



Australian  
College of  
Nursing



YEARS  
OF NURSING  
LEADERSHIP

# ANNUAL REPORT

2023-2024





## ACKNOWLEDGMENT OF COUNTRY

The Australian College of Nursing (ACN) acknowledges the Traditional Custodians of the lands and waterways where we all work and live. ACN's offices are on the lands of the Darug people (Parramatta) and the Ngambri and Ngunnawal people (Canberra). We pay respect to Elders past and present.

ACN's Reflect Reconciliation Action Plan (RAP) was finalised and uploaded to the

Reconciliation Australia site in early 2022. "Reflect" is the first of four accredited stages of a RAP. It lays the foundations for all reconciliation work to come.

ACN supported the First Nations Voice to Parliament in 2023. We would like to acknowledge the more than six million Australians who voted Yes and thank all our non-Indigenous supporters, allies, and families who walked with us and stood

with us to bring about positive change.

ACN supports our First Nations Faculty. This faculty is a space for Indigenous and non-Indigenous nurses who work within the specialty of Indigenous health to collectively come together as proud ACN Members and Fellows to push forward Indigenous health agendas.

***Always Was, Always Will Be***



# CONTENTS

<b>WELCOME</b>	<b>4</b>
<b>OUR BOARD</b>	<b>6</b>
<b>YEAR IN NUMBERS</b>	<b>8</b>
<b>FELLOWSHIPS</b>	<b>10</b>
<b>MEMBERSHIP AND ENGAGEMENT</b>	<b>12</b>
<b>EDUCATION AND PROFESSIONAL DEVELOPMENT</b>	<b>18</b>
<b>INSTITUTE OF LEADERSHIP</b>	<b>24</b>
<b>ADVOCACY AND POLICY</b>	<b>28</b>
<b>AFFILIATES</b>	<b>32</b>
<b>EVENTS</b>	<b>34</b>
<b>ACN FOUNDATION</b>	<b>38</b>
<b>PUBLICATIONS</b>	<b>44</b>
<b>NATIONAL NURSING ARCHIVES OF AUSTRALIA</b>	<b>46</b>
<b>ACKNOWLEDGEMENTS</b>	<b>48</b>
<b>FINANCIALS</b>	<b>49</b>



## PRESIDENT'S WELCOME

Adjunct Professor David Plunkett FACN

### Adding value to nursing

In our 75th year, the Australian College of Nursing (ACN) has led the way in postgraduate nursing education, advocating for nurses and the nursing profession, developing quality policy to improve health service delivery, engaging with governments, responding to reviews, inquiries, and reports, and championing the causes and needs of our members.

A strong record of achievement shone brightly in the public domain as the Board and management dealt with a serious internal investigation into financial irregularities at the College.

As a result, three senior executives, including the CEO, left the organisation. We were extremely fortunate to engage the services of Emeritus Professor Leanne Boyd FACN to assume the role of Interim CEO to steer us through this disruptive period. Professor Boyd was ably supported by all ACN staff, who rose as one to overcome any challenges.

Rest assured, the important work of ACN continued at pace and with confidence and certainty.

On the Education front, there were numerous highlights. We awarded 675 Graduate Certificates. We enrolled 10,678 nurses for Online CPD, 1336 nurses for face-to-face CPD, and 1591 people for Immunisation courses. Graduation Day in Sydney in June was another extraordinarily successful and emotional event.

Our Faculties did amazing work this year – contributing to policy and Position Statements, campaigning for the Indigenous Voice to Parliament, and leading the way at our Policy Summit. We welcomed a new Street Health Faculty in 2024. Faculty excellence was also on show at the National Nursing Forum.

ACN's State and Territory Regions were also highly active, staging events and get-togethers and engaging with our national Roadshow and Let's Talk Leadership events.

The Institute of Leadership did what it does best – led from the front. Its Nurse Executive Leadership Program, Nurse Director Leadership Program, and Nurse Unit Manager Leadership Program all drew strong participation and earned rave reviews. The Emerging Policy Leader Program, Emerging Research Leader Program, and Emerging Nurse Leader Program also delivered strong results and even stronger feedback from participants.

I am enormously proud of our achievements in policy and advocacy over the year. We have four new Position Statements – Scope of Practice, Vaping, Artificial Intelligence in Nursing, and Standardised Nursing Terminology.

Our hardworking team contributed to major consultations on the Scope of Practice Review, the National Nursing Workforce Strategy, the Aged Care Act, the Parliamentary Inquiry into Diabetes, the COVID-19 Response Inquiry, and other various Federal and State/Territory Bills.

ACN produced an incredibly detailed and hard-hitting Pre-Budget Submission ahead of the Federal Budget, which shone a light on nursing workforce issues and the need for greater government support for lifelong career pathways for nurses. Our advocacy on these issues resulted in major national media exposure over successive weekends in newspapers and online and on radio and television.

We launched a Parliamentary Friends of Nursing group that used its inaugural event at Parliament House to educate MPs and Senators about violence against nurses.

The ACN Policy Summit focused on child and youth health and the vital role of nurses in protecting the health of our young.

Our Affiliate program continues to expand. We have more Affiliate members and have increased our staff numbers to manage this important part of our operations.

The ACN Foundation went from success to success, with the highlight being the unveiling of the Lieutenant Colonel Vivian Bullwinkel statue at the Australian War Memorial. The launch event was memorable, with politicians, Defence Force leaders, and other VIPs in attendance to witness a fitting tribute to the first woman and first nurse to be immortalised at the Memorial. The launch of the Bullwinkel Scholars Program in February continued the Bullwinkel legacy.

The National Nursing Forum in Adelaide attracted more than 800 nurses and was a fitting celebration of the nursing profession and the hard work of everyone at ACN to champion nurses at every opportunity.

It was an honour for me to take over as ACN President this year. As a proud nurse, there is no greater role than to lead our organisation in the service of the most trusted and respected profession there is – nursing.

It has been a rewarding year, despite our challenges. We now head into an even bigger year, as major health reviews and reports are finalised – with significant positive benefits expected for the nursing profession.

Thank you to all ACN Members, Fellows, and DLFs for your continued membership with and support of the College. It is through your commitment that ACN has the privilege and honour to deliver our vision of Shaping Health, Advancing Nursing.

**Adjunct Professor David Plunkett FACN  
GAICD MBA RN**



## INTERIM CEO'S WELCOME

**Emeritus Professor Leanne Boyd FACN**

### ACN keeps powering on

In a long and diverse career in nursing, I confess that serving you as Interim CEO for the past few months has been one of my most challenging and yet rewarding experiences.

Witnessing at close range the hard work, dedication, and genuine love of our wonderful profession from so many people – the ACN team, the members, the Faculties, the Affiliates, the Foundation, the Institute, the volunteers, and the broader nursing community – has been emotional and uplifting.

Yes, we have had challenges over the last 12 months. The departure of three senior executives, including the CEO, meant the College had to pivot, and pivot quickly. I am proud of the way the ACN team pulled together to achieve this. There have also been many successes to celebrate with you.

A highlight of the past year was the unveiling of the statue of Lieutenant Colonel Vivian Bullwinkel at the Australian War Memorial in Canberra – the first woman and the first nurse so honoured. Nursing now has a permanent nursing visionary keeping a close eye on the political machinations in the nation's capital.

The National Nursing Forum in Adelaide was a tremendous success, with more than 800 nurses from around the country in attendance.

The newly formed Parliamentary Friends of Nursing group, led by ACN, had a moving event at Parliament House shining a light on the vexed issue of violence against nurses.

An equally emotional event at Duntroon in Canberra saw the presentation of the Bullwinkel Scholarships in tribute to Lieutenant Colonel Vivian Bullwinkel and the 21 Australian Army nursing officers who were massacred on Bangka Island in World War II.

Our annual Policy Summit in March examined child and youth health from every angle, with the overarching message that nurses are at the forefront of care for our children and young people. We will take recommendations from the Summit to our parliamentarians.

A momentous achievement was the launch of the National Nursing Archives of Australia, housed at ACN in Canberra. In our 75th year, there is no better way to honour and remember the pioneers of nursing in Australia.

A major initiative for the ACN Foundation was an important partnership with Endometriosis Australia to train endometriosis specialty nurses to provide care in rural, regional, and remote Australia.

It is significant to note that the number of ACN Affiliates continues to grow.

ACN reached out to its members around the country through Let's Talk Leadership and Roadshow events and the Expo in Melbourne.

ACN leadership and collaboration was on show throughout the year with events and activities through ACN Foundation and the Institute of Leadership.

It was a delight to watch the unity of purpose and cooperation of our policy, education, media, marketing, and government relations teams to produce quality policy, provide rewarding courses, promote strong nursing messaging, influence government policy, and market our excellence. They worked as one.

I would like to thank the ACN team who have worked with such passion and commitment throughout the year. They are proud to support the nursing profession. We especially thank our Donors, Distinguished Life Fellows, Fellows, Faculties, and Members for your kindness, commitment, contributions, and loyalty.

The Australian College of Nursing – the bricks and mortar, its proud history, its people, its culture, and its mission – remains intact, remains strong, and is delivering outstanding outcomes for its members and for nursing. It has been a strong year, and we look forward to embracing the challenges and opportunities to come.

***Emeritus Professor Leanne Boyd  
Dip App Sci BN MN Grad Cert Crit Care  
Grad Cert Higher Ed PhD MTEM GAICD  
FACN***

## OUR BOARD



### ACN BOARD OF DIRECTORS

The Board of Directors governs the Australian College of Nursing ensuring that the organisation continues to grow and develops to advance the nursing profession.

L to R, Ross M Lewin, Adjunct Professor Sue Hawes FACN, Professor Donna L Waters FACN, Adjunct Professor David Plunkett FACN, Heather Keighley FACN, Adjunct Professor Chris Raftery FACN, Professor Georgina Willetts FACN, Kath Stein FACN and Michael V Ryan



#### Adjunct Professor David Plunkett FACN

##### President

Adjunct Professor David Plunkett FACN GAICD MBA RN is Chief Executive Eastern Health Melbourne Victoria, where he operationalises the strategic plan, quality and financial plan for the current and future financial years of the health service.

David has been an Executive for Eastern Health in Melbourne for a number of years where he provides professional leadership to the nurses and midwives within Eastern Health.



#### Professor Donna L Waters FACN

##### Vice President

Professor Donna Waters is an experienced academic manager, educator, and health services researcher at the University of Sydney. Donna has previously held clinical and research leadership roles at the Sydney Children's Hospitals Network and Justice Health, NSW.

As a Director on the Sydney Children's Hospital Network Board for more than 10 years, Donna also chaired the Network Safety Quality Committee. She returned to Sydney Nursing School as a Professor of Nursing in 2024 and is currently Vice President of the Australian College of Nursing.



#### Adjunct Professor Sue Hawes FACN

##### Board Director

Adjunct Professor Sue Hawes is a Registered Nurse and has extensive experience within the health and welfare sector nationally. She is highly regarded for her leadership in nursing, clinical governance and implementation of system improvements.

Sue has been the CEO of Diabetes Australia (QLD) and the Chief Nursing and Midwifery Officer for the Northern Territory (NT) Health Department. She currently holds a leadership role for Healthdirect.

Sue is a Fellow and Board Director of the Australian College of Nursing and holds honorary academic appointments with Charles Darwin University and the Queensland University of Technology.





## Heather Keighley FACN

### Board Director

Heather is a respected and professionally connected nurse leader within the NT and nationally with expertise in health workforce, clinical governance, and leadership. She strongly advocates for rural and remote nursing, midwifery, health workforce, and primary healthcare. As the Chief Nursing and Midwifery Officer from 2016-2018 Heather coordinated the NTG review of remote nurse safety and implemented the review recommendations to keep remote Territory nurses safe at work.



## Adjunct Professor Chris Rafferty FACN

### Board Director

Adjunct Professor Chris Rafferty FACN is a well-respected published and endorsed nurse practitioner, and distinguished and dynamic nursing leader who has been part of the profession for over two decades. He is Deputy Chair of the Queensland Clinical Senate and a strong advocate for nursing in Queensland and nationally. With additional strengths in innovation, technology and health economics, his contribution and strategic influence in shaping and advancing the nursing profession nationally, continues to maximise our individual and collective opportunities now and into the future.



## Kath Stein FACN

### Board Director

Kath Stein joined the Royal Australian Air Force in March 1991 through the Undergraduate Scheme. Following her graduation from university she consolidated her clinical training in the Graduate Program at Fremantle Hospital. In the years that have followed she has served in health facilities including Number 3 RAAF Hospital, Health Services Flights Pearce and Tindal with operational experience on exercises and deployments. She was privileged to Command Joint Health Unit Northern New South Wales and is the current Director of Defence Force Nursing.



## Professor Georgina Willetts FACN

### Board Director

Professor Georgina Willetts has over 30 years nursing experience and more than a decade of experience in leading nursing and midwifery reform within the healthcare industry, moving to academia in 2011. Georgina is currently Professor, Nursing and Practice Development Institute Health and Wellbeing at Federation University. Georgina has been an active member of ACN and the Royal College of Nursing for more than 15 years. Georgina is also Chair of Academic Council.



## Ross M Lewin

### Independent Director

Ross is a Chartered Accountant with over 35 years of experience in investment banking and corporate advice. Ross has provided insightful strategic recommendations in his current and previous roles and conducted mandates in capital raising, mergers and acquisitions, divestment, and shareholder and bank negotiations. Ross is currently Chair of FARI Committee.



## Michael V Ryan

### Independent Director

Michael is a practicing solicitor with over 35 years of experience as a partner in leading Australian and international law firms. He specialises in corporate and commercial law representing clients across many industries including health. He regularly advises boards of directors of small, medium, and large companies including listed companies on their duties, conflicts, and governance. He works closely with boards to support them through complex or difficult periods or transactions. Michael also serves on the FARI Committee.

## YEAR IN NUMBERS



### EDUCATION

**1,591 National Immunisation Program for Healthcare Practitioners Enrolments**

**609 Post Graduate student**

**675 Graduate Certificate students**



### CPD

**CPD Online:  
10,678 modules completed**

**Face-to-Face CPD Courses:  
77 courses  
1,336 participants**



### INSTITUTE OF LEADERSHIP

**179 course participants**



### FELLOWSHIP

**11 New Fellows**

**3 Distinguished Life Fellows**

**3 Honorary Fellows**



### POLICY NUMBERS

**128 Consultations**

**21 Parliamentary inquiries**

**4 New Position Statements**



### AFFILIATION

**155 Affiliates**





### REPRESENTATION

**95 new requests for representation**

**62 ongoing representatives**

**Total = 157**



### WEBINARS

**41 Webinars**

**3,240 Total attendees**



### FACULTIES

**1 new faculty – Street Health**

**24 Faculties in total**



### EVENTS

**3385 participants**



### MEDIA AUDIENCE REACH

**39,502,504 potential audience reach**

## FELLOWSHIPS

### FELLOWSHIPS

The ACN Fellowship is a prestigious honour bestowed on members in recognition of significant professional achievement. It recognises their experience and contribution to the organisation and the nursing profession which plays a significant role in raising the nursing profile.

In addition, the Distinguished Life Fellow (DLF) is awarded to current Fellows who have shown outstanding achievements and ongoing

contributions to the Australian College of Nursing (ACN) and the profession.

We are delighted to congratulate our DLFs and Fellows for the year 2024.

In a surprise announcement, Emeritus Professor Christine Duffield FACN (DLF) and Carmen Morgan FACN (DLF) were both awarded Distinguished Life Fellows at the 2023 National Nursing Forum in Adelaide.

#### Distinguished Life Fellows



**Emeritus Professor Christine Duffield FACN (DLF)**

Christine Duffield is an

internationally renowned nurse who has worked tirelessly across direct care, consultancy, academia, research, and in leadership roles to spearhead the advancement of the nursing profession in Canada, New Zealand, the UK, and Australia for more than 40 years. She is an Emeritus Professor of Nursing and Health Services Management at Edith Cowan University, Perth; Emeritus Professor University of Technology Sydney and former President/Chair of the Australian College of Nursing.



**Carmen Morgan FACN (DLF)**

Carmen has more than 30 years of experience

as a nurse. Her clinical career has spanned rural, regional and remote health in Western Australia. In the past decade she has taken on progressively more senior nursing leadership roles. She is currently the Director of Nursing at Westmead Hospital in Sydney. Carmen served as ACN President (2013-2015) and as Vice President (2016-2022).



**Jenny Lumsden FACN (DLF)**

Jenny Lumsden started nursing in

1984. Since 1987, she has juggled two nursing careers – one in the civilian health system and one in the Royal Australian Air Force (RAAF). She worked as a CNS and CNC in intensive care for more than 20 years in large public trauma hospitals and recently finished her career in the RAAF as an Air Commodore – the first Reserve Nursing Officer to reach star rank.

Jenny has been involved in numerous clinical, teaching and management roles with deployments to East Timor, Iraq and to the second Bali bombings. Jenny holds a Bachelor of Nursing, Graduate Diploma of Critical Care (with Distinction), and a Master of Business Administration. Her military awards include the Conspicuous Service Cross and Bar, a Chief of the Defence Force Commendation, a Meritorious Unit Citation and the US Air Force Achievement Medal.

