

**Amanda Holt**

---

**From:** Kate Smith  
**Sent:** Monday, 17 March 2025 5:58 PM  
**To:** Paul Vardon  
**Cc:** Emma White; WomenandGirlsImprove  
**Subject:** confidential Questions for the Minister

**Importance:** High

Hi Paul

As discussed, these are the questions that Cristina and Helen were asked in the meeting they had with the Minister this afternoon.

We need a response by 9am Wednesday morning (19.03.25). The format will be a SDLO advice.

- Irrelevant**
- Additional info on Project ID 12: Trial a health education program in upper primary schools about puberty and menstruation . Include details on the steps to develop the content and sign the contract. Provide detail on the expenditure of \$700K, how many schools proposed to receive the education.

Sorry to ask these and for the short time frame.

Kate



**Queensland  
Government**

**Kate Smith**

DipScNurs, BNurs, GradDipHlthProm,  
GradCertDVRresponses

**Manager, QLD Women and Girl's  
Health Improvement Team**

Healthcare Improvement Branch, Clinical  
Excellence Queensland | Queensland Health

**P Irrelevant**  
**E [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au)**  
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**Amanda Holt**

---

**From:** Paul Vardon  
**Sent:** Monday, 17 March 2025 6:05 PM  
**To:** Mark West  
**Subject:** FW: confidential Questions for the Minister

**Importance:** High

Hi interesting questions to answer which I will draft something that I would like your input on please – I think getting the team to be involved in drafting may raise concerns  
Happy to discuss further  
Cheers  
P

---

**From:** Kate Smith **Irrelevant** @health.qld.gov.au>  
**Sent:** Monday, March 17, 2025 5:58 PM  
**To:** Paul Vardon **Irrelevant** @health.qld.gov.au>  
**Cc:** Emma White **Irrelevant** @health.qld.gov.au>; WomenandGirlsImprove **Irrelevant** @health.qld.gov.au>  
**Subject:** confidential Questions for the Minister  
**Importance:** High

Hi Paul  
As discussed, these are the questions that Cristina and Helen were asked in the meeting they had with the Minister this afternoon.  
We need a response by 9am Wednesday morning (19.03.25). The format will be a SDLO advice.

1. **Irrelevant**
2. Additional info on Project ID 12: Trial a health education program in upper primary schools about puberty and menstruation . Include details on the steps to develop the content and sign the contract. Provide detail on the expenditure of \$700K, how many schools proposed to receive the education.

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**Amanda Holt**

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**From:** Paul Vardon  
**Sent:** Tuesday, 18 March 2025 8:09 AM  
**To:** Mark West  
**Subject:** RE: confidential Questions for the Minister  
**Attachments:** sdlo dot points for preventive women and girls initiatives.docx

Hi hope alls well and you are slowly getting back to be 100%  
Please find attached first draft response for the puberty health education program questions for your review before I board plan – hope to have first draft response for the women and girls health promotion program for you about lunchtime. I have potentially provided too much information so would welcome very much your constructive feedback.

Best regards

P

---

**From:** Mark West [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au)>  
**Sent:** Monday, March 17, 2025 7:21 PM  
**To:** Paul Vardon [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au)>  
**Subject:** Re: confidential Questions for the Minister

Agree. I wouldn't involve the team.

M

Mark West  
Executive Director  
Prevention Strategy Branch  
Queensland Health  
[Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au)

---

**From:** Paul Vardon [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au)>  
**Sent:** Monday, March 17, 2025 6:04:56 PM  
**To:** Mark West [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au)>  
**Subject:** FW: confidential Questions for the Minister

Hi interesting questions to answer which I will draft something that I would like your input on please – I think getting the team to be involved in drafting may raise concerns

Happy to discuss further

Cheers

P

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**From:** Kate Smith [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au)>  
**Sent:** Monday, March 17, 2025 5:58 PM  
**To:** Paul Vardon [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au)>  
**Cc:** Emma White [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au)>; WomenandGirlsImprove [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au)>  
**Subject:** confidential Questions for the Minister  
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Hi Paul

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We need a response by 9am Wednesday morning (19.03.25). The format will be a SDLO advice.

# 1. Irrelevant

2. Additional info on Project ID 12: Trial a health education program in upper primary schools about puberty and menstruation . Include details on the steps to develop the content and sign the contract. Provide detail on the expenditure of \$700K, how many schools proposed to receive the education.

Sorry to ask these and for the short time frame.

Kate



## Kate Smith

DipScNurs, BNurs, GradDipHlthProm,  
GradCertDVRResponses

**Manager, QLD Women and Girl's  
Health Improvement Team**

Healthcare Improvement Branch, Clinical  
Excellence Queensland | Queensland Health

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E **Irrelevant**health.qld.gov.au  
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Response to following SDLO questions:

1. **Irrelevant**

2. Additional info on Project ID 12: Trial a health education program in upper primary schools about puberty and menstruation . Include details on the steps to develop the content and sign the contract. Provide detail on the expenditure of \$700K, how many schools proposed to receive the education.

+++++

Of the 31 new initiatives funded under the Queensland Women and Girls Health Strategy 2032 only **Irrelevant** and Project ID 12 are fully prevention/health promotion focused.

**Irrelevant**

ID 12 – Trial a health education program in upper primary schools about puberty and menstruation. Progress to date on this initiative (of annual expenditure of approximately \$700K for 4 years) includes:

- the establishment of a small temporary health promotion team within the Department of Health (1.4fte) to oversee the consultative development of the program and an evaluation framework, to engage and consult with stakeholders and to manage the delivery of the program by health professionals in liaison with local school communities.
- the establishment of a strong partnership with Department of Education who see the value in the development of a quality inclusive (so applicable for all priority communities of Queensland Women and Girls Health Strategy) program owned by Government given that many young people across Queensland do not have access to puberty health education.
- the establishment of a comprehensive advisory network of approximately 40 stakeholders representing subject matter experts, health education experts and representatives of priority communities to guide program development, implementation and evaluation.
- the undertaking of a procurement process to identify an experienced school health education supplier (TalkNow - [Home Page - TalkNOW!](#)) to develop an inclusive engaging puberty health education program.
- the undertaking of a comprehensive consultative process involving subject matter experts, health education experts, peak bodies representing priority communities and end users (parents and students)
- the undertaking of a review of the literature regarding comprehensive sexuality education in schools to inform the program development and implementation
- the undertaking of a procurement process to identify an experienced supplier (NOUS - ) to consultatively develop an evaluation framework for the piloting and trial of the program including the development of an ethics application. The evaluation is being designed to be undertaken internally and to be practical and scalable and provide valid, reliable and meaningful findings
- liaison with potential health professionals to deliver the program and identification of necessary training for health professional deliverers

It is planned that the program will be piloted in Term 3 this year in 6 public primary schools (3 in Brisbane Southside region and 3 in Cairns region of Department of Education) and reach approximately 900 year 5 and 6 students. Dependent on the outcomes of pilot it is planned that the program will be trialled in school calendar years of 2026 and 2027 in the same 6 schools as well as hopefully be expanded to be delivered in other public primary schools across the state (at this point in time unable to identify how many schools).

**Amanda Holt**

---

**From:** Paul Vardon  
**Sent:** Tuesday, 18 March 2025 4:50 PM  
**To:** Kate Smith  
**Cc:** Emma White; WomenandGirlsImprove; Mark West  
**Subject:** RE: confidential Questions for the Minister  
**Attachments:** sdlo dot points for preventive women and girls initiatives.docx

Hi Kate,  
Please find attached as requested background information that has been cleared by my ED Mark cc'ed into this.  
Please don't hesitate to reach out if you require anything further or need clarification etc.  
Best regards,  
Paul

**Paul Vardon**  
Director

Phone: Irrelevant  
Mobile Phone Irrelevant  
Address: Level 1, 15 Butterfield Street, Herston QLD 4006  
Email: Irrelevant@health.qld.gov.au

**Queensland Health**  
Prevention Strategy Branch  
Queensland Public Health and Scientific Services



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**Cc:** Emma White Irrelevant@health.qld.gov.au>; WomenandGirlsImprove Irrelevant@health.qld.gov.au>  
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Sorry to ask these and for the short time frame.

