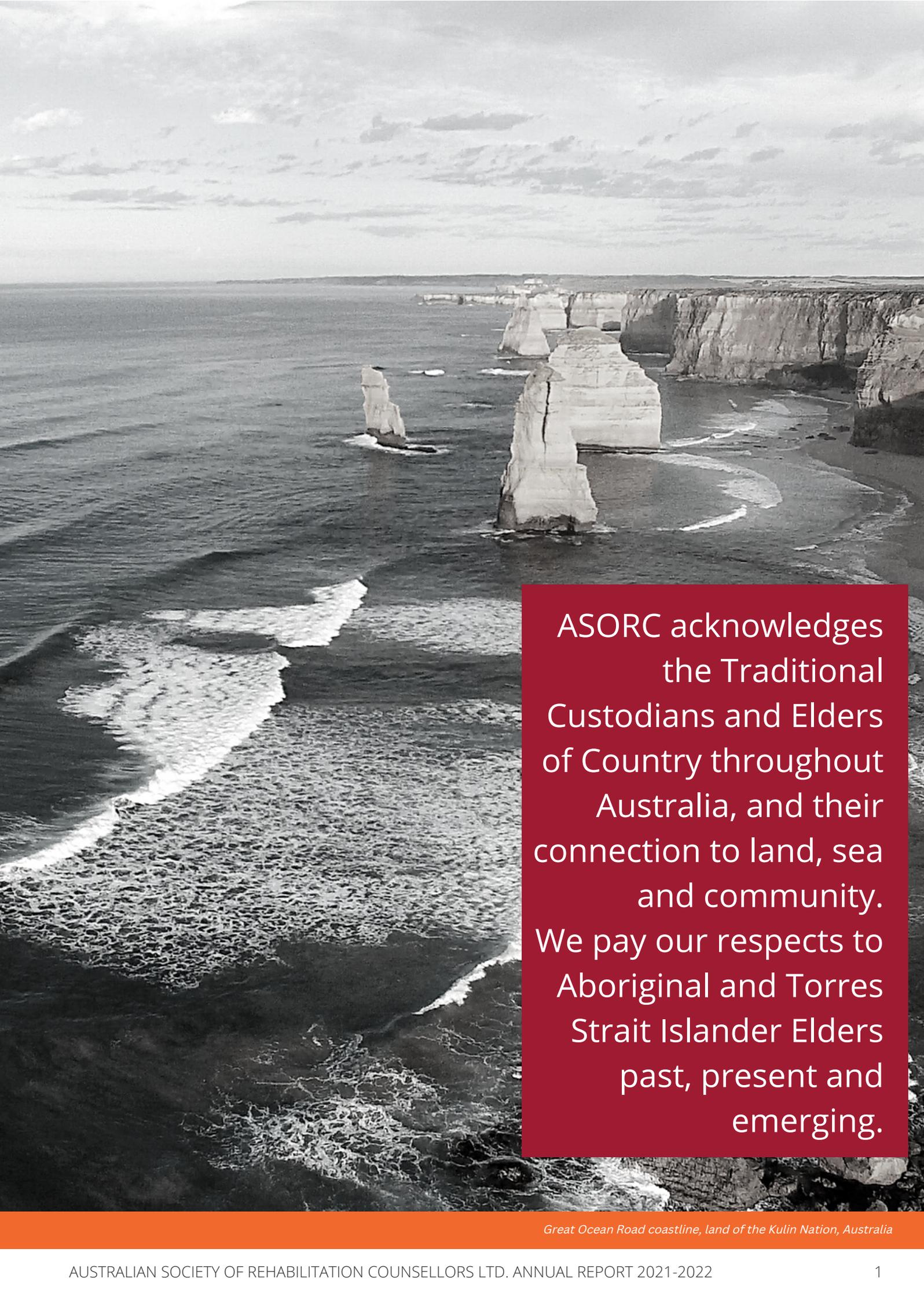


**Australian Society of
Rehabilitation Counsellors Ltd**

2022-23

Annual Report





ASORC acknowledges the Traditional Custodians and Elders of Country throughout Australia, and their connection to land, sea and community. We pay our respects to Aboriginal and Torres Strait Islander Elders past, present and emerging.