#### Fellows



**Adjunct Professor Debra Cutler FACN**

Debra has a successful record of achievements

within a number of large, complex healthcare organisations as an executive director of nursing and midwifery. She works collaboratively to build effective clinical governance and fosters a culture of excellence, innovation and high-quality, patient-focused services. Debra enjoys coaching others to support their professional growth and careers. Her work has been acknowledged through the award of Adjunct Professor titles with several universities.



**Professor Samantha Keogh FACN**

Samantha Keogh is a Professor at QUT's School of Nursing and Centre for

Healthcare Transformation, as well as a Senior Researcher with the Alliance for Vascular Access Teaching and Research. Samantha and her colleagues' research and teaching are aimed at promoting safety and excellence in acute and critical care nursing to optimise patient outcomes. Samantha is a long-standing member of the Australian College of Nursing plus several other speciality-related associations and networks, including the Australasian Nursing and Midwifery Clinical Trials Network, a network developed to support, mentor and accelerate growth in nursing and midwifery clinical trials capability and capacity across Australia.





**Tracy Kidd  
FACN**

Tracy's career of over 30 years centred around emergency nursing and education. Her

Master focused on the education support needs of nurses working in rural health care. She has represented ACN on the Australian Resuscitation Council since 2013 and is currently the convenor of the Education, Implementation and Teams subcommittee.



**Jordana Schlieff  
FACN**

Jo currently holds the position of Director of Nursing and Midwifery

Workforce in one of Melbourne's largest metropolitan public health services. In this role, Jo supports the delivery of the organisation's strategic nursing and midwifery workforce plan and leads workforce initiatives promoting workforce sustainability. Jo has a background in health professional education and has over 20 years of experience working across public and private health services where she has developed expertise in clinical nursing, education, leadership and workforce strategy.

Jo is passionate about ensuring future nurse and midwife leaders have the skills and capabilities to succeed in dynamic healthcare environments.



**Shauna Wilson  
FACN**

Shauna Wilson FACN is an enrolled nurse and has worked in diverse health

settings, gaining nursing experience in oncology, general medical and surgical, community nursing and primary health care in the military environment as a contract nurse. Shauna has passionately contributed to ACN in her advocacy for enrolled nurse practice.



**Marli Millas  
FACN**

Marli Millas is the Nursing Service Director for Surgery & Critical Care on the

Sunshine Coast, QLD. Marli holds a Master in Nursing and a Master in Health Management. With extensive experience in the acute public sector, she is a nursing leader who is passionate about values-based leadership.



**Dr Diana Wong  
FACN**

Diana is an experienced emergency nurse based at Liverpool Hospital and is

a Nursing Officer in the Royal Australian Navy. Diana specialises in emergency management, with a focus on severe burns in both civilian and military contexts. With broad experience in emergency and disaster management roles both locally and globally, she offers consultancy to organisations including World Health Organization (WHO), NGO's nursing associations and the aged care sector.



**Karen Tuqiri  
FACN**

Karen Tuqiri is the Director of Nursing at The Prince of Wales Hospital, Sydney. Programs of

work Karen leads focus on workforce development, quality improvement, patient safety and implementing evidence-based practice change whilst developing a deeper understanding of the influence of leadership on workplace culture. She is a current PhD candidate with her area of study focused on developing a deeper understanding of the relationship person-centred practice has on patient safety outcomes.



**Melanie Robinson  
FACN**

Mel Robinson is the Director of Aboriginal Health at the Child Adolescent

Health Service in Western Australia and has been a member of the Australian College of Nursing since 2017.

Mel is connected to Country, Ngarinyin and Gidja in the Kimberley and continues to be a champion for nursing and culturally safe health care.

Mel supports First Nations nurses as a mentor and advocate including through the Aboriginal Cadetship program and ongoing career support. Nursing has created opportunities for Mel and she shares and promotes her experiences across the nursing profession through yarning and presentations to nurses across all levels.



**Kathryn Wooldridge  
OAM FACN**

Kathy has carried her practical nursing experience to both clinical and

leadership roles in hospitals, community and remote areas, including volunteering for the Red Cross in PNG.

Kathy's focus has been on primary health care. She has led community health initiatives and has served on the Queensland Chapter of ACN.

Kathy was awarded an OAM for her services to nursing.



**Dr Aletha Ward  
FACN**

Aletha is an author, speaker, and registered nurse with expertise in public health,

social health policy, and sustainability. As co-founder of Climate Action Nurses, she advocates for health reform and community capacity building. She has completed a Bachelor of Nursing, an international MBA, and a PhD in social health policy.

## MEMBERSHIP AND ENGAGEMENT

### ACN FACULTIES

ACN has 24 faculties that worked hard to engage members, provide leadership, and offer knowledge and direction to all nurses



#### Advanced Practice Faculty

This faculty has started the development of a white paper titled *The Underutilisation of the Nursing Workforce*.



#### Aged Care Nursing Faculty

The Aged Care leadership team met frequently and launched an environmental scan and survey of faculty members to improve their strategic plan.



#### Chief Nursing Informatics Officers Faculty

The leadership team met frequently and released an ACN Position Statement: Artificial Intelligence. The Position Statement was presented at the National Nursing Forum in Cairns.



#### Children & Young People Faculty

The leadership team hosted a webinar featuring Cecilia Vuong, discussing the Healthy Children Initiative. Attendees gained valuable insights into the program's coordinated approach to childhood obesity prevention across NSW.

The faculty played a vital role in the ACN Policy Summit and is developing a white paper *Nurse's Role in Detecting and Responding to Children at Risk*.



#### Chronic Disease Faculty

This faculty contributed to the Policy Summit's success and updated the *Assessment and Management of Overweight and Obese Children Toolkit*. They also launched their position paper on vaping.



#### Climate & Health Faculty

Dr. Aletha Ward FACN, the new Chair, relaunched the faculty's activities. In 2024, it hosted two webinars. The first webinar discussed the ACN Nursing Leadership in Emissions Education Guiding Principles and explored how nurses can start conversations to adopt practices for addressing the climate crisis. The second webinar celebrated nurse leaders in Planetary Health, with guest speakers discussing nurses' contributions to their workplaces and the healthcare sector. These webinars drew large attendance and highlighted the importance of Planetary Health.

The faculty also presented at one of the concurrent sessions as the 2024 NNF.



#### Clinical Research Nurses Faculty

In 2023 ACN was delighted to introduce the Clinical Research Nurses Faculty with the aim of raising awareness of this specialty and advocating for improved recognition, support and career development for Clinical Research Nurses (CRN). This faculty is chaired by Kelly Beer MACN.

CRNs are specialised registered nurses who combine clinical nursing expertise with research knowledge and skills, to support the delivery of clinical research studies and the care of research participants. In recent years there have been incredible advances in health care. Innovations such as robotic surgery, single-dose cancer treatments, and the rapid development of COVID vaccines and treatments have changed and saved the lives of many. Behind these innovations is clinical research.

ACN and the Clinical Research Nurses Faculty are excited about the future of clinical research nursing in Australia and look forward to sharing it with the nursing profession.



#### Disaster Health Faculty

In collaboration with the University of Newcastle, the Disaster Health

Faculty conducted an eight-week online learning journey focused on disaster competencies for nurses. Chair Professor Alison Hutton FACN played a crucial role in educating members by offering this course, which equipped participants with essential skills and knowledge for effective disaster response.

Deputy Chair Cat Brewer MACN is finalising a Guiding Principles document titled *Nurses' Role When a Disaster Occurs*.

Professor Hutton is stepping down this year, and ACN thanks her for her many years of significant effort and leadership.



#### End of Life Care Faculty

New Chair Associate Professor Jason Mills FACN hit the

ground running, reviewing, updating, and improving work across many areas of ACN through consultation and collaboration with other faculties.

The faculty is collaborating with the Mental Health Faculty on a guiding principles document centring on *Trauma Informed Care*.

The leadership team also presented a paper titled *Self Compassion, Self Care* at the 2024 NNF.



#### Enrolled Nurses Faculty

Under the guidance of new Chair Leanne Smith FACN, the Enrolled

Nurses Faculty has been developing a paper on *The Value of Enrolled Nurses in Healthcare*. They are calling on all enrolled nurses interested in contributing to this publication.





## First Nations Faculty

The faculty continued to connect and discuss members' needs and priorities, holding Yarning Circles. Chair Professor Odette Best FACN addressed ACN staff during Reconciliation Week, sharing insights on Sorry Day and its impact on First Nations people.



## Global Nursing Faculty

After a successful combined webinar with the Leadership Faculty, the Global Nursing Faculty held their first 2024 webinar, *Internationally Qualified Nurses: Strengthening Diversity*, featuring four guest speakers.

Elizabeth Tollenaere FACN continues to lead the team from Germany. The faculty regularly contributes articles to *The Hive* and has received excellent feedback from their webinar series. Some of the team members' research has been published, and they continue to work on a guiding principles document for overseas-trained nurses working in Australia.



## History Faculty

The History Faculty leadership team hosted the History Conference ahead of the 2024 National

Nursing Forum and hosted several webinars in the past 12 months. The first webinar featured Susan Timpani MACN's research on the impact of the COVID-19 pandemic on international nursing students. The second webinar, led by Dr. Lois Hamlin FACN, covered the evolution of perioperative nursing and scientific advances in the late 19th century.

Chair Dr. Lesley Potter FACN is also editing a sequel to ACN's *No Longer Silent*, with many nursing stories to tell.



Global Nursing Faculty - Responding with the emergency medical team in Tanna after Tropical Cyclones Judy and Kevin in 2023



Global Nursing Faculty - Dr Peter Taratara MACN with nurse leaders in Burundi



History Faculty - At the front of the Mayne Medical Building at the University of Queensland

## MEMBERSHIP AND ENGAGEMENT



Leadership Faculty - group discussion



### Leadership Faculty

The ACN Leadership Faculty, with the Global Faculty,

presented the popular webinar *Nursing Leadership: A Global Perspective*, featuring four nurse leaders. They also hosted a networking breakfast at the 2023 NNF in Adelaide, fostering discussions on faculty direction and member contributions. A combined event with the WA and QLD regions furthered professional development through engaging leadership discussions. The new Chair, Karen Clark Burg FACN, continues to guide nurses, building on the work of Dr Catriona Booker FACN.



### Legal & Ethical Issues Faculty

The Legal and Ethical Issues Faculty, in

collaboration with the Nursing Regulation and End of Life Care Faculty, held a webinar on Voluntary Assisted Dying. The webinar covered contemporary legal and ethical issues, including state and federal legislation and the intersection of nursing regulation with the law. Jo Southern MACN accepted ACN's invitation to remain Chair of the Legal & Ethical Issues Faculty, valued for her expertise in Nursing Law.



### Mental Health Nursing Faculty

The Mental Health Faculty, established within the past year

thanks to Vicki Green MACN's passion, celebrated a successful inaugural webinar. Hosted by Anna Love, Victoria's Chief Mental Health Nurse and joined by Ms Kate Thwaites MP, the webinar highlighted leadership, collaboration with the Department of Health and Human Services, and promotion of best practices in mental health nursing.

The faculty is working on a guiding principles document for trauma-informed care and aims to grow its membership this year.



### Military Nursing Faculty

New Chair, Captain Royal Australian Navy Nathan Saunders

FACN is growing a new leadership team to take on the work started by Lieutenant Commander Anthony Russell FACN, who has stepped down from the leadership team to pursue other opportunities.



### National Nursing Executive Faculty

The National Nursing Executive Faculty

invited past ACN President Emeritus Professor Christine Duffield FACN (DLF) to facilitate its first webinar. The Q&A session covered the faculty's work on enhancing the image of nursing, leadership capability and succession planning, unifying the voice of nursing, and addressing recruitment, retention, and attrition. It also allowed members to connect with nursing executives and share their views on important issues and the faculty's influence on the profession's future.





### Next Generation Faculty

The ACN Emerging Nurse Leaders, in

collaboration with the Next Generation (Next Gen) Faculty, hosted an insightful webinar for graduating nursing students. The panel discussed key topics such as Computer Match Graduate Programs, early career nursing strategies, and guidance for those without a secured graduate position. Next Gen hosted their Next Gen Summit on the day prior to the start of the 2024 National Nursing Forum.

They also hope to complete the development of a white paper *Issues Facing Next Gen Nurses* this year.



### Nurse Informatics & Digital Health Faculty

The Nurse Informatics & Digital

Health Faculty brought members together at the end of 2023 to discuss their work and plans for 2024.

They have hosted three well-attended webinars. The first explored cutting-edge technologies like Artificial Intelligence, Extended Reality, and 3D printing, inspiring attendees with practical applications for their workplaces. The second featured a clinical expert from Royal Perth Hospital discussing the Health in a Virtual Environment (HIVE) and its use of AI for remote patient monitoring. The third webinar, with Kate Ebrill from CSIRO, focused on the impact of interoperability on nursing and the opportunities it creates for healthcare data visibility.

Under the guidance of Janette Gogler MACN, the faculty launched a Standardised Nursing Terminology Position Statement.



### Nursing in the Community Faculty

The Nursing in the Community Faculty

hosted several webinars leading up to and during Nursing in the Community Week from 11–14 September 2023. One webinar, in collaboration with the Sydney Region, focused on nurses' active involvement in policy, empowering them to drive local and broader healthcare changes. Other webinars featured guest



Street Health Faculty - welfare check

speakers discussing PhD pursuits, diverse nursing expertise, community nursing career pathways, and the role and impact of community nurses. The faculty also brought members together from across the country for a breakfast during the 2023 National Nursing Forum, fostering connections and building relationships among faculty members.



### Nursing Regulation Faculty

New Chair Kate Rowan-Robinson

MACN has a great passion for regulation that she loves to share with nurses. She is developing a leadership team to support her in this work.

Kate presented a paper for the faculty concurrent session at the 2024 NNF.

Kate takes over all the work from the previous Chair, Greg Rickard FACN who has and continues to support ACN and regulation enormously.



### Rural & Remote Nursing Faculty

Deb Carnes MACN will shortly finish her tenure and new Chair

Professor Jane Mills FACN will take over the faculty's direction.

This faculty presented *Nurses: They Rock* at the 2024 NNF faculty session.



### Street Health Faculty

Launched in 2024, the Street Health Faculty, led by Chair

Adjunct Associate Professor Sonia Martin MACN, has already formed a leadership team and is advancing various initiatives. They are diligently connecting with members to address the health care needs of individuals experiencing homelessness and vulnerability. The faculty held its first member meeting in June and plans bi-monthly meetings for the rest of 2024. They have developed a white paper titled *Achieving Socialised Models of Health Care in Australia through Nursing Leadership*.

## STATE AND TERRITORY REGIONS

ACN provides opportunities for member engagement across Australia. The Chair of each network is responsible for promoting ACN in their state, creating networking opportunities for Fellows and Members, representing ACN at external meetings and working with ACN to liaise with Ministers and other stakeholders.

ACN's Networks are supported by its Regions which allow Fellows and Members to connect in a more local area.

ACN would like to take this opportunity to thank all Fellows and Members who have volunteered their time and experience in representing their Regions.



### Melbourne

In conjunction with our affiliate, My Dream Job Careers Consulting, the Melbourne Region held two successful *Graduate Skills Interviews* webinars and one *Resumés & Cover Letters for Nursing Students* webinar.

The Gertrude Berger Oration was again held in 2023, with the theme, *Innovation in Nursing*. Presentations were given on the Victorian Virtual Emergency Department as well as the important roles of mental health practitioners within the Emergency Departments.

The Region also held a Mid-Year Mingling bringing together ACN members from across the Region for a networking and professional development event with a focus on nurse retention.



### Goulburn Murray

The Goulburn and Murray Region leadership team actively engaged with members through a combination of online meetings, webinars, and a face-to-face event.

The *Connecting and Supporting Each Other, Locally and Globally* webinar saw the leadership team invite guest speaker Dr Wendy McIntosh MACN to speak about her role as the Inaugural President of the Global Nurses and Midwives Rotary Club.

In March 2024, the Region hosted an informal networking event at Swan Hill, where members came together to share their ideas for the region as well as connect with like-minded members.



### Tasmania

The Tasmanian Region leadership team had a strong start to 2024 with a welcome to 2024 event, where members connected and celebrated the nursing profession in style.

The Region went on to hold a successful face-to-face event in Launceston and a meet and greet session in conjunction with the Climate Health Faculty Chair, Dr Aletha Ward FACN.

Brendan Docherty, Deputy Secretary of Hospitals and Primary Care, Tasmanian Health Service, Department of Health, joined Tasmanian Region Chair, Nancy Arnold FACN for an insightful webinar, *Leading with Influence*. The webinar explored leadership and inspiring others to act, as well as delving into building connections and the impact of effective communication leadership.



Tasmania Region face-to-face in Launceston



### Sydney

The Sydney Region combined forces with the Nursing Regulation Faculty and hosted an informative webinar that explored the cultural safety of nursing regulators when responding to complaints surrounding the nursing care of First Nations people, families and communities.

In November the Sydney Region hosted a face-to-face event at the Royal Botanic Gardens in Sydney bringing together members for a shared picnic. The leadership team also hosted a webinar on *Unleashing Your Potential: The Role of CPD in Nursing Success*, providing participants with a platform to learn about the importance of CPD for their nursing career.

