

2022



ANNUAL REVIEW



Limbs 4 Life™
Empowering Amputees

Making a real
difference together

We empower amputees with knowledge and support to make a real difference, because no one should have to go through limb loss alone.

Contents

Message from the Chair and CEO	3
Our strategic goals	5
Our work and impact	6
Our governance	24
Our people	25
Our financials	26
Our thanks	30

Message from the Chair and CEO

We affect positive change. Every day we dedicate ourselves to our mission - providing information and access to support for the amputee community and their families. We continue to make a difference to the lives of people who are facing or have undergone the challenging and life changing circumstances of amputation; regardless of race, gender, cause of limb loss or situation we support them. We are the calming voice on the other end of the phone, the people who listen and most importantly we are there to help to alleviate the fear and distress associated with limb loss.

Facing amputation or waking to the news that your arm, leg or both have been amputated is devastating. We know that, we've lived that and we work to serve our philosophy that no one is alone. We are here to hold your hand, walk beside you through the dark times, the happy times and share the journey because we've been there too!

Limbs 4 Life commissioned KPMG to research and develop the 'Socio-economic Burden of Limb Loss in Australia' report and it was finally launched this year. The report is the first of its kind in Australia and alarmingly reveals many of the hidden costs and incidence of amputation in Australia. The report indicates that the number of amputees will increase from 160,395 today to almost 300,000 by 2050. The associated costs which currently sit at \$1.7 billion will blow out to a massive \$32.9 billion by 2049/50. Of the 160,395 amputees, Aboriginal and Torres Strait Islanders people experience amputation at twice the rate of other people equating to 8.9%, and that 70% of the amputee population are males.

With this kind of data, it is not surprising that Australia is likely to remain as the country with the second highest rate of preventable amputations in the OECD. At a national level, the number of people personally affected by amputation literally

runs into the millions when family, friends and community members are taken into account.

The data above emphasises that the need for Limbs 4 Life, Australia's peak body for people with amputation could never be more crucial. We continue to expand our peer support service provision from one-on-one support, to the establishment of locally-based supportive networks around the country to ensure that no one goes through the experience of limb loss alone.

As we embark on our new strategic plan in 2023, our passion to ensure that we 'make a real difference' has never been stronger. Our vision is ambitious, and we will not give up working to ensure that no one goes through limb loss alone. We acknowledge and thank our supporters and donors, Board members, staff and dedicated volunteers.



A handwritten signature in black ink that reads "N. Sullivan".

Natalie Sullivan - Chair



A handwritten signature in black ink that reads "Melissa Noonan".

Melissa Noonan AM - CEO

Our strategic goals

Our strategic goals are underpinned by our philosophy that serves to empower amputees with knowledge and support because no one should go through limb loss alone.

This is the final year of our current three-year strategic plan. The Board, National Amputee Advisory Council and staff will meet in September 2022 to assess our achievements in line with the needs of our community and develop the new 2022 - 2025 Strategic Plan.

The Strategic Plan highlights the priorities of the organisation and focus on future goals and key drivers for the next three years.

The Strategic Plan promotes



Goal 1
Step into new competitive areas



Goal 3
Maximise existing stakeholder value



Goal 2
Proof-of-concepts for funding



Goal 4
Innovate current services and resources



Goal 2a
Develop organisational growth and diversify funding



Goal 5
Consumer advocacy



Goal 2b
Create bolder external communications and awareness



Goal 6
Indigenous support

Our work and our impact

Building peer-to-peer support and volunteering opportunities

Limbs 4 Life is dedicated to ensuring that amputees, and all who care for them, are provided with opportunities to volunteer and connect with one another. The cornerstone of Limbs 4 Life is its Peer Support Program, enabling volunteers with lived experience of limb loss to connect with those just commencing on that journey.

We work to ensure that peer-to-peer connections extend into other mechanisms to cater to the needs, goals and methods preferred by all individuals. Consequently Limbs 4 Life offers information sessions, webinars, local-area support groups and virtual hubs to ensure that the needs and connectivity approaches desired by our diverse community of amputees and their partners are met.



Increasing our Peer Support Program volunteer pool

Every year Limbs 4 Life is approached by 'experienced' amputees who want to become a Peer Support Volunteer. Limbs 4 Life also publicly promotes opportunities for amputees who have adapted to limb loss to become volunteers.

With 17 years of experience delivering this best practice program, Limbs 4 Life assesses, trains and prepares amputees to support others in the similar situation. Our volunteers generously give of their time to visit or speak to people who are facing or have just experienced amputation. Their lived experience of limb loss positions them to understand the unique challenges people face following amputation and provide new amputees with a sense of support, understanding, belonging and connection. Our Peer Support Volunteers connect with individuals and family members via visits to hospitals, rehabilitation centers, public settings or over the phone.