Great Ocean Road coastline, land of the Kulin Nation, Australia



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ABOUT ASORC



The Australian Society of Rehabilitation Counsellors (ASORC) is the peak professional body representing Rehabilitation Counsellors throughout Australia. Established in 1976, ASORC is a non-party political, non-sectarian and not for profit organisation. ASORC provides:

- a long standing and respected voice for the profession.
- resources, education, mentoring and supervision necessary for members to achieve career advancement and enhanced credibility in the profession and in the community.
- a robust set of Competencies and Code of Ethics.
- access to the latest research and academic commentary through the international ASORC journal, the Australian Journal of Rehabilitation Counselling (AJRC).
- access to a network of similarly skilled and like-minded professionals across Australia.

Rehabilitation Counsellors (RCs) are Allied Health Professionals who work within a counselling and case management framework, across the biological, psychological and social domains, assisting people with disability, health conditions and disadvantage, to participate in employment or education, or live independently and access services in the community to achieve their personal, educational and vocational goals.



“ Membership with ASORC has been really helpful as a student as a way of feeling connected and linked in to the industry ”

**ASORC Student Member
National Members Survey 2022**

STRATEGIC PLAN 2022-2023

ASORC Mission

The mission of ASORC is to represent, promote and lead the profession of Rehabilitation Counselling and to enhance the professional capability of members to deliver service excellence.

ASORC Goals

Our goals are aligned with our objects as listed in the ASORC Constitution. By striving to meet these objects we will achieve ASORC's mission.

GOVERNANCE

Ensure sound governance through quality assurance, risk management and accountability

Strategies for our Governance Goal

Continue quality assurance and improvement
Identify, assess and manage risk
Demonstrate accountability

REPRESENTATION

Representing members through engagement and advocacy with government and the wider community

Strategies for our Representation Goal

Develop Communities of Expertise
Engage with stakeholders and the community
Advocate for Rehabilitation Counsellors