Kate



**Kate Smith**

DipScNurs, BNurs, GradDipHlthProm,  
GradCertDVResponses  
**Manager, QLD Women and Girl's  
Health Improvement Team**  
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Response to following SDLO questions:

1. **Irrelevant**

2. Additional info on Project ID 12: Trial a health education program in upper primary schools about puberty and menstruation . Include details on the steps to develop the content and sign the contract. Provide detail on the expenditure of \$700K, how many schools proposed to receive the education.

+++++

Of the 31 new initiatives funded under the Queensland Women and Girls Health Strategy 2032 only **Irrelevant** and Project ID 12 are fully prevention and health promotion focused. Prevention has a significant role to play in improving health outcomes for women and girls.

**Irrelevant**

# Irrelevant

ID 12 – Trial a health education program in upper primary schools about puberty and menstruation. Progress to date on this initiative includes:

- establishment of a small temporary health promotion team within the Department of Health (1.4fte) to oversee the consultative development of the program and an evaluation framework, to engage and consult with stakeholders and to manage the delivery of the program by health professionals in liaison with local school communities
- establishment of a strong partnership with Department of Education who see the value in the development of a quality inclusive (so applicable for all priority communities of Queensland Women and Girls Health Strategy) program owned by Government given that many young people across Queensland do not have access to puberty health education
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- undertaking a procurement process to identify an experienced supplier (NOUS - ) to consultatively develop an evaluation framework for measuring the impact of the piloting and trial of the program including the development of an ethics application. The evaluation is being designed to be undertaken internally and to be practical and scalable and provide valid, reliable and meaningful findings
- liaison with potential health professionals to deliver the program and identification of necessary training for health professional deliverers.

It is planned that the program will be pilot tested in Term 3 of 2025 in six public primary schools (three in Brisbane Southside region and three in Cairns region of Department of Education) and reach approximately 900 year 5 and 6 students. Dependent on the outcomes of pilot testing, it is proposed that the program will be trialled in school calendar years of 2026 and 2027 in the same six schools (different students) as well as be expanded to be delivered in other public primary schools across the state.

**Amanda Holt**

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**From:** Paul Vardon  
**Sent:** Monday, 19 May 2025 10:05 AM  
**To:** PSB\_Business  
**Cc:** Renee Montgomery  
**Subject:** FW: Project closure letter related to Queensland Puberty Health Education Project  
**Attachments:** Project Closure Letter to TalkNOW!.pdf; Invoice INV-1280.pdf; RE: Project closure letter related to Queensland Puberty Health Education Project

Hi please find invoice for payment please as per attached letter and justification for payment as it is also attached  
Best regards  
Paul

**Paul Vardon**  
Director

Phone: Irrelevant  
Mobile Phone Irrelevant  
Address: Level 1, 15 Butterfield Street, Herston QLD 4006  
Email: Irrelevant @health.qld.gov.au

**Queensland Health**  
Prevention Strategy Branch  
Queensland Public Health and Scientific Services



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---

**From:** Paul Vardon  
**Sent:** Friday, May 9, 2025 1:53 PM  
**To:** Marita D'Amico Irrelevant@drivenoutcomes.com.au>  
**Cc:** Renee Montgomery Irrelevant@health.qld.gov.au>; Kara Lilly Irrelevant@health.qld.gov.au>  
**Subject:** Project closure letter related to Queensland Puberty Health Education Project

Dear Marita,  
Hope alls well.

As discussed a couple of weeks ago please find attached formal correspondence regarding the cessation of the Queensland Puberty Health Education Project – sorry to not get to you sooner.  
Please send through your final invoice for the work you have completed at your earliest convenience.  
Thanks again for you and your team’s work (especially Tasha) on this project.  
Wishing you a wonderful weekend.  
Best regards,  
Paul

**Paul Vardon**

Director

Phone: Irrelevant  
Mobile Phone Irrelevant  
Address: Level 1, 15 Butterfield Street, Herston QLD 4006  
Email: Irrelevant @health.qld.gov.au

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Enquiries to: Paul Vardon  
Director  
Prevention Strategy Branch  
Telephone: Irrelevant

Queensland Health

Marita D'Amico  
Director  
TalkNOW!  
3 Abbott Street  
Alphington, VIC 3078

marita@drivenoutcomes.com.au

Dear Irrelevant

Following our discussion on the 23rd of April 2025, we wanted to formally advise that the Queensland Puberty Health Education Project will no longer proceed.

There has been an internal review of the funded initiatives under the Queensland Women and Girls' Health Strategy, which has led to a shift in government priorities and funding with a decision recently made that the Queensland Puberty Health Education Project will no longer proceed. As a result, any work planned or underway will no longer continue and there will be no program pilot or trial. This includes the previously planned consultation work with TalkNOW!

As per Clause 15.3 under the contract, *the Customer (the State of Queensland acting through Queensland Health) may terminate its Contract at any time in its absolute discretion ... The Customer will pay you as the Supplier for work performed and Deliverables supplied but not yet invoiced on a pro rata basis and your organisation's reasonable and documented expenses directly relating to the termination ... noting that in no case will the compensation payable as a consequence of termination exceed the Price that would have been payable if the Contract had not been terminated.* With this in mind, could you please provide at your earliest convenience, a final invoice for the work you have completed but have not yet invoiced, up until the 23rd April. Could you also please provide editable forms of the most recent versions of all materials provided to date.

It is important to note this decision is not a reflection of the quality of work nor progress made to date. The Project team would like to thank TalkNOW! and in particular Tasha Irrelevant for the dedication and commitment shown to this project and to improving puberty health education for Queensland adolescents.

Should you have any questions please do not hesitate to contact Paul Vardon on Irrelevant or Irrelevant@health.qld.gov.au.

Irrelevant

Paul Vardon  
Director  
9/05/2025

# Irrelevant

DISCLOSURE LOG

## Amanda Holt

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**From:** Paul Vardon  
**Sent:** Tuesday, 22 April 2025 1:45 PM  
**To:** Mark West  
**Subject:** dot points requested by CEO of health consumers qld for today

**Importance:** High

Hi

I have spoken with the CEO of health consumers qld about the cessation of the Qld puberty health education project and he understands – the post out to the hosts was occurring today and may already be in the post.

He has requested from us today some dot points for use with his liaison with kitchen table discussion hosts, his staff etc.

I am proposing the following below if you could please review thanks – I wondered if we should mention that it was an unexpected decision and wondered if we should identify that the project is no longer a Government priority and that puberty health education is a parental responsibility but felt that it was politically astute and not helpful to be quite so explicit but noted we had mentioned these last 2 points in our option 3 description but feel that it is implied below which is probably best.

Look forward to hearing your thoughts and as you know I am never precious about the words.

Dear Keith,

Thanks for the making the chance for us to catchup today so that I could provide you with an update regarding the Queensland Puberty Health Education Project, in particular that the Project is no longer going ahead.

As discussed, and I will more formally get into writing (probably early next week) we are seeking that the agreed consultative work being led by Health Consumers Queensland related to this project to cease immediately and that you provide us with a final invoice for your work to date.

As requested, please find some dot points for your use in liaison with consultative kitchen table discussion hosts etc.