Independent research of this program commissioned by Limbs 4 Life, which is due for release in 2023, highlights that peer support is an effective and beneficial early intervention model that delivers a sense of hope, connection and confidence to those who are facing or adjusting to amputation. It provides volunteers with a genuine sense of feeling empowered to give back, capacity to share lived experience and contribute to building a community of amputees. The healthcare providers who refer new amputees into the program often report that it's a social model of support which complements the medical treatment and care provided in hospital and rehabilitation settings.

Our regular follow-ups with volunteers and program participants have shown that the program is delivering positive and powerful impacts and outcomes for everyone receiving or offering peer-to-peer support care.

Peer Support Program delivery and outcomes



People who are facing limb loss or have a sudden amputation naturally experience a wide range of emotions and experiences. Considerable national and international research and literature indicates that peer support, provided by amputees with the lived experience of limb loss, can play an important role in assisting people during various phases of their preparation and/or adjustment. Indeed, people may need peer support in the early stages, within a year of amputation or even some years down the track. Increasingly, medical and allied health professionals in Australia are recognising that peer support can complement the healthcare they provide and are drawing upon Limbs 4 Life's program to assist. Similarly, amputees and loved ones recognise that peer support may benefit them and are seeking direct access to the program themselves.

In recent years Limbs 4 Life has adopted mixed methods of program referral to ensure that all parties interested in this service can either self-refer or make a referral on behalf of an individual.

Face to face visits continued to be impacted due to restrictions and for the most part of this year support provided was delivered either over the phone or online. And because of the multicultural nature of Australia, at times hospitals arranged for translators to be part of the phone call to ensure that the most appropriate language is being used and the connection as successful as possible.

Building peer-to-peer connections and community empowerment



Over the course of the year Limbs 4 Life expanded its locally based Support Groups, so that amputees in various Australian regions could engage on a regular basis. Peer Support Groups also provide an avenue for engagement for those who did not receive peer-based support earlier on in their journey. We developed a Support Group Leader training program and provided potential leaders with a manual, kits including health-based literacy, tips on running successful groups, managing difficult people, setting agendas and promotional posters for sharing information among the local community.



The training course was delivered online over the course of 6 hours (3 x 2-hour sessions) to fourteen recipients, most of whom were trained Peer Support Volunteers. Limbs 4 Life firmly believes this approach helps to ensure the place-based nature of groups, equip leaders with new skills, and enhance long-term sustainability of peer groups operating in communities. Individuals who identify as being interested in becoming Local Leaders receive formal training, guidance, a toolkit and upskilling opportunities from Limbs 4 Life staff. In addition, they become members of a wider Group Leaders Network so they can connect with peers holding similar roles and foster shared knowledge and skills that assist with empowerment, confidence building and role transition.

Over the year 7 Peer Support Groups have been established, and 14 Group Leaders upskilled to lead these local networks into the future.

The groups enable members to build capacity, voice concerns, seek support from others, access information and achieve local solutions-based outcomes oriented towards the promotion of choice, control, and knowledge acquisition and transfer.

Limbs 4 Life has commissioned research to evaluate the outcomes of the Victorian-based aspect of peer groups and leadership empowerment, with the release of this report due in 2023.

Amputee empowerment upskilling

The Limb Loss Empowerment Project serves to increase knowledge and upskill amputees with information relating to their overall care and connect them to their local communities. Using a community collaboration and co-design method, detection of gaps in information and resources are acquired enabling Limbs 4 Life staff and local members to fill any identified vacuums using methods that best suit the amputee community.

Over the course of the year a range of face-to-face and online empowerment workshops and webinars have been delivered to build knowledge amongst the amputee community. These tailored sessions have involved participation from staff and subject matter experts, and enabled participants to ask questions and gain valuable insights aimed at empowering them so that they can live a confident and fulfilling life.

Key topics have included:

- Self-advocacy and building confidence
- Understanding your human rights
- Asking better questions
- Prosthetic technology
- Dealing with grief and loss
- Keeping physical and moving forward
- Returning to work and meaningful employment

An additional benefit of the project has been the creation of informative videos featuring stories from amputees and information from professionals. It forms part of a growing knowledge bank of resources and materials aimed at empowering amputees to feel

motivated, inspired and confident at any stage in their amputee journey. These are available on the Limbs 4 Life website and You Tube channel and help to ensure that any amputee, family member or professional has access at any time.

