gender equality, against a target of 50 per cent. This represents significantly enhanced progress toward gender equality mainstreaming throughout Australia Assists deployments.

For example:

- A Cluster Coordinator to NEMO Tonga ensured the collection and inclusion of gender-disaggregated data in analysis of disaster response, ensuring that the needs of women and girls are identified and included in needs assessments.

- An Emergency Response Coordinator to IOM Papua New Guinea integrated cross cutting issues of gender inequality, gender-based violence (GBV) and protection principles into camp coordination, non-food items and shelter program implementation in the Western

Highlands. Acting as cluster lead, she was frequently the only female in the room, and consistently advocated for the participation of women and for a designated GBV focal point. Her advocacy led to the hiring of a female GBV focal point, whose role is to mainstream and liaise protection concerns between clusters.

Gender Action Plan highlights

Through the Australia Assists Gender Equality Strategy and Action Plan, Australia Assists continued to strengthen policies, structures and systems for gender equality. This work ensures that Australia Assists can effectively contribute to prioritising gender equality in humanitarian action. Highlights include:

- Achieving gender balance in deployments (49 per cent of deployees female)

- A recruitment campaign to increase the number of Gender and GBV Specialists on the roster, saw an additional 24 specialists recruited (which represents 13 per cent of roster members recruited in FY23).

- Promoting gender-focused campaigns, including International Day for the Elimination of Violence Against Women (25 November 2022) and International Women's Day (8 March 2023), in addition to periodic articles and social media posts focused on female empowerment and gender equality.

"

(The deployee) represents the kinds of values and principles that we have in the UN system and that is incredibly important in these kinds of crises and contexts, where you need the kind of staff that will take action on the basis of principles and values.

—UN Women Bangladesh

"

For me it's really about equality; lifting women and protecting women and girls. This is the work that I'm doing and supporting women in this environment. These stories need to be told.

—Australia Assists deployee, Kenya

Australia Assists deployee Tiziana supported the World Food Programme (WFP) in Lebanon as a Disability Inclusion Advisor. Tiziana is pictured with Rasha Sankari from Forum for the Rights of Persons with Disabilities. Photo supplied by deployee, Tiziana.

3 targeted deployments 100% female

28 deployment months

3 countries

3 host organisations

04   Disability Inclusion

FY23 saw a renewed focus on disability inclusion as a program priority. Australia Assists commenced a review of the achievements, challenges, and opportunities related to the Disability Inclusion Strategy and Action Plan (DAP). The in-depth review, supported by CBM's Inclusion Adivsory Group (IAG), was an inclusive process, with people with disabilities both facilitating and participating in consultations.

The review found that good progress had been made to support disability inclusion in humanitarian action via the deployment of technical specialists; strengthened disability inclusion content within training courses; communications products featuring disability inclusion; and engagement with Organisations of Persons with Disabilities (OPDs). However, many staff did not feel confident to progress disability inclusion, Australia Assists lacked a focal point to drive progress, and there were gaps in the DAP's priorities and activities.

The revised DAP will include a new priority aiming to increase accessibility and inclusion of Australia Assists for people with disabilities.

Targeted disability inclusion deployments

This year there were three targeted deployments for disability inclusion or GEDSI[11], to WFP Lebanon, UN Women Solomon Islands, and the Vanuatu Government's Department of Strategic Planning, Policy and Aid Coordination (DSPPAC). Disability inclusion specialists

played a key role in linking government, NGOs and OPDs stakeholders to support more inclusive response design and delivery; training colleagues in inclusive programming; ensuring disability inclusion was embedded in all response and recovery plans; ensuring that partner organisations also consider and plan for disability inclusion in their response efforts; and strengthening the capture of disability data.

Strengthened mainstreaming in humanitarian action

Nearly two thirds (62 per cent) of deployees reported disability inclusion outcomes through their work.

Examples include:

- strengthened capture, analysis and use of disability data;
- inclusion of OPDs in needs assessments and planning processes;
- accessibility considerations in shelter and site planning;
- accessible WASH infrastructure;
- ensuring evacuation sites are accessible;
- inclusion of people with disabilities as key groups in responses;
- partnering with OPDs to ensure access to dignity kits;
- and advocacy for disability support payments for refugees with disabilities.

This trend is set to continue, with CBM Australia's Disability Inclusion Advisors engaged in Q4 to conduct mentoring sessions with deployees. Twenty per cent (11) of deployees took up the opportunity for 1:1 mentoring, and the disability inclusion outcomes of these deployees will be tracked as their deployments wrap up.

Other DAP highlights

- Two new MOUs were signed with OPDs in Fiji and Solomon Islands.
- An article was published on the Disability Inclusion Specialist deployed to WFP Lebanon, which was subsequently published in Link Magazine.
- A new staff role was created to drive implementation of the DAP and other inclusion strategies, with the new Inclusion Advisor commencing within the financial year.
- A review of accessibility and inclusion along the deployee life cycle commenced with a focus on talent acquisition systems and processes; and addition of more inclusive language on training registration forms.
- Design commenced for a Disability Inclusion Support Scheme (DISS), to support reasonable accommodations more systematically throughout the deployee life cycle.
- Commencement of a mentoring program in which CBM experts with lived experience of disability advised deployees on how to strengthen disability inclusion in their roles.

I am very passionate about disability inclusion and I am thrilled to have the opportunity to share my expertise and knowledge, gained at global level, to input and foster change.

—Australia Assists Disability Inclusion Advisor, Lebanon
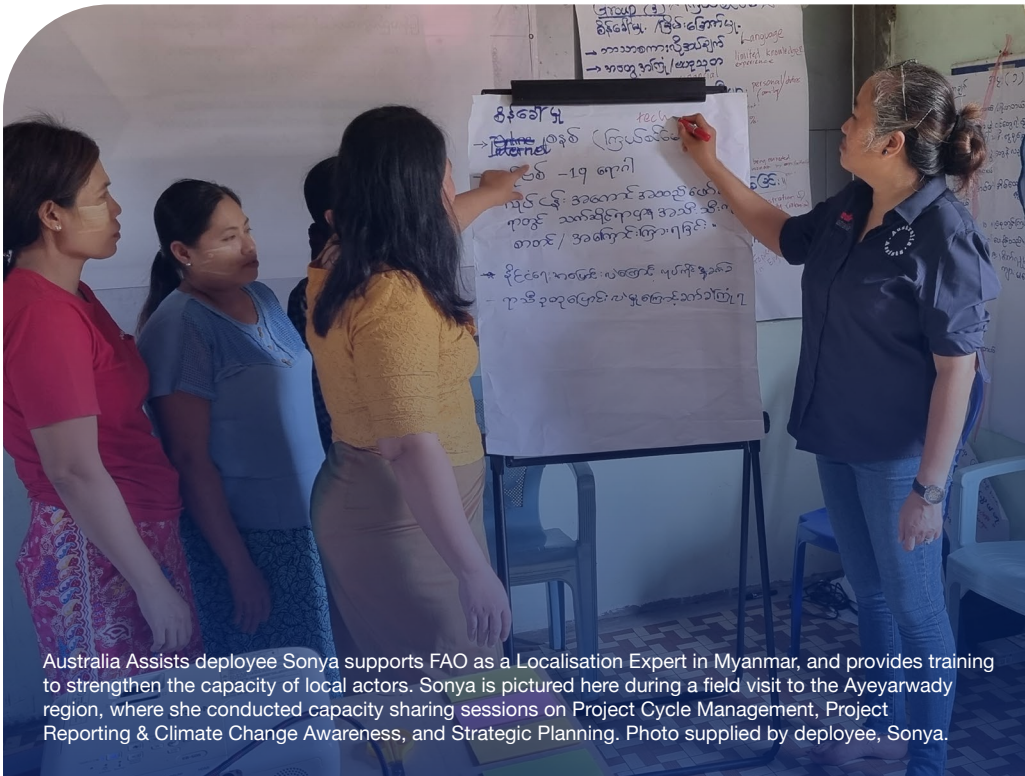
Australia Assists deployee Sonya supports FAO as a Localisation Expert in Myanmar, and provides training to strengthen the capacity of local actors. Sonya is pictured here during a field visit to the Ayeyarwady region, where she conducted capacity sharing sessions on Project Cycle Management, Project Reporting & Climate Change Awareness, and Strategic Planning. Photo supplied by deployee, Sonya.

26 deployments (11 national, 15 regional[12]) 48% female 4 targeted

101 deployment months

10 countries

9 host organisations

05 Localisation

In recognition of the complementary roles that international actors play in support of national and local systems, Australia Assists continued to foster the UN's call to make humanitarian action *as local as possible, as international as necessary*[13] in both the office and the field. Significant outcomes were achieved in training delivery, roster diversification and, in turn, localised deployments.

Localisation in action

Over one fifth of deployments (22 per cent) were undertaken by specialists from their country of deployment or neighbouring region with which they shared socio-cultural and/or linguistic similarities. This facilitated smoother integrations into host organisations, enabling them to quickly establish trust with counterparts, leverage existing networks and have intricate understanding of local operational contexts and ways of working.

In addition, Australia Assists fostered localisation through a range of considered approaches. Examples include:

- Upskilling local medical professionals in clinical procedures and reinforcing referral pathways at the Ministry of Health in Syria. This has directly improved service provision for affected populations.
- Training local social workers and their supervisors in child protection case management at Bangladesh's Department of Social Services.

[12]National refers to a citizen from the country of deployment. Regional refers to a deployee from a neighbouring country within the same region of deployment (i.e. same continent (e.g. Africa) or countries side by side (e.g. Indonesia and Timor Leste)). [13]World Humanitarian Summit 2016.

29

A recent MEL review of Australia Assists-supported training included the following reflections:

Localisation is a key feature of Australia Assists' contribution to quality deployments and humanitarian action. Supporting RedR's EHP and HEAT training in the Pacific and Middle East regions has contributed significantly to progress on the Localisation Action Plan, and has allowed a disruption of the traditional training model in several ways, including:

- Contributing to the diversification of roster recruits and deployees, enabling more local deployments in home countries and regions.

- Reducing structural barriers to access of training courses for people in the Pacific and Middle East regions (travel, visa, cost).

- Enabling local deployees to access international deployments, creating opportunities for experience, career progression and remuneration.

- Contributing to the diversification of the training pool to support regional training and ensure diversity of trainers for courses held elsewhere.

- Extending support for local deployees by other organisations who have attended the training.

- Expanding Sri Lanka's Accountability to Affected Populations Working Group to increase representation from local and national NGOs and civil society organisations. Consultation processes were conducted in local languages and infographic summaries of future plans were also made available in local languages.