- Following an internal review of the Queensland Women and Girls' Health Strategy, there has been a decision recently made to no longer go ahead with the Queensland Puberty Health Education Project.
- As a result, any work planned or underway will no longer continue.
- This means that the upcoming consultative kitchen table discussions led by Health Consumers Queensland involving parents and students will now not be proceeding.
- Queensland Health would like to thank Health Consumers Queensland staff and members for their assistance to date towards this Project.

Please don't hesitate to contact me if you have any further queries etc.

Best regards,

Paul

### Paul Vardon

Director

Phone: Irrelevant

Mobile Phone: Irrelevant

Address: Level 1, 15 Butterfield Street, Herston QLD 4006

Email: Irrelevant@health.qld.gov.au

### Queensland Health

Prevention Strategy Branch

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DISCLOSURE LOG COPY

**Amanda Holt**

---

**From:** Renee Montgomery  
**Sent:** Friday, 16 May 2025 5:08 PM  
**To:** Paul Vardon  
**Subject:** RE: Project closure letter related to Queensland Puberty Health Education Project

Hi Paul,

Thanks for sharing this, I recommend we progress with payment of this invoice, noting it equates to the full amount contracted although we have not received the final Milestones. Given that the requirements for consultation and revisions grew substantially, and additional resources were then requested, should the project have continued we would have needed to negotiate a variation for additional payments. Thus, it is reasonable to pay this full amount, noting the significant amount of work undertaken by TalkNOW!.

Thanks,  
Renee



**Renee Montgomery**  
BArts/BSocSci, MPH  
**Advanced Health Promotion Officer –  
Queensland Women and Girls’ Health  
Promotion Project Coordinator**  
Prevention Strategy Branch,  
QPHaSS | Queensland Health

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**W** www.health.qld.gov.au  
C/- Tropical Public Health  
Services \_\_\_William McCormack  
**A** Building \_\_\_Level 7, 5b Sheridan  
Street, Cairns

*Please note I work a 4 day week: M,T,Th,F*

**Supporting women and girls to  
achieve their full health potential**

Q Women and Girls Health Strategy



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**From:** Paul Vardon Irrelevant @health.qld.gov.au>  
**Sent:** Friday, May 16, 2025 3:41 PM  
**To:** Renee Montgomery Irrelevant @health.qld.gov.au>  
**Subject:** FW: Project closure letter related to Queensland Puberty Health Education Project

Fyi

**From:** Marita D'Amico Irrelevant @drivenoutcomes.com.au>  
**Sent:** Friday, May 16, 2025 1:21 PM  
**To:** Paul Vardon Irrelevant @health.qld.gov.au>  
**Subject:** FW: Project closure letter related to Queensland Puberty Health Education Project

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Hi Paul,

Happy Friday!

Great that the team caught up yesterday. Tasha gave me an update, she can easily send through the Canva links for all files, along with any other relevant documents to support the transition. Could you please confirm who the best person is for her to send everything to? We are very happy to help navigate the Canva files if needed, now or at any time in the future. Please keep us in the loop about any further developments with the department of Education and the Advisory Network as to the future for the project. Fingers crossed it can go ahead, in some way!

Attached is the final invoice for the project. Please don't hesitate to reach out if there's anything else we can do to assist during this stage.

Thanks again for everything, and we look forward to staying in touch.

Warm regards,

Marita

---

**From:** Marita D'Amico [Irrelevant@drivenoutcomes.com.au](mailto:Irrelevant@drivenoutcomes.com.au)>

**Date:** Monday, 12 May 2025 at 3:15 pm

**To:** Paul Vardon [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au)>

**Cc:** Renee Montgomery [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au)>, Kara Lilly [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au)>

**Subject:** Re: Project closure letter related to Queensland Puberty Health Education Project

Dear Paul,

Thank you for your email and apologies for the delay in getting back to you.

We were truly saddened to hear that the project will no longer proceed. Our team has absolutely loved being part of it, especially Tasha, who has been incredibly passionate and committed throughout. It's a topic close to her heart, and we have found it both professionally and personally rewarding to contribute to something so meaningful and innovative.

We were genuinely excited about the additional components we had started working on, and it's been a real highlight to collaborate with such a driven and dedicated team. The 'small' and 'big' teams that had been assembled over the past 7-8 months have been remarkable, and it would be wonderful to find a way for the project to continue in some form, given the solid foundation and team that's been built.

A huge thank you to Renee and Kara for their unwavering dedication and effort throughout, and to you, Paul, for the opportunity and your ongoing support in leading the way. It's been a privilege to work alongside you all.

Have a great week. We'll send through our final invoice shortly.

Warmest regards,

Marita

---

**From:** Paul Vardon [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au)>

**Date:** Friday, 9 May 2025 at 1:52 pm

**To:** Marita D'Amico [Irrelevant@drivenoutcomes.com.au](mailto:Irrelevant@drivenoutcomes.com.au)>

Cc: Renee Montgomery **Irrelevant** <[redacted]@health.qld.gov.au>, Kara Lilly  
**Irrelevant** <[redacted]@health.qld.gov.au>

Subject: Project closure letter related to Queensland Puberty Health Education Project

Dear Marita,  
Hope alls well.

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Please send through your final invoice for the work you have completed at your earliest convenience.

Thanks again for you and your team’s work (especially Tasha) on this project.

Wishing you a wonderful weekend.

Best regards,  
Paul

**Paul Vardon**

Director

Phone: **Irrelevant**

Mobile Phone **Irrelevant**

Address: Level 1, 15 Butterfield Street, Herston QLD 4006

Email: **Irrelevant** <[redacted]@health.qld.gov.au>

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DISCLOSURE LOG

**Amanda Holt**

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**From:** Paul Vardon  
**Sent:** Monday, 12 May 2025 11:07 AM  
**To:** Renee Montgomery; Kara Lilly; Melissa Rowland  
**Subject:** FW: Notification of Closure of the Queensland Puberty Health Education Project

fyi

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**From:** CEC [Irrelevant]@wheq.org.au>  
**Sent:** Friday, May 9, 2025 4:32 PM  
**To:** Paul Vardon [Irrelevant]@health.qld.gov.au>  
**Subject:** RE: Notification of Closure of the Queensland Puberty Health Education Project

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Thanks for providing the update, Paul.

How disappointing.....

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**From:** Paul Vardon [Irrelevant]@health.qld.gov.au>  
**Sent:** Friday, 9 May 2025 4:17 PM  
**To:** info [Irrelevant]@snaicc.org.au>; enquiries [Irrelevant]@aracy.org.au>; Rebecca Kimble [Irrelevant]@health.qld.gov.au>; Jennifer Peacock [Irrelevant]@health.qld.gov.au>; Sonya Preston [Irrelevant]@health.qld.gov.au>; Nina Lansbury [Irrelevant]@uq.edu.au>; SCOTT, Helga [Irrelevant]@eq.edu.au>; Honey Heussler [Irrelevant]@health.qld.gov.au>; Hong Do [Irrelevant]@eccq.com.au>; Mercy Mora Nyancho [Irrelevant]@health.qld.gov.au>; Penny Larcombe [Irrelevant]@health.qld.gov.au>; Sheena Callaghan [Irrelevant]@true.org.au>; rreynolds [Irrelevant]@qc.org.au>; Bianca Blackmore [Irrelevant]@wheq.org.au>; CEO [Irrelevant]@wheq.org.au>; Brianna McCoola [Irrelevant]@health.qld.gov.au>; SMITH, Merryn [Irrelevant]@qed.qld.gov.au>; Shellee Valentine [Irrelevant]@health.qld.gov.au>; rainbow.families.qld [Irrelevant]@outlook.com>; qassp [Irrelevant]@qassp.org.au>; kmaciolek [Irrelevant]@qdn.org.au>; Sharon Young [Irrelevant]@health.qld.gov.au>; Catherine Spucches [Irrelevant]@health.qld.gov.au>; lee.yeomans [Irrelevant]@qaihc.com.au>; info [Irrelevant]@qhrc.qld.gov.au>; admin [Irrelevant]@mibbinbah.org>; info [Irrelevant]@pflagbrisbane.org.au>; admin [Irrelevant]@apna.asn.au>; qcidd [Irrelevant]@uq.edu.au>; qppd [Irrelevant]@qppd.org>; research [Irrelevant]@autismqld.com.au>; qai [Irrelevant]@qai.org.au>; Kelly Carleton [Irrelevant]@wuchopperen.org.au>; Tori Cowburn [Irrelevant]@iuih.org.au>; FROELICH, Tara [Irrelevant]@qed.qld.gov.au>; rbyrne [Irrelevant]@qc.org.au>; Shaun Edwards [Irrelevant]@health.qld.gov.au>; Chloe Prudden [Irrelevant]@health.qld.gov.au>  
**Cc:** Renee Montgomery [Irrelevant]@health.qld.gov.au>; Kara Lilly [Irrelevant]@health.qld.gov.au>  
**Subject:** Notification of Closure of the Queensland Puberty Health Education Project