After a successful online planning session at the beginning of 2024, the leadership team ran an inspiring face-to-face event at the prestigious Peter Cosgrove Centre, Australian Catholic University. *Navigating the Next Steps* immersed attendees in dynamic discussions led by four guest speakers, discussing the pathway for taking nursing careers to the next level.



NSW Sydney Region From left to right: Caitlyn Moore MACN, Dr Amanda Garlick FACN, Nasiba Faiz MACN, Robyn Quinn FACN, Lauren Barber MACN, Dr Lesley Potter FACN, Professor Donna Waters FACN, Emily Newton



NSW-Sydney Region members at the End of Year Picnic at Bennelong Lawns at the Royal Botanical Gardens in front of Opera House and Harbour Bridge from L to R Caitlyn Moore MACN, Emily Watson, and Nasiba Faiz MACN





### Brisbane

Brisbane Region Emerging Nurse leadership team hosted an inspiring event,

bringing members together to connect, share ideas, and expand their professional networks.



### Northern Territory

The Northern Territory Region hosted regular Yarning with the NT Region sessions over

the last 12 months. Connecting members virtually, these sessions have brought great discussions with members across the Northern Territory.



### ACT

Australian Capital Territory Region members gathered in April for a night of

meaningful connections and engaging conversations. Following on from the success of the April face-to-face event the Region hosted a special International Nurses Day Breakfast. This brought together nurses from across the ACT to celebrate the remarkable contributions of nursing professionals from the Region.



### South Australia

South Australian Region members gathered in July 2023 for a meeting to connect and discuss

opportunities for members to contribute to the Region, including representation, and planning of local events.

In November, the leadership team hosted a Christmas event. Fellows and Members joined to celebrate and reflect on each other's achievements in 2023 and discuss priorities and plans for the Region in 2024.

ACN members from the South Australia Region generously volunteered their time to participate in the University of South Australia's O Week celebrations. They engaged nursing students in insightful discussions about the invaluable benefits of ACN membership. Through conversations and shared experiences, these dedicated members highlighted the important work that ACN does.



Darling Downs region leadership team's first meeting for 2024



### Darling Downs

November 2023 saw the Darling Downs Region host a face-to-face networking and

professional development event with a focus on dispelling the myths about the role of the enrolled nurse. This event highlighted the different career pathways for existing enrolled nurses and new graduates.

The Region leadership team put together a wonderful celebration for International Nurses Day. A gala dinner saw many members and non-members celebrating with guest motivational speaker John Williamson and a local nurse singer/songwriter entertaining the audience.



### Western Australia

2024 had a busy start to the year for the Western Australia Region leadership team.

They have hosted three webinars virtually connecting members from across the State and country.

The *Sunset Synergy Western Australian Nursing Network Reunion* webinar brought together nursing professionals, alumni, and enthusiasts from across the Region for exceptional conversations and collaboration.

The *Meet the DONs of Western Australia* webinar delved into the heart of nursing leadership in Western Australia and connected participants with esteemed nursing leaders shaping health care in the Region.

During the *Our Nurses – Our Future* webinar, participants were privileged to hear from Sandra Vinciguerra, the 2023 Nurse of the Year. Sandra shared her remarkable journey immunising disadvantaged populations, a mission that earned her both the Excellence in Primary, Public, and Community Nursing Award and the prestigious Nurse of the Year Award at the Western Australian Health Nursing and Midwifery Awards. As well as Sandra, Catherine Barratt and Jenni Ng from the Chief Nursing and Midwifery Office (CNMO) presented valuable insights into the CNMO's inner workings and discussed current initiatives aimed at supporting and advancing nursing in the Region.



The WA Region members at the Leadership Faculty event

### EDUCATING AND INSPIRING NURSES

ACN is an Institute of Higher Education. ACN has been accredited by the Tertiary Education Quality and Standards Agency (TEQSA) since 2013. With no delivery conditions and being accredited till 2027, this demonstrates that ACN has a proven track record in delivering quality education programs.

In addition, ACN has a broad and popular suite of continuing professional development courses and delivers

several national programs online, including Immunisation and, on behalf of the Commonwealth Government, the Aged Care Transition to Practice Program.

Our education offerings empower nurses to unlock new opportunities, enhance clinical knowledge, and engage and connect with a supportive nursing community.



### GRADUATE CERTIFICATES

ACN has 21 graduate certificates and is Australia's largest provider of graduate certificates in nursing. Our graduate certificates are delivered online; this ensures that our students can access their learning 'any time, anywhere', even when juggling work commitments and working and living in remote and rural locations. ACN is for purpose and offers courses in niche areas to meet the nursing industry needs.

#### Graduate Certificate updates to enhance the student experience

In 2023 – 2024, the education team made updates across its programs as part of an ongoing quality improvement cycle.

One of the areas of rapid change was in Generative Artificial Intelligence (GenAI). GenAI continues to have a disruptive effect on education, assessment, and program assurance. ACN and the tertiary sector are learning alongside students about how GenAI can be used, ethical implications in education settings and in the workplace, and about its limitations. The education team responded to rapid changes by:

- adjusting policies
- setting up additional reporting for GenAI investigations
- implementing traffic light iconography to clearly communicate to students when they can and cannot use GenAI in assignments
- designing and trailing uniform approach to student interviews about GenAI

- centralising regular and timely information for students about GenAI and academic integrity
- conducting regular seminars on GenAI and the Scholarship of Teaching and Learning.

Additionally, there were significant changes implemented by the Australian Government in January 2024 on the Student Support Act, which meant that in 2023, ACN reviewed many of its policies and practices to ensure that students were appropriately supported to study. The education team welcomed this opportunity to review, as support is critical to student success and to equal access to education. One of ACN's innovations was to set up a "Students at Risk" matrix that automatically alerts course and unit coordinators if a student fulfils enough criteria that indicate that they may be at risk of non-completion. These students are proactively contacted to ensure that they have the support they need.





## NEW SINGLE UNITS OF STUDY

### Principles of Intellectual and Developmental Disability

In 2021, ACN was approached by the Professional Association of Nurses in Developmental Disability Australia to collaborate on developing a single unit of study for nurses working in the specialty. This unit addresses the issues raised by the Royal Commission and equips nurses to work with, and advocate for people with disability. The new unit launched in April 2024.

### Rural and Remote Nursing

This new unit of study launched in October 2023. It explores the impetus for change in conventional health service delivery and the issues related to providing health services for people with chronic disease. Nurses manage people with chronic and complex issues and, in doing so, need to develop their knowledge and skills in this area. Students explore issues in the management of clients in their care by understanding chronic disease, assessment and management. Themes in this unit of study refer to epidemiology, health assessment and collaborative case management.

### Respiratory Nursing

This new unit of study commenced in April 2024. It is designed for nurses working in the acute care setting. The content revises the anatomy and physiology of the respiratory system and, using case studies focuses on acute and chronic respiratory conditions and management. This unit will examine the nurse's role and aspects of respiratory health promotion that influence people's lives with respiratory disease. This unit of study encourages using current literature and best practice models to critically evaluate current clinical practice.

Finally, there were a significant number of new units and upgrades changes to courses. For example, Graduate Certificate of Community and Primary Health Care Nursing underwent significant updates, particularly in its course progression, aiming for a more streamlined approach. These changes were recommended and discussed with industry advisory groups before being implemented. The updated course progression and unit rewrite/redevelopment were the result of thorough consultation with industry advisory groups, ensuring that it meets the current needs and expectations of the primary healthcare sector. There were also significant upgrades to units, including the introduction of a new unit for Immunisation, Rural and Remote Nursing, Advancing Professional Practice, Respiratory Nursing, Advanced Concept in Cancer Nursing, Intellectual and Developmental Disability Nursing and many others.

### Graduate Certificate in Nursing Re-entry course

The Graduate Certificate in Nursing (Re-entry) is an approved course by the Nursing and Midwifery Board of Australia (NMBA). It is designed to enable returning nurses to attain the necessary level of practice in accordance with Australian nursing standards. After changes to legislation, the Bridging pathway for internationally qualified nurses was no longer available in mid-2023. The course was renamed to Graduate Certificate in Nursing (Re-entry) and is currently running in 2024.

 Australian College of Nursing

# CPD CENTRE

## CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

CPD continues to be cited as one of the most popular benefits of ACN membership, with more than 12,000 online modules completed throughout 2023. In 2023 we offered 140 online CPD modules, 35 of which were new. New modules cover topics including wound healing and management, lymphoedema management, urinary catheterisation and primary health nursing. Several modules were also newly released, including topics related to genomics, aged care, critical care, rehabilitation, and immunisation.

In addition to online CPD, ACN held 78 face-to-face courses nationally. These interactive courses were offered as workshops, study days, simulation training or forums. Topics covered included: Wound Management, Venepuncture and Cannulation, Urinary Catheterisation, Mental Health Assessment for Non-Mental Health Nurses, NSQHS Standards Updates and Challenges, Preceptor Program, Clinical Educators Toolkit, End of Life Care in Acute Care Settings, Lymphoedema Management, Adverse Effects following Immunisation, Introduction to Child and Family Health Nursing, Psychosocial Screening, Paediatric Assessment and Recognition of Deterioration, Chronic Disease Management for Practice Nurses and Clinical Assessment of the Older Person.



Participants practicing comprehensive assessment

### Comprehensive Assessment of the Older Person

On 12 December 2023 ACN ran one of its face-to-face CPD courses in the Parramatta offices. Comprehensive assessment of the older person provides the framework for identifying risks and related issues and form the basis of holistic person-centred planning. The module supports nurses working with the elderly in developing their role and advancing their clinical skills.

A recent report published by the Australian Institute of Health and Welfare recently indicated a rise in hospital transfers for residents in Residential Aged Care Facilities (RACFs) due to complications from conditions that could have been handled within their care settings with proper training for nursing staff.

To aid nurses in enhancing and sustaining their clinical reasoning and assessment skills specific to older individuals, ACN has designed an interactive workshop. This workshop involves immersive experiences in clinical scenarios using our cutting-edge simulation equipment. Participants will not only acquire skills and knowledge related to the comprehensive assessment of older individuals but also learn how to identify and address residents' deterioration in RACFs, thereby preventing unnecessary hospital transfers. The day was led by ACN Nurse Educators Diva Madan, Thuy-An Le and Eva Liu.

### Aged Care

As part of ACN's Strategic Priorities for 2023, a focus on aged care education saw the release of four new online CPD modules: Clinical Issues in Aged Care 1, Comprehensive Assessment of the Older Person, Medication Management in the Older Person and End of Life Care for the Older Person. ACN also commenced the Clinical Assessment of the Older Person workshop in response to industry needs. This interactive workshop immerses participants in clinical scenarios within our state-of-the-art simulation centre. The workshop assists nurses in developing their clinical reasoning and assessment skills specific to older people.

### Aged Care Transition to Practice Program

ACN continued to run the Commonwealth of Australia Department of Health-funded Aged Care Transition to Practice (ACTTP) program through 2023. Ten cohorts commenced during the year with 405 participants representing more than 40 aged care organisations nationally.



## Principles of Emergency Care

The Principles of Emergency Care course is tailored for registered nurses (RNs) and enrolled nurses (ENs) practicing in diverse clinical environments across metropolitan, regional, rural, and remote areas. It provides RNs and ENs with the foundational knowledge necessary to administer immediate emergency care in critical situations. The course is designed to bolster nurses' critical thinking, problem-solving abilities, and decision-making confidence when delivering care to patients amid emergency scenarios.

## Customised education

ACN continues to offer customised education to meet the unique and varied professional development needs of nurses across Australia. Customised education can take many forms, from online CPD modules, face-to-face workshops, programs, and courses. In 2023, we delivered customised education across a variety of settings and specialty areas, including Financial Management, Leadership Development for Nurse Managers, ISBAR training for Primary Health Nurses, Preceptor program and many more. ACN provided custom education to over 1000 nurses across 35 organisations nationally.

## Immunisation

In August of 2023, our new National Immunisation Program for Health Practitioners (347) went live. This course is based on the National Immunisation Education Framework for Health Professionals (2017) and has been accredited by the ANMAC subsidiary Health Education Services Australia (HESA). 347 replaces our previously

offered HESA-approved course 307. The success of the new course saw a 100 per cent increase in enrolment between August and December.

In response to industry needs, ACN redeveloped the TST and BCG courses into a new national course – Tuberculosis Management (347). This is the only non-award course available within Australia specific to tuberculosis management and meets a vital industry need to ensure immunisation nurses working in this specialist field are equipped with the knowledge and skills to administer, read, interpret and document TST and BCG vaccinations.

ACN also offered 11 immunisation specific CPD modules and three bundles addressing contemporary topics, updates and specialty topics of interest. Two new modules were added, Adverse Events Following Immunisation and Meningococcal Disease, proving a vital aspect of professional development.

## Simulation Training for OSCE and Re-entry

ACN educators have been busy engaging in professional development, learning how to comprehensively operate the Laerdal high-fidelity simulation manikins. In addition, they received training on how to apply simulation as an effective instructional tool in their education activities. These manikins will be used in simulation activities in ACN's Re-entry course and the new Preparation for Objective Structured Clinical Examination (OSCE) course as well as many others. Simulation provides immersive hands-on learning experiences, with real-time feedback in a safe learning environment.



## HETI scholarship opportunities

The Education Division was successful in the 2023 NSW Health Education and Training Institute (HETI) tender securing scholarship opportunities for four Graduate Certificates: Addiction studies (Alcohol and other drugs), Critical care nursing, Neonatal care, and Paediatric nursing studies. ACN has a strong history of partnership with HETI since 2017.

## SCHOLARSHIPS

### ACN scholarship to undertake training in wound management

It is estimated that approximately 450,000 Australians are currently living with a chronic wound. ACN received a Federal Government grant of more than \$1m for scholarships to encourage and assist nurses and Aboriginal Health Workers to undertake formal training to improve wound management in primary care settings. This is part of the Government's Chronic Wound Consumables Scheme that will help people of all ages at risk of chronic wounds.





### EVENTS

#### Virtual Open Day

ACN's educational division held a virtual open day in November 2023. Virtual open days are designed for prospective students to meet the education team and discuss education or career opportunities. The day includes seminars on how to study online and what to expect from postgraduate assessments and showcases ACN's suite of continuing education programs. First held in 2021, the Virtual Open Day has been growing steadily and is held twice a year.

#### Graduation

In June 2024, the Education Division organised its second stand-alone Graduation Ceremony event, which proved to be a resounding success, drawing 200 attendees. This in-person gathering offered graduates a unique chance to connect with their peers in person, receive their testamur and celebrate their achievements with family and friends.

For the first time, graduates from the Institute of Leadership's Mid-Career and Nurse Executive Leadership programs were invited to receive their awards at graduation. The event was attended by a scholarship holder in the Nurse Executive program from the Pacific Islands.

ACN was proud to confer students with their Graduate Certificates at the event and remotely, with almost 600 receiving their testamurs remotely. Special congratulations to the 19 students who were presented with the Higher Achiever Award in their Graduate Certificate and the President's Award for the highest overall grade across all programs.

#### The 39th Annual Conference of the Audiometry Nurses Association of Australia

In October 2023, ACN Nurse Educator Linlin Ho MACN, attended the 39th Annual Conference of the Audiometry Nurses Association of Australia Inc., held in Parramatta. This conference provided a valuable opportunity to connect with audiometry nurses, past and present students, clinical advisors, her tutor, and markers, while also keeping current with the latest developments in the field. Linlin was privileged to present at this conference on the topic of Audiometry Nursing Education: Past, Present, and Future. As an education provider, she shared insights into ACN's efforts over the last five years, including student survey feedback. She also outlined the planned future updates to the course aimed at attracting more audiometry nurses to this vital industry. We believe that through course progression changes and advocacy for nurses currently working in the field, those with this qualification can play a crucial role in improving the health and wellbeing of both children and adults affected by hearing issues.

#### COINN 2024 - 11th Council of International Neonatal Nurses Conference - May 6th-8th

In May 2024, ACN Nurse Educator Trish Lowe MACN presented at Denmark's Council of International Neonatal Nurses' Conference. Trish's presentation was entitled, *Safe Passage: A Tripartite Progressive Agency Theory*, and contained a summary of Trish's PhD thesis examining Australian neonatal nurses' professional quality of life. Trish discovered that human and material resource limitations significantly contributed to burnout within the Australian neonatal nursing workforce and that nurses' concerns relating to workload, inter-role conflict, moral distress, social support, skill mix, and staffing could be countered by collegiality, empathy, attributes, self-determination, education, and experience. Trish also promoted the idea that ensuring nurses, babies, and parents' safe passage through neonatal care environments while optimising their health outcomes required personal and professional agency development. Trish's presentation was well received by neonatal clinicians, educators, managers, and researchers from 28 countries worldwide. Attending the Conference allowed Trish to expand her professional network and update her knowledge of contemporary neonatal nursing practice and research.



## STUDENT PHOTO COMPETITIONS

ACN continued to run its student photo competitions finding out where everyone was studying and how they balanced work, life, and study.