- Promoting local leadership in humanitarian response at NDMO Vanuatu by connecting

international actors with the most appropriate local partners and advocating for decision-makers to draw on community and local governments to identify and prioritise needs following tropical cyclones Kevin and Judy; all the while mentoring national colleagues in information management processes and humanitarian coordination structures in Bislama.

Deploying the Experts

Beyond efforts to mainstream localisation in each deployment, Australia Assists deployed four Localisation Specialists to establish trajectories of local participation, ownership, and leadership. In Myanmar, this involved the development of a capacity building plan to align future programming with community needs, and guidelines for local actors to access humanitarian funding. In Bangladesh, Australia Assists expertise provided recommendations for NGOs to measure and report on localisation activities relating to organisational development, funding mechanisms, coordination and partnerships and local procurement.

In Jordan, Australia Assists has continued efforts to involve crisis-affected populations in decision-making processes throughout the humanitarian cycle by establishing a baseline for the country's first national Localisation Framework.

Expanding the reach of training

Australia Assists' funding supported RedR to deliver five overseas courses including the first Pacific HEAT, EHP Jordan and EHP Tonga. Localisation of the training (see excerpt on page 30) has largely been a demand-driven process as each course drew together a broad cohort of humanitarian stakeholders and fostered greater coordination among cluster members as well as better appreciation of other agencies' roles in humanitarian crises

Supporting local partners

An MoU was signed with Fiji Council of Social Services, which has enabled new opportunities for Australia Assists to support its nine national NGOs and 282 community and faith-based organisation members. Australia Assists has materialised the partnership through its first deployment to FCOSS: a DRR Specialist.

What's really made it special is the fact that we've been able to reach out to 27 participants. We've had the opportunity for people working in government ministries, in existing disaster management offices to work with their local NGO partners.

—Tonga EHP Course Coordinator

If a disaster occurs here in Tonga, we will be able to apply the knowledge and the skills that we had been trained in before the international agencies arrive.

—Tonga EHP Participant

Australia Assists deployee Norman is a Communication Specialist supporting the functional and operational needs of the Emergency Radio Network and the Emergency Siren Network with NDMO in Samoa.

Following Tropical Cyclones Judy and Kevin which made landfall in Vanuatu on the 1st and 3rd of March 2023, Australia Assists deployees Franck, Barnanby and Ben deployed as part of the Humanitarian Response Team (HRT). Photo supplied by deployee, Franck.

46 deployments (7 local, 4 regional) 43% female

273 deployment months

9 countries

21 host organisations

06 Pacific

In FY23, annual planning for the Pacific outlined an intention to deploy to regional organisations, host government agencies, the UN and civil society organisations to address critical thematic priorities such as disability inclusion, gender equality, climate change and disaster preparedness and response. Additionally, Australia Assists planned to support COVID-19 response and recovery efforts across the Pacific, and the localisation of humanitarian action through the delivery of three Pacific training courses.

These plans were realised in FY23. Program contributions to the Pacific in FY23 were marked by three new partnerships with civil society organisations, including the Fiji Council of Social Services (FCOSS), Fiji Disabled People's Federation (FDPF) and the Disabled People's Association of Solomon Islands (DPASI); expanded training opportunities, the recommencement of content and data collection trips. While the planned deployment to Marshall Islands did not eventuate, the year saw the development and operationalisation of Australia Assists'

new Humanitarian Response Team capability. Working at community, provincial, national and regional levels, deployees were instrumental in improving organisational technical standards, harmonising incident management systems across response actors, and pivoting to fill critical gaps in the wake of disasters.

Partnering for preparedness

Two thirds (62 per cent) of Australia Assists deployments to the Pacific contributed to stability, resilience and risk reduction before

Deployment months by funding source (Pacific)

19% Additional funding

81% Core funding
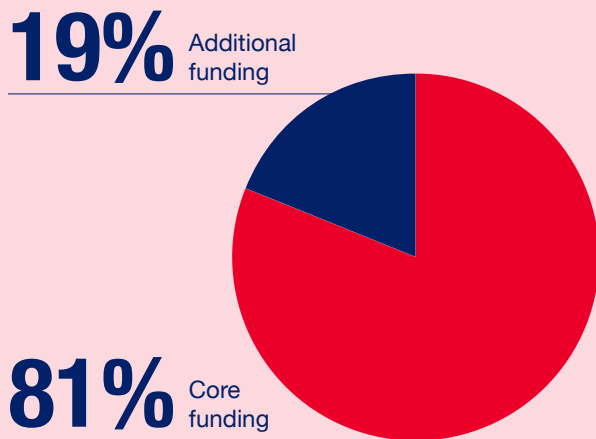
a crisis. This took many forms, including in support of three new host organisations' mandates:

- At Fiji Council of Social Services (FCOSS), a DRR Specialist is working directly with local communities to build civil society organisation compliance with national and international standards and developing a DRR curriculum including anticipatory action planning to be rolled out to first responders living in communities prone to disasters.

- At NDMO Fiji, a Humanitarian Training Coordinator brings expertise from the AHA Centre to support the establishment of a National Emergency Response Team (NERT) that will improve coordination among government ministries to provide structured surge capacity within the country and beyond.

- At SPPCS Samoa, three deployees contributed to combat domestic violence through the development and operationalisation of the country's first Family Violence Policy, endorsed by the Police Commissioner and now being rolled out to existing officers and new recruits.

Surge response, Vanuatu

At the request of the Government of Vanuatu, the Australian Government deployed the Australia Assists Humanitarian Response Team (HRT) as part of a wider Rapid Assessment Team to assist with humanitarian needs assessment following twin cyclones Kevin and Judy. The five-day pilot mission drew on existing deployees based in Vanuatu's NDMO, Ministry of Health and Department of Strategic Planning, Policy and Aid Co-ordination (DSSPAC) who played a key role in connecting their HRT counterparts with in-country colleagues and sharing information.

Subsequent recommendations for ongoing logistics support to assist with relief item distributions were materialised through additional Australia Assists expertise.

Follow-up MEL interviews found the HRT surge mechanism to be highly flexible and adaptable to the context as the team quickly built relevant and robust relationships with NDMO, Australian Defence Force, government officials and colleagues from Australia's wider Rapid Assessment Team. The team's complementary experience, skills and contacts enabled them to participate meaningfully in cluster meetings and leverage information to achieve rapid results.

…The HRT delivered on what it was asked to do, and more. There is a lot of potential in deploying multidisciplinary assessment teams…this first hit-out has given us a lot to build on.

—HRT Team Member

Kiribati drought assistance

Australia Assists was quick to respond to Kiribati's State of Emergency with immediate and longer-term water supply solutions to the prolonged drought. WASH engineers embedded within the Ministry of Infrastructure and Sustainable Energy (MISE) helped to design and install solar pump water projects in communities affected by high salinity levels on the outer islands, while a DRM Specialist provided guidance to the National Drought Committee to develop a Management Plan and ensure representation from vulnerable populations across all phases of the disaster cycle.

Harmonisation through training

In response to longstanding requests from partners, Australia Assists continued to make core humanitarian courses more accessible to Pacific Islanders by providing funding support to RedR to deliver the first HEAT in Fiji, and EHP in Tonga. Feedback from participants, trainers, and local stakeholders was overwhelmingly positive with regards to solidifying national networks through inter-cluster cooperation and trust-building, facilitation of local expertise and opportunities to join a global humanitarian roster.

It's really, really challenging with scarce resources and the limitation that we have with skills gaps so of course that's why we always tap into the Australia Assists Program. And we are grateful from this time onwards and wish that the Australia Assists Program will continue to support our country that is still number two most vulnerable to natural disasters.

—NEMO Tonga

In Tonga, local Australia Assists deployee Viliami supports the National Emergency Management Office (NEMO) as Cluster Coordinator. Photo: Carmen Holman.

Australia Assists deployee Franck is a Logistics Specialist with the National Disaster Management Organisation (NDMO) in Vanuatu. Franck was deployed to his role as part of the response to Tropical Cyclones Judy and Kevin.

Australia Assists deployee Christine is a Midwife Mentor with UNFPA in Cox's Bazar, Bangladesh. She assists local health facilities to provide midwifery-led Sexual and Reproductive Health services in Cox's Bazar and Bhasan Char. Photo: Saikat Mojumder.

29 deployments
(1 local, 6 regional)
52% female

148 deployment months

7 countries

11 host organisations

07 Asia

In line with the Year 6 Annual Plan, Australia Assists provided 23 specialists to Bangladesh and Myanmar, representing the largest response to any single humanitarian crisis. This was largely made possible by additional funding packages from DFAT Bangladesh and Myanmar Posts. Planned deployments to the AHA Centre (in Indonesia), India and the Philippines did not eventuate. However, deployments to Afghanistan (remotely), Cambodia, Indonesia, Laos and Pakistan progressed as planned, with an additional deployment to Sri Lanka.

Steadfast support to the Rohingya crisis

Gender and protection

Ongoing efforts to increase capacity and support in the areas of gender, inclusion, protection and accountability to affected populations have continued in Bangladesh and Myanmar. Examples include:

• A Clinical Nurse improved neonatal and maternal care by training 25 midwife supervisors, contributing to reduced mortality within Rohingya refugee camps and host communities in Cox's Bazar.

• A Gender Based Violence Specialist strengthened partnerships with local organisations in Cox's Bazar to support field officers within the camp. Wide scale training is a key focus of her deployment.

Deployment months by funding source (Asia)

74% Additional funding

26% Core funding
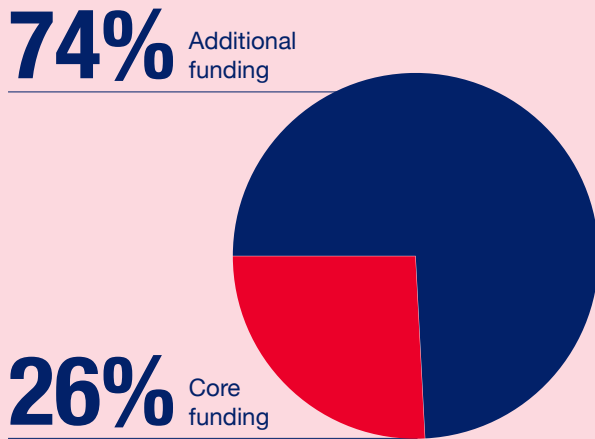
- A Community Based Protection Officer supported UNHCR's response by assessing the distribution of cash assistance to people with complex and life-threatening protection risks in Myanmar. As part of this process, the deployee reviewed and developed a new training package to deliver to colleagues and partners on how to best assess and support people with additional vulnerabilities.
- A Social Protection Specialist delivered technical training to local social workers within Bangladesh's Department of Social Services. The training sessions were facilitated each month for 77 social workers and their seven supervisors resulting in a substantial increase in continuity, skills and confidence which will benefit the communities beyond the duration of the deployment.