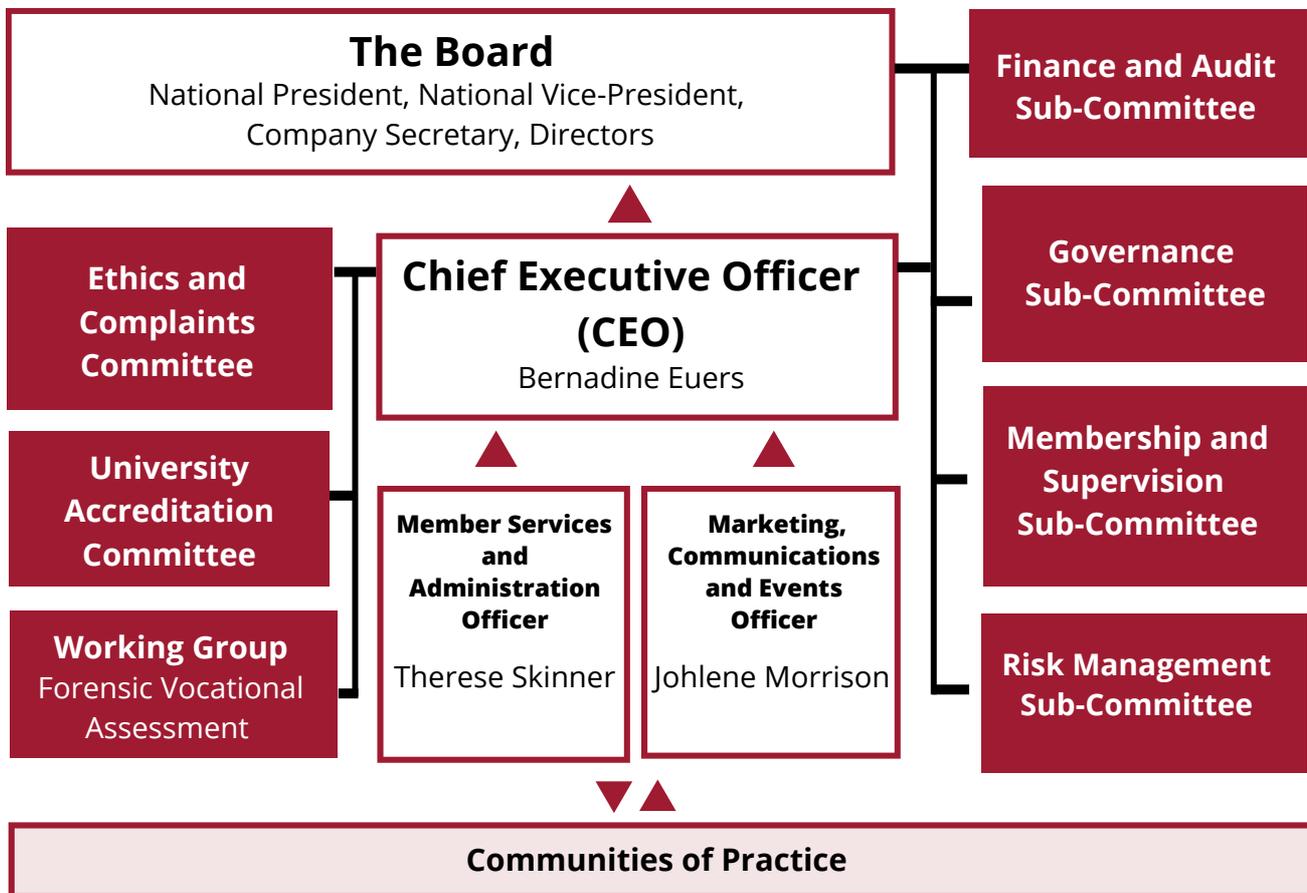
VALUE

Create opportunities for members to develop and promote their professional knowledge and skills

Strategies for our Value Goal

Provide professional education
Deliver relevant communications
Promote and empower members

OUR ORGANISATION



Presidents Honour Roll

2019-Current	Dr Boris Fedoric
2018-2019	Kelly Alderson
2006-2018	Michael Iacovino
2003-2006	Angela Ilic
2001-2003	Jos Rennie
2000-2001	Pearl Donaldson
1998-2000	Mike Hancock
1997-1998	Trevor Hawkins
1996-1997	Mike Hancock
1995-1996	Michael Reardon
1993-1995	Trevor Hawkins
1991-1993	Fran Feldman

ASORC DIRECTORS 2022-2023



Dr Boris Fedoric

National President, Chair and Director



Mr Dominic Manca

Vice-President and Director



Mr Scott Trevithick

Company Secretary and Director



Ms Melinda Rice

Director



Ms Jessica Cucchiaro

Director



Ms Danielle Murphy

Director



Ms Alexa Locke

Director



Ms Libby Roberts

Director (Retired 2022)

A young man with dark hair, wearing a white button-down shirt, is seated at a desk in a bright, modern office. He is looking off to the side with a thoughtful expression, holding a white pen to his chin. His left hand is on a white keyboard. The desk is cluttered with papers, sticky notes, and a smartphone. In the background, there are whiteboards with diagrams on them.

“I enjoy the sense of community and the development opportunities available, with sessions, and workshops.”

**ASORC Member,
National Members survey 2022**

PRESIDENT'S MESSAGE



It is with great pleasure I present the 2022-23 Annual Report.

This year ASORC has worked hard to undertake a range of projects that create awareness, advocacy and education for the profession of Rehabilitation Counselling. We are immensely proud to have seen many of these projects come to fruition in the 2022-23 year, providing benefits for our members and the profession. This of course would not be possible without the commitment and dedication of ASORC Directors, ASORC Fellows and ASORC members who give their time and expertise for the betterment of the profession.

ASORC is committed to amplifying our voice within the Allied Health sector and across the workplace rehabilitation industry while also working to raise the professional standing of Rehabilitation Counsellors across government, regulators and industry. We still have much to do and I look forward to the opportunity to achieve more together in the year ahead. Some of the highlights this year were:

- Undertaking the development of 2 short courses for launch in 2024
- Development of an FVA certification for launch in 2024
- An agreement with CRCC - The Commission on Rehabilitation Counsellor Certification
- Membership of Mental Health Australia and Ending Loneliness Together
- The Rehabilitation Counselling virtual conference with over 26 speakers and 3 international speakers
- The completion of the ASORC Professional Supervision Program endorsement pilot program
- Rehabilitation Counsellors Appreciation day and competition
- Implementing an MOU with RCAA to collaborate on joint projects
- Changes to Associate membership criteria to strengthen professional recognition
- Commencing development of a new ASORC website and member database

PRESIDENT'S MESSAGE [cont.]