Dear Advisory Network,

We want to share an important update with you regarding the Queensland Puberty Health Education Program trial for students in Years 5 and 6. As you are aware, this trial was a joint initiative of Department of Health and Department of Education under the *Queensland Women and Girls' Health Strategy 2032*.

There has been an internal review by the Department of Health of the initiatives funded under the Queensland Women and Girls' Health Strategy, which has led to a shift in government priorities and funding with a decision recently made that the Queensland Puberty Health Education Project will no longer proceed. As a result, any work

planned or underway will no longer continue and there will be no program pilot or trial. We were about to share the draft materials through consultation with young people and parents – which was the final stage of revisions prior to piloting. Consideration is underway of potential next steps in relation to the draft materials.

I'm sure many of you will be disappointed as the project team is with this news, and its consequences for Queensland adolescents. It is important to note this decision is not a reflection of the quality of work nor progress made to date. The project team would like to sincerely thank each of you, our advisory network members, who offered your valuable insights, ideas, time and support to this project.

Should you have any questions please do not hesitate to contact me on **Irrelevant** or **Irrelevant@health.qld.gov.au**.

Best regards,  
Paul

**Paul Vardon**  
Director

Phone **Irrelevant**  
Mobile Phone **Irrelevant**  
Address: Level 1, 15 Butterfield Street, Herston QLD 4006  
Email: **Irrelevant@health.qld.gov.au**

**Queensland Health**  
Prevention Strategy Branch  
Queensland Public Health and Scientific Services



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DISCLOSURE LOG

**Amanda Holt**

---

**From:** Paul Vardon  
**Sent:** Monday, 12 May 2025 11:06 AM  
**To:** Renee Montgomery; Kara Lilly; Melissa Rowland  
**Subject:** FW: Notification of Closure of the Queensland Puberty Health Education Project

fyi

---

**From:** Paul Vardon  
**Sent:** Monday, May 12, 2025 11:06 AM  
**To:** CEO [Irrelevant@wheq.org.au](mailto:Irrelevant@wheq.org.au)>  
**Subject:** RE: Notification of Closure of the Queensland Puberty Health Education Project

Thanks Emma  
Would be good to catchup – can you please identify your availabilities in the week commencing 26 May  
Best regards  
Paul

**Paul Vardon**  
Director

Phone: [Irrelevant](tel:Irrelevant)  
Mobile Phone [Irrelevant](tel:Irrelevant)  
Address: Level 1, 15 Butterfield Street, Herston QLD 4006  
Email: [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au)

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**From:** CEO [Irrelevant@wheq.org.au](mailto:Irrelevant@wheq.org.au)>  
**Sent:** Saturday, May 10, 2025 7:08 AM  
**To:** Paul Vardon [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au)>  
**Subject:** Re: Notification of Closure of the Queensland Puberty Health Education Project

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Hi Paul,

Do you have time for a cuppa in the next few weeks? I wonder if there is a role that Women's Health and Equality can play to ensure that girls have the opportunity to get the health literacy they need?

Emma Iwinska

Chief Executive Officer

---

**From:** Paul Vardon [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au)

**Sent:** Friday, May 9, 2025 4:16:53 PM

**To:** info [Irrelevant@snaicc.org.au](mailto:Irrelevant@snaicc.org.au); enquiries [Irrelevant@aracy.org.au](mailto:Irrelevant@aracy.org.au); Rebecca Kimble [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au); Jennifer Peacock [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au); Sonya Preston [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au); Nina Lansbury [Irrelevant@uq.edu.au](mailto:Irrelevant@uq.edu.au); SCOTT, Helga [Irrelevant@eq.edu.au](mailto:Irrelevant@eq.edu.au); Honey Heussler [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au); Hong Do [Irrelevant@eccq.com.au](mailto:Irrelevant@eccq.com.au); Mercy Moraa Nyanchoga [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au); Penny Larcombe [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au); Sheena Callaghan [Irrelevant@true.org.au](mailto:Irrelevant@true.org.au); rreynolds [Irrelevant@qc.org.au](mailto:Irrelevant@qc.org.au); Bianca Blackmore [Irrelevant@wheq.org.au](mailto:Irrelevant@wheq.org.au); CEO [Irrelevant@wheq.org.au](mailto:Irrelevant@wheq.org.au); Brianna McCoola [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au); SMITH, Merryn [Irrelevant@qed.qld.gov.au](mailto:Irrelevant@qed.qld.gov.au); Shellee Valentine [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au); rainbow.families.qld [Irrelevant@outlook.com](mailto:Irrelevant@outlook.com); qassp [Irrelevant@qassp.org.au](mailto:Irrelevant@qassp.org.au); kmaciolek [Irrelevant@qdn.org.au](mailto:Irrelevant@qdn.org.au); Sharon Young [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au); Catherine Spucches [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au); lee.yeomans [Irrelevant@gaihc.com.au](mailto:Irrelevant@gaihc.com.au); info [Irrelevant@ghrc.qld.gov.au](mailto:Irrelevant@ghrc.qld.gov.au); admin [Irrelevant@mibbinbah.org](mailto:Irrelevant@mibbinbah.org); info [Irrelevant@pflagbrisbane.org.au](mailto:Irrelevant@pflagbrisbane.org.au); admin [Irrelevant@apna.asn.au](mailto:Irrelevant@apna.asn.au); qcidd [Irrelevant@uq.edu.au](mailto:Irrelevant@uq.edu.au); qppd [Irrelevant@qppd.org](mailto:Irrelevant@qppd.org); research [Irrelevant@autismqld.com.au](mailto:Irrelevant@autismqld.com.au); qai [Irrelevant@qai.org.au](mailto:Irrelevant@qai.org.au); Kelly Carleton [Irrelevant@wuchopperen.org.au](mailto:Irrelevant@wuchopperen.org.au); Tori Cowburn [Irrelevant@iuih.org.au](mailto:Irrelevant@iuih.org.au); FROELICH, Tara [Irrelevant@qed.qld.gov.au](mailto:Irrelevant@qed.qld.gov.au); rbyrne [Irrelevant@qc.org.au](mailto:Irrelevant@qc.org.au); Shaun Edwards [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au); Chloe Prudden [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au)

**Cc:** Renee Montgomery [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au); Kara Lilly [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au)

**Subject:** Notification of Closure of the Queensland Puberty Health Education Project

Dear Advisory Network,

We want to share an important update with you regarding the Queensland Puberty Health Education Program trial for students in Years 5 and 6. As you are aware, this trial was a joint initiative of Department of Health and Department of Education under the *Queensland Women and Girls' Health Strategy 2032*.