WASH

High population densities and challenging environmental conditions in Cox's Bazar resulted in acute WASH needs. Targeted deployments to strengthen WASH systems and improve practices in waste management were a focus for the Bangladesh package with multiple Australia Assists deployments in the WASH sector. This allowed deployees to work collaboratively across the response and coordinate a strong approach to waste management and WASH services within Cox's Bazar's.

Localisation

Localisation also remains a prominent focus in the region, with Australia Assists offering a first in-country deployment to Myanmar since March 2020. A Localisation Specialist has been working with FAO to review projects and resources to inform gap identification, data assessments and capability development opportunities.

In Bangladesh, a Localisation Specialist has supported a more coordinated approach to development programming for Host Communities by leading the mapping of all programs across NGOs, UN agencies, and government. Conducted for the first time, program mapping will promote greater visibility, accountability, and the ability to better identify gaps and duplication.

Strengthening partnerships within the region

A program monitoring and content collection visit to Bangladesh and Bangkok took place at the end of March 2023. The purpose of the trip was to meet with DFAT Posts and partners to progress planning for funding packages, strengthen existing partnerships, and capture upcoming needs and operational insights. This also allowed an opportunity to further educate partners on priorities moving into FY24, to ensure strong alignment and delivery. As a result of this visit Australia Assists was able to progress three new roles for the third year of the Bangladesh Package, in the areas of Disability Inclusion, Gender and Protection.

First deployment to Sri Lanka

An Accountability to Affected Populations (AAP)-PSEAH Officer helped strengthen Sri Lanka's Humanitarian Needs and Priorities (HNP) Plan to ensure greater accountability to affected populations across the humanitarian response in Sri Lanka. She led the design, preparation, dissemination, and analysis of an AAP 3W (who-what-where) mapping survey for UN and NGO agencies to establish a collective approach to AAP and PSEA more broadly.

Australia Assists deployee Emma works as a Reporting Analyst and Grants Manager for UNFPA, and is working on the Syria response while based in Jordan. Photo: Wael Liddawi.

Australia Assists deployee Budi is an Education Officer with UNHCR in Bangladesh, and works to develop and supervise the implementation of education programming for Rohingya refugee adolescents and youth. Photo: Saikat Mojumder.

In Syria, Australia Assists deployee Tim's role as a WASH Coordinator with UNICEF pivoted towards disaster response following the earthquake which hit the region. Tim supported the cholera response in the aftermath of the disaster. Photo: Wael Liddawi.

18 deployments (2 local, 1 regional) 50% female

99 deployment months

6 countries

10 host organisations

08 Middle East

In FY23, Australia Assists planned to support the needs arising from compounding 'crises within crises' throughout the region via UN partners. The plan noted climate change-driven resource scarcity, exacerbated by the war in Ukraine, had further unsettled regional dynamics, and that support for both immediate needs and longer-term capacity strengthening remains vital. Additionally, Australia Assists planned to support delivery of the inaugural Middle East and Africa (MEA) EHP course and an additional MEA-HEAT course, both delivered in Amman, Jordan.

Planned deployments to the Occupied Palestinian Territories and United Arab Emirates did not eventuate, however 18 deployments helped to improve living conditions for internally displaced people, refugees and host communities throughout Iraq, Jordan, Lebanon, Syria and for the first time, Qatar and Yemen. MEA regional training was implemented as planned.

Contextualising global guidelines

Australia Assists deployed a WASH Cluster Coordinator to UNICEF in support of the whole of Syria's cholera response. The deployee worked to strengthen how cholera data was reported and used to control the outbreak. He also developed program guidelines, standard operating procedures, training, and advocacy materials. By contextualising global guidelines that

Deployment months by funding source (Middle East)

33% Additional funding

67% Core funding
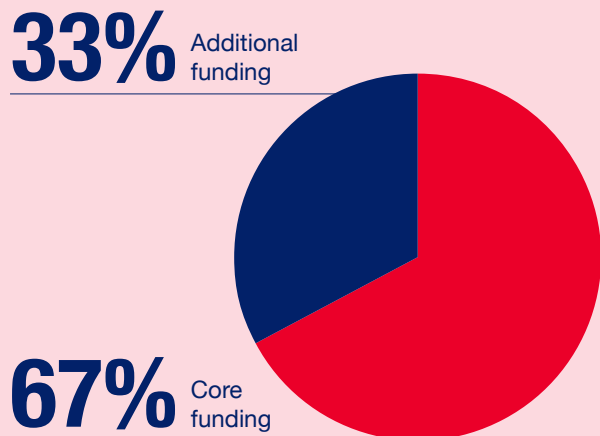
adapted global best practice for the Syrian context, the deployee supported Syria's preparedness for future cholera outbreaks.

Supporting peace in Yemen

The deployment of a Coordination Advisor to the Office of the Special Envoy of the Secretary General for Yemen (OSESGY) via UNOPS supported the planning of a ceasefire implementation mechanism in Yemen. His work helped to develop and implement structures and processes to ensure mutual agreement for the formation of a joint coordination room. If a ceasefire is successfully reached, the joint coordination room will support the de-escalation of incidents at an operational level. It will reduce conflict related violence, provide access to services and markets, and provide an opening for much needed humanitarian assistance via air, land and sea.

(The deployee's PSEAH guidelines) will make an enormous difference to the beneficiaries and the communities in the field.

—UNRWA Jordan
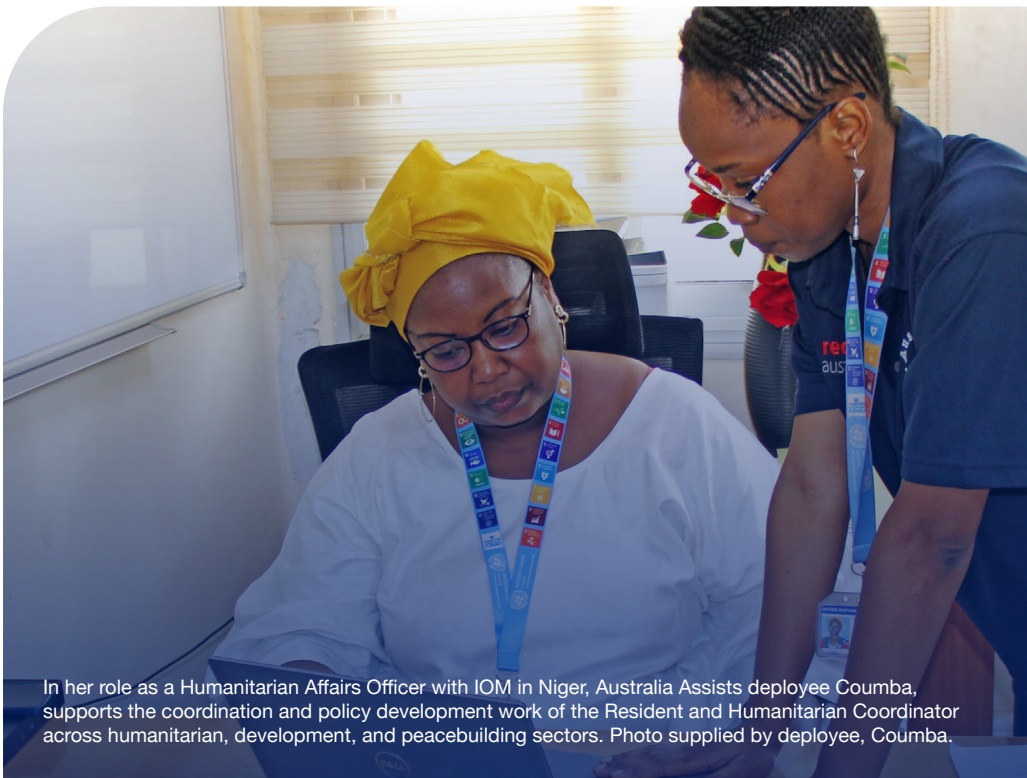
In her role as a Humanitarian Affairs Officer with IOM in Niger, Australia Assists deployee Coumba, supports the coordination and policy development work of the Resident and Humanitarian Coordinator across humanitarian, development, and peacebuilding sectors. Photo supplied by deployee, Coumba.

18 deployments (4 regional) 56% female

93 deployment months

10 countries

7 host organisations

09 Africa

The Humanitarian needs on the continent of Africa continue to outstrip the resources available to service them. Like the Middle East, climate change-driven resource scarcity, compounded by the war in Ukraine, will likely impact food security harder than on any other continent. Planned deployments included regional DRR-focused deployments in the south and south-west Africa, to mitigate some of the immediate impacts of conflict and drought, responses longer-term mitigation efforts for cross-border violence, and continue to support areas of thematic importance to longer-term peace and stability, including Protection/GBV.

This year saw the largest number of deployments to Africa since Australia Assists began, in part due to additional funding (Africa Package, Peace and Stability). While planned deployments to Madagascar and Eswatini didn't eventuate, Australia Assists deployed to 10 countries across seven host organisations, including Ethiopia, Kenya, Malawi, Mozambique, Niger, Nigeria, South Africa, South Sudan, Sudan, and Zimbabwe.

An MoU was signed with the Indian Ocean Commission (IOC), which will enable a future deployment to support the IOC with Disaster Risk Reduction.

Deployment months by funding source (Africa)

33% Additional funding

67% Core funding

Health emergencies

Australia Assists deployees supported health emergencies in the region, including a cholera outbreak in Malawi following cyclone and flooding; and preparedness for an Ebola outbreak in South Sudan; prevention of HIV/AIDS as well as prevention of violence against women and girls in South Africa.

Other crises

Australia Assists deployees supported communities in post-civil war Tigray, Ethiopia, addressed a complex refugee crisis in northern Kenya, responded to an emerging humanitarian crisis in Niger, and pivoted to support cyclone response in Malawi.

Sudan conflict

A cluster of four Australia Assists deployees supported the response to the Sudan conflict that escalated in April. Deployees contributed their expertise on humanitarian coordination, prevention of gender-based violence, shelter, and civil-military coordination to support internally displaced persons and ensure they had access to essential services, protection needs were well considered, and information was shared between responding agencies.