Online peer connections

Online peer-to-peer connections has been a feature of Limbs 4 Life activity for 14 years. Prior to the introduction of Facebook and other social media platforms, Limbs 4 Life developed and moderated a closed online forum enabling amputees who prefer virtual engagement to connect with peers in that manner. However, Limbs 4 Life moved across to using Facebook as its primary closed online peer-to-peer setting and has used this platform as its instrument for virtual connectivity since 2012.

Limbs 4 Life now manages and moderates two closed Facebook groups which suit different audiences. 'Amputees - Limbs 4 Life Australia' is open to amputees across Australia enabling members to ask questions, share tips, celebrate successes, build connections, and seek support from and between others with the shared lived experience. 'Limbs 4 Kids' is available for parents who too can benefit from connecting with others raising children who live with congenital or acquired limb differences. Both online groups are powerful, as they can increase connectivity, reduce isolation, increase empowerment and act as an informal peer support mechanism. And, as moderator, Limbs 4 Life is positioned to share critical information, access to resources and peak body advice.

During the COVID-19 restrictions the virtual groups were particularly beneficial for people feeling isolated, lacking timely access to services or experiencing difficulty gaining professional support. Collectively these groups support 3,500 people.

Ensuring all Australians have access to evidence-based limb loss information, resources, stories and campaigns

All Australians deserve access to evidence-based limb loss information and resources which are informative, engaging and current. Collectively these are aimed at providing amputees, government, researchers and the wider public with statistical data, health literacy information, health system details, and strategies to improve safety, quality of life, and policy measures. These can enhance amputees' knowledge and skills, increase knowledge acquisition amongst those

working within health and community sectors, and bring sound data and literature to key decision makers.

As such Limbs 4 Life regularly builds upon its thematic knowledge hub; one that is made available via face-to-face, online, social media, traditional media and hard-copy approaches and formats.

The socio-economic burden of limb loss in Australia



Until now the current and projected socio-economic burden, and prevalence and incidence of amputation in Australia was largely unknown. Given the lack of understanding at public and government levels, Limbs 4 Life commissioned KPMG to undertake Australia's first, and ground breaking, research to estimate the population size and associated economic costs. Launched in 2022, the study revealed that people with amputation represent the largest physical disability cohort in Australia that, until now, was largely not known and misunderstood. Furthermore, the associated estimated economic cost burdens - borne by governments, carers and amputees themselves - were considered by KPMG to be conservative in nature.

"The burden of amputation is arguably one of the least known and often under-appreciated health problems in Australia."

It is highly recommended that all members of the limb loss and related ecosystems, researchers and decision makers in government/s read this report in its entirety. Some key data revealed in the study included:

Prevalence and incidence

- **Population.** 160,395 amputees live in the Australian community in 2019/20, with this population group expected to reach 305,146 by 2049/50.
- **Rate.** Every three hours a person loses a lower limb in Australia, largely due to the growing impact of diabetes.
- **Age.** The risk of amputation increases with age, with 60% of amputees aged 65 years and over in 2019/20.
- **Gender.** Males are more likely to undergo an amputation when compared to females, with 73% of amputees being men and 27% being women in 2019/20.
- **Ethnicity.** Aboriginal and Torres Strait Islander peoples are twice more likely to experience amputation than their non- Aboriginal and Torres Strait Islander people counterparts. But Aboriginal and Torres Strait Islander people aged 50 over years of age, are nearly three times more likely to experience limb loss.
- **Re-amputation risk.** It is estimated that when amputation is due to disease, the risk of re-amputation after an initial one is significant. Indeed, it is estimated that the probability of a re-amputation is 10% the year after the initial amputation and 23% within 10 years. Concerningly, the probability of a second re-amputation is 15% in the first year after the first re-amputation and 33% within 10 years after the first re-amputation procedure.

Economic costs

- **Total cost.** The total cost of amputations was conservatively estimated to be \$1.7 billion in 2019/20. Over the next 31 years, amputations are expected to cumulatively cost a total of \$32.9 billion in net present value terms.
- **Health system.** Hospital inpatient treatment and outpatient rehabilitation estimated to cost \$520.6 million in 2019/20.
- **Post-procedure support.** The provision of assistive technology, aids and equipment and other supports was estimated to cost \$65.1 million in 2019/20.
- **Other government financial support.** The provision of government-funded pensions allowances and payments was estimated to cost \$133.8 million in 2019/20.

- Productivity losses. Reduced work hours, early retirement, time off work for procedure and treatment, and carer support was estimated to cost \$999.3 million in 2019/20.
- The costs associated with include health costs, post-procedure support costs, other Government financial support costs, productivity losses and the burden of disease.