**Junior Aperaamo**

This photo of me and Dr Tan from China when I was attached their O & G team



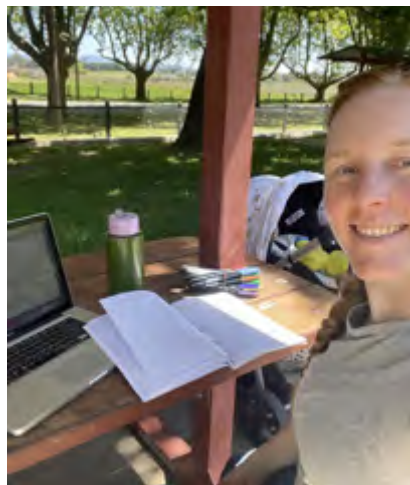
**Clouie Demiar MACN (far left)**

In between night shift, post-grad, and looking after my 3 kids. I was able to squeeze in some me time to attend and socialise with like-minded nurses at the National Nursing Roadshow 2023 @The Grand Hyatt Melbourne last week.



**Angela Hutchinson**

Study with work and life, our kitchen is the hub of our home, and it is where I study



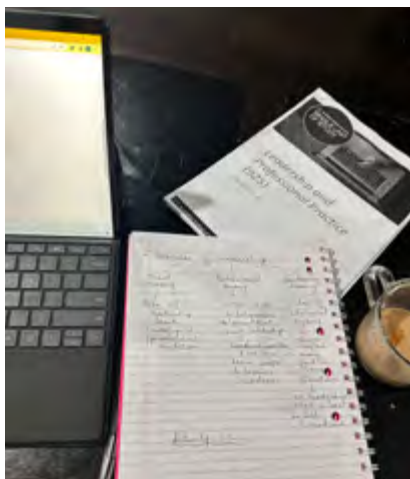
**Caitlin Knight MACN**

Soaking up the spring sunshine studying my immunisation course while bub sleeps soundly in the background



**Yanhua Wang MACN**

This photo was taken at childcare on Mother's Day with kids. I felt so lucky and enjoyed my lovely day with them.



**Kaashvi Patel MACN**

Started the week with work 9-5. Came home and unwound for 15-20 minutes, made a cup of tea and dinner. Finally got to my laptop and weekly readings with a clear mind and a hot cup of tea.



**Kusum Lata**

I work from 9 am to 5 pm and when I get time after I finish work, I stay up two hours extra to review my assignments and to study. I do take breaks in between, but this is the only time I could make time for myself to study and concentrate. After work it makes me feel a bit relaxed, but not that relaxed to go to bed straight away. Thus, I love studying after work. Once I finish studying here, I go to the gym as physical health is as important as mental peace.



**Cassandra Starr MACN**

I work part-time, spend some days at home with my daughter, Gabriella whilst also juggling study commitments. I am working on my final unit of my Grad Cert in Community and Primary Health Care. I'm very grateful that my daughter is super helpful with taking notes, as you can see in the photo.



## ACN INSTITUTE OF LEADERSHIP

The ACN Institute of Leadership is dedicated to empowering nurses across Australia to develop as effective leaders. Through our programs, we emphasise the critical role of leadership in delivering high-quality health care. In this annual report, we highlight our commitment to accessible and impactful leadership development opportunities for nurses at all career stages.

We extend our gratitude to the ACN Foundation for providing scholarships that enable nurses to participate in our programs. These scholarships have allowed nurses to enhance their leadership skills and contribute significantly to the nursing profession. Additionally, we were thrilled to launch two new programs in the past year: the Nurse Unit Manager Leadership Program and the Emerging Research Leader Program.

Throughout the 2023-24, the Institute of Leadership remained active and effective in supporting nurses nationwide. We appreciate the valuable contributions of ACN Fellows and Members who serve as speakers, career coaches, mentors, and application reviewers. Their unwavering commitment ensures the success of our programs and reinforces our mission to cultivate nurse leaders.

The following is an overview of the Institute of Leadership programs, highlighting key achievements during 2023-24.



Jennifer Harland MACN



Brown Mukwena (L) and Laura Pearce (R)



Alison Skinner





## NURSE EXECUTIVE LEADERSHIP PROGRAM

The Nurse Executive Leadership Program is designed to equip current and aspiring nurse executives with the necessary skills and capabilities to tackle future challenges in health and aged care. In 2023-24, two Nurse Executive Leadership Programs were held (September 2023 and May 2024) with a total of 13 people completing the program.

During the six-month program, participants engaged in a five-day face-to-face masterclass which was carefully structured to align with the requirements of ACN's Nurse Executive Capability Framework. Participants completed the program by submitting a high-level quality activity report.

The program acknowledges the complexities of the current healthcare landscape and seeks to empower nursing executives to navigate these challenges effectively. This indicates a practical and adaptive approach to leadership development, recognising the need for continuous learning and growth.

### TESTIMONIALS

*"The NELP was a fantastic experience. The calibre of nurse leaders presenting was fantastic. They were keen to share their experiences with us and I took away many valuable learnings. ACN did an outstanding job in facilitating the delivery of this course."*

*"What an amazing opportunity to think about nursing and nursing leadership for a week. I am so grateful for the international and national colleagues who were in the group who were so generous in sharing their knowledge and wisdom."*



## NURSE DIRECTOR LEADERSHIP PROGRAM (formerly Mid-Career Leadership Program)

The Nurse Director Leadership Program is a dynamic six-month course designed to empower nurses to take on leadership roles in a rapidly evolving healthcare environment. The program is aimed at registered nurses with at least six years of professional experience, whether they are new to management and leadership roles or already established in them. The program is tailored to cater to the needs of experienced nurses seeking to advance their careers or transition into leadership positions.

In 2023-24, 29 nurses completed the program. The face-to-face masterclasses were held in September 2023 and May 2024 in Sydney. The program emphasises the importance of leadership in shaping health workplace cultures and driving innovation, redesign, and change. This reflects a recognition of the significant role that nurses play in fostering positive workplace environments and driving organisational change.

### TESTIMONIALS

*"I entered the course ready to develop but I didn't realise it would transform me. The course has not just copied a template that fits all. It provided skills and development that are individual and unique to each person's needs."*

*"Fabulous week filled with knowledgeable people. Jam packed full of surprises and expert information. I would recommend this program as it has given me the tools to increase my knowledge and inspiration."*



## NURSE UNIT MANAGER LEADERSHIP PROGRAM

In 2023-24, the Nurse Unit Manager Leadership Program was launched in Sydney (July 2023) and delivered in Adelaide (April 2024); 37 nurses have completed the 5-day program. The Nurse Unit Manager Leadership Program aims to develop nurses aspiring to or in nursing unit management roles by equipping them with practical skills necessary for effective leadership. This includes managing themselves, others, resources, and operations, with the ultimate goal of benefiting staff, the community, and recipients of care.

The program acknowledges the common challenges faced by nurses transitioning from frontline roles to management positions, such as feelings of anxiety, inadequacy, and isolation. The program goes beyond theoretical learning by incorporating real-life case studies and examples presented by senior nurse leaders. This practical approach enhances participants' understanding of management concepts and prepares them to apply their knowledge effectively in real-world situations.

### TESTIMONIALS

*"The Australian College of Nursing NUM Leadership Program was everything and more than I expected. Productive, interactive, challenging, inspiring, energetic. High calibre speakers delivered informative, engaging and entertaining presentations."*

*"I have just spent a week in the presence of greatness, from the host to the speakers and without a doubt my fellow attendees. To have the chance to spend five days with like-minded people with the same passions, how lucky am I?"*



Leanne Enright MACN



Louise Cook MACN



### EMERGING POLICY LEADER PROGRAM (formerly Policy Fellows Program)

Proudly sponsored by the ACN Foundation, the Emerging Policy Leader Program was reviewed and refreshed in early 2024. Five scholars are currently enrolled in the program, working with ACN staff and ACN Faculty members on policy documents focused on the outcomes of the 2024 ACN Policy Summit.

The program is a pathway for nurses to become dynamic leaders in nursing health policy, representing the first nursing-specific initiative of its kind in Australia. The program fosters leadership in nursing health policy, building expertise, and empowering nurses to be influential voices in shaping healthcare systems and policies.



### EMERGING RESEARCH LEADER PROGRAM

The Emerging Research Leader Program commenced in February 2024. The program is sponsored by the ACN Foundation and is dedicated to empowering nurses to engage in research, providing opportunities for professional growth, research engagement, and innovation in nursing practice and health care.

Fourteen scholars are enrolled in the 9-month program. They are being encouraged to delve into the world of research, emphasising the importance of nurses leading innovation in health care. By supporting nurses in conducting research and publishing their findings, the program helps sow the seeds of innovation within the nursing profession.



### EMERGING NURSE LEADER PROGRAM

The Emerging Nurse Leader Program continued to flourish throughout 2023-24. The program is designed to develop leadership skills and boost confidence among early career nurses. It achieves this through providing unparalleled access to prominent nurse leaders, offering mentoring, career coaching, and various professional development opportunities.

There are currently 41 nurses enrolled across the six levels of the program. The program operates on a self-paced and self-driven basis, meaning participants have the autonomy to determine the pace and depth of their involvement. Participants are tasked with completing a range of activities to accumulate points necessary for program completion. These activities encompass a variety of leadership development tasks, such as attending workshops, completing projects, or engaging in networking opportunities.





Rubina Ojha (L) and Leyden De La Cruz MACN (C) with Louise Cook MACN (R)



## LET'S TALK LEADERSHIP

ACN's Let's Talk Leadership series allows ACN members and guests of members the opportunity to come together to be inspired and learn from well-known leaders from various professions across Australia. These leaders are hand-picked and considered experts in their field and are always willing to share their experiences and learnings with an appreciative nursing audience.

In 2023-24 the series visited four cities, Sydney, Melbourne, Canberra and Brisbane. In July 2023, Sydney hosted activist and lobbyist Wendy McCarthy. Melbourne then saw members and guests listen to Professor The Hon. Greg Hunt, former federal Minister for Health and Aged Care. In late February 2024, nurses from across the ACT gathered in Canberra for Q&A with ACT Minister for Health Rachel Stephen-Smith. The final event took place in Brisbane for a Q&A with globally renowned leadership expert Sonia McDonald.

Each event was well attended and there were many lively discussions and opportunities to catch up and network.

Program commencement date	IOL Programs	Total participants	Number of Bullwinkel Scholars	ACN Foundation Scholarships awarded
ENL 2023 cohort	Emerging Nurse Leader Program	41	0	0
Jul-23	Nurse Unit Manager Leadership Program	24	0	23
Sep-23	Mid-Career Nurse leadership program	11	0	2
Sep-23	Nurse Executive Leadership Program	5	0	2
ENL 2024	Emerging Nurse Leader Program	41	0	0
24-Feb	Emerging Research Leader Program	14	0	15
24-Mar	Emerging Policy Leader Program	5	0	5
8-12 April 24	Nurse Unit Manager Leadership Program	13	3	0
6-10 May 24	Nurse Director Leadership Program	18	9	0
6-10 May 24	Nurse Executive Leadership Program	7	6	0
<b>Total</b>		<b>179</b>	<b>18</b>	<b>47</b>

### POLICY LEADERSHIP

ACN's policy and advocacy work is crucial in shaping public health policy and advocating for nurses to work to their full scope of practice. Most importantly, ACN's voice in the public policy sphere supports and promotes innovative models of health care to best serve the communities in which we work.

Health policy underpins and drives change: change makes a difference to the status quo.

ACN's policy and advocacy role ensures systematic assessment of the health consequences of policy, program, project, and planning proposals and decisions. This is an important function that protects and promotes public health as it allows the people who are involved in the decision-making process to consider the health impacts along with other factors, some of which may not be desirable. By using this feedback from organisations including ACN, evidence-based policy decisions can then be modified to minimise adverse health consequences or to maximise health benefits. Unintended harms or lost opportunities for health improvement and disease prevention can be the result of a failure to consider all possible health consequences of change.

In summary, the health implications of decisions need to be considered explicitly not only to prevent harm but to promote health. The policy and advocacy role contributes to sound decision-making that is beneficial to Australia's health and health systems.

### PUBLICATIONS

ACN reviewed and updated policy documents during this time. In total, 13 documents were reviewed and updated to incorporate changes in legislation, processes, procedures, and to refresh reference documents and critical resources pertinent to the topic.

#### Position statements

##### Scope of practice - Registered Nurses in the community setting

The position statement promotes all strategies that improve healthcare services to the Australian community. In particular, we believe facilitating registered nurses (RNs) working in community settings to work to the full extent of their scope of practice will enhance health service access and delivery, improve health outcomes, and increase job satisfaction for nurses. ACN encourages all healthcare organisations to facilitate RNs to work to their full scope of practice.

##### Vaping

ACN supports all measures to ban the importation and sale of vapes other than those available by prescription. ACN supports the rollout of the regulations that ban the import of vapes, prioritising public health, and

restricting access to known and unknown harms. ACN advocates for a concurrent strategy to develop and deliver public education campaigns to address the health concerns and misinformation about the relative safety of vapes.

##### AI in Nursing

ACN advocates for the ethical and safe use of Artificial Intelligence (AI) that is patient-centred and supports and enhances nursing practice, education and administration. Safe and ethical application of AI in nursing relies on several principles and needs to be supported by sound policies and procedures.

##### Standardised Nursing Terminology

ACN advocates for the national adoption and use of standardised nursing terminology (SNT) systems that enable nursing's contribution to health care to be more visible, to generate new insights, leading to best practice and an increase to the body of nursing knowledge. The SNT is applied to specific nursing documentation within clinical information systems: the SNT is a data enabler to support the advent of generative artificial intelligence in nursing.



Breakout sessions at the Policy Summit



## CONSULTATIONS

The Policy and Advocacy team responded to a high number of consultations (102) throughout the year. This included several significant consultations that will have an ongoing impact on how nurses work, the scope of the work they can undertake, and the opportunities there will be to keep nurses in the workplace and most importantly the community, longer. Many consultations provide ACN with the opportunity to advocate for access and equity to improved health services for the community.

The **Unleashing the Potential of our Health Workforce – Scope of Practice Review** (the Cormack Review) is ongoing. It seeks to identify opportunities to remove the barriers that prevent all healthcare professionals from working to their full scope of practice. The review has sought out examples of multidisciplinary teams where best practice primary care is delivered through team members working to full scope of practice.

The **National Nursing Workforce Strategy** consulted on the changes we must make to ensure we can change what we do and how we do it to work efficiently and effectively in the future. The strategy also aims to retain and attract nurses into the workplace.

Queensland's **Proposed changes to registered nurses' and midwives' authorisation to administer vaccines and hormonal intrauterine devices consultation was supported by ACN to enable rural and remote communities** in Queensland more accessibility to vaccines and hormonal intrauterine devices (IUDs). Importantly, this change can significantly contribute to the development of women's health care by enhancing access to effective contraceptives and reducing the risk of unintended pregnancies, empowering women to make informed reproductive health choices.

The new **Aged Care Act 2023** has been under development and is undergoing a series of consultations and iterations due to input from all stakeholders, including ACN. We welcome the opportunity to provide input into this important Act, one of the results of the Royal Commission into Aged Care Quality and Safety.

ACN responded to 17 parliamentary inquiries and proposed bills throughout the year to date. Of those, we were invited to present ACN's views at nine hearings in Canberra, Sydney and Brisbane. The following four inquiries provide examples of the range of topics under scrutiny.

The team provided feedback to the **Parliamentary Inquiry into Diabetes**, drawing on various lived experiences to frame our response. Our response made several recommendations, including funding ACN to develop a suite of online diabetes learning modules that are free to all nurses.

Drawing on the wider **Professional Practice Team** for their invaluable experience, we submitted a response to the **Commonwealth Government Covid-19 Response Inquiry**. The response spoke of the personal sacrifices expected of all nurses working through the pandemic and the extraordinary efforts nurses made to take action on decisions made by the government with very short turnarounds and severe staff shortages.

The team was engaged with a proposed Queensland bill, **Health and Other Legislation Amendment Bill (No. 2) 2023** (the Bill). The Bill amended four existing Acts designed to support quality improvement and patient safety in public health facilities and improve the operation of health legislation in Queensland. The hearing, following soon after ACN's response was submitted, was attended by Karen Grace MACN who gave an extremely professional and well-prepared performance.



2023 Policy Fellows and 2024 Policy Leaders L to R, Sonia Martin MACN, Dr Nancy Zhang, Nicole Hibbert MACN, Emma Kelly, Dr Nilufeur McKay MACN, ACN Director of Policy and Advocacy Dr Carolyn Stapleton FACN, Simone Fitzgerald MACN, Siobhan Hooper MACN, Sheldon Omwamba MACN, Madeleine Secco MACN, and Louise Lommerse MACN

## EVENTS

### Parliamentary Friends Of Nursing

In June 2021 ACN launched the Parliamentary Friends of Nursing as a forum open to all parliamentarians to meet to discuss a range of issues facing the nursing profession and how the nursing profession can provide solutions to the issues facing Australia's health system.

The co-convenors of the group are Shadow Assistant Minister for Regional Health and Member for Mallee, Dr Anne Webster MP, Member for Indi, Dr Helen Haines MP, and Member for Dunkley, the late Peta Murphy MP.