It's sort of reciprocal skill sharing. You know, I learn from communities and from staff and hopefully I'm able to share some of my skills with them.

—Australia Assists deployee, Sudan

Program Management

Program governance

The ongoing governance of Australia Assists benefited from continuing strong working relationships between DFAT Canberra and RedR Australia. This strong relationship and continuity of the DFAT Investment Manager were key to a smooth transition of the DFAT Section Director in December 2022, and a change of RedR Australia Program Director in February 2023.

Steering Committee meetings were held quarterly as scheduled, with a review of Terms of Reference and content leading to more effective meetings in the latter part of the year.

Program delivery

With almost all remaining travel restrictions from COVID-19 being lifted in FY23, Australia Assists saw the largest delivery of deployment months to date. 638 deployment months were delivered across 116 deployments: an increase of 12 per cent on FY22. This included a third year of a dedicated funding package for the Rohingya response in Bangladesh as well as new funding packages for Myanmar and the African continent. Australia Assists continued to deliver strongly against Peace and Stability outcomes.

Roster Management

Roster composition

The RedR Australia roster provides a highly skilled talent pipeline for specialist Australia Assists deployments. Roster members represent 82 nationalities from all regions of the globe. Talent Acquisition is working to further strengthen gender equity, with 48 per cent of members who have disclosed their gender identifying as female. The median age of the roster is 47 years with 35-44 years of age being the highest represented group. Roster members are collectively able to work in 56 languages.

Talent acquisition and targeted recruitment

In FY23, 60 specialists (47 per cent identifying as female) were deployed to partners across 36 skill profiles. Overall, the quality of roster members' work was well regarded by partners as 84 per cent of all deployees who completed deployments in FY23 scored four out of five or above (equating to 'very good' or 'exceptional' on performance evaluation reviews completed by supervisors).[14]

Targeted recruitment campaigns strengthened Australia Assists' talent pipeline in a number of different areas. In particular, 24 new Gender and GBV Specialists, 22 new DRR/DRM and Climate Change Specialists, and 15 new Protection Specialists were welcomed onto the roster.

In addition, recruitment efforts focused on further localising the roster, with new members representing 55 nationalities and 11 existing roster members were deployed in their home country. Localisation experts were also strategically recruited to ensure the talent pipeline is fit for the future and deployed in line with partner's needs.

Humanitarian Response Team

The Talent Acquisition team developed a bespoke and targeted recruitment campaign, developing new assessment tools to assess and onboard expert roster members onto a specialised rapid response roster. Australia Assists' additional rapid deployment capability drew from personnel from within the existing roster who were provided with role-specific training. This resulted in a Humanitarian Response Team (HRT) of 15 individuals who can rapidly deploy within 24 hours (40 per cent identify as female, of which 93 per cent were deemed suitable for Team Leader Positions).

Continuous improvement

With continued demand for Australia Assists deployees, the Talent Acquisition function improved recruitment practice and processes in the following ways:

- investing in new technologies such as proactive recruitment software and automated reference checks, which provide added integrity and efficiency gains during the vetting process.

- conducting multi-lingual interviews with prospective roster members, testing their language abilities more comprehensively during the assessment and interview process. As a result, the roster has seen greater linguistic diversity. A total of 63 per cent of new roster members can work in languages other than English including 13 with French fluency, eight with Arabic fluency, six with Spanish fluency and four with Portuguese fluency.

- Undertaking a disability inclusion review in partnership with CBM Australia, which provided useful recommendations on strengthening inclusivity for prospective and current roster members. Implementation of these recommendations began immediately and will continue into the next financial year.

- Working closely with partners to ensure all operations are effective, efficient and sensitive to contextual needs on the ground.

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[14]Based on 49 out of 60 completed performance evaluation reviews.

Training and Capability

Training invests in people

Humanitarian training courses are an important part of Australia Assists' contribution to the quality of humanitarian action globally. FY23 saw Australia Assists continuing to build humanitarian capability across the disaster risk management cycle through providing funding to RedR to deliver 15[15] core humanitarian courses. A total of 382 participants (55 per cent female) were reached representing more than 15 nationalities. In line with the localisation strategy, five of these courses were international deliveries of Essentials of Humanitarian Practice (EHP) and Hostile Environment Awareness Training (HEAT). These courses responded to the considerable demand from regional partners and stakeholders and built on the successes from previous years.

Course	Date	Location	No. of Participants	Gender breakdown (% identifying as male/female)	Average post-course participant rating (%)
EHP	3-8 Aug 2022	Australia	27	63	96
HEAT	10-14 Aug 2022	Australia	26	65	98
EHP	5-10 Sep 2022	Fiji (Nadi)	25	56	97
HEAT	13-17 Sep 2022	Fiji	29	41	97
EHP	14-19 Sep 2022	Australia	25	52	94
WASH	10-15 Oct 2022	Australia	25	36	83
EHP	15-20 Oct 2022	Jordan	21	43	93
HEAT	23-26 Oct 2022	Jordan	29	34	81
EHP	9-14 Nov 2022	Australia	28	50	97
HEAT	16-20 Nov 2022	Australia	25	56	97
HRT	14-18 Dec 2022	Australia	19	37	71
EHP	18-23 Jan 2023	Australia	26	73	95
EHP	8-13 Feb 2023	Australia	19	68	96
HEAT	15-19 Feb 2023	Australia	28	61	91
EHP	12-17 April 2023	Australia	22	64	96
EHP	1-6 May 2023	Tonga	27	59	98
Total			**401**	**54%**	**93**

*Note: This table only captures training activities supported by the Australia Assists program. HEAT - Hostile Environment Awareness Training; EHP - Essentials of Humanitarian Practice; WASH - Water Sanitation and Hygiene in Emergencies; HRT - Humanitarian Response Team.

[15]The Year 6 Annual Plan included 17 courses which was rescoped in light of rising costs. See Budget Management section.

Training highlights

- Three courses delivered in the Pacific, including planning and delivery of the inaugural Pacific HEAT course; and EHP training held in two new locations: Nadi, Fiji to increase accessibility to participants travelling from across the Pacific (including participants from Fiji, Vanuatu, Samoa, Tonga, Solomon Islands, Cook Islands); and Nuku'alofa, Tonga, to cater to strong demand from the Tongan sector. These training activities contributed to developing the capability of local disaster responders, including NDMOs, Government, UN Agencies, and NGOs, as well as fostering a pipeline of regional roster members and deployees.

- Notably, the inaugural EHP in Tonga was delivered almost solely to Tongan nationals, increasing national actors' networks and coordination capacity for future disasters. The participant feedback was exceptional at 98.4 per cent. Three of the five trainers delivering this course were Pacific Islanders.

- The inaugural Middle East and Africa EHP training was held in Jordan in October, with participants representing eight countries from the region and a panel of trainers from Jordan and the United Kingdom. EHP was followed by HEAT training.

- Australia Assists also supported delivery of the first WASH course in four years, held in Australia, which included 25 participants.

> *I feel far more confident and surprised myself in the simulations that I can and will cope, respond and be able to get out of many situations.*
>
> —Participant, Australia HEAT

> *The key learning for me is the Core Humanitarian Standards. That's a huge improvement to how I would work and probably how Tonga would respond to future disasters.*
>
> —Participant, Tonga EHP

The Essentials of Humanitarian Practice (EHP) was delivered for the first time in Tonga with support from Australia Assists. Photo: Carmen Holman.

Communications and Public Diplomacy

In FY23, communications for Australia Assists focused on telling the stories of the deployees; delving into and reporting on the diversity of crises they supported as well as the shift in need. The stories shared about the work of Australia Assists deployees reflect the growing gender and disability inclusion agendas in the humanitarian sector as well as localisation and all parts of the disaster cycle.

Sharing our stories

The Australia Assists Communications Production Plan guided the content themes and stories to be told for the year. A total of 21 articles were written about Australia Assists deployees and some of these articles formed part of the ten content packages delivered.

Content packages covered significant events or themed days such as World Humanitarian Day, support to the Hunga Tonga-Hunga Ha'apai volcanic eruption, Fiji HEAT training, Jordan HEAT and EHP trainings as well as drought response in Kiribati.

Content packages were also produced to mark Disaster Risk Reduction Day, World Health Day, World Environment Day and World Refugee Day. Additionally in December, a social media package was produced for International Day of Elimination of Violence Against Women.

Stories about Australia Assists deployees, their work and other themed contributions were published across the dedicated social media channels, Instagram and Twitter, as well as dedicated Australia Assists pages on the RedR Australia website. Across social media, Australia Assists content was regularly shared on UN host agencies pages, other government partner's pages and DFAT social channels such as Beth Delaney Twitter (X) and by deployees in the field. Stories achieving some of the highest number of likes and impressions in the year covered the HEAT course in January, the Humanitarian Response Team (HRT) in Vanuatu published in March, Education in Crisis Specialist Budi at UNHCR in Bangladesh in April and Gender Policy Specialist Marta for UN Women in

Kenya published in December. Each story captures a unique experience and context, amplifying the need and impact of the Program.

As seen in the media

Multiple stories about Australia Assists deployees were published across digital and electronic publications, such as Link Magazine, Create Magazine and Consulting Matters.

Content collection

Australia Assists program staff collected content from field trips to Fiji, Kiribati, Tonga, Bangladesh, Thailand and Jordan. Local contractors were engaged to collect content from Papua New Guinea, Solomon Islands, and further content from Bangladesh, and Jordan.

> The meaningful engagement of women's groups and civil society reasons is critical to preventing and countering violent extremism and terrorism.
>
> **MARTA**
> Preventing Violent Extremism Policy Specialist
> UN Women, Kenya

Monitoring, Evaluation and Learning

Evidence for end of program outcomes

During FY23, the MEL function focused on collating evidence on Australia Assists' contributions towards end of program outcomes. This work included updating the MEAL Framework, undertaking data collection trips to Jordan, Fiji and Tonga; remote missions to Bangladesh and Lebanon; analysis of Australia Assists' contributions to Peace and Stability; and strengthening evidence capture on outcomes from program-supported training. Findings will be presented in the end of program reporting in FY24.

Program learning and systems improvements

The MEL team conducted internal reviews to enhance learning and improve systems, collaborating with the deployment operations team to revamp post-deployment debriefs. With the support of CBM Global IAG, the team facilitated a cross-organisation review of disability inclusion achievements, challenges and opportunities as part of the broader Disability Inclusion Strategy and Action Plan (DAP) review process. Finally, the team contributed to learning through the systematic tracking of deployee achievements and feedback, to improve quarterly reporting and feed into annual reflection processes.