As you can appreciate there is a great deal of hard work behind the achievement of these highlights.

Importantly for the profession, ASORC is proud to deliver Australia's only dedicated conference for Rehabilitation Counsellors. This year the theme was 'Reimagine: Inspiring Change Together'. We shared the wisdom and insights from Australian and International experts who presented their research, lived experience and expertise to challenge participants to Reimagine their practise. My sincere thanks to all of the wonderful speakers and the ASORC National Office team for delivering this important event.

Following the AGM last November there were some changes to the Board of Directors. We are delighted to welcome Director, Alexa Locke, to the Board and value her knowledge, experience and commitment to strong advocacy for the Rehabilitation Counselling profession. To outgoing Director, Libby Roberts, I thank you for your contributions and involvement to further the strategic goals of ASORC.

I would like to acknowledge the significant contribution of Stephen Hughes, ASORC Honorary Fellow and Honorary Council, for achieving a milestone 30 years of service. His enduring guidance and advice has been so valuable and we thank you Stephen. Thank you also to CEO, Bernadine Euers, and the team at National Office for accomplishing the significant achievements of the past 12 months.

To all ASORC members, thank you for your support and the contributions you provide. We value your insights and always welcome the opportunity to explore new ideas with our member community.



Dr Boris Fedoric
ASORC National President

CEO's MESSAGE

This Annual Report demonstrates the incredible work that can be achieved through collaboration, dedication and passion and I celebrate the amazing professionals I have the privilege of working with both on the Board and across the ASORC member community.

We were pleased to see a growth in membership of ASORC and strong member retention for this financial year. It is an important and exciting time to be an ASORC member with many new initiatives and projects underway. We appreciate the increased response to the National Member Survey as this feedback is invaluable for guiding our strategic focus, future projects, and advocacy.

ASORC is fortunate to have Fellows and members who generously share their knowledge and expertise for the benefit of the industry and clients we serve. We thank you for sharing your wisdom and insights for the development of the Forensic Vocational Assessment certification.

An MOU between ASORC and RCAA for collaboration on joint projects and submissions has provided a united voice for representing the Rehabilitation Counselling profession and is important for the future.

I sincerely thank the ASORC National Office staff for their hard work and I applaud the ASORC Board for their dedication and tireless work on behalf of our members, and the Rehabilitation Counselling profession. ASORC is in good hands with such experienced and passionate leaders.

I am proud of our achievements this year and appreciate the support of our member community. We have much to celebrate.

Bernadine

Bernadine Euers
Chief Executive Officer

SPECIAL MENTIONS



Stephen Hughes

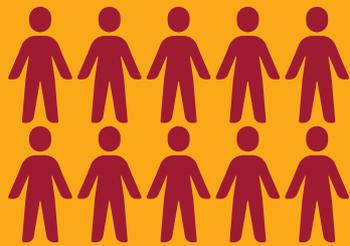


ASORC's first ever Honorary Fellow, Stephen Hughes, was recognised for **30 years service to ASORC** and ASORC members. During this time, Stephen has acted as Honorary Counsel and Returning Officer, been a member of many sub-committees including Ethics and Complaints and Risk Management and has provided significant support and assistance to ASORC on a range of ASORC matters and important decisions. Stephen is a Queensland Law Society Accredited Specialist whose guidance and advice is greatly appreciated. Our congratulations and thanks Stephen.

“ With ASORC, I’m part of a community of likeminded people, with the added benefit of professional services and training. ”

**ASORC Member,
National Member Survey 2022**

THE YEAR IN NUMBERS



1381
members



110K+
public website
visits



13
professional
development events



1582
LinkedIn
followers



8
submissions

103

student members

250
new members



8
strategic
partnerships



4
communities
of practice

MEMBER UPDATE

ASORC continues to work on behalf of its members to promote opportunities in the industry, attain further benefits and greater recognition. There have been many achievements this year as well as strong advocacy for the Rehabilitation Counselling profession. ASORC will continue to advocate for and support the professional development and recognition for our members.

This year, changes to membership criteria for the ASORC Associate member category were approved by the ASORC Board. These changes ensure consistency with respect to pathways to full accreditation to practice as a Rehabilitation Counsellor, including the permitted use of post nominals 'MASRC'.