The Parliamentary Friends of Nursing (PFON) event was held on Thursday 14 September 2023. The event, which was held at Parliament House in Canberra,

focused on the issue of violence against nurses and how to prevent it.

The speakers shared their insights and experiences on the prevalence, causes, and impacts of violence against nurses, as well as the strategies and policies needed to address it.

The event was well attended by parliamentarians from different parties, as well as representatives from various nursing organisations.

### Policy Summit: Our Youth, Our Future

ACN was proud to present the 7th Policy Summit 2024. The theme of this year's summit was Our Youth, Our Future. The event took place at Canberra's Convention Centre on Friday

15 March, and was attended by 68 people at the venue and by 34 virtually.

Vice President Professor Donna Waters FACN provided an excellent opening for the summit, sharing her passion for her work - giving those children and young people without a voice the opportunity to be heard. She said nurses play a crucial role in supporting children and young people.

The key speakers continued the theme. Dr Suzanne Packer AO challenged the audience, saying that recognising abused children needs us to be able to think like a child. She explained that for abused children to survive, they must learn to recognise adults' reactions and respond in a manner that will minimise harm, resulting in an effect she called frozen watchfulness.



Senator Jess Walsh



Dr Anne Webster MP



Dr Helen Haines MP



Attendees at the Parliamentary Friends of Nursing event



Senator Pocock's emphasis on climate change, children's vulnerability, and the goal of intergenerational equity broadened the discourse, highlighting nurses' role in lobbying for change. Professor Higgins presented the findings of the child maltreatment study, which were solidly grounded in evidence. He reminded the audience of nurses' significant role in keeping people safe, learning to identify vulnerabilities and reveal harms.

Throughout the summit, the overarching message was that nurses stand at the forefront of health care, equipped with the expertise to effect change. ACN's call to action urged delegates to drive professional transformation, emphasising nurses' significant influence on policy and practice.

The 2023 Policy Fellows graduation and the introduction of the 2024 Emerging

Policy Leaders underscored ACN's commitment to nurturing future nursing leaders. ACN's initiatives provide invaluable opportunities for professional growth and development, ensuring a robust pipeline of talent equipped to address evolving healthcare challenges.

The 2024 ACN Policy Summit stressed how vital the nurse's role is in championing the health and well-being of Australia's youth, a message repeated by the sessions delivered by faculty leaders and ACN members. The sessions covered a breadth of topics, including managing youth obesity, addressing the complexities of trauma-informed care, detecting and responding to children and young people at risk, nurses' role in improving access to mental health care, achieving socialised models of health care in Australia through nurse leadership; and the role of nursing during the first 2000 days.

Following the summit, members of ACN faculties will collaborate on projects that aim to shape a better future for Australia's youth. Outcomes will be delivered in a one-to-two-year time frame. By leveraging the insights gleaned from the summit, nurses are poised to drive tangible improvements in youth health outcomes, transcending disciplinary boundaries.



All the delegates at another successful Policy Summit



## AFFILIATE MEMBERSHIP PROGRAM

In 2023, we were pleased to have a large contingent of Affiliate Members attend our National Roadshows and Let's Talk Leadership events in Hobart, Perth, Melbourne, Brisbane and Canberra. We also connected with our Affiliates at the National Nursing Forum in Adelaide in August 2023. It is great to interact and hear from our Affiliates about the issues that resonate and affect our valued members. Their input makes a difference to the policy and advocacy work ACN contributes to the nursing profession. Areas of concern are highlighted and discussed as we work together to improve nursing.

As we expand our Affiliate network, the ACN Affiliate Team has grown to three staff members to give a high level of support to our nurses, led by Affiliate Manager Rhonda Halabi MACN. We are proud to advise 45 per cent of our Affiliates are Platinum Members, and as a benefit of Platinum Affiliate Membership, are entitled to a Nurse Development Leadership Day to be delivered annually.

In developing content for our Nurse Leadership Development Day, we have listened to our Affiliates' valuable feedback and are excited to share a new improved program for 2024. All content has been rewritten with the latest leadership concepts and theories. Our Platinum Affiliates have a choice of three program levels to select from, which will educate and develop key leadership skills in their staff. Core content is delivered over four hours and the Affiliate chooses two elective options from available offerings to complete the day, a total of six hours of learning. We understand that a face-to-face day may not be suitable for all organisations, as the logistics to gather 24 key members of staff for the day may not be possible. As an alternative, Platinum Affiliates can choose an online option. Up to 30 staff members may access The Leaders Mindset Series of modules, to engage in self-directed learning to improve leadership knowledge and capabilities.

Our ACN Nursing and Health Expo held in Melbourne in April 2024 was strongly attended by our Affiliates

and was a great success. A strong number of Affiliates engaged as key exhibitors and were interactive with more than 3600 new graduates and health professionals, exploring career opportunities and pathways for future success. We were delighted to have South West Healthcare as the prize winner for a half-price booth for the next expo capturing the title of the most engaged exhibitor – we love their enthusiasm.

We have increased the frequency of our Affiliate newsletter, delivering relevant monthly content to highlight the benefits of being an Affiliate and to ensure Affiliates are well informed of the latest events and opportunities. We also love to hear from our Affiliates. We now have a dedicated article each month in our newsletter to share how our Affiliates use their benefits to their advantage and make the most of the relationship with ACN.

Affiliates will strive to meet the expectations of the nursing profession and seek continuous ways of improvement to connect organisations with ACN. We look forward to a productive year ahead and aim to support all nursing endeavours.



Australian Catholic University



Austin Health (Platinum)





Winners at ACN Nursing and Health Expo winners- South West Healthcare



University of Newcastle representatives



Albury Wodonga Health (Platinum)



Australian Defense Force (Platinum) representatives



Deakin University (Silver)



La Trobe University (Bronze) booth



Alfred Health (Platinum)



Epworth HealthCare (Platinum)



## EVENTS



HYBRID EVENT



Australian  
College of  
Nursing

# THE NATIONAL NURSING FORUM

*Reflect, Replenish, Renew –  
A world of opportunities*

**9-11 AUGUST 2023**  
Adelaide Convention Centre

## NATIONAL NURSING FORUM

From 9-11 August 2023, we welcomed over 900 delegates from around the country to Adelaide for our biggest National Nursing Forum. During three jam-packed days of immersive learning, dynamic discussions and purposeful networking, we explored the theme 'Reflect, Replenish, Renew – A world of opportunities.'

A high-profile lineup of keynote speakers captivated our minds and hearts with thought-provoking and inspirational presentations.

In this year's oration speech, Associate Professor Denise Heinjus FACN reflected on the Forum's theme 'Reflect, Replenish, Renew – a world of opportunities', the history of nursing and the recent challenges our profession faced during the COVID-19 pandemic.

Another event highlight was the much-anticipated announcement of the 2023 winner of the prestigious Health Minister's Award for Nursing Trailblazers. The Hon. Mark Butler MP, Australian Minister for Health and Aged Care, addressed delegates via a video message and announced Lauren Barber MACN as the 2023 winner in recognition of her groundbreaking work as Founder and CEO of NeedleCalm.

The event featured numerous interactive elements, allowing delegates to participate in dynamic discussions and engage directly with high-calibre nurse leaders. During the Speed Leaders session, delegates gained unique access to 18 experienced nurse leaders, creating an environment where they absorbed knowledge and advice straight from the experts themselves. The Faculty sessions allowed delegates to learn more about ACN's Global Nursing Faculty, Military

Nursing Faculty and Next Generation Faculty and provide feedback on the group's strategic plans. The Board Q&A discussion opened a direct line, enabling delegates to present their burning questions to ACN's Board of Directors. And at the National Nursing Workforce Strategy Breakfast, delegates were front and centre discussing workforce challenges and groundbreaking solutions.

Unexpected surprises came from heartfelt video messages from Delta Goodrem and Dannii Minogue. During a special ACN address by Dr. Lesley Potter FACN, we were proud to officially launch her book *No Longer Silent: Voices of 21st Century Nurses*.

Amidst the intellectual stimulation, the event offered exciting opportunities for networking and camaraderie. The networking functions fostered connections between like-minded colleagues over drinks and canapés. The Gala Dinner was the social pinnacle of the event. Delegates dressed up for an evening of fine dining, a spectacular aerial entertainment show, and the chance to hit the dance floor with old and new friends.

With the conclusion of the event, the nursing community bid farewell to Emeritus Professor Christine Duffield FACN (DLF), outgoing ACN President, and extended a warm welcome to the incoming President, Adjunct Professor David Plunkett FACN.

As delegates departed Adelaide, they carried with them the excitement of next year's National Nursing Forum. The revelation of Cairns as the host city for the 2024 event created anticipation for the next must-attend nursing event themed 'Regenerate, Reinvigorate, Reclaim - Sustainable solutions for our future'.



Some of the next generation - from left to right, Caitlyn Moore MACN, Liam Jackson MACN, Andrea Jansen MACN, Lucy Osborne FACN and Aya Torbey MACN



Belynda Abbott FACN and Adjunct Professor Chris Raftery FACN



Speakers and delegates at the Speed Leader event



Australian College of Nursing

## NURSING & HEALTH EXPO MELBOURNE

### NURSING AND HEALTH EXPO

As in past years, the ACN Nursing and Health Expo proved the perfect place to connect with a range of organisations with a wealth of products and services on show.

In April 2024 the Melbourne Convention Centre buzzed with energy and enthusiasm as more than 3600 attendees from diverse backgrounds gathered for this year's landmark ACN Nursing and Health Expo, proudly sponsored by HESTA. This vibrant event was a beacon for nursing professionals, educators, and industry leaders, showcasing a broad spectrum of opportunities that catered to participants at every stage of their nursing careers.

Professor Leanne Boyd FACN, ACN's Interim CEO, kicked off the day with a seminar on CVs and Interview Skills,

blending her vast academic and clinical experience to guide attendees on crafting compelling CVs and mastering interviews.

While seminars were underway, the exhibition hall was also bustling with 94 diverse organisations participating – including healthcare providers, academic institutions, Ahpra, unions and associations, banks, superannuation providers, and nurse and midwife support organisations.

The feedback from the event was overwhelmingly positive, underscoring the comprehensive blend of practical advice, inspirational content, and dynamic networking opportunities. The event showcased career pathways as well as fostering a sense of community among nurses, reinforcing the supportive and collaborative nature of our profession.

### INTERNATIONAL NURSES DAY

Every year on 12 May, nurses come together across Australia to celebrate International Nurses Day.

In 2024, ACN sent out 780 kits for its annual National Nurses Breakfast. In addition, there were ACN Region events; tips on self-care; and opportunities to share random acts of kindness.

This was the perfect opportunity to applaud accomplishments, connect with colleagues, share time with friends and family and to reflect and rejuvenate.



Lakeview Private Hospital



Toowoomba Base Hospital



Charleville Hospital



Texas MPHS

# NATIONAL NURSING ROADSHOW

ACN's National Nursing Roadshow returned in 2023 with panelists of experts across Australia joining us to discuss *Nursing Workforce Sustainability and Wellness*.

Visiting Hobart, Melbourne, Perth, and Brisbane, it was a privilege to discuss current strategies, innovations and solutions for workforce sustainability as well as to connect with fellow nurses. ACN also reaffirmed its support for the Uluru Statement from the Heart and the YES campaign for the Voice to Parliament.

**Panelists:**

Adjunct Professor Anthony McGillion MACN

Adjunct Professor David Plunkett FACN

The Hon Mary-Anne Thomas MP

Professor Odette Best FACN

Mel Robinson MACN

Adjunct Associate Professor Lynore Geia MACN

Selwyn Button



Delegates at the Melbourne Roadshow



Delegates at the Hobart Roadshow



Delegates at the Roadshow in Perth



Delegates at the Brisbane Roadshow



## LEST WE FORGET

### The Last Post

On 2 August 2023, Lieutenant Barbara Frances Black was remembered at the Last Post Ceremony at the Australian War Memorial in Canberra.

Barbara was born in Sydney in 1946 and trained as a nurse in Melbourne. She enlisted in the Royal Australian Army Nursing Corps on 24 July 1967, at the age of 21. Initially assigned to Unit 3 Camp Hospital, in November she attended the Royal Australian Army Nursing Corps Officer Indoctrination Course at the Royal Australian Army Medical Corps Hospital in Melbourne.

In 1968, Barbara was detached to Headquarters on the Mornington Peninsula for four months in advance of her overseas posting. In early May of that year, she travelled to Saigon and then to Vung Tau to begin her tour of service at the 1st Australian Field Hospital during the Vietnam War. Patients were admitted with afflictions ranging from illness, snake and insect bites to enemy fire and landmine injuries. The hospital also occasionally treated members of the local Vietnamese population.



Barbara remained in Vung Tau at the 1st Australian Field Hospital for 16 months. Most Australian nurses left Vietnam before the end of their 12-month tour due to being posted elsewhere, so this long period of service was unusual. She left Vung Tau in September 1969

and was discharged in April 1970 after almost three years of service.

Of the 43 members of the Royal Australian Army Nursing Corps to serve in Vietnam, Barbara Black is the only one whose name is listed on the Roll of Honour.

### The Bangka Island Massacre

An annual Bangka Island massacre Memorial Service was held on Sunday 18 February 2024 at the Women's Memorial Playing Fields in Adelaide

ACN was represented by SA Region Communication Coordinator Julie Tansing MACN who laid a wreath, and member Alyson Smith MACN who actively supports the SA leadership team.

The service was attended by the SA Governor, her Excellency Honourable Frances Adamson AC, The SA Premier, Mr Peter Malinauskas, members of Parliament, representatives of the Armed Forces, various government departments,

local council, returned nurses, Service groups, medical service groups, local sporting groups, families of the Bangka Island massacre nurses, and other interested community members.

Members of the Armed Services were involved in conducting the service and catafalque ceremony, Dr Annette Summers AO RFD gave the address and Uncle Allen Edwards gave the Welcome to Country.

The memorial wall and the steel pillars naming all the Nurses on Radji Beach including the only survivor Lieutenant Colonel Vivian Bullwinkel are a fitting tribute to these amazing women.



Julie Tansing MACN at the memorial service



# FOUNDATION

*Strengthening Australian health care*

## THE BULLWINKEL PROJECT

### Witnessing an historic moment – the unveiling of the sculpture of Lieutenant Colonel Vivian Bullwinkel AO MBE ARRC ED FNM FRCNA

The sculpture of Lieutenant Colonel Vivian Bullwinkel AO MBE ARRC ED FNM FRCNA was unveiled on the grounds of the Australian War Memorial (AWM) on Wednesday 2 August 2023. The statue is the first of an individual nurse or woman. The Dedication Ceremony included speeches from the Governor-General of the Commonwealth of Australia His Excellency General the Honourable David Hurley AC DSC (Retd), Chair of Council AWM, The Honourable Kim Beazley AC, ACN former President Emeritus Professor Christine Duffield FACN (DLF) and John Bullwinkel, nephew of Lieutenant Colonel Vivian Bullwinkel.

This sculpture will stand as a constant reminder of Lieutenant Colonel Bullwinkel's exceptional military service and importance to the story of Australian nursing.

A collaborative project with ACN and the AWM, the sculpture recognises not only Lieutenant Colonel Bullwinkel, but all Australian nurses who have lost their lives, survived atrocities, or made sacrifices while serving their country.

This is a powerful and long-lasting symbol of the selfless service of nurses whether in war or civilian life, one which generations to come will see at the Australian War Memorial.

Dr Charles Robb, a Brisbane-based artist, was chosen to create the work through an invitation design submission. Robb's work tells more than just Bullwinkel's personal story but has captured the challenges and accomplishments of all Australian nurses.

The sculpture includes 22 inlaid stainless-steel discs reflecting the 22 victims of the Bangka Island massacre. The discs are arranged at the base of the sculpture as a reflection of the stars that would have been visible in the night sky on 16 February 1942.

AWM Director, Matt Anderson said: "We are deeply grateful for the opportunity to commemorate Lieutenant Colonel Vivian Bullwinkel."

"Vivian's name should be renowned in every Australian household, as should the story of her inspirational life as a

courageous leader, a proud nurse and the first woman to serve on the Council of the Australian War Memorial."

Together with the unveiling, the announcement of 22 new scholarships was made. The applications for these scholarships will open in September 2023. The scholarships will be in the names of the 21 nurses who were massacred beside Vivian on that grave day on Radji Beach in 1942, with another dedicated to Vivian, the sole survivor. Vivian dedicated her life to ensuring the nurses would not be forgotten, and the ACN Foundation intends to carry on her work and legacy.



Statue of Lt Col Vivian Bullwinkel



## The Bullwinkel Scholars Program

On 16 February 2024, on the occasion of the 82nd anniversary of the sinking of the *SSVyrer Brooke* and the massacre of 21 nurses on Bangka Island, the ACN Foundation honoured the memory of Lieutenant Colonel Vivian Bullwinkel and her dedicated wartime nursing colleagues by visiting the Lieutenant Colonel Vivian Bullwinkel memorial statue at the Australian War Memorial before a special ceremony at Duntroon House. Special guests and dignitaries who paid their respects and addressed the guests included Chief of The Defence Force General Angus Campbell AO DSC, Assistant Minister for Health and Aged Care the Hon. Ged Kearney MP, Founder and Executive Chairman Aspen Medical, Glenn Keys AO, nephew of Lieutenant Colonel Vivian Bullwinkel, John Bullwinkel, ACN and ACN Foundation President Adjunct Professor David Plunkett FACN. The ceremony was also to announce the inaugural Bullwinkel Scholars to emerging Australian nurse leaders.