HRT pilot

The MEL team led a reflection process following the pilot of the Humanitarian Response Team (HRT) capability, which was deployed to Vanuatu in March. The reflection found that the three-person team quickly adapted to the context and worked effectively within the multi-disciplinary assessment team. They were able to build productive relationships on the ground, including with existing Australia Assists deployees located in Vanuatu who provided access to networks and information on the ground. The team successfully completed all objectives of their mission. Lessons for future deployments relate to IT provision, a stronger focus on inclusion, and the need for greater role clarity. These insights were shared in a lessons-learned workshop for the HRT roster.

External End of Program Evaluation

Australia Assists underwent an End of Program Evaluation in FY23 with a view to informing a future design. Commissioned by DFAT and conducted by Alinea International, the review concluded that Australia Assists was a highly valued program making a significant contribution to Australia's response to international humanitarian crises. Findings reaffirmed Australia Assists' meaningful role within Australia's humanitarian action portfolio. The evaluation made

> *Australia Assists is highly valued and performing well against most outcomes. It offers substantive value in humanitarian action and to Australia's relationships in the Indo-Pacific region and globally.*
>
> *The Australia Assists program is on track to achieving most of its end of program outcomes. This is facilitated by the high quality of people recruited and deployed, and the training and deployment management provided by RedR.*
>
> —Alinea International, Australia Assists End of Program Evaluation

recommendations relating to MEL resourcing and approaches, strengthened Australia Assists branding, and other updates to be addressed in a future iteration of Australia Assists.

Program learning

Learning activities conducted through the year, including analysis of deployee reporting, MEL field trips, and reflection workshops have highlighted a number of program-level challenges. Some challenges have been addressed through improved systems and processes, while others reflect the humanitarian contexts and operating environments Australia Assists is implemented within.

- Deployees often perform critical roles within their organisations. Localisation and sustainability may be at risk of compromise when host organisations request long-term extensions for deployees. However, if host organisations are unable to mobilise funding for internal roles, critical work undertaken by deployees may be disrupted or discontinued.

- Deployees frequently report the long but necessary lead time it takes to build trust and solidarity in the initial months of deployment. This time is critical in order to be effective in both coordination and programmatic roles. This is particularly noted in the Pacific.

- Deployees are often required to pivot to responses for sudden-onset crises (e.g. cyclones) or emerging priorities for their organisations. While this is positive for the new response, it can limit deployee's ability to achieve objectives in their TORs.

- In some contexts, deployees noted delays in security clearances for field travel and/or visa restrictions impacted the effectiveness of their work due to limited contact with affected populations and exposure to the humanitarian context, as well as distance from their broader team.

Training and localisation

- As training delivery continues to diversify into new countries, it is important to consider the unique needs and capacities of each context and ensure

a clear strategy is in place, including a cost-benefit analysis, mapping of existing courses, consultation with partners on key objectives, and the extent to which course content should be contextualised (to teach local systems) or standardised (to teach international standards).

- Concerted efforts are needed to ensure a mix of trainer's nationalities are represented on each course.

A MEL analysis of deployee challenges raised between January and June 2023 revealed the top five to be:

Challenge type	Examples
Host organisation leadership and management	Lack of buy in from high level decision makers; heavy workload; unresponsive colleagues; absence of supervisor
Host organisation resourcing and funding constraints	Lack of expected resourcing such as workspace & computer; lack of funding for program activities and essential field travel
Inter and Intra-agency coord-ination	Siloing of information between organisations and departments; tension between offices of same organisation; lack of familiarity of humanitarian coordination structures
Role clarity	Tasking differing from TOR objectives due to unclear organisational needs; uncertain reporting lines when accountable to multiple managers; high level of administrative tasks
Language and culture	Language barrier with partners; limited access to interpreters, long lead times to build trust

Australia Assists deployee and Emergency Logistics Coordinator Darren is pictured at the UNICEF warehouse, supporting the distribution of midwifery kits in Papua New Guinea. Photo: Bruno Louey.

Program Partnerships

FY23 saw the establishment of three new partnerships, expanding Australia Assists' reach across the Pacific and increasing Australia Assists' global contribution to gender equality.

Organisations of Persons with Disabilities

In June 2023, new partnership agreements with two Organisations of Persons with Disabilities (OPDs) were signed - the Fiji Disabled People's Federation (FDPF) and the Disabled People's Association of Solomon Islands (DPASI). These agreements support collaboration on disability-inclusive humanitarian action and disaster preparedness in Fiji and the Solomon Islands, and will progress Australia Assists' priority work outlined in the Disability Inclusion Action Plan through planned deployments to each organisation in FY24.

Fiji Council of Social Services

In February 2023, a new partnership agreement with the Fiji Council of Social Services (FCOSS) was signed - a society organisation that strengthens people and communities through advocacy, training and collaboration within the community sector in Fiji. FCOSS is mandated to coordinate the civil society organisation response during disaster and humanitarian operations. The first Australia Assists deployment working with FCOSS commenced in May 2023 in the role of Disaster Risk Reduction Specialist to strengthen FCOSS' internal systems, policies and capacity to effectively fulfil their mandated role during emergency responses in Fiji.

Expanding work in the Pacific

Through Australia Assists' subsidiary arrangements across the Pacific, support to government agencies expanded in FY23. In Samoa, two deployments supported SPPCS in partnership with the AFP to combat domestic violence by providing expertise in gender and policy. In Kiribati, two WASH and coordination deployments were provided to the Ministry of Infrastructure and Sustainable Energy (MISE) to support the drought emergency response through strengthening water distribution, taking into close consideration the inclusion of vulnerable and marginalised groups. In Fiji, a Humanitarian Training Coordinator deployed to the NDMO for the first time, where he is assisting the office to establish a National Emergency Response Team (NERT) mechanism to ensure agencies' improved interoperability inside and outside of the country in times of disaster.

Indian Ocean Commission

In addition, an MoU was signed with the Indian Ocean Commission in June 2023. This MoU will enable a deployment to support the IOC with Disaster Risk Reduction enhancements in FY24.

Budget Management

The annual Australia Assists budget for FY23 commenced at $12 million but was increased to $16.69 million with the addition of $693,693 in Humanitarian Response Team (HRT) funding, a $990,000 Peace and Stability Package, a $1 million Bangladesh Package and $2 million in other post-funded deployment packages.

99 per cent of Australia Assists' budget allocation was fully expended in accordance with the Australia Assists Year 6 Annual Plan. Underspends across Personnel Support and Operational Costs were absorbed by deployments and training courses held in the Pacific, resulting in a seven per cent increase in activity costs expenditure.

The Year 6 Annual Plan set a training calendar of up to 17 courses across the year but identified that the Australia Assists' core training budget of $720,000 was only sufficient to meet the cost of eleven Australia based courses.[16] Following a consultative process and DFAT approval, the training core budget of $720,000 was later increased to $841,500 to accommodate the HRT induction and re-HEAT training course. Training expenditure for Year 6 ultimately totalled $1.4 million, with a further $561,000 in underspend across Australia Assists' other budget lines (primarily Personnel Support Costs and Operational Costs) allocated to supporting the delivery of 16 courses, including three courses held in the Pacific and two courses in the Middle East regions.[17]

The one per cent of unspent program budget related to HRT and post-funded deployment drawdown ceilings, which were not fully required.

Australia Assists' FY23 financial acquittal for the period ending 30 June 2023, is summarised as follows (a full financial acquittal is provided in Annex Two):

FY23 Costs	Budget ($)	Actual ($)	Expended (%)
Management Fee	2,088,000	2,088,000	100
Personnel Costs	2,769,091	2,809,592	101
Short-term Personnel	59,600	59,600	100
Personnel Support Costs	641,976	269,518	42
Operational Costs	259,300	76,845	30
Activity Costs	7,679,426	8,193,838	107
Humanitarian Response Team Costs	189,300	82,259	43
Total Contract Funding	**13,686,693**	**13,579,652**	**99**
Bangladesh Package	1,000,000	1,000,000	100
Other Post Funding	2,000,000	1,943,537	97
Total Post Funding	**3,000,000**	**2,943,537**	**98**
Total Program Funding	**16,686,693**	**16,523,189**	**99**

[16]Personnel costs were insufficient to meet the $2.94 million increase in deployment output funded by Posts.
[17]The underspend across Personnel support costs and Operational costs also supported the increase in Personnel costs of $48,368.

Management Fee, Personnel costs and Short-term Personnel Costs were expended in line with budgeted forecasts.

A Personnel Support Costs underspend of $372,458, reflects the travel budget exceeding requirements due to cost consciousness and an increase in virtual interaction (an impact in response to the COVID-19 pandemic).

An Operational Costs underspend of $182,455, which relates to the Jordan and Fiji country office running costs which have reduced over the course of Australia Assists' lifecycle following early set-up costs in the first and second year of the Program, negotiated rate reductions due to commitments across multiple years and in response to the COVID-19 pandemic.

With DFAT approval, the underspend across budget lines was largely redirected to Activity Costs, in which expenditure primarily related to:

- Deployment costs, which accounted for 81 per cent of Activity Costs expenditure, including a large number of deployments contributing to Peace and Stability outcomes.
- Training costs, which accounted for 17 per cent of Activity Costs across 16 courses, comprising six x EHP (Australia), one x EHP (Fiji), one x EHP (Jordan), one x EHP (Tonga), three x HEAT (Australia), one x HEAT (Fiji), one x HEAT (Jordan), one x WASH (Melbourne), and one x HRT Induction and re-HEAT training Australia).

Post	$
Bangladesh Package	1,000,000
Africa Package	500,000
HEF PNG Response	117,099
HEF Vanuatu Response	46,865
Myanmar Post	500,000
PNG Post	244,606
Samoa Post	382,664
Tonga Post	104,861
Vanuatu Post	47,442
Total	**2,943,537**

Risk, Safety and Security

Australia Assists continued to deliver safe and secure deployments across a range of complex operating environments. In Africa, Australia Assists supported deployees in post-civil war Tigray, Ethiopia, addressed a complex refugee crisis in northern Kenya, and responded to an emerging humanitarian crisis in Niger. Deployments in the Middle East were focused on rebuilding infrastructure and services in war-torn areas.

The number of safety and security incidents remained low, at a rate of one incident for every twenty deployment months and no medical evacuations. This represents a decrease by half compared to the previous year (one incident for every 10 deployment months in FY22), which is attributed to a reduction in COVID-19 cases and changes to COVID-19 reporting.