There has been an internal review by the Department of Health of the initiatives funded under the Queensland Women and Girls' Health Strategy, which has led to a shift in government priorities and funding with a decision recently made that the Queensland Puberty Health Education Project will no longer proceed. As a result, any work planned or underway will no longer continue and there will be no program pilot or trial. We were about to share the draft materials through consultation with young people and parents – which was the final stage of revisions prior to piloting. Consideration is underway of potential next steps in relation to the draft materials.

I'm sure many of you will be disappointed as the project team is with this news, and its consequences for Queensland adolescents. It is important to note this decision is not a reflection of the quality of work nor progress made to date. The project team would like to sincerely thank each of you, our advisory network members, who offered your valuable insights, ideas, time and support to this project.

Irrelevant

Should you have any questions please do not hesitate to contact me on [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au).

Best regards,  
Paul

**Paul Vardon**  
Director

Phone: Irrelevant  
Mobile Phone Irrelevant  
Address: Level 1, 15 Butterfield Street, Herston QLD 4006  
Email Irrelevant@health.qld.gov.au

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DISCLOSURE LOG

**Amanda Holt**

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**From:** Paul Vardon  
**Sent:** Friday, 2 May 2025 1:58 PM  
**To:** Renee Montgomery; Kara Lilly  
**Subject:** FW: Queensland Puberty Health Education Project – Notification of Project Closure

fyi

---

**From:** LATHOURAS, Maria **Irrelevant** @qed.qld.gov.au>  
**Sent:** Friday, May 2, 2025 1:56 PM  
**To:** Paul Vardon **Irrelevant** @health.qld.gov.au>  
**Subject:** RE: Queensland Puberty Health Education Project – Notification of Project Closure

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Nice email Paul.

So sad by this news (still).

**Dr Maria Lathouras**  
A/Director, Student Wellbeing  
Student Support

Schools and Student Support  
Department of Education

P: **Irrelevant**  
E: **Irrelevant** @qed.qld.gov.au  
Level 15 | Education House | 30 Mary Street | Brisbane QLD 4000



I acknowledge the Traditional Custodians of this land, waterways and seas. I pay my respects to their ancestors and Elders of the past and present, and their continued determination to keep culture alive and strong.

---

**From:** Paul Vardon **Irrelevant** @health.qld.gov.au>  
**Sent:** Friday, 2 May 2025 1:01 PM  
**To:** SCHEMBRI, Kim **Irrelevant** @eq.edu.au>; STURGES, Lauren **Irrelevant** @eq.edu.au>; WHITFIELD, Marie **Irrelevant** @eq.edu.au>; MATYSEK, Cheryl **Irrelevant** @eq.edu.au>; HAMILTON, Jennifer **Irrelevant** @eq.edu.au>; HANLON, Michelle EQ **Irrelevant** @eq.edu.au>; KAITARA, Tania **Irrelevant** @eq.edu.au>  
**Cc:** Renee Montgomery **Irrelevant** @health.qld.gov.au>; ODENTHAL, Erica **Irrelevant** @qed.qld.gov.au>; GUGLIELMI, Alicia **Irrelevant** @qed.qld.gov.au>; FROELICH, Tara **Irrelevant** @qed.qld.gov.au>  
**Subject:** Queensland Puberty Health Education Project – Notification of Project Closure

Dear Regional Representatives, Principals and Nominated Contacts,

We want to share an important update with you regarding the Queensland Puberty Health Education Program trial for students in Years 5 and 6. This trial was a joint initiative of Department of Health and Department of Education under the *Queensland Women and Girls' Health Strategy 2032*, and last year your region and school kindly agreed to participate as one of the six pilot schools.

There has been an internal review by the Department of Health of the Queensland Women and Girls' Health Strategy, which has led to a shift in government priorities and funding with a decision recently made that the Queensland Puberty Health Education Project will no longer proceed. As a result, any work planned or underway will no longer continue and there will be no program pilot or trial. We apologise for any inconvenience this causes to your planning.

It is important to note this decision is not a reflection of the quality of work nor progress made to date. The project team and steering committee had worked through extensive consultation with our advisory network to develop the draft materials, and we were about to share these through consultation with young people and parents – which was the final stage of revisions prior to piloting.

The Department of Health would like to thank the Department of Education, the Regional leadership and the six schools for their interest, collaboration and support of this project and consideration is underway of potential next steps in relation to the draft materials produced.

Should you have any questions please do not hesitate to contact me.

Best regards,

Paul

## Paul Vardon

Director

Phone: Irrelevant

Mobile Phone Irrelevant

Address: Level 1, 15 Butterfield Street, Herston QLD 4006

Email: Irrelevant @health.qld.gov.au

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Prevention Strategy Branch

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**Amanda Holt**

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**From:** Paul Vardon  
**Sent:** Tuesday, 13 May 2025 9:57 AM  
**To:** PSB\_ESO  
**Subject:** FW: draft comms to branch from us re kara and renee for you to review thanks

Hi can you please followup with Mark if he is happy with this

---

**From:** Paul Vardon  
**Sent:** Monday, May 12, 2025 2:28 PM  
**To:** Mark West [Irrelevant@health.qld.gov.au](mailto:Irrelevant@health.qld.gov.au)>  
**Subject:** draft comms to branch from us re kara and renee for you to review thanks

Dear All,

Hope alls well.

Just wanted to provide an update regarding a previous email a couple of weeks ago about the Queensland Puberty Health Education Project.

This Friday will be the last day for Kara and Renee working on the Queensland Puberty Health Education Project.

In the last 9 months this Project has achieved the following which we would like to highlight:

- establishment of a strong partnership with Department of Education.
- establishment of a comprehensive advisory network of approximately 40 stakeholders representing subject matter experts, clinical experts, health education experts and organisations representing priority communities to guide Program development, implementation and evaluation.
- undertaking a procurement process to identify an experienced school health education supplier (TalkNow) to develop an inclusive engaging puberty health education Program – which is in a draft format.
- undertaking a comprehensive consultative process involving subject matter experts, clinical experts, health education experts, peak bodies representing priority communities and end users (parents and students) to inform Program development.
- undertaking a comprehensive consultative process involving subject matter experts, clinical experts, health education experts and peak bodies representing priority communities to review the draft Program materials.
- commissioning a review of the literature regarding comprehensive sexuality education in schools to inform the Program development and implementation.
- undertaking a procurement process to identify an experienced supplier (NOUS) to consultatively develop an evaluation framework for measuring the impact of the Program including the development of an ethics application. The evaluation was designed to be undertaken internally and to be practical and scalable and provide valid, reliable and meaningful findings.
- liaising with potential health professionals to deliver the Program and identification of necessary training for health professional deliverers.
- developing a draft implementation plan for the pilot and trial of the Program.

We are sure you would agree that this is a lot that has occurred in a relatively short period of time with 0.8-1.4fte.

Kara and Renee have developed a final report to be provided to Department of Education and the Queensland Women and Girls Health Strategy Implementation Team and considered potential project legacies (eg relationship/partnerships, options for use of the draft materials etc) which are being warmly handed over to the Statewide Women and Girls Health Promotion Team on Friday.

We wish both Kara and Renee all the very best and are grateful for all their contributions to the Branch, team and the progress of the Queensland Puberty Health Education Project.

# Irrelevant

Wishing you a great week.

