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Education

16th December 1983	Bachelor of Social Work (Second Class Honours, Division A) University of Queensland
1994-6	Public Sector Management Course completed
July 1998	Enrolled in Masters of Business Administration (MBA) University of Queensland. Three subjects successfully completed.

Personal Characteristics

Committed, loyal, hard working, competent, cooperative, team player, innovative, broad thinking, enthusiastic, keen to learn, supportive, keen to pass on information to others, a dynamic presenter, and excellent interpersonal skills.

Employment

Nov 2001 to Date	Managing Director/Owner – therafIT: Fitness Integrated Therapy Pty Ltd Private practice - clinical counsellor, group worker, trainer, consultant, program developer and manager In May 2002 therafIT was the successful tenderer to provide the HeartHealth Program , a group based exercise program for Vietnam Veterans in Southern Queensland. I currently manage the delivery of this program in many locations around Southern Queensland. In January 2005, therafIT's contract to provide the HeartHealth program was extended for a further 12 months.
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- 2004 **Review of the Support Services of the Australian Office of Film and Literature Classification (consultancy)**
- Dec 1983 – Nov 2001 **Counsellor(Professional Officer 2), Vietnam Veterans Counselling Service (VVCS) Brisbane**
Had extensive experience acting as Director (on some occasions, for periods up to 3 months) over a 12 year period.
I also carried out the position of Group Coordinator in the Brisbane VVCS Centre.
- July – Oct 2000 **Secondment to the Queensland Dept of Family Services**, to lead delivery of follow-up counselling and support services to Forde Commission of Enquiry witnesses (victims of institutional abuse)

Presentations

Conferences

- 26/30 May 2001 “An Exercise in Unintended Consequences: The Effect of Structured Exercise Programs on Psychological Indices of Vietnam Veterans with War Related Disabilities”
“Post Traumatic Stress Disorder: Survival Not Pathology. Regaining Executive Control Over the Physiological Reactions and Negative Self Talk Associated with Triggering Events”
The European Society for Traumatic Stress Studies 7th Annual Conference, Edinburgh, Scotland
- 23 October 1998 “Trauma as Survival, not Pathology - A model for the treatment of Trauma Reactions”
Vietnam Veterans Counselling Service National Conference, Canberra
- November 1993 “Defusing/ Debriefing- What’s the difference” Co-authored with Zeke Kotcharian
“Survivors are more important than the format” Co-authored with Zeke Kotcharian
2 papers at the Brisbane Australian Critical Incident Stress Association (ACISA) National Conference
- November 1992 “I’m not going to spill my guts to any counsellor” co-authored with Trevor Fear, **Sydney ACISA Conference**

- July 1990 “Debriefing – The Long Term Consequences of Stress”
Presented at the **Critical Incident Stress Debriefing Conference**
Brisbane
- September 1989 “Learning from the Vietnam Veteran – Counselling the sufferer of Post
Traumatic Stress Disorder”
**Australian Association of Social Workers, 21st National
Conference, Townsville**

Education

Curriculum development and delivery of post graduate subjects to University students:

- 2nd Semester 2003 **Queensland University of Technology (Carseldine); School
of Psychology, Masters of Counselling Course, “Trauma
Response and Counselling” - 2 day seminar**
- 2nd Semester 2001 **University of Queensland School of Social Work & Social
Policy, Advanced Counselling Practice Course, “Crisis and
Trauma Counselling” Subject Number SWSP 7236**

Recent Seminars

- 14 June 2005 **Australian Association of Cognitive Behavioural Therapists
Seminar, “The Application of Mind Body Unity”**
- 7 June 2005 **Mental Health Association of Queensland, Post Traumatic Stress
Disorder Seminar, “The Role of the Body in treating PTSD”**
- 6 April 2005 **Biala Alcohol Treatment Centre, “Mind Body Unity in Treatment
Processes”**
- 8 November 2004 **Australian Association of Social Workers Continuing Professional
Education Seminar, “The Role of the Body in Working for Wellness”**

Professional Organisations

Australian Association of Social Workers (AASW)

**Member of Australian Association of Social Workers (AASW) – Membership Number
91585.**

President, Queensland Branch AASW for 4 Years 1988-1992
Director, National Board of Directors of AASW LTD, Australia 1988-1992
Member of Committee of Management & Special Interest Committees, Private Practitioners
Special Interest Group for 15 years
Convenor, AASW (QLD) Registration Working Party (current)
Convenor, AASW National Working Party on the Review of Commonwealth Fees &
Allowances for Social Workers
Member of Qld Branch Ethics Committee, involved in the Hearing of Complaints (current)

Australasian Critical Incident Stress Association (ACISA)

President, Qld Branch ACISA, 4 Years. 1993-1997
Qld Branch Treasurer (current)
President, ACISA (Qld) Conference Committee for 3rd Annual ACISA Conference, 1993
Vice President, Qld Association of Traumatic Stress Studies, (QATSS) 2 Years

Others

Member, Qld Association of Family Therapy, for 15 years.
Member, Australian Society for Traumatic Stress Studies.
Member, International Society for Traumatic Stress Studies.