To address humanitarian needs across the globe, Australia Assists deployed to a range of contexts with varying risk and threat levels. In FY23, this included four deployments to duty stations in locations Smartraveller assessed as "Reconsider Your Need to Travel", and fourteen deployments were to "Do Not Travel" duty stations.[18] Australia Assists was able to deploy to these contexts due to a robust and agile risk management process that ensures the safety, security and well-being of deployees. This process focuses on safe deployees through competency screening, Hostile Environment Awareness Training (HEAT) and tailored pre-departure security briefings; safe partners through layered due diligence and close communications; and safe locations through country analysis, Higher Threat Security Risk Assessments and horizon scanning. This process is underpinned by a range of policies to protect individual deployees, affected populations and Australia Assists' reputation.

Australia Assists deployee Valeri supported the Ministry of Infrastructure and Sustainable Energy (MISE) in Kiribati as a WASH and Logistics Advisor. He is pictured at Abaiang Island with Barekiau Mwemwenikarawa, WASH Sector Coordinator MISE.

Annex 1: Deployment Data

Position Title	Host Organisation	Region	Country	FY23 Months	Australia Assists End of Program Outcome (1-3)	Funding Source	Gender
Emergency and Program Support Specialist Coordinator for the North Pacific (Palau, FSM, RMI, Kiribati, Nauru)	FAO	Pacific	Federated States of Micronesia	3.5	Stability, Resilience and Risk Reduction	DFAT AA	Male
COVID-19 Protection Advisor	UN Women	Pacific	Fiji	12.0	Crisis Preparedness and Response	DFAT AA	Female
Communications Adviser	Secretariat of the Pacific Community (SPC) - Fiji	Pacific	Fiji	12.0	Stability, Resilience and Risk Reduction	DFAT AA	Female
DRR Specialist	Fiji Council of Social Services	Pacific	Fiji	1.3	Stability, Resilience and Risk Reduction	DFAT AA	Female
Gender Advisor	Secretariat of the Pacific Community (SPC) - Fiji	Pacific	Fiji	6.02	Stability, Resilience and Risk Reduction	DFAT AA	Female
Humanitarian Training Coordinator	NDMO - Fiji	Pacific	Fiji	6.5	Stability, Resilience and Risk Reduction	DFAT AA	Male
Regional Disaster Management Specialist	Secretariat of the Pacific Community (SPC) - Fiji	Pacific	Fiji	12.0	Stability, Resilience and Risk Reduction	DFAT AA	Female
SRH and GBV in Emergencies Programme Specialist	UNFPA	Pacific	Fiji	3.0	Stability, Resilience and Risk Reduction	DFAT AA	Female
Disaster Risk Management and Response Coordination Specialist	Office of the President - Kiribati	Pacific	Kiribati	6.1	Crisis Preparedness and Response	DFAT AA	Female
Disaster Risk Management and Response Coordination Specialist	Office of the President - Kiribati	Pacific	Kiribati	0.9	Crisis Preparedness and Response	DFAT AA	Female
WASH and Logistics Advisor	Ministry of Infrastructure & Sustainable Energy (MISE) - Kiribati	Pacific	Kiribati	3.0	Crisis Preparedness and Response	DFAT AA	Male
WASH and Logistics Advisor	Ministry of Infrastructure & Sustainable Energy (MISE) - Kiribati	Pacific	Kiribati	3.2	Crisis Preparedness and Response	DFAT AA	Female
Health Cluster Coordinator	WHO	Pacific	Papua New Guinea	8.3	Crisis Preparedness and Response	DFAT AA	Male
Logistics Emergency Coordinator	UNICEF	Pacific	Papua New Guinea	5.85	Crisis Preparedness and Response	DFAT POST, DFAT HPD HEF	Male
Risk Communications & Community Engagement Specialist	WHO	Pacific	Papua New Guinea	6.0	Crisis Preparedness and Response	DFAT AA	Male
Emergency Response Coordinator	IOM	Pacific	Papua New Guinea	1.8	Stability, Resilience and Risk Reduction	DFAT POST, DFAT HPD HEF	Female
Logistics - Ballot Paper Coordinator	PNG Electoral Commission	Pacific	Papua New Guinea	1.5	Stability, Resilience and Risk Reduction	DFAT POST	Male
Logistics Specialist - Air Support Coordinator (Fixed Wing)	PNG Electoral Commission	Pacific	Papua New Guinea	0.0	Stability, Resilience and Risk Reduction	DFAT POST	Female
Logistics Specialist - Air Support Coordinator (Rotary Wing)	PNG Electoral Commission	Pacific	Papua New Guinea	1.4	Stability, Resilience and Risk Reduction	DFAT POST	Male
Warehousing Specialist	PNG Electoral Commission	Pacific	Papua New Guinea	4.04	Stability, Resilience and Risk Reduction	DFAT POST	Male
COVID-19 Recovery Specialist	NDMO - Samoa	Pacific	Samoa	2.2	Stabilisation, Recovery and Reconstruction	DFAT AA	Female
Communication Specialist - Emergency Networks	NDMO - Samoa	Pacific	Samoa	2.6	Stability, Resilience and Risk Reduction	DFAT AA	Male

Position Title	Host Organisation	Region	Country	FY23 Months	Australia Assists End of Program Outcome (1-3)	Funding Source	Gender
Curriculum/Training Design Advisor	Samoa Police, Prisons and Corrections Services	Pacific	Samoa	11.6	Stability, Resilience and Risk Reduction	DFAT POST	Female
Disaster Risk Management Specialist	NDMO - Samoa	Pacific	Samoa	9.0	Stability, Resilience and Risk Reduction	DFAT AA, DFAT POST	Male
Gender Advisor	Samoa Police, Prisons and Corrections Services	Pacific	Samoa	11.6	Stability, Resilience and Risk Reduction	DFAT AA	Female
Policy Adviser	Samoa Police, Prisons and Corrections Services	Pacific	Samoa	11.6	Stability, Resilience and Risk Reduction	DFAT POST	Male
CLTS Specialist	UNICEF	Pacific	Solomon Islands	5.6	Stability, Resilience and Risk Reduction	DFAT AA	Male
Gender and Resilience Officer	UN Women	Pacific	Solomon Islands	12.00	Stability, Resilience and Risk Reduction	DFAT AA	Female
Disaster Hydrologist & Disaster Risk Reduction Advisor	MOI - Timor-Leste	Pacific	Timor-Leste	0.5	Stabilisation, Recovery and Reconstruction	DFAT AA	Male
Disaster Management Advisor	MOI - Timor-Leste	Pacific	Timor-Leste	12.0	Stability, Resilience and Risk Reduction	DFAT AA	Male
Gender and Protection Advisor	UN Women	Pacific	Tonga	7.3	Crisis Preparedness and Response	DFAT AA, DFAT POST	Female
Cluster Coordinator	NEMO - Tonga	Pacific	Tonga	12.0	Stability, Resilience and Risk Reduction	DFAT POST	Male
Disaster Risk Management Specialist	NEMO - Tonga	Pacific	Tonga	8.3	Stability, Resilience and Risk Reduction	DFAT POST	Female
Emergency Preparedness & Communication Officer	NEMO - Tonga	Pacific	Tonga	7.0	Stability, Resilience and Risk Reduction	DFAT POST, DFAT AA	Male
COVID-19 Emergency Response Officer	Government of Vanuatu	Pacific	Vanuatu	12.0	Crisis Preparedness and Response	DFAT AA	Female
Emergency Logistics Specialist	NDMO - Vanuatu	Pacific	Vanuatu	3.2	Crisis Preparedness and Response	DFAT AA, DFAT POST,DFAT HPD HEF	Male
Emergency Operations Management Specialist	NDMO - Vanuatu	Pacific	Vanuatu	2.20	Crisis Preparedness and Response	DFAT AA, DFAT HPD HEF	Female
GEDSI Recovery Advisor	DSSPAC - Vanuatu	Pacific	Vanuatu	6.02	Stabilisation, Recovery and Reconstruction	DFAT AA	Female
Project Manager - Water Sector	Department of Water Resources - Vanuatu	Pacific	Vanuatu	6.2	Stabilisation, Recovery and Reconstruction	DFAT AA	Male
Project Manager - Water Sector	Department of Water Resources - Vanuatu	Pacific	Vanuatu	3.9	Stabilisation, Recovery and Reconstruction	DFAT AA	Male
Recovery Coordination Adviser	DSSPAC - Vanuatu	Pacific	Vanuatu	1.4	Stabilisation, Recovery and Reconstruction	DFAT AA	Male
Disaster Risk Management Specialist	NDMO - Vanuatu	Pacific	Vanuatu	4.5	Stability, Resilience and Risk Reduction	DFAT AA	Male
Disaster Risk Management Specialist	NDMO - Vanuatu	Pacific	Vanuatu	3.7	Stability, Resilience and Risk Reduction	DFAT AA	Male
Elections Logistics Advisor	UNDP	Pacific	Vanuatu	1.1	Stability, Resilience and Risk Reduction	DFAT POST	Male
Recovery Coordination and Implementation Adviser	Prime Minister's Office - Vanuatu	Pacific	Vanuatu	5.2	Stability, Resilience and Risk Reduction	DFAT AA	Male
Response and Recovery Advisor	NDMO - Vanuatu	Pacific	Vanuatu	12.00	Stability, Resilience and Risk Reduction	DFAT AA	Male