ASORC welcomes 250 new members and 103 student members to the ASORC member community for 2022–2023. We thank all members for your continued support and celebrate the growth in membership this financial year.

STUDENT MEMBERS

ASORC Trevor Hawkins Student Prize

Every year ASORC awards the ASORC Trevor Hawkins prize to students in ASORC accredited University courses. The prize recognises excellence in Rehabilitation Counselling studies and raises awareness of the importance of being a member of a professional body.

The prize has a total value of \$1000, which includes one year of ASORC membership.

YEAR IN REVIEW 2022-2023



SUBMISSIONS

July 2022

Demonstrating Value and Utility of Allied Health Care
ANZ Allied Health Summit

August 2022

The National Guideline for supporting the learning participation & wellbeing of autistic children & their families - Joint submission ASORC and RCAA
Autism CRC

November 2022

REHAB SOM 22: Request for Tender in relation to the Provision of DVA Rehabilitation Services to the Department and follow on Complaint
Department of Veterans Affairs

February 2023

Inquiry into Workforce Australia Employment Services
House of Representatives Select Committee on Workforce Australia Employment Services

March 2023

Review of the Allied Health Table of Costs 2023-24
Workcover Queensland

April 2023

Review of the ANZSCO Code - Joint submission ASORC and RCAA
ANZSCO

May 2023

Update of the National Guideline for the Assessment and Diagnosis of Autism in Australia: Community Feedback on the Draft Guidelines - Joint submission ASORC and RCAA
Autism CRC

June 2023

Review of the Queensland workers' compensation scheme
Queensland Government

KEY MEETINGS

State Insurance Regulatory Authority (SIRA)

Throughout this year, meetings have been held with the State Insurance Regulatory Authority (SIRA) regarding the Workplace Rehabilitation approval framework, Guidelines for Work Related Hearing Loss and decisions that impact the Rehabilitation Counselling Profession.

Return to Work SA

ASORC and Return to Work SA (RTWSA), have had discussions regarding the Fee Schedule and the knowledge, skills and capability of Rehabilitation Counsellors and the services that can be provided.

Workcover QLD

ASORC Vice President, Dominic Manca, is collaborating with Chamber of Commerce Industry Queensland (CCIQ) and Workcover Qld on rehabilitation and return to work topics and advocate for the services provided by Rehabilitation Counsellors.

Department of Health and Aged Care

ASORC met with Department Representatives to discuss Auslan Interpreter services and the barriers for access for Rehabilitation Counsellors.

icare

ASORC and icare representatives met to discuss the services provided by Rehabilitation Counsellors.

SpinalLife

ASORC National Vice President Dominic Manca and CEO Bernadine Euers met with Spinal Life to discuss the Back 2 Work Program and opportunities for Rehabilitation Counsellors

ASORC REPRESENTATION ON ADVISORY GROUPS

Workcover Tasmania Board - Rehabilitation Advisory Panel

ASORC is represented on the Workcover Tasmania - Rehabilitation Advisory Panel by National President, Dr Boris Fedoric. The Workcover Tasmania Board works with workers, employers, medical practitioners, licensed insurers, self-insurers and others to ensure a fair and equitable workers compensation scheme, good return to work outcomes and safer workplaces for all Tasmanian workers.

La Trobe Uni Rehabilitation Course Advisory Committee

ASORC is represented by ASORC Full Member Loan Tang on the Rehabilitation Course Advisory Committee.

Accreditation of La Trobe University Rehabilitation Courses

This year La Trobe University were successfully accredited by ASORC for a period of 5 years for the Graduate Diploma of Rehabilitation Counselling and Masters of Rehabilitation Counselling and Mental Health courses.

Health Benefits of Good Work (HBGW)

ASORC is a proud signatory to the Health Benefits of Good Work (HBGW) and is represented by CEO, Bernadine Euers, on the Signatories Steering Group.

It Pays to Care Initiative

National President, Dr Boris Fedoric, has contributed to the 'It Pays To Care Initiative' and participated at It Pays To Care roundtables throughout the year. Run by the Australasian Faculty of Occupational and Environmental Medicine (AFOEM), the It Pays To Care roundtable is leading the call to improve health and recovery outcomes and reducing barriers to care for people experiencing work injuries.