Fields of Expertise

- **Counselling, group work and training** - relating to survivors of trauma and their families.
- **Program development** - development of group based treatment programs for trauma, depression and anxiety using an innovative methodology which integrates structured sematic body work, exercise and cognitive group work. See website for further information (www.therafit.com.au). An example is the *Fit 2 Beat Depression*© program
- **Provision of training** - for community organisations, government departments, Education and Emergency Services groups in Critical Incident Stress Management (CISM).
- **Management** of professional agencies and associations.
- **Development of policy** to assist trauma survivors and their families.
- **Development of Social Policy** through committee involvement in professional associations

Professional Development

- I maintain a continuous commitment to my professional development.
- I more than meet Australian Association of Social Workers' Continuing Professional Education requirements in terms of attendance at professional development activities.
- I attend professional development activities related to trauma, trauma interventions and management techniques and technical skills (computers).

Previous Experience

Leadership and Management

- Acting as Director and Deputy Director, Vietnam Veterans Counselling Service over 12 year period
- Policy and program development

I have developed policies and programs as a consultant, in private practice, during employment with Vietnam Veterans Counselling Service (VVCS) and in professional associations. This has included national, state, agency and association level policies and programs. Examples include VVCS Country Outreach Program (COP) policy and procedures, national publicity and client information packages and VVCS HeartSafe protocols.

Group Coordinator

In the role of Group Coordinator for Brisbane VVCS, I coordinated the agency's activities and resources in the development and delivery of Group Programs (both in the centre and throughout the agency's geographical area) through the use of contract staff. I monitored and evaluated the delivery of these programs and ensured that they were appropriate for the needs of veterans and their families.

Clinical Experience

- Individual and couple counselling of veterans & their family members and the general community, to address issues such as:
 - trauma, depression, anxiety, relationships, personal direction and motivation, self-esteem, alcohol and medication, debriefing from current traumas, and stress and anger management.
- Group Work, including the organisation and facilitation of therapeutic and educative group work programs for veterans and their families:
 - facilitation, co-facilitation and presentation at many **VVCS Lifestyle Management Programs**.

- development of several new and innovative **VVCS group programs**, e.g. **Alcohol and Trauma Group 1989**, **Worksafe Group 1997** and the **Heartsafe program 1994**.
- the detailed development and implementation of the Riverview day patient Trauma Treatment Program (now the **Toowong Private Hospital Trauma Treatment Program**) and ongoing session facilitation in programs
- development of the protocols for the ***Fitness Integrated Therapy Treatment methodology***.

Education and Training

I have provided education and training seminars to a wide range of groups, including ex-service organisations (welfare officers, advocates, and volunteers), government agencies (eg the Police College and police negotiators, hospital staff, psychiatric and nursing staff), University students (medical, psychiatric, psychology and social work students) and Department of Veterans Affairs Staff Orientation training sessions.

Supervision of Practitioners and Students

- I have provided peer supervision and case consultation to Vietnam Veterans Counselling Service staff. My experience in the agency and in the field of trauma was regularly sought out in dealing with difficult cases or unfamiliar situations.
- I was involved in providing student supervision to social work and welfare students on placement at Vietnam Veterans Counselling Service for 11 years.

Current Duties and Experience in Private Practice (theraFIT)

- The provision of health and fitness programs (**HeartHealth**) under contract to Department of Veterans Affairs. My company ***theraFIT: Fitness Integrated Therapy (FIT)*** won this contact in early 2002 and since that time my company has provided 75 successful programs for approximately 1100 veterans in southern Queensland. *TheraFIT* manages the delivery of these programs at up to 30 venues at a time. Current retention rates of participants over the 12 month program is 81%.
- Department of Veterans' Affairs provider, Clinical Counsellor.
- **Counselling** of survivors of traumatic events, such as robbery and assault, motor vehicle accidents, industrial accidents and emergency responses.
- **Group Work facilitation** including:
 - facilitation and delivery of therapeutic and educative **group work** for participants at Toowong Private Hospital Trauma Treatment Program
 - facilitation of week long residential **Lifestyle Management Programs for couples** for Vietnam Veterans Counselling Service (under contract).

- development and delivery of ***Fit 2 Beat Depression*© program** and its training protocols and
- development and delivery of **wellness programs**.
- **The provision of debriefing** to traumatised individuals, groups and organisations, such as School Support Centres, Emergency Service personnel, government departments, (State & National), companies (such as KFC, Hotels, Manufacturing plants), Community groups (such as Red Cross International Aid, Spastic Welfare League, nursing homes, kindergarten & day care centres).
- **Training (in trauma responses and clinical interventions) to organisations** such as School Support Centres (approx. 12), government departments, (State & National) police, ambulance, and State Emergency Services, Army personnel, hospital staff, Lifeline, Victims of Crime and other community groups.
- **Consultations** to hostels, government departments and non-profit organisations, following critical incidents. A recent example was an organisational consultancy to evaluate support services for the Australian Office of Film & Literature Classification.
- **Clinical supervision of practitioners** including social workers and clinical counsellors who work in statutory agencies, non-government agencies and private practice. Many of these practitioners seek supervision from me because of my extensive clinical experience in the trauma field.
- **Court reporting** on trauma impacts on clients.
- **Assessment** of rehabilitation clients.