Position Title	Host Organisation	Region	Country	FY23 Months	Australia Assists End of Program Outcome (1-3)	Funding Source	Gender
Aid Effectiveness & Coordination Specialist	UNDP	Middle East	Iraq	5.6	Stabilisation, Recovery and Reconstruction	DFAT AA	Male
Behaviour Change Communications Specialist (Gender)	UNFPA	Middle East	Iraq	1.0	Stability, Resilience and Risk Reduction	DFAT P&S	Male
Climate Change Risk Programming Specialist	UNICEF	Middle East	Iraq	2.0	Stability, Resilience and Risk Reduction	DFAT AA	Female
Humanitarian Affairs Officer	OCHA	Middle East	Jordan	11.34	Crisis Preparedness and Response	DFAT AA, DFAT P&S	Female
Coordinator and Support Officer (Shelter & NFI) Whole of Syria	UNHCR	Middle East	Jordan	4.0	Stabilisation, Recovery and Reconstruction	DFAT AA, HOST ORG	Male
MEAL Specialist	UN Women	Middle East	Jordan	12.00	Stabilisation, Recovery and Reconstruction	DFAT AA, DFAT P&S	Female
Reading Specialist	UNICEF	Middle East	Jordan	1.6	Stabilisation, Recovery and Reconstruction	DFAT AA	Male
Senior Analyst (Social Cohesion)	WFP	Middle East	Jordan	4.1	Stabilisation, Recovery and Reconstruction	DFAT AA	Male
Strategic Planner	UNRWA	Middle East	Jordan	0.79	Stabilisation, Recovery and Reconstruction	DFAT AA	Female
Ethics Policy Officer	UNRWA	Middle East	Jordan	4.47	Stability, Resilience and Risk Reduction	DFAT AA	Female
Access Coordinator	OCHA	Middle East	Lebanon	7.40	Crisis Preparedness and Response	DFAT AA, DFAT P&S	Male
Gender and Humanitarian Officer	UN Women	Middle East	Lebanon	11.7	Stabilisation, Recovery and Reconstruction	DFAT AA, DFAT P&S	Female
Disability Inclusion Officer	WFP	Middle East	Lebanon	10.5	Stability, Resilience and Risk Reduction	DFAT AA, DFAT P&S	Female
Program Specialist - Water Resource	UNESCO	Middle East	Qatar	0.56	Stability, Resilience and Risk Reduction	DFAT P&S	Male
Cholera WASH Coordinator	UNICEF	Middle East	Syria	6.0	Crisis Preparedness and Response	DFAT AA, DFAT P&S	Male
Reporting Analyst and Grants Manager	UNFPA	Middle East	Syria	2.24	Crisis Preparedness and Response	DFAT P&S	Female
Sexual and Reproductive Health Coordinator	UNFPA	Middle East	Syria	10.4	Crisis Preparedness and Response	DFAT AA, DFAT P&S	Female
Coordination Advisor Amman based supporting Yemen	UNOPS	Middle East	Yemen	3.02	Stabilisation, Recovery and Reconstruction	DFAT P&S	Male
Child Protection Officer	UNHCR	Europe	Czech Republic	5.2	Crisis Preparedness and Response	DFAT AA	Female
Education in Emergency Specialists	UNESCO	Europe	France	10.78	Crisis Preparedness and Response	DFAT AA, DFAT P&S	Female
ALITE Officer	WFP	Europe	Italy	4.6	Stability, Resilience and Risk Reduction	DFAT AA	Male
GBV in Emergencies Expert	WHO	Europe	Poland	2.9	Crisis Preparedness and Response	DFAT AA	Female
Shelter Officer	UNHCR	Europe	Romania	2.07	Crisis Preparedness and Response	DFAT AA	Male
Gender Programme Specialist in Emergency	UNICEF	Asia	Afghanistan	4.7	Crisis Preparedness and Response	DFAT AA	Female

Position Title	Host Organisation	Region	Country	FY23 Months	Australia Assists End of Program Outcome (1-3)	Funding Source	Gender
Communications and Reporting Specialist	UN Women	Asia	Bangladesh	1.8	Crisis Preparedness and Response	DFAT POST	Female
Communications and Reporting Specialist	UN Women	Asia	Bangladesh	8.91	Crisis Preparedness and Response	DFAT AA, DFAT POST	Female
Education Officer	UNHCR	Asia	Bangladesh	6.97	Crisis Preparedness and Response	DFAT POST	Male
GBV Specialist	UN Women	Asia	Bangladesh	0.4	Crisis Preparedness and Response	DFAT POST	Female
Humanitarian Coordinator	UNFPA	Asia	Bangladesh	2.3	Crisis Preparedness and Response	DFAT POST	Male
Knowledge Management Officer	UNICEF	Asia	Bangladesh	12.00	Crisis Preparedness and Response	DFAT POST	Male
Localization Advisor	UNDP	Asia	Bangladesh	12.00	Crisis Preparedness and Response	DFAT POST	Male
MEA Program Specialist	UNFPA	Asia	Bangladesh	4.31	Crisis Preparedness and Response	DFAT POST	Male
Midwife Mentor	UNFPA	Asia	Bangladesh	4.64	Crisis Preparedness and Response	DFAT POST	Female
Program Monitoring Officer	UNHCR	Asia	Bangladesh	0.10	Crisis Preparedness and Response	DFAT POST	Female
Social Protection Specialist	UNICEF	Asia	Bangladesh	12.0	Crisis Preparedness and Response	DFAT AA, DFAT POST	Female
WASH Specialist	WHO	Asia	Bangladesh	10.55	Crisis Preparedness and Response	DFAT POST	Male
Environmental Management Specialist (Site Development)	IOM	Asia	Bangladesh	1.1	Stabilisation, Recovery and Reconstruction	DFAT POST	Male
Resilience and Climate Change Officer	WFP	Asia	Bangladesh	2.2	Stability, Resilience and Risk Reduction	DFAT AA	Male
Strategic Communications / RCCE Officer	WHO	Asia	Cambodia	0.5	Crisis Preparedness and Response	DFAT AA	Female
DRR Technical Advisor	OCHA	Asia	Indonesia	3.4	Stability, Resilience and Risk Reduction	DFAT AA	Male
Evaluation Specialist	ASEAN AHA Centre	Asia	Indonesia	2.1	Stability, Resilience and Risk Reduction	DFAT AA	Male
DRR Specialist	UNICEF	Asia	Laos	12.00	Stability, Resilience and Risk Reduction	DFAT AA	Male
AAP Specialist	OCHA	Asia	Myanmar	4.3	Crisis Preparedness and Response	DFAT POST	Female
Associate Protection Officer (Community Based)	UNHCR	Asia	Myanmar	4.8	Crisis Preparedness and Response	DFAT POST	Male
Child Protection Specialist (MRM)	UNICEF	Asia	Myanmar	5.82	Crisis Preparedness and Response	DFAT POST	Female
Communications Specialist	UN Women	Asia	Myanmar	1.48	Crisis Preparedness and Response	DFAT P&S	Female
Humanitarian Affairs Officer	OCHA	Asia	Myanmar	5.6	Crisis Preparedness and Response	DFAT AA, DFAT POST	Male
Localisation Expert	FAO	Asia	Myanmar	6.1	Crisis Preparedness and Response	DFAT POST	Female

Position Title	Host Organisation	Region	Country	FY23 Months	Australia Assists End of Program Outcome (1-3)	Funding Source	Gender
Localisation Funding Specialist	OCHA	Asia	Myanmar	4.04	Crisis Preparedness and Response	DFAT POST	Female
Myanmar Cluster Coordinator (Shelter/NFI/CCCM)	UNHCR	Asia	Myanmar	3.85	Crisis Preparedness and Response	DFAT POST	Male
DRR Specialist	FAO	Asia	Myanmar	5.5	Stability, Resilience and Risk Reduction	DFAT AA, DFAT POST	Female
AAP-PSEA Officer	OCHA	Asia	Sri Lanka	4.04	Crisis Preparedness and Response	DFAT AA	Female
Information Management Officer	WHO	Africa	Ethiopia	12.00	Crisis Preparedness and Response	DFAT AA, DFAT DESK	Male
CCCM (Camp Coordination Camp Management) Officer	UNHCR	Africa	Ethiopia	6.1	Stabilisation, Recovery and Reconstruction	DFAT AA, DFAT P&S	Male
Programme Officer, Transition and Recovery	IOM	Africa	Ethiopia	2.2	Stabilisation, Recovery and Reconstruction	DFAT DESK	Male
Human Settlement Planner	UNHCR	Africa	Kenya	1.4	Crisis Preparedness and Response	DFAT DESK	Male
Education Technical Specialist	UNESCO	Africa	Kenya	0.5	Stabilisation, Recovery and Reconstruction	DFAT AA	Male
Policy Specialist, Preventing Violent Extremism.	UN Women	Africa	Kenya	11.0	Stabilisation, Recovery and Reconstruction	DFAT AA, DFAT DESK	Female
PSEA Coordinator	OCHA	Africa	Kenya	3.7	Stability, Resilience and Risk Reduction	DFAT AA	Female
Humanitarian Affairs Officer	OCHA	Africa	Malawi	1.8	Crisis Preparedness and Response	DFAT AA	Female
Education Officer	UNHCR	Africa	Mozambique	6.28	Stabilisation, Recovery and Reconstruction	DFAT AA	Female
WASH Specialist	UNICEF	Africa	Mozambique	2.4	Stabilisation, Recovery and Reconstruction	DFAT P&S	Male
Humanitarian Affairs Officer- Special Assistant to the UN Resident/Humanitarian Coordinator	IOM	Africa	Niger	12.00	Stabilisation, Recovery and Reconstruction	DFAT AA	Female
AAP Coordinator	OCHA	Africa	Nigeria	12.00	Crisis Preparedness and Response	DFAT P&S, DFAT DESK	Female
GBV programme Specialist	UN Women	Africa	South Africa	0.3	Stabilisation, Recovery and Reconstruction	DFAT P&S	Female
Humanitarian Affairs Officer	OCHA	Africa	South Sudan	6.0	Crisis Preparedness and Response	DFAT AA	Female
Civil Military Coordinator	OCHA	Africa	Sudan	4.9	Crisis Preparedness and Response	DFAT AA, DFAT P&S	Male
GBV Project Specialist	UN Women	Africa	Sudan	0.8	Crisis Preparedness and Response	DFAT P&S	Female
Shelter/NFI Cluster Coordinator Officer	UNHCR	Africa	Sudan	8.3	Stabilisation, Recovery and Reconstruction	DFAT AA,DFAT DESK	Male
Education in Emergencies Coordinator	UNESCO	Africa	Zimbabwe	1.2	Stability, Resilience and Risk Reduction	DFAT AA	Female

Annex 2: Financial Acquittal

Cost type	Financial year to date	Budget this financial year	Financial year to date variance	% budget expended	Actual											
					July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Management Fee																
Milestone 1 … 40%	835,200	835,200	0	100%	835,200											
Milestone 2 … 20%	417,600	417,600	0	100%					417,600							
Milestone 3 … 10%	208,800	208,800	0	100%						208,800						
Milestone 4 … 10%	208,800	208,800	0	100%										208,800		
Milestone 5 … 10%	208,800	208,800	0	100%												208,800
Milestone 6 … 10%	208,800	208,800	0	100%												208,800
Total Management Fee	2,088,000	2,088,000	0	100%	835,200	0	0	417,600	208,800	0	0	0	208,800	0	0	417,600
Personnel Costs																
Specified Personnel	641,795	649,662	641,795	0%	51,346	56,583	53,964	55,404	53,964	53,964	53,964	55,927	53,110	45,335	46,621	61,613
Non-specified Personnel	2,167,797	2,119,429	2,167,797		165,218	167,403	166,380	142,792	166,448	179,426	194,807	193,720	192,928	191,473	198,905	208,297
Total Personnel Costs	2,809,592[19]	2,769,091	40,501	101%	216,564	223,986	220,344	198,197	220,412	233,391	248,771	249,647	246,038	236,808	245,525	269,910
Short-term Personnel Costs																
MEAL consultant	59,600	59,600	0	100%	0	0	0	1,875	0	3,000	12,540	1,283	0	0	10,813	30,089
Total Short-term Personnel Cost	59,600	59,600	0	100%	0	0	0	1,875	0	3,000	12,540	1,283	0	0	10,813	30,089
Personnel Support Costs																
Specified personnel support costs																

[19]The 1.7% increase in Personnel expenditure above budget of $48,368 was required to support the $2.94 million in Post funded deployments. It was not an adequate increase in personnel to support the increased deployment output.