COLLABORATIONS

ASORC has had the privilege of collaborating with many industry professionals, academics and regulators over the course of the year, through webinars and conference presentations, and roundtables. We thank each and every one for sharing their knowledge and expertise and for being so generous with their time.

Dr Michael Sullivan, Canada Research Chair in Behavioural Health, McGill University
Cliff Bingham, Assistant Secretary, Labour Market Research and Analysis
Sally Prosser, Voice & Public Speaking Coach
Skye Theodorou, co-founder and CEO, upcover
Dr Carys Chan, Research Fellow, Centre for Work, Organisation and Wellbeing
A/Prof Luna Dolezal, Co-Director, Wellcome Centre
Gabrielle May and Rachel Crick, Vocational Services, IPAR
Aunty Norma Ingram, Executive Director, National Aboriginal College
Noni Byron, Managing Director at Prestige Health Services Australia
Dr James Athanasou, Associate Professor, ASORC Fellow
Dr Pam Garton, Managing Director, Abilita
Professor Anthony Hogan, ASORC Fellow
Dr Margaret Black, ASORC Fellow Project Coordinator FVA
Dr Susan Zahn, Director, Education and Training, CRCC
Pamela Shlemon, Executive Director, CRCC
Nathan Clarke, CEO, ARPA
Assoc Prof Christine Randall, Rehabilitation Counsellor, Griffith University
Dr Vanette McLennan, Senior Lecturer in Case Management and Rehabilitation Counselling
Loan Tang, Managing Director, IMS Organisational Consulting
Dr Paul O'Halloran, La Trobe University, Co-director, Centre for Sport and Social Impact
Jenny Watts-Sampson, specialist trainer, DV-alert Women with Disability training program
Garry Kent, ASORC Fellow

Kelly Alderson, registered Psychologist, Rehabilitation Counsellor, ASORC Fellow
Tim Ferguson, comedian, screen writer, disability advocate
Dr Anne-marie Boxall, Chief Allied Health Officer, Australian Government
Dr Ben Gauntlett, Disability Discrimination Commissioner
Dr Dinesh Palipana, doctor, lawyer, disability advocate, and researcher
Professor David Forbes, Director, Phoenix Australia - Centre for Posttraumatic Mental Health
Assoc Prof Michelle Lim, CEO of Ending Loneliness Together
Dr Tristan Casey, Senior Research Fellow, Griffith University
Dr Mary Wyatt, lead Fellow, HBGW Policy Development
Sophie Duterte, Programs and Projects Coordinator, Centre for Culture, Ethnicity & Health
Dr Julia Bloom, Lecturer in Rehabilitation Counselling and Case Management, Griffith University
Christopher Issa, Early Intervention Program Lead, Medibank
Nicole Richards, Team Leader, Thrive Re Consulting
Jo Muirhead, Principal Consultant, Purple Co
Kylie Warry, Consultant, Purple Co
Jane Bates, In-Voc consultant, Royal Rehab
Kate Herbert, Nurse Educator, Emerge Australia
Dr Liz Halstead, Lecturer in Psychology, University College London
Serene Lin-Stephens, RMIT University



“ Being an ASORC member allowed me to work in Workers Compensation, but it also opened up doors in DVA, which I thoroughly enjoy. ”

**ASORC Member
National member survey 2022**

YEAR IN REVIEW 2022-2023

NEW INITIATIVES

ASORC Forensic Vocational Assessment (FVA) Course

The development of the Forensic Vocational Assessment (FVA) Credential has commenced. The FVA working group led by Project Coordinator, Dr Margaret Black, includes Jessica Cucchiaro (ASORC Director) and Bernadine Euers (ASORC CEO). ASORC is privileged to have been approved for the Fulbright program and we welcome the guidance and expertise of Dr Mary Barros-Bailey (Fulbright scholar). We sincerely thank Dr Margaret Black and Jessica Cucchiaro and the many contributors to the panels and modules.

ASORC Professional Supervision Program endorsement

The ASORC Professional Supervision Program (APSP) is designed to develop the skills and knowledge required of a Rehabilitation Counsellor. The endorsement for the APSP is an important acknowledgement that recognises Workplace Rehabilitation Providers who are delivering high standards of supervision for ASORC Associate members to achieve the competencies required for practicing as a Rehabilitation Counsellor. Supervision under the APSP must reflect both current practice and industry requirements, while providing a depth and breadth of experience to enable the member to develop the skills and knowledge required. We congratulate Pinnacle Rehab as the first Workplace Rehabilitation Provider with ASORC Professional Supervision Program endorsement.