Limbs 4 Life is gravely concerned that limb loss is a 'forgotten disability' and amputees are 'forgotten people' and much must be done by governments to address this. Indeed, Limbs 4 Life is using this critical socio-economic study to influence government, and the wider health ecosystem, to make sound policy decisions, invest in research, implement critical standard of care interventions, track amputation data via a dedicated Limb Loss Registry, and develop amputation prevention strategies.

Limbs 4 Life engaged a PR agency to launch the report in April 2022. Media reach included television to Canberra, Hobart, Brisbane and Gold Coast, 58 radio interviews and interview sharing via sister stations and 580 letters to editors.

Information resources and tools



Limbs 4 Life consistently builds a bank of resources, tools and information sheets that are evidence-based and co-designed for the direct benefit of amputees and healthcare providers. Determination of content and information needs and gaps is acquired through community consultation, advice from our National Amputee Advisory Council and identification from other stakeholders. All resources are developed through internal research, subject matter advice and review, and using a co-design approach with the amputee community.

Over the course of the year the following new amputee-specific resources were developed and now available in downloadable soft and hard-copy formats:

- Wheelchair tips for non-prosthetic users
- Partial foot amputations - the questions you need to ask
- My partner is an amputee, how can I help?
- Questions you should be asking your prosthetic provider

Healthcare provider information sessions

Limbs 4 Life is regularly asked to provide information sessions to a variety of health and community practitioners working in a wide array of public and private hospitals, rehabilitation facilities and general practices. These education sessions are offered to stakeholders to assist in their knowledge acquisition and transfer goals and contribute to improved standards of care for Australian amputees. During the year 149 practitioners in the nursing, allied health and community sectors took part in 21 online or digitally accessible education sessions.

These sessions provided directional pathways for healthcare providers to engage peer support for their patients and clients.

Student information and assistance

Limbs 4 Life is regularly contacted by students at primary, secondary and tertiary levels of education seeking assistance with projects, information materials and group presentations. Over the year there was a considerable uptake in requests from students and educators, and Limbs 4 Life was more than willing to assist in raising their levels of awareness of limb loss and related matters. We were also pleased to assist students undertake activity that raised their education and learning engagement.

Over the course of the year Limbs 4 Life staff:

- Delivered 6 presentations to university students undertaking undergraduate degrees across a wide range of disciplines enabling the sharing of specific information, opportunity for Q&A segments, and links to evidence-based materials
- Assisted 7 secondary school level students to undertake specific projects or studies through the provision of information materials, response to targeted questions, amputee interviews and general guidance

- Supported 5 primary school level students to prepare projects and reports, enabling Limbs 4 Life to provide age-appropriate information and responses.

Limb loss storytelling



Stories have been used to transfer learning and knowledge within cultures and communities for thousands of years and now, more than ever, have a transformative ability for people understand differences in our world. Limbs 4 Life has been a strong believer in using storytelling to communicate, counter stereotypes, provide agency, enable individual narrative constructs, and introduce peers and the wider public to individual's personal experiences.

Limbs 4 Life works directly with amputees, parents of children with limb differences and other family members keen to share their own stories, experiences and personal learnings with others. Through these stories readers catch a glimpse of each person's world. And we know that all the stories capture public attention and play a positive role in building connection, inclusion, identity, empowerment and change. At times expressionist writers prepare their own story, and at other times Limbs 4 Life interviews individuals to script an article.

Powerful and insightful stories are shared in Limbs 4 Life's Amplified magazine, Limbs 4 Life and Limbs 4 Kids websites, social media platforms and at events. During the year 17 stories were shared and, not surprisingly, receive the greatest reach on our websites and social media.

National Amputee Awareness Week



National Amputee Awareness Week is held during 4 - 11 October across Australia. This annual event is a chance celebrate all Australians living with limb loss, raise awareness of this disability, reduce stigma, and broaden the public's mind.

This year saw the third 'Shine a Light' campaign, which saw 56 metropolitan and regional landmarks, buildings and locations in all states and territories boldly illuminated in green to bring limb loss 'out of the shadows'. Amputees and family members visited the iconic landmarks lit up in their honour around the country, with Limbs 4 Life receiving stunning images and selfies which were then publicised via our social media channels. Many of the organisations, companies, councils and government agencies that illuminated their landmarks also heavily promoted the purpose of the week via social media.

We also continued with the very popular 'Get Your Ribbon On' campaign. Limbs 4 Life freely distributes thousands of green National Amputee Awareness Week 'stick-on' ribbons to amputees, family members, friends, healthcare providers, prosthetic companies, teachers, community organisations and Members of Parliament. And for those wearing ribbons, it offered opportunities to discuss issues, personal stories and share limb loss facts in the community.