Cost type	Financial year to date	Budget this financial year	Financial year to date variance	% budget expended	Actual											
					July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Travel Overseas	66,774	273,163	(206,389)	24%	0	1,051	11,580	1,647	1,743	8,994	9,131	380	7,728	6,122	16,087	2,309
Local travel costs (Australia)	16,488	3,100	13,388	532%	0	659	2,124	0	2,189	1,154	2,227	2,144	276	1,831	2,800	1,085
Regional managers accommodation	76,000	103,056	(27,056)	74%	0	0	24,000	0	0	24,000	0	0	12,000	12,000	12,000	(8,000)
Non-specified personnel support costs																
Travel Overseas	100,269	236,391	(136,122)	42%	14,432	539	7,417	2,813	1,882	8,965	3,266	4,333	10,138	23,777	14,287	8,420
Local travel costs (Australia)	9,987	26,266	(16,279)	38%	0	347	3,042	0	1,797	1,445	94	55	90	25	2,636	455
Total Personnel Support Costs	**269,518**	**641,976**	**(372,458)**	**42%**	**14,432**	**2,595**	**48,164**	**4,461**	**7,612**	**44,559**	**14,718**	**6,912**	**30,232**	**43,755**	**47,810**	**4,269**
Operational Costs																
Office rental	0[20]	68,000	(68,000)	0%	0	0	0	0	0	0	0	0	0	0	0	0
Office stationery supplies	1,539	8,200	(6,661)	19%	0	115	14	0	133	0	690	0	0	32	237	318
Phone, communications, IT/internet, printers, photocopier, software	18,295	23,000	(4,705)	80%	7,242	160	1,696	802	1,429	1,010	1,060	914	757	1,354	112	1,760
Utilities	1,847	5,500	(3,653)	34%	0	425	171	37	262	122	177	128	197	123	53	153
Office cleaning services costs	3,057	5,700	(2,643)	54%	54	353	192	40	443	170	543	261	466	269	266	0
Vehicle operating costs as required by the program	5,292	11,500	(6,208)	46%	268	422	454	665	882	455	291	261	935	0	437	222
Vehicle Lease costs Fiji $30K Jordan $27K	0[21]	64,500	(64,500)	0%	0	0	0	0	0	0	0	0	0	0	0	0
Car insurance	764[22]	4,500	(3,736)	17%	0	0	0	0	0	0	764	0	0	0	0	0
Office insurance costs (in-country)	7,573	8,200	(627)	92%	0	0	5,110	0	0	0	0	0	0	0	555	1,908
Office outgoings	9,904	4,500	5,404	220%	3,676	(772)	93	725	1,583	930	1,125	817	761	800	57	108
Security	1,365[23]	21,700	(20,335)	6%	1,177	0	0	0	99	0	8	20	41	0	21	0
In country legal compliance and payroll support	27,210	34,000	(6,790)	80%	10	1,320	670	1,368	10	10	1,025	7,670	2,564	10	680	11,872

[20]Office and car rental (including insurance) were paid to secure two financial years in June 2022 (until the end of the Australia Assists contract). However, further lease finalisation costs will be incurred in FY24. [21]Refer to previous footnote. [22]Refer to previous footnote. [23]Security costs are often incurred as required. Sufficient investment was made in the previous year. For example, a safe was purchased for the Fiji office in FY22, which did not need to be replaced in FY23.

Cost type	Financial year to date	Budget this financial year	Financial year to date variance	% budget expended	Actual											
					July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
Total Operational Costs	**76,845**	**259,300**	**(182,455)**	**79%**	**12,426**	**2,023**	**8,399**	**3,636**	**4,841**	**2,698**	**5,682**	**10,071**	**5,721**	**2,588**	**2,418**	**16,340**
Activity Costs																
Deployee remuneration	5,980,060	5,521,545	458,515	108%	638,761	648,721	571,787	570,204	531,257	456,989	388,370	410,358	424,823	522,749	496,812	319,229
Recruitment, training, mobilisation and retention, CDT, clothing	692,154	843,981	(151,827)	82%	4,292	102,968	40,813	5,819	15,255	93,153	196,411	80,302	47,145	40,345	30,181	35,470
Partnerships and Innovation	703	80,000	(79,297)	1%	0	0	0	0	297	0	0	406	0	0	0	0
Logistical Assistance Fund	735	28,100	(27,365)	3%	0	0	0	0	0	0	0	0	0	0	735	0
Communications	51,989	95,000	(43,011)	55%	300	0	1,372	6,234	2,751	10	4,215	86	4,256	4,168	2,108	26,489
MEAL Advisor travel	29,083	100,000	(70,917)	0%	0	0	0	0	348	374	0	332	1,956	7,472	12,819	5,782
Training Expenses	1,402,581	841,500	561,081	167%	80,194	84,395	194,789	236,366	73,196	118,647	92,326	0	314,526	70,994	82,504	54,645
Disability Consultant and CBM Partnership	31,874	32,000	(126)	100%	0	0	0	0	0	0	0	0	0	0	0	31,874
Gender Consultant and HAG Partnership	4,659[24]	37,300	(32,641)	13%	0	0	0	0	2,900	0	0	0	0	0	1,759	0
Regional Management Team Monitoring & Security Assessment	0[25]	100,000	(100,000)	0%	0	0	0	0	0	0	0	0	0	0	0	0
Total Activity Costs	**8,193,838**	**7,679,426**	**514,412**	**107%**	**723,546**	**836,084**	**808,761**	**818,623**	**626,004**	**669,174**	**681,322**	**491,484**	**792,706**	**645,727**	**626,918**	**473,488**
Total Contract Costs	**13,497,393**	**13,497,393**	**0**	**100%**	**1,802,169**	**1,064,688**	**1,085,669**	**1,444,391**	**1,067,669**	**952,821**	**963,033**	**759,397**	**1,283,497**	**928,878**	**933,485**	**1,211,696**
Humanitarian Response Teams Funding																
Humanitarian Response Teams deployment costs	81,879	189,300	(107,421)	43%	0	0	0	0	0	0	0	0	79204.49	833	1841.08	0
Total Humanitarian Response Teams Funding	**81,879**	**189,300**	**(107,421)**	**43%**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**79,204**	**833**	**1,841**	**0**
Post Funding																
Bangladesh Package	1,000,000	1,000,000	0	100%	77,059	71,473	62,778	74,477	68,062	88,409	81,560	92,767	123,721	94,752	97,470	67,473
Africa Package	500,000	500,000	0	100%	0	0	0	0	24,571	65,672	74,030	75,346	63,738	63,094	86,078	47,469

[24]Gender related pieces were largely completed in-house. [25]Some aspects of the function were carried out using the personnel costs budget line while some costs were met in June 2022.

Cost type	Financial year to date	Budget this financial year	Financial year to date variance	% budget expended	Actual											
					July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	June
HEF PNG	117,099	117,099	0	100%	0	0	0	0	0	0	20,591	26,289	44,821	14,048	11,350	0
HEF Vanuatu	46,865	46,865	0	100%	0	0	0	0	0	0	0	0	0	0	43,229	3,636
Myanmar Post	500,000	500,000	0	100%	0	0	11,639	17,267	32,747	23,321	28,713	64,974	107,935	77,416	81,249	54,740
PNG Post	244,606	244,606	0	100%	68,996	55,359	19,975	28,078	3,514	0	6,289	0	0	19,258	22,139	20,999
Samoa Post	382,664	382,664	0	100%	27,998	32,432	32,776	32,432	32,065	32,406	32,407	31,383	32,406	32,065	32,406	31,885
Tonga Post	104,861	104,861	0	100%	0	0	0	0	0	0	3,971	3,971	3,971	8,008	28,222	56,719
Vanuatu Post	47,442	47,442	0	100%	0	0	0	22,175	3,440	0	0	0	0	0	0	21,826
Total Post Funding	2,943,537	2,943,537	0	100%	174,053	159,264	127,167	174,429	164,399	209,808	247,561	294,730	376,592	308,641	402,145	304,747
Total	16,522,808	16,630,230	(107,421)	99%	1,976,222	1,223,952	1,212,836	1,618,820	1,232,068	1,162,629	1,210,594	1,054,127	1,739,293	1,238,352	1,337,471	1,516,443

Annex 3: Host Organisations

Partner	No. deployments	No. deployment months
UN Women	12	79.7
OCHA	12	68.4
UNICEF	11	70.1
UNHCR	11	49.2
UNFPA	7	27.9
WHO	6	40.2
WFP	4	21.5
IOM	4	17.1
UNESCO	4	13.0
UNDP	3	18.6
FAO	3	15.1
UNRWA	2	5.3
UNOPS	1	3.0
Samoa Police, Prisons and Corrections Services	3	34.8
Ministry of internal Affairs - Timor-Leste	2	12.5
Department of Water Resources - Vanuatu	2	10.2
Department of Strategic Plannning, Policy and Aid Coordination - Vanuatu	2	7.4
Office of the President - Kiribati	2	7.0
Ministry of Infrastructure & Sustainable Energy - Kiribati	2	6.2
Ministry of Health - Vanuatu	1	12.0
Prime Minister's Office - Vanuatu	1	5.2
NDMO - Vanuatu	5	25.7
NEMO - Tonga	3	27.2
NDMO - Samoa	3	13.8
NDMO - Fiji	1	6.5
PNG Electoral Commission	4	7.0
Secretariat of the Pacific Community (SPC) - Fiji	3	30.0
ASEAN AHA Centre	1	2.1
Fiji Council of Social Services	1	1.3
Total	116	638.2

Colour key

	UN agencies
	Government ministries
	Government NDMOs
	Other

Australia Assists deployee Dhruva supports WHO as a WASH and Logistics Advisor in Cox's Bazar, Bangladesh. Photo: Saikat Mojumder.