Best regards

Paul & Mark

DISCLOSURE LOG

**Amanda Holt**

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**From:** Paul Vardon  
**Sent:** Wednesday, 7 May 2025 11:40 AM  
**To:** PSB\_ESO  
**Subject:** FW: Letters for your review re: closure of the puberty health project  
**Attachments:** Draft Email for Advisory Network re project closure.docx; Draft Letter for Health Consumers Queensland.docx; Draft Letter for TalkNow!.docx

Hi  
Hope alls well  
can you please follow this up with Mark please  
Thanks  
P

**From:** Renee Montgomery **Irrelevant** @health.qld.gov.au>  
**Sent:** Friday, May 2, 2025 4:40 PM  
**To:** Mark West **Irrelevant**@health.qld.gov.au>  
**Cc:** Paul Vardon **Irrelevant** @health.qld.gov.au>  
**Subject:** Letters for your review re: closure of the puberty health project

Hi Mark,

Hope you've had a good week.

Please find attached 3 letters regarding the closure of the puberty project, letters to:

- Talk Now (Program Developer);
- Health Consumers Queensland (engaged to conduct end user consultation – they prepared for this but the project closure was announced just before they commenced the actual consultation); and;
- our Advisory Network.

Could you kindly review and approve before we send these out?

Thanks,  
Renee



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**Renee Montgomery**  
BArts/BSocSci, MPH  
**Advanced Health Promotion Officer –  
Queensland Women and Girls' Health  
Promotion Project Coordinator**  
Prevention Strategy Branch,  
QPHaSS | Queensland Health

**P** **Irrelevant**  
**E** **Irrelevant** @health.qld.gov.au  
**W** [www.health.qld.gov.au](http://www.health.qld.gov.au)  
C/- Tropical Public Health  
Services \_\_\_\_\_ William McCormack  
**A** Building \_\_\_\_\_ Level 7, 5b Sheridan  
Street, Cairns

*Please note I work a 4 day week: M,T,Th,F*

**Supporting women and girls to  
achieve their full health potential**

Q Women and Girls Health Strategy



Queensland Health acknowledges Traditional Owners of Country throughout Queensland, and pays respect to Elders past and present.

Draft Email for notification of Advisory Network re: Project Closure

Dear Advisory Network,

We want to share an important update with you regarding the Queensland Puberty Health Education Program trial for students in Years 5 and 6. As you are aware, this trial was a joint initiative of Department of Health and Department of Education under the *Queensland Women and Girls' Health Strategy 2032*.

There has been an internal review by the Department of Health of the initiatives funded under the Queensland Women and Girls' Health Strategy, which has led to a shift in government priorities and funding with a decision recently made that the Queensland Puberty Health Education Project will no longer proceed. As a result, any work planned or underway will no longer continue and there will be no program pilot or trial. We were about to share the draft materials through consultation with young people and parents – which was the final stage of revisions prior to piloting. Consideration is underway of potential next steps in relation to the draft materials.'

I'm sure many of you will be disappointed as the project team is with this news, and its consequences for Queensland adolescents. It is important to note this decision is not a reflection of the quality of work nor progress made to date. The project team would like to sincerely thank each of you, our advisory network members, who offered your valuable insights, ideas, time and support to this project.

Should you have any questions please do not hesitate to contact me on **Irrelevant** or **Irrelevant** [@health.qld.gov.au](mailto: @health.qld.gov.au).

Best Regards,

Paul

Draft Letter for formal notification of HCQ re: Project Closure

Dear Keith Tracey-Patte,

Following our discussion on the 22<sup>nd</sup> of April and email sent on the 23<sup>rd</sup> April, we wanted to formally advise that the Queensland Puberty Health Education Project will no longer proceed.

There has been an internal review of the initiatives funded under the Queensland Women and Girls' Health Strategy, which has led to a shift in government priorities and funding with a decision recently made that the Queensland Puberty Health Education Project will no longer proceed. As a result, any work planned or underway will no longer continue and there will be no program pilot or trial. This includes the previously planned community consultation work by Health Consumers Queensland.

Could you kindly provide us with a final invoice for the work done up until the 22 April in preparing for the consultation process, at your earliest convenience.

It is important to note this decision is not a reflection of the quality of work nor progress made to date. Queensland Health would like to thank Health Consumers Queensland staff and members for their assistance to date towards this Project.

Should you have any questions please do not hesitate to contact Paul Vardon on **Irrelevant** or **Irrelevant**@health.qld.gov.au.

Best Regards,

Paul Vardon

Draft Letter for formal notification of TalkNOW! re: Project Closure

Dear Marita D'Amico,

Following our discussion on the 23<sup>rd</sup> of April 2025, we wanted to formally advise that the Queensland Puberty Health Education Project will no longer proceed.

There has been an internal review of the funded initiatives under the Queensland Women and Girls' Health Strategy, which has led to a shift in government priorities and funding with a decision recently made that the Queensland Puberty Health Education Project will no longer proceed. As a result, any work planned or underway will no longer continue and there will be no program pilot or trial. This includes the previously planned consultation work with TalkNOW!

As per Clause 15.3 under the contract, *the Customer (the State of Queensland acting through Queensland Health) may terminate its Contract at any time in its absolute discretion ... The Customer will pay you as the Supplier for work performed and Deliverables supplied but not yet invoiced on a pro rata basis and your organisation's reasonable and documented expenses directly relating to the termination ... noting that in no case will the compensation payable as a consequence of termination exceed the Price that would have been payable if the Contract had not been terminated*. With this in mind, could you please provide at your earliest convenience, a final invoice for the work you have completed but have not yet invoiced, up until the 23<sup>rd</sup> April. Could you also please provide editable forms of all materials provided to date.

It is important to note this decision is not a reflection of the quality of work nor progress made to date. The Project team would like to thank TalkNOW! and in particular Tasha **Irrelevant** for the dedication and commitment shown to this project and to improving puberty health education for Queensland adolescents.

Should you have any questions please do not hesitate to contact Paul Vardon on **Irrelevant** or **Irrelevant**@health.qld.gov.au.

Best regards,

Paul Vardon

**Amanda Holt**

---

**From:** Paul Vardon  
**Sent:** Monday, 12 May 2025 11:09 AM  
**To:** Melissa Rowland; Renee Montgomery; Kara Lilly  
**Subject:** FW: Notification of Closure of the Queensland Puberty Health Education Project

fyi

---

**From:** Paul Vardon  
**Sent:** Monday, May 12, 2025 11:08 AM  
**To:** 'SCOTT, Helga Irrelevant' <Irrelevant@eq.edu.au>  
**Subject:** RE: Notification of Closure of the Queensland Puberty Health Education Project

Yes it is a shame and was quite a shock  
Still keen to support you in your work with schools in the cape re videos so please send through the quotes when you have them  
Thanks  
Paul

**Paul Vardon**  
Director

Phone: Irrelevant  
Mobile Phone: Irrelevant  
Address: Level 1, 15 Butterfield Street, Herston QLD 4006  
Email: Irrelevant@health.qld.gov.au

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**From:** SCOTT, Helga Irrelevant <Irrelevant@eq.edu.au>  
**Sent:** Monday, May 12, 2025 10:54 AM

To: Paul Vardon **Irrelevant** @health.qld.gov.au>

Subject: Re: Notification of Closure of the Queensland Puberty Health Education Project

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Hi Paul,

Very sorry to hear this has happened, such disappointing news. Yourself, Renee and Kara have done such a thorough job with this project, it has been a pleasure to be a part of the advisory network. I do hope some next steps can still happen to utilise the draft materials.

Take care,

Helga.