These scholarships foster the growth of future nursing leaders who will continue to uphold the values of service, sacrifice, and devotion to people in need of care. The 22 scholarships carry the names of the 21 nurses who died and the sole survivor, Lieutenant Colonel Vivian Bullwinkel, whose statue now stands in tribute at the Australian War Memorial.

## ACN Institute of Leadership Program Scholar Recipients:

SCHOLARSHIP RECIPIENT	IN HONOUR OF
Tracey Pattie MACN	Matron Irene Melville Drummond FACN
Louise Cook MACN	Sister Kathleen Margaret Neuss FACN
Dr Giuliana Murfet MACN	Sister Dorothy Gwendoline 'Buddy' Elmes FACN
Corey Sclater MACN	Sister Joyce Ada Bridge FACN
Flight Lieutenant Emma Hunter	Sister Minnie Ivy Hodgson FACN
Lieutenant Claire Knight MACN	Sister Laura Florence Fairweather FACN
Captain Amanda Plant	Sister Florence 'Flo' Rebecca Casson FACN
Kimberly Carter	Sister Florence Aubin Salmon FACN
Rachel Fishlock	Sister Mary Elizabeth 'Beth' Cuthbertson FACN
Leisa Jackson	Sister Ellen Nell Louisa Keats FACN
Nicole Jorgensen	Sister Esther Sara Jean Stewart FACN
Jessica McEvoy	Sister Nancy Harris FACN
Sally O'Callaghan MACN	Sister Clarise Halligan FACN
Amy Cowan MACN	Sister Janet 'Jenny' Kerr FACN
Stephanie Rackemann MACN	Sister Bessie Wilmont FACN
Dr Sarah Smith,MACN	Sister Mona Margaret Anderson Tait FACN
Sarah Steele	Sister Elaine Balfour Ogilvy FACN
Adele Feist	Sister Rosetta Joan Wight FACN
Johanna Talman MACN	Sister Mary Eleanor Ellie McGlade FACN
Helen Roberts-Thompson	Sister Alma May Beard FACN
Olivia Walker	Sister Peggy Everett Farmaner FACN

## ACN Lieutenant Colonel Vivian Bullwinkel Study Travel Scholarship Recipient Melanie Robinson MACN



Scholarship recipients

## THE ACN FOUNDATION STUDY TOUR SCHOLARSHIPS

ACN Foundation provides scholarships for Australian nurses to enhance their learning and professional experience.

The ACN Foundation Study Tour Scholarship is exclusively offered to Fellows and Members of ACN.

In October 2023, the ACN took participants to Vietnam to experience a different culture and healthcare system.

Our tour enabled scholars to gain a deeper understanding of healthcare practices in local hospitals and clinics in Vietnam. The scholars also were given an opportunity to immerse themselves in the rich and diverse culture of Vietnam, exploring historical sites and sampling Vietnamese cuisine.



Life in Hoiyan

### The 2023 scholarship recipients

Dr Carey Mather MACN

Judy Hitchcock MACN

Dr Jennifer Weller-Newton FACN

Tracey Pattie MACN

Lisa Russ MACN

David Carpenter MACN

Anthony Dolan MACN

Professor Kathleen Tori MACN

### Some tour highlights

- Meeting nurses at the Private Vinmec International General Hospital.
- Visiting Bach Mai Hospital, built by the French in 1911 and now one of the country's leading teaching hospitals.
- Learning about the work of the team of volunteers and nurses at the Kim Long Charity clinic which provides free health care to rural populations.
- Visiting the Traditional Vietnamese Medicine Hospital in Ho Chi Minh City.
- Taking a trip on the Perfume River in Hue to visit the Thien Mu Pagoda.
- A walking tour of the old city of Hoi An with its ancestral homes, traditional acupuncturists, tailors' emporiums and lantern and lacquerware stores.
- Visiting the One Pillar Pagoda and Temple of Literature.

## SCHOLARSHIPS, AWARDS AND GRANTS

### Legacy, Philanthropic and Individually Sponsored Scholarships

The ACN Foundation is dedicated to helping nurses be the best they can be by providing access to scholarships, grants and awards. We are proud to provide a range of nursing scholarships kindly supported by philanthropic individuals, businesses and the ACN Foundation. The ACN Foundation also provides scholarships, grants and awards to support nurses in completing continuing professional development, postgraduate study, and research.

The ACN Foundation would like to congratulate the following scholarship, grants awards recipients.

#### Eric Murray Achiever Award

Joanna Ria Jaucian

#### Annie M Sage Memorial Scholarship

Alysia Coventry MACN

#### College Consortium Research Grant

Shannon Sheehan MACN

#### Majorie Shuman Rural Nurse Scholarship sponsored by the David and Jennie Sutherland Foundation

Annie Stephenson

#### Laura Saunderson Aged Care Nursing Scholarship

Lanji Wang and Nina Gresunes

#### Patricia Slater Award

Olga Novak MACN





2023 ACN Foundation Scholarships

Name	Detail/eligibility criteria	Value
<b>The College Consortium Fund</b>	The research grant is available to registered nurses and midwives to conduct a research project that aims to improve access, equity, quality and outcomes in health care. Applications from research collectives and multidisciplinary groups are encouraged. The principal Investigator and at least one co-investigator must each have been a Fellow or Member of ACN and have been one for at least the past three years.	Up to \$30,000
<b>The Sul Stuart-Fraser Scholarship</b>	This scholarship that is open to ACN members who are registered nurses wishing to undertake postgraduate studies in perioperative nursing. Awarded annually for enrolment in ACN's Graduate Certificate in Perioperative Nursing. Must be an ACN Fellow or Member and has been for at least the past three years or more.	\$8,750
<b>Annie M Sage Memorial Scholarship</b>	This scholarship is for postgraduate research studies in nursing at an Australian university. Must be an ACN Fellow or Member and has been for at least the past three years or more.	\$10,000
<b>Florence Nightingale Memorial Scholarship</b>	This scholarship is for Doctoral or postdoctoral nursing studies at an Australian higher education institution. The applicant must be an ACN Fellow or Member and has been for at least the past three years or more.	\$10,000
<b>New South Wales Nurses Research Grant</b>	Postgraduate studies in clinical nursing at an Australian university, and only for nurses practicing in NSW. Must be an ACN Fellow or Member and has been for at least the past three years or more.	\$10,000
<b>Sister Margaret Y Winning Nursing Scholarship</b>	Postgraduate nursing studies at Queensland University of Technology only. Must be an ACN Fellow or Member and has been for at least the past three years or more.	\$10,000
<b>Bequest Fund for Research</b>	Postgraduate research studies in nursing at an Australian university and only for nurses practicing in Victoria. Must be an ACN Fellow or Member and has been for at least the past three years or more.	\$10,000
<b>Myrtle Ivy Quicke Memorial Grant</b>	Doctoral or postdoctoral studies in nursing at an Australian university. Must be an ACN Fellow or Member and has been for at least the past three years or more.	\$10,000
<b>ACN Research Grant</b>	Doctoral or postdoctoral or research studies at an Australian university, hospital or health care facility affiliated with a university. Must be an ACN Fellow or Member and has been for at least the past three years or more.	\$10,000
<b>Joyce Wickham Memorial Grant</b>	Doctoral studies in nursing at an Australian University. Must be an ACN Fellow or Member and has been for at least the past three years or more.	\$5,000
<b>Centaur Nurses Memorial Education Trust</b>	Postgraduate research studies in nursing at an Australian University and only for registered nurses practicing in Victoria. Must be an ACN Fellow or Member and has been for at least the past three years or more.	\$5,000
<b>ACN Scholarship Grant</b>	Postgraduate or honours nursing studies at an Australian higher education institution. Must be an ACN Fellow or Member and has been for at least the past three years or more.	\$5,000
<b>Patricia Slater Award</b>	This award is given out each year to a registered nurse who is a member of ACN and within the first three years of graduating from an undergraduate nursing course. The prize is registration, travel and accommodation to attend the ACN National Nurses Forum.	Cost variable
<b>Laura Saunderson Fund</b>	Funding for continuing education for nurses working in aged care within Western Australia – this is open to non-members also.	\$4,000 in total



Name	Detail/eligibility criteria	Value
<b>Eric Murray Quiet Achiever Award</b>	An award for ACN students. The recipient will receive a cash award of \$1,500 to assist with continuing professional development or community work that is judged beneficial to the nursing profession and public. Must be enrolled in an eligible ACN Graduate Certificate course.	\$1,500
<b>Ivanka Sucher Humanitarian Scholarship</b>	Awarded to a registered Nurse who has entered Australia as a refugee or immigrant and is undertaking postgraduate study in nursing. Available to members and non-members.	\$4,000
<b>ACNF Study Tour Scholarship</b>	Awarded to fellows and members of ACN who have been members for at least past three years or more to attend a Jon Baines Nursing Study Tour.	4 x \$5,000
<b>Bupa – Rural Nurse Scholarship</b>	Six scholarships for rural registered nurses who are Mid-Career Nurse Leaders to complete a six-month ACN Mid-Career Nurse Leadership Program. In recognition of Sister Nancy Harris and Sister Mary Eleanor McGlade.	6 x \$8500
<b>Its Time Nurses Scholarship Fund</b>	Offered to support continuing professional education in the areas of clinical practice, nurse education, research, leadership and management to assist nurses and midwives to work to expand their scope of practice. Up to a maximum of \$1,500 each.	\$15,000 was available
<b>Esther Sarah Jean (Stewie) Stewart Scholarship – sponsored by SERCO</b>	Offered to support a rural or remote mental health nurse studying postgraduate study.	\$2,500
<b>Matron Irene (Melville) Drummond Scholarship – sponsored by SERCO</b>	Offered to support a mental health and/or Military nurse studying postgraduate study.	\$2,500
<b>Marjorie Schuman Rural Nurse Scholarship – donated by David and Jennie Sutherland Foundation</b>	The person must have full registration to complete the Mid-Career Nurse Leadership Program in 2023, available to a registered nurse currently employed in a rural and remote area of Australia.	\$5,000
<b>Annie M Shepherd in the Community Scholarship – sponsored by Regal Health</b>	Full registration to complete the Mid-Career Nurse Leadership Program in 2023, available to a registered community nurse currently employed in a community setting.	\$5,000
<b>Graduate Certificate Nursing Scholarship – sponsored by Johnson &amp; Johnson Family of Companies</b>	There are 20 scholarships awarded to undertake one of ACN's eligible Graduate Certificate courses. Five scholarships are available to First Nations nurses, five are available to nurses working in rural and remote areas of Australia, and 10 scholarships are available for all candidates in the specified fields of study.	20 x \$15,000 each
<b>Graduate Certificate Scholarship for First Nations Nurses – sponsored by HESTA</b>	Two scholarships are available for First Nations nurses to complete an ACN Graduate Certificate course of their choice.	2 x \$10,500 each
<b>Nursing Unit Manager Leadership Program Scholarship</b>	Twenty three scholarships for the Inaugural Nursing Unit Manager Leadership Program (NUMLP). Each scholarship is valued at \$5,500.	23 x \$5,500 each
<b>Mid-Career Nurse Leadership Scholarship</b>	There are four scholarships for Mid-Career Nurse Leaders to complete a six-month Mid-Career Nurse Leadership Program (MCNLP).	4 x \$10,000 each
<b>Nurse Executive Leadership Scholarship</b>	These are scholarships for Nurses in leadership roles to complete a six-month Nurse Executive Leadership Program (NELP).	

## PUBLICATIONS

ACN's publications provide the health and nursing community with updates on the industry, science and policy topics that matter the most as well as opinion and editorial from our membership.



### The Hive

Our quarterly publication *The Hive* shares research outcomes, educational developments, and personal stories, highlighting the breadth of the nursing profession's expertise, knowledge, and experience.

The year 2023-24 started with our Winter 2023 edition. Policy and leadership were front and centre in this edition. This was a great tie-in with our editorial feature on the pioneers of rural and remote nursing. In policy we celebrated a world-first with the launch of a National Rural and Remote Nursing Generalist Framework that aims to upgrade the quality of care for people living in rural and remote parts of Australia. Under leadership we discussed finessing leadership with Carmen Morgan FACN; one of our members reflected on the benefits of ACN's Nurse Director Leadership Program (formerly the Mid-Career Nurse Leadership Program) and we began a three-part series hearing from the progress of our Emerging Nurse Leaders. Editorial features included articles on child protection awareness, dealing with conflict in the workplace and the reach of our members globally.

Our Spring 2023 edition showcased the unveiling of the statue of Lieutenant Colonel Vivian Bullwinkel in the grounds of the Australian War Memorial. This statue honours not only Lieutenant Colonel Vivian Bullwinkel but the 21 nurses who were killed in the Bangka Island massacre in February 1942. Thanks to the efforts of the ACN Foundation we are now able to honour all 22 of the nurses from Radji Beach with scholarships in their names.

This was also a time to reflect on another hugely successful National Nursing Forum in Adelaide which gave insight into all the research and innovation in the nursing profession while celebrating the investiture of new Fellows and Distinguished Life Fellows.

We are working more and more closely with our Affiliate members and one of our articles from the Foundation for Alcohol Research and Education looked into the importance of supporting women to have alcohol-pregnancies.

In the Summer 2023-24 edition of *The Hive* we sat down with outgoing ACN President, Emeritus Professor Christine Duffield FACN (DLF) to talk about where it all started for her nursing career, her achievements and the future of nursing and ACN.





We work closely with the ACN Foundation and this is reflected in its increased presence in The Hive. Recipients of the ACN Study Tour scholarships shared their amazing experiences in Vietnam; while we also looked at how the Foundation is paving the way for a brighter future in nursing research and policy leadership with the ground-breaking Emerging Research Leader and Emerging Policy Leader Programs.

Professional development, education and leadership were again on show with articles on niche roles for registered nurses; the pros and cons of AI; and he Let's Talk Leadership event in Melbourne.

*The Hive* has also been further seeking to engage with ACN's faculties and featured a piece by the Disaster Health Faculty; an introduction to the new Clinical Research Nurses Faculty; and a look back at the work of outgoing faculty chairs.

In this edition we also introduced a new feature – Health and Wellbeing – where members can share tips on self-care and even favourite recipes. We have also expanded our Novel Thoughts book review section working with publishers to get review copies out to our members and so far we've had an enthusiastic response.

We started 2024 by giving *The Hive* a fresh new look with a new cover and internal design. *The Hive* continues to increase its focus on policy, representation, the work of the Faculties and Regions, our partnerships with our member Affiliates and collaboration with the ACN Foundation.

We welcomed the incoming ACN President, Adjunct Professor David Plunkett FACN as we sat down in conversation with him to learn about his professional background, overcoming challenges and hopes for the future.

This year also sees us celebrating 75 years of nursing leadership with a series of articles on the changes we have seen in the nursing profession beginning with *Nursing Then and Now: Moving Nursing Education Forward*.

*The Hive* is finding more and more members and seeking out new members via social media. We're more visible than ever.

We continue to look into innovative ways to share our members' stories, research and achievements.

## Collegian

ACN publishes the academic journal *Collegian: The Australian Journal of Nursing Practice and Research*. This peer-reviewed journal publishes research articles on nursing practice, policy and professional issues.

We would also like to acknowledge our ACN Fellows and Members who are part of the Editorial Board and the International Advisory Board of *Collegian* for contributing their valuable time and expertise to the journal.

### Editor-in-Chief

Professor Lisa Whitehead FACN

### Editors

Dr Bev Copnell MACN

Dr Clint Douglas FACN

Dr Melanie Murray MACN

Dr Allison Roderick MACN

Dr Michael Roache MACN

Dr Diana Jefferies MACN

Dr Farida Saghafi MACN

Dr Rebecca Jedwab FACN

Karen Taylor MACN

Dr Eric Lim MACN



Professor Lisa Whitehead FACN  
Editor-in-Chief  
for Collegian



# National Nursing Archives of Australia.

## ACN National Nursing Archives

2024 saw the launch of the National Nursing Archives of Australia (NNAA). The inception of modern nursing in Australia came in 1868 when Florence Nightingale sent out Lucy Osburn in response to an appeal by Henry Parkes for trained nurses. Since then, there have been countless stories of dedication, compassion, and resilience. The NNAA was founded to illuminate these stories and ensure they are never forgotten.

There are currently three collections that ACN looks after.