National Amputee Awareness Week puts a national spotlight on limb loss, sparks conversations about a disability that is somewhat hidden, enables the sharing of health literacy and amputation-prevention messages, and assists the public to become 'amputee aware'.

Collaborating and partnering to enhance research and social impact goals



National Amputee Advisory Council

The voluntary National Amputee Advisory Council (NAAC) is comprised of amputees representing all Australian states and territories, and all members have the lived experience of limb loss, different causes of amputation and different levels of amputation. In addition to the location-based members there are also three amputees with specific knowledge and experience including First Nations, upper limb and Osseointegration.

The NAAC meets 6 times per year and are tasked with providing advice, guidance and input to Limbs 4 Life at operational and strategic levels. The NAAC is committed to promoting and advocating for social inclusion of amputees and their advice plays a critical role in assisting Limbs 4 Life to meet the needs and aspirations of our community and other stakeholders.

Research and Evaluation Sub-Committee

Limbs 4 Life recognises that research is concerned with the creation of new knowledge and with respect to limb loss it is central to building a strong foundation aimed at improving outcomes for amputees of all ages. The Research and Evaluation Sub-Committee is comprised of Limbs 4 Life staff, Board members and external multi-disciplinary subject matter experts with qualifications in academic research. This Committee works to ensure that research and evaluation projects involving Limbs 4 Life, stakeholders and/or resources:

- are strategically aligned to Limbs 4 Life's mission, vision and statement of purpose
- are aligned to Limbs 4 Life's Strategic Plan
- informs internal or external policy, practice and performance
- represents a sound return on investment
- is methodically and ethically acceptable.

Throughout the year this Sub-Committee oversaw two Limbs 4 Life commissioned research studies, approved requests for amputee and Limbs 4 Life involvement in six Australian and international research projects, extended our internal knowledge hub, and offered advice regarding internally developed surveys and data capturing tools.

Australian Industry Standards - 'Certificate IV in Aviation Supervision (Security Screening)' Technical Advisory Committee

The Australian Industry Standards (AIS) is one of the six Australian Government appointed Skills Service Organisations, responsible for monitoring various industries and the need to update or introduce new vocational training packages. Limbs 4 Life consulted with AIS about the challenges and difficulties that some amputees experience when passing through domestic airports, as investigated in a national survey and conveyed in the 'Impact of Australian Domestic Airport Screening on Amputees' report.

AIS determined that there was no specific training for security screening supervisors and our report identified that the industry needed staff to



possess specific training to ameliorate challenges experienced by people with disability. In late 2021 Limbs 4 Life was contacted to advise that approval for a new 'Certificate IV in Aviation Supervision (Security Screening)' had been granted, and we were asked to provide a Case for Change to introduce a Unit of Competency to ensure learners better understood the needs of people with disability screened in airports.

The proposed new Unit of Competency was accepted and Limbs 4 Life was invited to sit on the Technical Advisory Committee (TAC) comprised of representatives from airports, registered training providers, technology experts and the Department of Home Affairs. The TAC met multiple times to develop five new Units of Competency, including the core 'Facilitate screening of people with special circumstances' unit.

At present the qualification is under review by all State Training Authorities, after which it be presented to the federal Minister for Skills for final endorsement.

It is pleasing that Limbs 4 Life raised this issue and played a key role in establishing an Australia-first qualification unit specifically aimed at improving security screening approaches in airports. Furthermore, it is anticipated that this learning will influence change in other aviation-related qualifications in the future.

Working and reference group participation

Limbs 4 Life is regularly invited to join reference groups and committees. Some of these are limb loss specific, whereas others have

a focus on the broader disability sector. Throughout the year Limbs 4 Life participated in the following:

- iCare NSW - Prosthetic Guidance Working Group
- Queensland Health - Consumer Advisory Committee
- New Zealand Artificial Limb Service - Peer Support Program Advisory Committee
- Australian Orthotic Prosthetic Association (AOPA) - NDIS Advisory Committee
- Latrobe University - Course Advisory Committee for Prosthetics and Orthotics
- Assistive Technology for All (ATFA) Alliance
- Disability Gateway - Advisory Working Group (Department of Social Services)
- Australian Industry Standards - Technical Advisory Committee Airport Security Procedures



Individual and systemic advocacy efforts

Limbs 4 Life is acutely aware that championing the voice and rights of amputees is critical if we are to resolve individual personal issues and influence systemic policy shifts that directly improve the lives of people living with limb loss. At an individual advocacy level we work one-on-one with amputees seeking assistance to exercise their rights, access information, and resolve problems. At a systemic level we regularly communicate with amputees, connect with researchers, prepare reports, and submit evidence-based submissions to governments and other influential bodies.