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From: Paul Vardon **Irrelevant** @health.qld.gov.au>

Sent: Friday, 9 May 2025 4:16 PM

To: info **Irrelevant** @snaicc.org.au>; enquiries **Irrelevant** @aracy.org.au>; Rebecca Kimble

**Irrelevant** @health.qld.gov.au>; Jennifer Peacock **Irrelevant** @health.qld.gov.au>; Sonya Preston

**Irrelevant** @health.qld.gov.au>; Nina Lansbury **Irrelevant** @ug.edu.au>; SCOTT, Helga **Irrelevant**

**Irrelevant** @eq.edu.au>; Honey Heussler **Irrelevant** @health.qld.gov.au>; Hong Do **Irrelevant** @eccq.com.au>; Mercy

Moraa Nyanchoga **Irrelevant** @health.qld.gov.au>; Penny Larcombe

**Irrelevant** @health.qld.gov.au>; Sheena Callaghan **Irrelevant** @true.org.au>; rreynolds

**Irrelevant** @qc.org.au>; Bianca Blackmore **Irrelevant** @wheq.org.au>; CEO **Irrelevant** @wheq.org.au>; Brianna McCoola

**Irrelevant** @health.qld.gov.au>; SMITH, Merryn **Irrelevant** @qed.qld.gov.au>; Shellee Valentine

**Irrelevant** @health.qld.gov.au>; rainbow.families.qld **Irrelevant** @outlook.com>; qassp

**Irrelevant** @qassp.org.au>; kmaciolek **Irrelevant** @qdn.org.au>; Sharon Young **Irrelevant** @health.qld.gov.au>;

Catherine Spucches **Irrelevant** @health.qld.gov.au>; lee.yeomans **Irrelevant** @qaihc.com.au>; info

**Irrelevant** @qhrc.qld.gov.au>; admin **Irrelevant** @mibbinbah.org>; info **Irrelevant** @pflagbrisbane.org.au>; admin

**Irrelevant** @apna.asn.au>; qcidd **Irrelevant** @uq.edu.au>; qppd **Irrelevant** @qppd.org>; research

**Irrelevant** @autismqld.com.au>; qai **Irrelevant** @qai.org.au>; Kelly Carleton **Irrelevant** @wuchopperen.org.au>; Tori

Cowburn **Irrelevant** @iuih.org.au>; FROELICH, Tara <**Irrelevant** @qed.qld.gov.au>; rbyrne

**Irrelevant** @qc.org.au>; Shaun Edwards **Irrelevant** @health.qld.gov.au>; Chloe Prudden

**Irrelevant** @health.qld.gov.au>

Cc: Renee Montgomery **Irrelevant** @health.qld.gov.au>; Kara Lilly **Irrelevant** @health.qld.gov.au>

Subject: Notification of Closure of the Queensland Puberty Health Education Project

Dear Advisory Network,

We want to share an important update with you regarding the Queensland Puberty Health Education Program trial for students in Years 5 and 6. As you are aware, this trial was a joint initiative of Department of Health and Department of Education under the *Queensland Women and Girls' Health Strategy 2032*.

There has been an internal review by the Department of Health of the initiatives funded under the Queensland Women and Girls' Health Strategy, which has led to a shift in government priorities and funding with a decision recently made that the Queensland Puberty Health Education Project will no longer proceed. As a result, any work planned or underway will no longer continue and there will be no program pilot or trial. We were about to share the draft materials through consultation with young people and parents – which was the final stage of revisions prior to piloting. Consideration is underway of potential next steps in relation to the draft materials.

I'm sure many of you will be disappointed as the project team is with this news, and its consequences for Queensland adolescents. It is important to note this decision is not a reflection of the quality of work nor progress made to date. The project team would like to sincerely thank each of you, our advisory network members, who offered your valuable insights, ideas, time and support to this project.

Should you have any questions please do not hesitate to contact me on **Irrelevant** or **Irrelevant** @health.qld.gov.au.

Best regards,  
Paul

**Paul Vardon**  
Director

Phone: Irrelevant  
Mobile Phone Irrelevant  
Address: Level 1, 15 Butterfield Street, Herston QLD 4006  
Email: Irrelevant@health.qld.gov.au

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DISCLOSURE LOG COPY

## Amanda Holt

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**From:** Paul Vardon  
**Sent:** Friday, 9 May 2025 1:53 PM  
**To:** Marita D'Amico  
**Cc:** Renee Montgomery; Kara Lilly  
**Subject:** Project closure letter related to Queensland Puberty Health Education Project  
**Attachments:** Project Closure Letter to TalkNOW!.pdf

Dear Marita,  
Hope alls well.

As discussed a couple of weeks ago please find attached formal correspondence regarding the cessation of the Queensland Puberty Health Education Project – sorry to not get to you sooner.

Please send through your final invoice for the work you have completed at your earliest convenience.

Thanks again for you and your team's work (especially Tasha) on this project.

Wishing you a wonderful weekend.

Best regards,

Paul

## Paul Vardon

Director

Phone: Irrelevant

Mobile Phone: Irrelevant

Address: Level 1, 15 Butterfield Street, Herston QLD 4006

Email: Irrelevant@health.qld.gov.au

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Enquiries to: Paul Vardon  
Director  
Prevention Strategy Branch  
Telephone: Irrelevant

Queensland Health

Marita D'Amico  
Director  
TalkNOW!  
3 Abbott Street  
Alphington, VIC 3078

Irrelevant@drivenoutcomes.com.au

Dear Marita,

Following our discussion on the 23rd of April 2025, we wanted to formally advise that the Queensland Puberty Health Education Project will no longer proceed.

There has been an internal review of the funded initiatives under the Queensland Women and Girls' Health Strategy, which has led to a shift in government priorities and funding with a decision recently made that the Queensland Puberty Health Education Project will no longer proceed. As a result, any work planned or underway will no longer continue and there will be no program pilot or trial. This includes the previously planned consultation work with TalkNOW!

As per Clause 15.3 under the contract, *the Customer (the State of Queensland acting through Queensland Health) may terminate its Contract at any time in its absolute discretion ... The Customer will pay you as the Supplier for work performed and Deliverables supplied but not yet invoiced on a pro rata basis and your organisation's reasonable and documented expenses directly relating to the termination ... noting that in no case will the compensation payable as a consequence of termination exceed the Price that would have been payable if the Contract had not been terminated.* With this in mind, could you please provide at your earliest convenience, a final invoice for the work you have completed but have not yet invoiced, up until the 23rd April. Could you also please provide editable forms of the most recent versions of all materials provided to date.

It is important to note this decision is not a reflection of the quality of work nor progress made to date. The Project team would like to thank TalkNOW! and in particular Tasha Irrelevant for the dedication and commitment shown to this project and to improving puberty health education for Queensland adolescents.

Should you have any questions please do not hesitate to contact Paul Vardon on Irrelevant or Irrelevant@health.qld.gov.au.

**Irrelevant**

Paul Vardon  
Director  
9/05/2025

## Amanda Holt

---

**From:** Paul Vardon  
**Sent:** Friday, 9 May 2025 4:17 PM  
**To:** info; enquiries; Rebecca Kimble; Jennifer Peacock; Sonya Preston; Nina Lansbury; SCOTT, Helga Irrelevant Honey Heussler; Hong Do; Mercy Moraa Nyanhoga; Penny Larcombe; Sheena Callaghan; rreynolds; Bianca Blackmore; CEO; Brianna McCoola; SMITH, Merryn; Shellee Valentine; rainbow.families.qld; qassp; kmaciolek; Sharon Young; Catherine Spucches; lee.yeomans; info; admin; info; admin; qcidd; qppd; research; qai; Kelly Carleton; Tori Cowburn; FROELICH, Tara; rbyrne; Shaun Edwards; Chloe Prudden  
**Cc:** Renee Montgomery; Kara Lilly  
**Subject:** Notification of Closure of the Queensland Puberty Health Education Project

Dear Advisory Network,

We want to share an important update with you regarding the Queensland Puberty Health Education Program trial for students in Years 5 and 6. As you are aware, this trial was a joint initiative of Department of Health and Department of Education under the *Queensland Women and Girls' Health Strategy 2032*.