ACN established and housed Archives in 2012 in Canberra. The Royal College of Nursing Australia (RCNA) collection, known as the Helen Hamilton Archives, is also housed in Canberra. This collection includes material from RCNA and its predecessor. The College of Nursing Collection (TCoN) was formally established

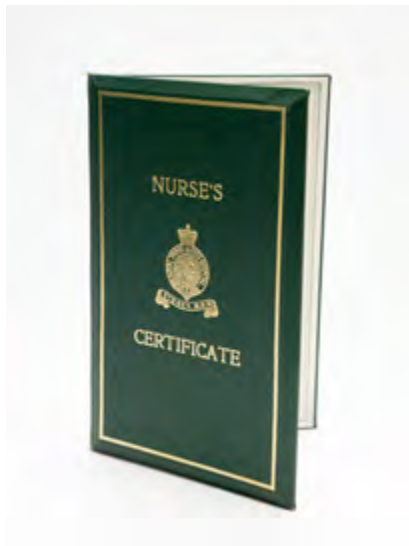
in 1989 and is housed in both Canberra and Parramatta. The original intent was to maintain a record of this college and include donated personal collections consisting of individual, organisational, and institutional items. It is called the Judith A. Cornell AM Archives.

Australia's nursing history is an embodiment of dedication, perseverance, and compassion. As the curators of this esteemed legacy, NNAA is committed to creating a sustainable sanctuary for these invaluable tales and artefacts. By cherishing and amplifying these stories, we ensure they remain an indelible part of our national consciousness.

NNAA's mission is to preserve artefacts, stories and memories; to educate and provide an accessible platform for educators, students, professionals and history enthusiasts; and to engage and foster a sense of community among present and future generations of nurses.







## ACKNOWLEDGEMENTS

We extend our heartfelt thanks to all our sponsors over the past twelve months. Your generous support has been instrumental in enriching the lives of nurses across Australia. Through your sponsorship, we have been able to host numerous events and activities that provide essential education, leadership opportunities, and support for nurses' health and wellbeing.

Your commitment has enabled us to continue offering valuable resources and programs that empower nurses to excel in their careers and enhance their professional skills. We are deeply grateful for your ongoing partnership and dedication to the nursing community. Together, we are making a significant impact on the future of nursing in Australia.



Australian Government  
Department of Health and Aged Care



Australian Government  
Defence



LUCAS'  
PAPA W  
OINTMENT





## Directors' report

Your Directors submit their report on Australian College of Nursing Ltd (the "Company") and the entities it controlled (collectively referred to as the "Group") for the year ended 30 June 2024.

### Directors

The names, qualifications, experience and special responsibilities of the Directors in office at any time during, or since the end of the financial year are:

Names	Qualifications	Experience and special responsibilities
Adjunct Professor David Plunkett (President)	RN, Peri-Op Cert, MBA, FACN, GAICD	Elected Director ACN President (from 11 August 2023) ACN Vice President (5 December 2022 to 11 August 2023) Finance, Audit, Risk & Investment Committee, Member Nominations and Selection Committee, Member Remuneration Committee, Chairperson
Professor Donna Waters (Vice President)	BA(Macq), MPH (USYD), PhD (USYD), FACN	Elected Director ACN Vice President (from 11 August 2023) Academic Council, Deputy Chairperson Governance & Scholarship Committee, Chairperson Nominations and Selection Committee, Member Remuneration Committee, Member
Professor Christine Duffield	RN, BScN, MHP, FAICD, FAAN, FACN(DLF), PhD	Elected Director (until 11 December 2023) ACN President (until 11 August 2023) Finance, Audit, Risk & Investment Committee, Member Nominations and Selection Committee, Member
Mrs Carmen Morgan	RN, BN, MHSM, Grad Cert Emergency Nsg, Infection Control Cert, Grad ICN Global NLP, FACN(DLF), GAICD, Wharton, Nurse Leader	Elected Director (until 11 December 2023) Finance, Audit, Risk & Investment Committee, Member Governance & Scholarship Committee, Member
Mrs Heather Keighley	MIHM, FACN, AFACHSM, CHM	Elected Director Academic Council, Member
Adjunct Professor Chris Raftery	RN, NP, BNur, MEmergN, MBA(HSM), MNSc(NP), PhD©, FACN	Elected Director Governance & Scholarship Committee, Member
Professor Georgina Willetts	RN, RM, Ortho Cert, BHSc(Nursing), Grad Cert Mgt, Grad Dip Nursing, MEd, DEd, CMgr, FIML, FACN	Elected Director (Reappointed: 16 February 2024) Academic Council, Chairperson
Mr Michael Ryan (Independent Director)	B.Com, LLB, LLM	Independent Director Finance, Audit, Risk and Investment Committee, Member Nominations and Selection Committee, Member
Mr Ross Lewin (Independent Director)	B. Com. CA. F. Fin	Independent Director Finance, Audit, Risk & Investment Committee, Chairperson Nominations and Selection Committee, Member Remuneration Committee, Member

## Directors' report

### Directors (continued)

Names	Qualifications	Experience and special responsibilities
Ms. Kath Stein	RN, GAICD, FACN	Elected Director (Appointed: 16 February 2024) Governance & Scholarship Committee, Member
Adjunct Professor Sue Hawes	Bach Health Science (Nursing), Executive Masters of Business Administration	Elected Director (Appointed: 16 February 2024) Finance, Audit, Risk and Investment Committee, Member

### Operating results for the year

For the year ended 30 June 2024, the Group generated total revenue of \$17,369,654 (2023: \$22,903,591) and produced a deficit of \$4,131,093 (2023: surplus of \$423,386).

### Significant changes in the state of affairs

During the year, the Group underwent notable leadership changes. The Group appointed a new President and Deputy President. The Board of Directors experienced shifts as well, with two members departing and two new members being elected, alongside the re-election of one member.

During the financial year, several people reported under the Whistleblower protections regarding the internal operations of the College. As soon as the Board became aware of allegations of financial irregularities it commenced an investigation by independent third party legal and financial experts. Following the completion of the independent investigations, three key management personnel were dismissed including the Chief Executive Officer, Chief Operating Officer, and a National Director.

The Board has appointed a new Chief Executive Officer and Chief Financial Officer.

There were no other significant changes in the state of affairs of the Group during the year.

### Significant events after the reporting period

There were no significant events occurring after the reporting period which may affect either the Group's operations or results of those operations or the Group's state of affairs.

### Likely developments and expected results

The Group will continue to meet its contractual commitments in the ensuing financial year.

### Directors' benefits

During the financial year, no Director of the Company has received or become entitled to receive any benefit by reason of a contract made by the Parent entity or a related corporation with the Director or a firm of which the Director is a member, or with a company in which the Director has substantial interest.

### Members' guarantee

In accordance with the Constitution, every member of the Company undertakes to contribute an amount limited to \$20 (2023: \$20) per member in the event of the winding up of the Company during the time he/she is a member, or within one year thereafter.



## Directors' report

### Directors' meetings

Director	Board meetings	
	Eligible	Attended
Christine Duffield	3	2
Carmen Morgan	3	3
Ross Lewin	6	6
David Plunkett	6	5
Georgina Willetts	6	5
Michael Ryan	6	6
Donna Waters	6	6
Heather Keighley	6	5
Chris Rafferty	6	6
Sue Hawes	3	3
Kath Stein	3	3

### Indemnification of Directors

During or since the financial year, the Company has paid premiums in respect of a contract insuring all the Directors of Australian College of Nursing against legal costs incurred in defending proceedings for conduct other than:

1. A wilful breach of duty
2. A contravention of sections 182 or 183 of the *Corporations Act 2001*, as permitted by section 199B of the *Corporations Act 2001*

The total amount of insurance contract premiums paid was \$12,046 excluding GST (2023: \$11,472).

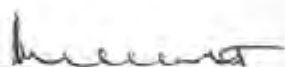
### Indemnification of auditor

To the extent permitted by law, the Company has agreed to indemnify its auditor, Ernst & Young (Australia), as part of the terms of its audit engagement agreement against claims by third parties arising from the audit (for an unspecified amount). No payment has been made to indemnify Ernst & Young (Australia) during or since the financial year.

### Auditor's independence

The Director received an independence declaration from the auditor of Australian College of Nursing Ltd. A copy has been included on page 4 of the report.

Signed in accordance with a resolution of the Directors.



David Plunkett FACS  
ACN President  
2 December 2024



**Building a better  
working world**

Ernst & Young  
200 George Street  
Sydney NSW 2000 Australia  
GPO Box 2646 Sydney NSW 2001

Tel: +61 2 9248 5555  
Fax: +61 2 9248 5959  
ey.com/au

## Auditor's independence declaration to the directors of Australian College of Nursing Ltd

In relation to our audit of the financial report of Australian College of Nursing Ltd and the entities it controlled for the financial year ended 30 June 2024, and in accordance with the requirements of Subdivision 60-C of the Australian Charities and Not-for-profits Commission Act 2012, to the best of my knowledge and belief, there have been:

- a. No contraventions of the auditor independence requirements of any applicable code of professional conduct; and
- b. No non-audit services provided that contravene any applicable code of professional conduct.

A handwritten signature in black ink that reads 'Ernst &amp; Young'.

Ernst & Young

A handwritten signature in black ink that reads 'Anton Ivanyi'.

Anton Ivanyi  
Partner  
2 December 2024





Ernst & Young  
200 George Street  
Sydney NSW 2000 Australia  
GPO Box 2646 Sydney NSW 2001

Tel: +61 2 9248 5555  
Fax: +61 2 9248 5959  
ey.com/au

## Independent auditor's report to the members of Australian College of Nursing Ltd

### Opinion

We have audited the financial report of Australian College of Nursing Ltd (the Company) and its subsidiaries (collectively the Group), which comprises the consolidated statement of financial position as at 30 June 2024, the consolidated statement of comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, notes to the financial statements, including a summary of significant accounting policies and the directors' declaration.

In our opinion, the accompanying financial report of the Group is in accordance with the Public Ancillary Fund Guidelines 2022 contained within the Tax Administration Act 1953 (the Guidelines) and the Australian Charities and Not-for-profits Commission Act 2012, including:

- a. Giving a true and fair view of the consolidated financial position of the Group as at 30 June 2024 and of its consolidated financial performance for the year ended on that date; and
- b. Complying with Australian Accounting Standards and the Simplified Disclosures and the Australian Charities and Not-for-profits Commission Regulations 2022.

### Basis for opinion

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

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

### Information other than the financial report and auditor's report thereon

The directors are responsible for the other information. The other information is the directors' report accompanying the financial report.

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

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

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



### Responsibilities of the directors for the financial report

The directors of the Company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards – Simplified Disclosures and the Australian Charities and Not-for-profits Commission Act 2012 and for such internal control as the directors determine is necessary to enable the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error.

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

### Auditor's responsibilities for the audit of the financial report

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

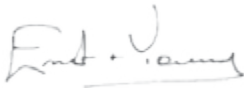
As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- ▶ Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- ▶ Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- ▶ Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- ▶ Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- ▶ Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.



- ▶ Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Group audit. We remain solely responsible for our audit opinion.

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



Ernst & Young



Anton Ivanyi  
Partner  
Sydney  
2 December 2024

**Consolidated statement of profit or loss and other comprehensive income**  
For the year ended 30 June 2024

	<b>Notes</b>	<b>2024</b>	<b>2023</b>
		\$	\$
<b>Revenue</b>			
Revenue from contracts with customers	4.a	16,920,357	19,966,065
Other income	4.b	90,901	1,090,395
Finance income	4.c	343,262	357,485
Trust funds - donation		15,134	1,489,646
<b>Total revenue</b>		<b>17,369,654</b>	<b>22,903,591</b>
<b>Expenses</b>			
Depreciation and amortisation expense	4.d	(671,575)	(658,380)
Employee benefits expense	4.e	(11,873,770)	(11,286,978)
Administrative expenses		(7,256,116)	(8,767,619)
External service providers		(656,177)	(835,463)
Trust funds - expense	17	(1,020,487)	(899,345)
Finance costs	4.f	(22,622)	(32,420)
<b>Total expenses</b>		<b>(21,500,747)</b>	<b>(22,480,205)</b>
<b>(Deficit)/surplus before tax</b>		<b>(4,131,093)</b>	<b>423,386</b>
Income tax expense		-	-
<b>(Deficit)/surplus after tax</b>		<b>(4,131,093)</b>	<b>423,386</b>
<b>Other comprehensive income</b>			
<b>Other comprehensive loss to be reclassified to profit or loss in subsequent periods:</b>			
Net loss on debt instruments at fair value through other comprehensive income		(1,095,473)	(126,791)
<b>Net other comprehensive loss to be reclassified to profit or loss in subsequent periods</b>		<b>(1,095,473)</b>	<b>(126,791)</b>
<b>Other comprehensive income that will not be reclassified to profit or loss in subsequent periods:</b>			
Net gain on equity instruments at fair value through other comprehensive income		3,463,054	644,616
<b>Net other comprehensive income that will not be reclassified to profit or loss in subsequent periods</b>		<b>3,463,054</b>	<b>644,616</b>
<b>Other comprehensive income for the year</b>		<b>2,367,581</b>	<b>517,825</b>
<b>Total comprehensive (loss)/income for the year</b>		<b>(1,763,512)</b>	<b>941,211</b>

*The above consolidated statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes.*

## Consolidated statement of financial position

As at 30 June 2024

	Notes	2024 \$	2023 \$
<b>Assets</b>			
<b>Current assets</b>			
Cash	5	2,941,038	5,853,391
Trade receivables	6	287,872	609,601
Contract assets		137,002	-
Other assets	7	1,524,407	1,530,785
<b>Total current assets</b>		<b>4,890,319</b>	<b>7,993,777</b>
<b>Non-current assets</b>			
Plant and equipment	8	315,542	372,801
Right-of-use assets	9	3,492,949	3,942,069
Intangible assets	10	263,756	258,412
Financial assets	11	37,211,343	37,639,776
<b>Total non-current assets</b>		<b>41,283,590</b>	<b>42,213,058</b>
<b>Total assets</b>		<b>46,173,909</b>	<b>50,206,835</b>
<b>Liabilities and funds</b>			
<b>Current liabilities</b>			
Trade and other payables	12	2,299,099	2,486,563
Employee benefit liabilities	14	1,392,057	1,379,561
Deferred revenue		4,810,618	6,482,285
Lease liabilities	9	423,943	427,317
<b>Total current liabilities</b>		<b>8,925,717</b>	<b>10,775,726</b>
<b>Non-current liabilities</b>			
Provisions	13	250,000	250,000
Employee benefit liabilities	14	220,946	216,407
Lease liabilities	9	48,051	471,995
<b>Total non-current liabilities</b>		<b>518,997</b>	<b>938,402</b>
<b>Total liabilities</b>		<b>9,444,714</b>	<b>11,714,128</b>
<b>Funds</b>			
General fund		20,467,140	24,004,660
Reserves	15	128,661	(2,238,920)
Restricted fund		16,133,394	16,726,967
<b>Total funds</b>		<b>36,729,195</b>	<b>38,492,707</b>
<b>Total liabilities and funds</b>		<b>46,173,909</b>	<b>50,206,835</b>

The above consolidated statement of financial position should be read in conjunction with the accompanying notes.



## Consolidated statement of changes in funds

For the year ended 30 June 2024

	General fund	Fair value reserve of financial assets at fair value through other comprehensive income (FVOCI)	Restricted fund	Total funds
	\$	\$	\$	\$
At 1 July 2023	24,004,660	(2,238,920)	16,726,967	38,492,707
Deficit for the year	(3,537,520)	-	(593,573)	(4,131,093)
Other comprehensive income	-	2,367,581	-	2,367,581
<b>Total comprehensive (loss)/income for the year</b>	<b>(3,537,520)</b>	<b>2,367,581</b>	<b>(593,573)</b>	<b>(1,763,512)</b>
<b>At 30 June 2024</b>	<b>20,467,140</b>	<b>128,661</b>	<b>16,133,394</b>	<b>36,729,195</b>
At 1 July 2022	24,712,786	(2,756,745)	15,595,455	37,551,496
(Deficit)/surplus for the year	(708,126)	-	1,131,512	423,386
Other comprehensive income	-	517,825	-	517,825
<b>Total comprehensive (loss)/income for the year</b>	<b>(708,126)</b>	<b>517,825</b>	<b>1,131,512</b>	<b>941,211</b>
<b>At 30 June 2023</b>	<b>24,004,660</b>	<b>(2,238,920)</b>	<b>16,726,967</b>	<b>38,492,707</b>

*The above consolidated statement of changes in funds should be read in conjunction with the accompanying notes.*

## Consolidated statement of cash flows

For the year ended 30 June 2024

	Notes	2024 \$	2023 \$
<b>Operating activities</b>			
Receipts from customers		17,171,061	24,234,940
Payments to suppliers and employees		(22,662,637)	(24,334,189)
Interest received		343,262	357,485
Finance cost	4.f	(22,622)	(32,420)
Dividends received		854,753	1,042,583
<b>Net cash flows (used in)/from operating activities</b>		<b>(4,316,183)</b>	<b>1,268,399</b>
<b>Investing activities</b>			
Net proceeds from/(purchase of) financial assets		2,001,688	(1,081,151)
Purchase of plant and equipment	8	(87,060)	(100,961)
Purchase of intangible assets	10	(83,480)	(230,699)
<b>Net cash flows from/(used in) investing activities</b>		<b>1,831,148</b>	<b>(1,412,811)</b>
<b>Financing activities</b>			
Payment of principal portion of lease liabilities		(427,318)	(405,505)
<b>Net cash flows used in financing activities</b>		<b>(427,318)</b>	<b>(405,505)</b>
<b>Net decrease in cash</b>		<b>(2,912,353)</b>	<b>(549,917)</b>
Cash at 1 July		5,853,391	6,403,308
<b>Cash at 30 June</b>	<b>5</b>	<b>2,941,038</b>	<b>5,853,391</b>

The above consolidated statement of cash flows should be read in conjunction with the accompanying notes.