Short courses

ASORC has commenced the development of a series of short course, including courses in Vocational Assessment, Forensic Vocational Assessment and the Biopsychosocial Model. We thank Danielle Murphy and Dr Pam Garton for sharing their insights and expertise.

Joint working group

ASORC, Australian Rehabilitation Providers Association (ARPA), Rehabilitation Counsellors Association of Australasia (RCAA), La Trobe University, Griffith University formed a working group addressing the recruitment of Rehabilitation Counsellors and further promotion of a career in Rehabilitation Counselling.

WEBINAR SERIES 2022-2023

22 Jul

**Advocating with
Confidence**

Sally Prosser

2022

23 Aug

**Cyber Security for Rehabilitation
Counsellors**

Skye Theodorou

2022

28 Sept

Tackling Tobacco

Tobacco Control Unit,
Cancer Council NSW

2022

20 Oct

**Return to work: What research is
telling us**

Dr Carys Chan

2022

30 Nov

Why a trauma informed approach requires shame-sensitive practice

A/Prof Luna Dolezal

2022

15 Dec

**Harnessing the power of beliefs and perceptions to optimise work
participation**

Gabrielle May and Rachel Crick

2022

22 Feb

**Putting purpose back
into practice**

Dominic Manca

2023

15 Mar

**DV-alert: Response training for
frontline workers workshop**

Lifeline

2023

26 Apr

**Get set for success: Essentials for Early
Career Rehabilitation Counsellors**

Alexa Locke

2023

08 Jun

Health Benefits of Good Work

Noni Byron

2023

YEAR IN REVIEW 2022-2023

STRATEGIC PARTNERSHIPS

Vocational Rehabilitation Association (VRA) UK

ASORC continued our previously signed Memorandum of Understanding (MOU) with Vocational Rehabilitation Association (VRA) UK, the membership body for professionals and organisations working in the VR field in the UK. This creates a platform for ASORC to share and receive resources, and gain a greater insight into international trends within the industry.

Rehabilitation Counselling Association Australasia (RCAA)

ASORC and the Rehabilitation Counselling Association of Australasia (RCAA) continue our collaboration to build and support the best outcomes for the profession of Rehabilitation Counselling. Our collaboration on projects and joint submissions is beneficial to members of both Associations and future success of the Rehabilitation Counselling profession.

Rehabilitation Medicine Society of Australia and New Zealand (RMSANZ)

An invitation from RMSANZ to interested ASORC members to apply for Associate Membership and take advantage of networking, professional activity, advocacy, and discounts, was taken up by some ASORC members. ASORC collaborates with the Rehabilitation Medicine Society of Australia and New Zealand (RMSANZ) to share events and educational opportunities.

Australian Pain Society

ASORC National President, Dr Boris Fedoric, is the ASORC representative on the Relationships Committee of the Australian Pain Society. This partnership allows ASORC to continue to highlight the work undertaken by Rehabilitation Counsellors for clients with chronic pain.

Tasmanian Association of Vocational Rehabilitation Providers (TAVRP)

ASORC has an ongoing Memorandum of Understanding (MOU) with TAVRP to share continuing education, professional development, and attendance at events.

Commission Rehabilitation Counselling Certification

ASORC and CRCC have an agreement for certification of the ASORC FVA Course. This international certification will be the first FVA certification in Australia.

STRATEGIC PARTNERSHIPS [CONT.]

Progressive Goal Attainment Program (PGAP)

ASORC has a partnership agreement in place to enable members to secure discounted enrolment rates into PGAP, an evidence-based treatment program for reducing disability associated with pain, depression, PTSD, cancer and other chronic health conditions, led by Dr Michael Sullivan, Research Chair in Behavioural Health at McGill University, Canada.