Individual advocacy provision

Increasingly, Limbs 4 Life is being contacted by amputees seeking assistance to resolve issues with systems and services. As the peak body for amputees we are in a position to assist, drawing upon considerable internal knowledge, however we receive no funding to provide this direct support. A particular spike in the need for individual advocacy has been in relation to the provision of funding through the NDIS for vital and necessary assistive technology (e.g. specific prosthetics, home modifications). This is closely followed by requests for assistance from people who were directly discharged home following amputation and not provided with access to rehabilitation services due to restrictions on healthcare services. In a number of instances these people have fallen through the gaps and have experienced extensive wait times for prosthetics and assistive technology.

In order to provide correct and high-level support, Limbs 4 Life staff spend considerable time with individuals discussing their matter, reading plans and reports, identifying issues of concern, providing direction to the most appropriate complaint service or mechanism, and/or attending meetings or case conferences as an advocate.

Advocating for the rights of people with limb loss

Often governments, and other organisations, seek feedback from consumers and consumer-based organisations, such as Limbs 4 Life, about issues that matter. Limbs 4 Life responds to these consultations and inquiries by attending these or making submissions in order to advocate on behalf of our national and state-based amputee communities. A critical aspect of Limbs 4 Life's theory of change is that we listen and be the voice for people with limb loss, lobbying and championing for better amputee community outcomes. Our submissions are always grounded in, and informed by, an evidence base of research and consultation; meaning that our community's point of view, data and literature are included in each.

A range of submissions and consultations Limbs 4 Life participated in or authored include:

- Submission to the 'Inquiry into Disability Support Services in Tasmania'
- Consultations regarding the Department of Health's 'Support at Home Program' to be offered in 2023
- Consultation regarding the Department of Social Service's 'Disability Gateway' website and service

It is notable that from May to June, Limbs 4 Life conducted a survey-based consultation into the impacts that COVID-19 restrictions had on amputees' treatment and care across Australia. Over the restriction period/s Limbs 4 Life received considerable informal feedback about the difficulties experienced via phone, emails and social media contact.

In light of this we determined that a formalised consultation method of capturing amputee experiences of their treatment and care, or lack thereof, during the restrictions were paramount. The study, drawing upon the qualitative consultation data, is revealing an array of structural, personal, environmental, economic and policy barriers experienced by amputees. Limbs 4 Life will present its results later this year in a formal report and plans on using this to engage in discussion with key decision makers so that systemic and service changes can be adopted in the event of any potential future restrictions or pandemics. Early findings from this study have been devastating.

Assistive Technology for All Alliance

Assistive Technology for All (ATFA) is an alliance of over 60 organisations from across the ageing and disability sectors. The Alliance was created in 2019 in response to growing concern about the lack of access to life-changing assistive technology for people ineligible for the NDIS. Put simply, ATFA is asking the Australian Government to establish a national assistive technology program to meet the needs of those excluded from the NDIS.

Limbs 4 Life is not only a member but also sits on several sub-committees that work on specific campaign and policy activities. Over the course of year, Limbs 4 Life assisted in developing and preparing a joint statement, a position statement, a pre-election pledge campaign, participating in media interviews, and submissions to inquiries and Royal Commissions.

Increasingly, AFTA is building strong connections with MPs and key decision makers in Australian Government Departments so that the issue is further understood and a national harmonised program established.



Our governance

Board of Management

The Limbs 4 Life Board of Management is comprised of individuals with a broad range of skills and experiences in corporate, community, health, legal, financial and non-profit sectors. In addition, many of our Board Members have a personal connection to limb loss and/or other disabilities. Our Board Members generously give of their time and knowledge to strategically steer Limbs 4 Life towards a sustainable future aligned with its mission, vision and values. The professional and passionate members ensure this by adopting sound, ethical, legal, financial and risk mitigation management practices and policies.