There has been an internal review by the Department of Health of the initiatives funded under the Queensland Women and Girls' Health Strategy, which has led to a shift in government priorities and funding with a decision recently made that the Queensland Puberty Health Education Project will no longer proceed. As a result, any work planned or underway will no longer continue and there will be no program pilot or trial. We were about to share the draft materials through consultation with young people and parents – which was the final stage of revisions prior to piloting. Consideration is underway of potential next steps in relation to the draft materials.

I'm sure many of you will be disappointed as the project team is with this news, and its consequences for Queensland adolescents. It is important to note this decision is not a reflection of the quality of work nor progress made to date. The project team would like to sincerely thank each of you, our advisory network members, who offered your valuable insights, ideas, time and support to this project.

Should you have any questions please do not hesitate to contact me on Irrelevant or Irrelevant@health.qld.gov.au.

Best regards,  
Paul

**Paul Vardon**  
Director

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Mobile Phone: Irrelevant  
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Email: Irrelevant@health.qld.gov.au

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DISCLOSURE LOG

## Amanda Holt

---

**From:** Paul Vardon  
**Sent:** Friday, 9 May 2025 1:57 PM  
**To:** Keith Tracey-Patte  
**Cc:** Renee Montgomery; Kara Lilly  
**Subject:** Project closure letter related to Queensland Puberty Health Education Project  
**Attachments:** Project Closure Letter to Health Consumers Queensland.pdf

Dear Keith,

Hope alls well.

As discussed a couple of weeks ago please find attached formal correspondence regarding the cessation of the Queensland Puberty Health Education Project – sorry to not get to you sooner.

Please send through your final invoice for the work you have completed at your earliest convenience.

Thanks again for you and your team's work on this project.

Wishing you a wonderful weekend.

Best regards,

Paul

## Paul Vardon

Director

Phone: Irrelevant

Mobile Phone: Irrelevant

Address: Level 1, 15 Butterfield Street, Herston QLD 4006

Email: Irrelevant@health.qld.gov.au

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Enquiries to: Paul Vardon  
Director  
Prevention Strategy Branch  
Telephone: Irrelevant

Queensland Health

Mr Keith Tracey-Patte  
CEO  
Health Consumers Queensland  
Level 3, 340 Adelaide St  
Brisbane Qld 4000

Irrelevant @hcq.org.au

Dear Keith,

Following our discussion on the 22nd of April and email sent on the 23rd April, we wanted to formally advise that the Queensland Puberty Health Education Project will no longer proceed.

There has been an internal review of the initiatives funded under the Queensland Women and Girls' Health Strategy, which has led to a shift in government priorities and funding with a decision recently made that the Queensland Puberty Health Education Project will no longer proceed. As a result, any work planned or underway will no longer continue and there will be no program pilot or trial. This includes the previously planned community consultation work by Health Consumers Queensland.

Could you kindly provide us with a final invoice for the work done up until the 22 April in preparing for the consultation process, at your earliest convenience.

It is important to note this decision is not a reflection of the quality of work nor progress made to date. Queensland Health would like to thank Health Consumers Queensland staff and members for their assistance to date towards this Project.

Should you have any questions please do not hesitate to contact Paul Vardon on Irrelevant or Irrelevant @health.qld.gov.au.

Best Regards,

Irrelevant

Paul Vardon  
Director  
9/05/2025

**Amanda Holt**

---

**From:** Paul Vardon  
**Sent:** Tuesday, 6 May 2025 11:04 AM  
**To:** Sonya Preston  
**Cc:** Kara Lilly; Renee Montgomery  
**Subject:** Queensland Puberty Health Education Project – Notification of Project Closure

Dear Sonya,

I hope this email finds you well. Apologies for not following up earlier on the confirmation of funding for the facilitation of the Puberty Health Education Program. It is with a heavy heart that I need to inform you that the project is no longer going to go ahead. This decision to cease the project is a result of a recent internal review of the Queensland Women and Girls' Health Strategy. As a result of the decision, any work planned or underway will no longer continue, including any recruitment or procurement of facilitators for the program.

On behalf of the project team including myself, Renee and Kara, we would really like to thank you for the time and energy that you have provided to the project and please accept our apologies for any inconveniences this may cause your end at CHQ.

If there is anything that you would like to discuss, please feel free to reach out.

Best regards,  
Paul

**Paul Vardon**  
Director

Phone: Irrelevant  
Mobile Phone: Irrelevant  
Address: Level 1, 15 Butterfield Street, Herston QLD 4006  
Email: Irrelevant@health.qld.gov.au

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## Amanda Holt

---

**From:** Paul Vardon  
**Sent:** Friday, 2 May 2025 1:01 PM  
**To:** Irrelevant@eq.edu.au; Irrelevant@eq.edu.au; Irrelevant@eq.edu.au; Irrelevant@eq.edu.au; Irrelevant@eq.edu.au; Irrelevant@eq.edu.au; Irrelevant@eq.edu.au  
**Cc:** Renee Montgomery; ODENTHAL, Erica; Alicia.GUGLIELMI@qed.qld.gov.au; Tara.FROELICH  
**Subject:** Queensland Puberty Health Education Project – Notification of Project Closure

Dear Regional Representatives, Principals and Nominated Contacts,

We want to share an important update with you regarding the Queensland Puberty Health Education Program trial for students in Years 5 and 6. This trial was a joint initiative of Department of Health and Department of Education under the *Queensland Women and Girls' Health Strategy 2032*, and last year your region and school kindly agreed to participate as one of the six pilot schools.

There has been an internal review by the Department of Health of the Queensland Women and Girls' Health Strategy, which has led to a shift in government priorities and funding with a decision recently made that the Queensland Puberty Health Education Project will no longer proceed. As a result, any work planned or underway will no longer continue and there will be no program pilot or trial. We apologise for any inconvenience this causes to your planning.

It is important to note this decision is not a reflection of the quality of work nor progress made to date. The project team and steering committee had worked through extensive consultation with our advisory network to develop the draft materials, and we were about to share these through consultation with young people and parents – which was the final stage of revisions prior to piloting.

The Department of Health would like to thank the Department of Education, the Regional leadership and the six schools for their interest, collaboration and support of this project and consideration is underway of potential next steps in relation to the draft materials produced.

Should you have any questions please do not hesitate to contact me.

Best regards,

Paul

### Paul Vardon

Director

Phone: Irrelevant

Mobile Phone: Irrelevant

Address: Level 1, 15 Butterfield Street, Herston QLD 4006

Email: Irrelevant@health.qld.gov.au

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DISCLOSURE LOG

## Amanda Holt

---

**From:** Paul Vardon  
**Sent:** Tuesday, 6 May 2025 11:13 AM  
**To:** Sheena Callaghan  
**Cc:** Renee Montgomery; Kara Lilly  
**Subject:** Queensland Puberty Health Education Project – Notification of Project Closure

Dear Sheena,

Thank you for your recent proposal for the training and facilitation of the QLD Puberty Health Education Program. It is with a heavy heart that I need to inform you that the project is no longer going to go ahead. This decision to cease the project is a result of a recent internal review of the Queensland Women and Girls' Health Strategy. As a result of the decision, any work planned or underway will no longer continue, including any recruitment or procurement of facilitators for the program.

On behalf of the project team including myself, Renee and Kara, we would really like to thank you for the time and energy that you have provided to the project. Your generosity in sharing your expertise and support for a new primary school program has been met with much gratitude our end. We know that you have put aside considerable time to be involved in the project and its preparation for delivery. Please accept our apologies for any inconvenience this decision causes your end at True.

If there is anything that you would like to discuss, please feel free to reach out.

Best regards,  
Paul

### Paul Vardon

Director

Phone: Irrelevant

Mobile Phone Irrelevant

Address: Level 1, 15 Butterfield Street, Herston QLD 4006

Email: Irrelevant@health.qld.gov.au

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