Allied Health Professionals Association (AHPA)

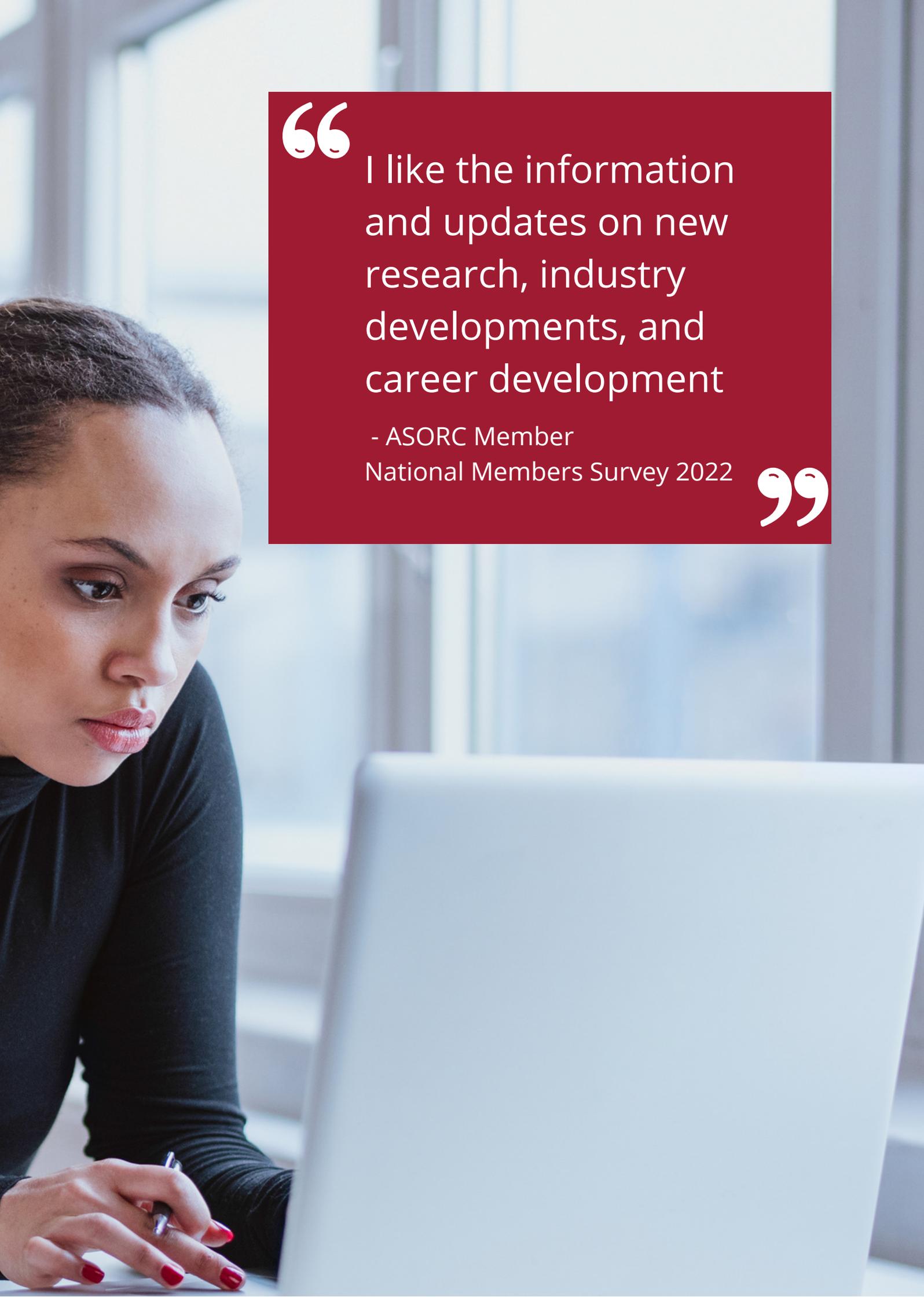
ASORC participates in a number of working groups with AHPA to advance the Rehabilitation Counselling profession within the allied health industry.

COMMUNITIES OF PRACTICE

ASORC's Communities of Practice (CoP) regularly collaborate and discuss issues and opportunities in various Rehabilitation Counselling practice contexts.

ASORC now have a total of four Communities of Practice:

- National Disability Insurance Scheme (NDIS) & Disability Employment Services (DES)
- Department of Veterans' Affairs (DVA) & Australian Defence Force (ADF)
- Mental Health
- Forensic Vocational Assessment



“

I like the information and updates on new research, industry developments, and career development

- ASORC Member
National Members Survey 2022

”

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