Chairperson

Natalie Sullivan

Deputy Chair

Jason Diederich
Scott Mitchell

Treasurer

Catherine Young

Ordinary Members

Helen Connor
Dr Wilma Gallet
Ruth Johnston
Natasha MacKenzie
Natasha O'Callaghan-Koneska
Melissa Noonan AM - Secretary

Board Sub-Committees

Audit and Risk Sub-Committee

Natasha MacKenzie
Ruth Johnston
Catherine Young

Marketing and Communications Sub-Committee

Helen Connor
Jason Diederich
Ruth Johnston
Scott Mitchell
Natasha O'Callaghan-Koneska

Nominations and Remuneration Sub-Committee

Helen Connor
Dr Wilma Gallet
Natalie Sullivan

Research and Evaluation Sub-Committee

Helen Connor
Dr Wilma Gallet
Dr Natasha Brusco (external)

Auditors

McPhail and Partners

Our people

At the heart of Limbs 4 Life is an extraordinary team of volunteers, staff and Board Members. The Limbs 4 Life team is filled with talented and passionate people who share our vision, live our values and embrace innovation and change.

Staff

Melissa Noonan AM - CEO
Fiona Waugh - Policy and Program Manager
Mike Rolls - Program Manager
Andrew Fairbairn - Program Coordinator
Bruce Jacques - Program Coordinator
Leahe Walker - Administration Officer

National Amputee Advisory Council

Priscilla Sutton - Australian Capital Territory
Jamie Manning - New South Wales
Darren Skuse - Northern Territory
Sara Shams - Queensland
Peter Stringer - South Australia
Ren Gallet - Victoria
Andrew Fairbairn - Western Australia
Shane Grant - Regional representative
Kylie Franson - Congenital upper limb deficiency
Glenn Bedwell - Osseointegration user
Richard McCarthy - First Nations People representative

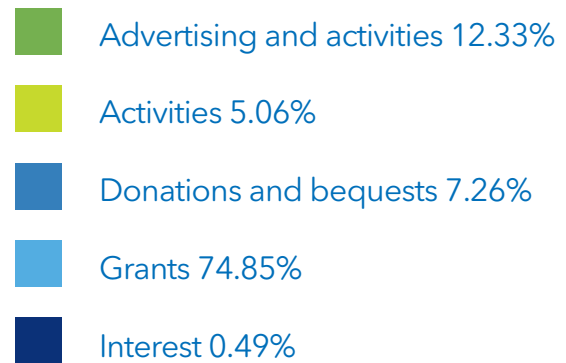
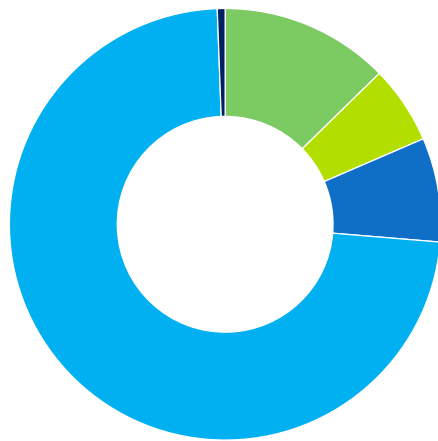
Peer Support Volunteers

Limbs 4 Life could not carry out its valuable work without the generosity of our Peer Support Volunteers. These dedicated individuals generously donate their time and share their lived experience of amputation to support others across Australia just commencing on that journey. Our Peer Support Volunteers are the cornerstone of the organisation and we couldn't achieve our mission and goals without their continuous support. We acknowledge and thank our Peer Support Volunteers for their ongoing support, continued commitment and invaluable contributions.

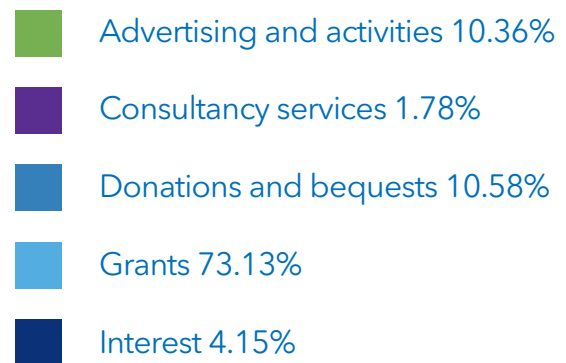
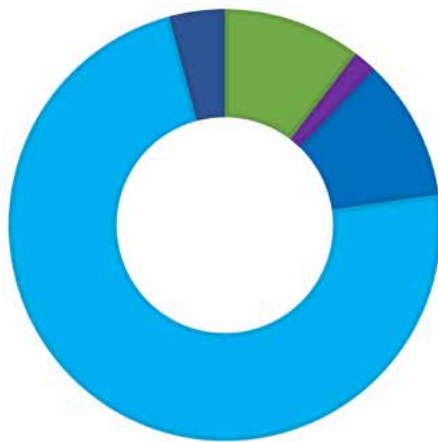
Our financials

Limbs 4 Life continued to demonstrate sound financial management during the 2021 - 2022 Financial Year. The total cash income for the year was \$580,816.26. Income was primarily generated from grants and donations from community and corporate supporters.

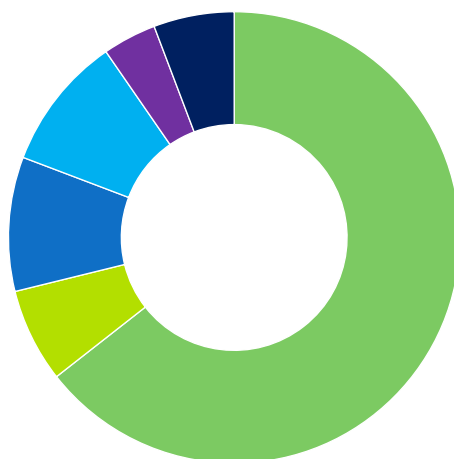
2022 Income



2021 Income



2022 Expenditure



Independent Auditor's Report To the Members of Limbs 4 Life Incorporated

Opinion

We have audited the special purpose financial report of Limbs 4 Life Incorporated (the "Association"), which comprises the statement of financial position as at 30 June 2022, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements comprising a summary of significant accounting policies and other explanatory information, and the statement by members of the committee.

In our opinion, the accompanying financial report of the Association is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and the *Associations Incorporation Reform Act 2012 (Vic)*, including:

- (a) giving a true and fair view of the Association's financial position as at 30 June 2022 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards to the extent described in Note 1 to the financial report, Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013* and the *Associations Incorporation Reform Act 2012 (Vic)*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The committee are responsible for the other information. The other information comprises the information included in the Association's annual report for the year ended 30 June 2022 but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the committee's financial reporting responsibilities under the *Australian Charities and Not-for-profits Commission Act 2012* and the *Associations Incorporation Reform Act 2012 (Vic)*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of the Committee for the Financial Report

The committee are responsible for the preparation of the financial report and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the needs of the members, the *Australian Charities and Not-for-profits Commission Act 2012* and the *Associations Incorporation Reform Act 2012 (Vic)*, and for such internal control as the committee determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the committee are responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

The committee are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the committee.

- Conclude on the appropriateness of the committee's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during the audit.

E. F. McPHAIL & PARTNERS PTY. LTD.



WAYNE C. DURDIN
Director

28 October 2022
Melbourne

Our thanks

Major program supporter

Department of Social Services

Corporate supporters

Peregrine Farm Solutions P/L

QBE Foundation

RM Williams

Roy Morgan Research

Telstra Foundation

Community supporters

Kyal's Coffee Cart

Mendoora Central School

PATH Inc Penrith

Paypal Giving Fund

Fundraisers

Lumary City to Bay

Prosthetic Orthotic Student
Society

Tillbrook Rasheed P/L

Individual donors

Alexander Agnew

Andrew Meinel

Annie Pateman

Anthony and Sue

Schneider

Ayla Walker

Bill Ben Nicho

Bradley Sutton

Bree Gill

Elias Messaike

Elizabeth Campbell

Fiona Davis

Fiona Waugh

Garth Johnston

George Andrew

Graham Matthews

Gregory Quinlan

Hannah Kasay

Helen Newell

Jean Hassoun

John Morrison

Katelyn Rose Goodwin

Kylie Hearn

Lorna Hogg

Luis Rios Gonzales

Lulu Alomar

Marcela Haralampidis

Meric Woodward

Nigel Harrison

Pui Chi Lee

Rakesh Chopra

Richard Burbury and

Julie Kibby

Rohit Broka

Sally Kellet

Sarah Gellatly

Selena Vibo

Sharon Bryan

Sharon Smart

Stephen Ryan

Syd and Bear

Yen Weh Wang



Limbs 4 Life Incorporated is a registered charity and accredited to carry the Australian Charity and Non-Profit Commission (ACNC) charity tick.

Limbs 4 Life Incorporated

ARBN 613 322 160
ABN 25 116 424 461
A0046472T

National office:

Building 97, 45 Gilby Road
Mount Waverley VIC 3149

PO Box 282
Doncaster Heights VIC 3109

National AMP Line: 1300 78 2231

info@limbs4life.org.au
limbs4life.org.au
limbs4kids.org.au



facebook.com/Limbs4Life/



[@Limbs4LifeInc](https://twitter.com/Limbs4LifeInc)



[Limbs4Life](https://www.instagram.com/Limbs4Life)



[Limbs4Life](https://www.linkedin.com/company/Limbs4Life)



[Limbs 4 Life Channel](https://www.youtube.com/channel/UC...)



Limbs 4 Life™
Empowering Amputees