## Notes to the consolidated financial statements

For the year ended 30 June 2024

### 1. Corporate information

The financial report of Australian College of Nursing Ltd as a consolidated entity consisting of Australian College of Nursing Ltd (the "Company") and its controlled entities collectively referred to as (the "Group") for the year ended 30 June 2024 was authorised for issue in accordance with a resolution of the Directors on 2 December 2024.

The Australian College of Nursing Ltd is a not-for-profit public company limited by guarantee, was incorporated on 23 December 2011, commenced operations on 1 July 2012 and is domiciled in Australia. The Group is exempt from income tax.

In accordance with the constitution, every member of the Group undertakes to contribute an amount limited to \$20 per member in the event of the winding up of the Group during the time he/she is a member, or within one year thereafter.

The registered office and principal place of business of the Group is 1 Napier Close, Deakin, ACT 2600.

Further information on the nature of the operations and principal activities of the Group are described in the directors' report. Information on the Group's structure and other related party relationships of the Group are provided in Note 19.

### 2. Accounting policies

#### a. Basis of preparation

The consolidated financial report is a general purpose financial report, which has been prepared in accordance with the requirements of the *Corporations Act 2001*, *Australian Charities and Not-for-Profits Commission Act 2012*, *Australian Accounting Standards - Simplified Disclosures*, *Public Ancillary Fund Guidelines 2011* and other authoritative pronouncements of the Australian Accounting Standards Board. The Group is not-for-profit.

The financial report has been prepared on a historical cost basis, except for debt and equity financial instruments that have been measured at fair value.

The financial report is presented in Australian dollars and all values are rounded to the nearest dollar (\$).

#### b. Changes in accounting policies, disclosures, standards and interpretations

##### New and amended standards and interpretations

The new and amended Australian Accounting Standards and Interpretations that apply for the first time in 2024 do not materially impact the consolidated financial statements of the Group.

##### Accounting Standards and Interpretations issued but not yet effective

Certain Australian Accounting Standards and Interpretations have recently been issued or amended but are not yet effective and have not been adopted by the Group for the annual reporting year ended 30 June 2024. The Group intends to adopt these new and amended standards and interpretations when they become effective.

#### c. Basis of consolidation

The consolidated financial statements comprise the financial statements of the Company and its subsidiaries and the seven trusts it controls, namely Sydney Metropolitan Teaching Hospitals Nursing Consortium (SMHNC), the Sul Stuart-Fraser Trust (SSFT), the M I Quicke Memorial Fund (MIQMF), the Victorial Research Fund (VRF), the Laura Saunderson Extended Care Nursing Fund (LSECNF), the National Research and Scholarship Fund (NRSF) and ACN Foundation (ACNF) (Note 17) as at 30 June of each year. Control is achieved when the Group is exposed, or has rights, to variable returns from its involvement with the investee and has the ability to affect those returns through its power over the investee. Specifically, the Group controls an investee if, and only if, the Group has:

- Power over the investee (i.e., existing rights that give it the current ability to direct the relevant activities of the investee)
- Exposure, or rights, to variable returns from its involvement with the investee
- The ability to use its power over the investee to affect its returns

Generally, there is a presumption that a majority of voting rights results in control. To support this presumption and when the Group has less than a majority of the voting or similar rights of an investee, the Group considers all relevant facts and circumstances in assessing whether it has power over an investee, including:

- The contractual arrangements with the other vote holders of the investee
- Rights arising from other contractual arrangements
- The Group's voting rights and potential voting rights



# Notes to the consolidated financial statements

For the year ended 30 June 2024

## 2. Accounting policies (continued)

### c. Basis of consolidation (continued)

The Group re-assesses whether or not it controls an investee if facts and circumstances indicate that there are changes to one or more of the three elements of control. Consolidation of a subsidiary begins when the Group obtains control over the subsidiary and ceases when the Group loses control of the subsidiary. Assets, liabilities, income and expenses of a subsidiary acquired or disposed of during the year are included in the consolidated financial statements from the date the Group gains control until the date the Group ceases to control the subsidiary.

When necessary, adjustments are made to the financial statements of subsidiaries to bring their accounting policies into line with the Group's accounting policies. All intra-group assets and liabilities, equity, income, expenses and cash flows relating to transactions between members of the Group are eliminated in full on consolidation.

If the Group loses control over a subsidiary, it derecognises the related assets (including goodwill), liabilities, non-controlling interest and other components of equity, while any resultant gain or loss is recognised in profit or loss. Any investment retained is recognised at fair value.

### d. Going concern

The financial report has been prepared on a going concern basis, which contemplates continuity of normal business activities and realisation of assets and settlement of liabilities in the ordinary course of business.

The Group incurred an operating deficit during the year ended 30 June 2024 of \$4,131,093 (2023: generated an operating surplus of \$423,386), and as at that date the Group's total current liabilities exceeded total current assets by \$4,035,398 (2023: \$2,781,949) due to investments being classified as non-current assets.

### e. Current versus non-current classification

The Group presents assets and liabilities in the consolidated statement of financial position based on current/non-current classification. An asset is current when it is:

- Expected to be realised or intended to be sold or consumed in the normal operating cycle;
- Held primarily for the purpose of trading;
- Expected to be realised within twelve months after the reporting period; or
- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve months after the reporting period.

All other assets are classified as non-current.

A liability is current when:

- It is expected to be settled in the normal operating cycle;
- It is held primarily for the purpose of trading;
- It is due to be settled within twelve months after the reporting period; or
- There is no unconditional right to defer the settlement of the liability for at least twelve months after the reporting period.

The Group classifies all other liabilities as non-current.

### f. Cash

Cash in the consolidated statement of financial position comprises cash at bank and on hand and cash held in Trust.

For the purpose of the consolidated statement of cash flows, cash consists of cash as defined above.

### g. Trade and other receivables

A receivable represents the Group's right to an amount of consideration that is unconditional (i.e., only the passage of time is required before payment of the consideration is due). Trade receivables are recognised initially at the amount of consideration that is unconditional unless they contain significant financing components when they are recognised at fair value. The Group holds the trade receivables with the objective to collect the contractual cash flows and therefore measures them subsequently at amortised cost using the effective interest rate (EIR) method, less provision for expected credit losses (ECLs), if any. Trade receivables generally have 30-60 day terms.

## Notes to the consolidated financial statements

For the year ended 30 June 2024

### 2. Accounting policies (continued)

#### g. Trade and other receivables (continued)

For trade and other receivables, the Group applies a simplified approach in calculating ECL. Therefore, the Group does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Group has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

#### h. Contract assets

A contract asset is recognised for goods or services that the entity has transferred to a customer. Upon the transfer and acceptance by the customer, the amount recognised as contract assets is reclassified to trade receivables.

Contract assets are subject to impairment assessment.

#### i. Fair value measurement

The Group measures financial assets such as investments in listed equities, non-listed trust funds and debt instruments at fair value at each reporting date.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either:

- In the principal market for the asset or liability, or
- In the absence of a principal market, in the most advantageous market for the asset or liability

The principal or the most advantageous market must be accessible by the Group.

The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

The Group uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

#### j. Financial assets

##### Initial recognition and measurement

Financial assets are classified, at initial recognition, as subsequently measured at amortised cost, fair value through other comprehensive income (OCI), and fair value through profit or loss.

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the Group's business model for managing them. With the exception of trade receivables that do not contain a significant financing component or for which the Group has applied the practical expedient, the Group initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs.

In order for a financial asset to be classified and measured at amortised cost or fair value through OCI, it needs to give rise to cash flows that are 'solely payments of principal and interest (SPPI)' on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level.

The Group's business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the market place (regular way trades) are recognised on the trade date, i.e., the date that the Group commits to purchase or sell the asset.

# Notes to the consolidated financial statements

For the year ended 30 June 2024

## 2. Accounting policies (continued)

### j. Financial assets (continued)

#### Subsequent measurement

For purposes of subsequent measurement, financial assets are classified in the following category:

#### Financial assets at fair value through OCI (debt instruments)

The Group measures debt instruments at fair value through OCI if both of the following conditions are met:

- The financial asset is held within a business model with the objective of both holding to collect contractual cash flows and selling, and
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding

For finance income, foreign exchange revaluation and impairment losses or reversals are recognised in the consolidated statement of profit or loss and other comprehensive income and computed in the same manner as for financial assets measured at amortised cost. The remaining fair value changes are recognised in OCI. Upon derecognition, the cumulative fair value change recognised in OCI is recycled to profit or loss.

The Group's debt instruments at fair value through OCI includes investments in quoted debt instruments included under the other non-current financial assets. Upon derecognition, the cumulative fair value changes recognised in OCI are recycled to profit or loss.

#### Financial assets designated at fair value through OCI (equity instruments)

Upon initial recognition, the Group can elect to classify irrevocably its equity investments as equity instruments designated at fair value through OCI when they meet the definition of equity under AASB 132 *Financial Instruments: Presentation* and are not held for trading. The classification is determined on an instrument-by-instrument basis.

Gains and losses on these financial assets are never recycled to profit or loss. Dividends are recognised as other income in the consolidated statement of profit or loss and other comprehensive income when the right of payment has been established, except when the Group benefits from such proceeds as a recovery of part of the cost of the financial asset, in which case, such gains are recorded in OCI. Equity instruments designated at fair value through OCI are not subject to impairment assessment.

The Group elected to classify irrevocably its investment in listed equities and non-listed trust funds under this category.

#### Derecognition

A financial asset (or, where applicable, a part of a financial asset or part of a group of similar financial assets) is primarily derecognised (i.e., removed from the Group's consolidated statement of financial position) when:

- The rights to receive cash flows from the asset have expired, or
- The Group has transferred its rights to receive cash flows from the asset

When the Group has transferred its rights to receive cash flows from an asset or has entered into a pass-through arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership. When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the Group continues to recognise the transferred asset to the extent of its continuing involvement. In that case, the Group also recognises an associated liability. The transferred asset and the associated liability are measured on a basis that reflects the rights and obligations that the Group has retained.

Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower of the original carrying amount of the asset and the maximum amount of consideration that the Group could be required to repay.

#### Impairment

For debt instruments at fair value through OCI, the Group applies the low credit risk simplification. At every reporting date, the Group evaluates whether the debt instrument is considered to have low credit risk using all reasonable and supportable information that is available without undue cost or effort. In making that evaluation, the Group reassesses the internal credit rating of the debt instrument. In addition, the Group considers that there has been a significant increase in credit risk when contractual payments are more than 30 days past due.



## Notes to the consolidated financial statements

For the year ended 30 June 2024

### 2. Accounting policies (continued)

#### j. Financial assets (continued)

The Group considers a financial asset in default when contractual payments are 90 days past due. However, in certain cases, the Group may also consider a financial asset to be in default when internal or external information indicates that the Group is unlikely to receive the outstanding contractual amounts in full before taking into account any credit enhancements held by the Group. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

#### k. Plant and equipment

Plant and equipment are stated at cost, net of accumulated depreciation and impairment losses, if any. Such cost includes the cost of replacing part of the plant and equipment. When significant parts of plant and equipment are required to be replaced at intervals, the Group depreciates them separately based on their specific useful lives. Likewise, when a major inspection is performed, its cost is recognised in the carrying amount of the plant and equipment as a replacement if the recognition criteria are satisfied. All other repair and maintenance costs are recognised in profit or loss as incurred.

Upon disposal or derecognition, any revaluation surplus relating to the particular assets being sold is transferred to retained earnings.

Depreciation is calculated on a straight-line basis over the estimated useful lives of the assets, as follows:

Plant and equipment	4 to 20 years
---------------------	---------------

An item of plant and equipment and any significant part initially recognised is derecognised upon disposal (i.e., at the date the recipient obtains control) or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the consolidated statement of profit or loss and other comprehensive income when the asset is derecognised.

The residual values, useful lives and methods of depreciation of plant and equipment are reviewed at each financial year end and adjusted prospectively, if appropriate.

#### l. Intangible assets

Intangible assets acquired separately are measured on initial recognition at cost. Following initial recognition, intangible assets are carried at cost less any accumulated amortisation and accumulated impairment losses.

The Group's intangible asset is:

##### **Software**

The Group's acquired software is amortised on a straight line basis over five years.

Intangible assets with finite lives are amortised over the useful economic life and assessed for impairment whenever there is an indication that the intangible asset may be impaired. The amortisation period and the amortisation method for an intangible asset with a finite useful life are reviewed at least at the end of each reporting period. Changes in the expected useful life or the expected pattern of consumption of future economic benefits embodied in the asset are considered to modify the amortisation period or method, as appropriate, and are treated as changes in accounting estimates. The amortisation expense on intangible assets with finite lives is recognised in the consolidated statement of profit or loss and other comprehensive income.

Gains or losses arising from de-recognition of an intangible asset are measured as the difference between the net disposal proceeds and the carrying amount of the asset and are recognised in the consolidated statement of profit or loss and other comprehensive income when the asset is de-recognised.

# Notes to the consolidated financial statements

For the year ended 30 June 2024

## 2. Accounting policies (continued)

### m. Leases

The Group assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

The Group applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The Group recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

#### **(i) Right-of-use assets**

The Group recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets, as follows:

Canberra - Building	40 years
Buildings	5 years
Equipment	4 to 20 years

If ownership of the leased asset transfers to the Group at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

The right-of-use assets are also subject to impairment. Refer to the accounting policies in Note 2.n Impairment of non-financial assets.

#### **(ii) Lease liabilities**

At the commencement date of the lease, the Group recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the Group and payments of penalties for terminating the lease, if the lease term reflects the Group exercising the option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses in the period in which the event or condition that triggers the payment occurs.

In calculating the present value of lease payments, the Group uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

#### **(iii) Short-term leases and leases of low-value assets**

The Group applies the short-term lease recognition exemption to its short-term leases of equipment (i.e., those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of office equipment that are considered to be low value. Lease payments on short-term leases and leases of low-value assets are recognised as expense on a straight-line basis over the lease term.

#### **(iv) Concessionary lease**

The Group has elected to record concessionary leases at deemed cost which is based on the fair value carrying amount of the lease asset recorded immediately before transition to AASB 16.

## Notes to the consolidated financial statements

For the year ended 30 June 2024

### 2. Accounting policies (continued)

#### n. Impairment of non-financial assets

At each reporting date, the Group assesses whether there is an indication that an asset may be impaired. Where an indicator of impairment exists or where annual impairment testing for an asset is required, the Group makes a formal estimate of the recoverable amount. An impairment loss is recognised for the amount by which the carrying amount of an asset exceeds recoverable amount, which is defined for not for profit entities as the higher of an asset's fair value less costs to sell or depreciated replacement cost. For the purpose of assessing impairment, assets are grouped at the level for which there are separately identifiable cash flows. An impairment loss is recognised in the consolidated statement of profit or loss and other comprehensive income.

#### o. Trade and other payables

Trade and other payables are initially recognised at fair value, net of directly attributable transaction costs and are carried at amortised cost, and they are recognised for amounts to be paid in the future for goods or services received, whether or not billed to the Group. Due to their short term nature, they are not discounted. Trade payable amounts are unsecured and are usually paid within 30 days from recognition.

#### p. Provisions and employee benefit liabilities

##### General

Provisions are recognised when the Group has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. When the Group expects some or all of a provision to be reimbursed, for example, under an insurance contract, the reimbursement is recognised as a separate asset, but only when the reimbursement is virtually certain. The expense relating to any provision is presented in the consolidated statement of profit or loss and other comprehensive income net of any reimbursement.

If the effect of the time value of money is material, provisions are discounted using a current pre-tax rate that reflects, when appropriate, the risks specific to the liability. When discounting is used, the increase in the provision due to the passage of time is recognised as a finance cost.

##### i. Make good provision

A provision has been made for the present value of anticipated costs of future restoration of leased premises. The provision includes future cost estimates associated with returning the premises to its original condition. The calculation of this provision requires assumptions such as expected lease expiry dates, and cost estimates. These uncertainties may result in future actual expenditure differing from the amounts currently provided. The provision recognised for each leased premises is periodically reviewed and updated based on the facts and circumstances available at the time. Changes to the estimated future costs for sites are recognised in the consolidated statement of financial position by adjusting both the expense or asset (if applicable) and provision.

##### ii. Wages and salaries

Liabilities for wages and salaries, including non-monetary benefits expected to be settled within 12 months of the reporting date, are recognised in respect of employees' services up to the reporting date. They are measured at the amounts expected to be paid when the liabilities are settled.

##### iii. Long service leave and annual leave

The Group does not expect its long service leave or annual leave benefits to be settled wholly within 12 months of each reporting date. The Group recognises a liability for long service leave measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures, and periods of service. Expected future payments are discounted using market yields at the reporting date on high quality corporate bonds with terms to maturity and currencies that match, as closely as possible, the estimated future cash outflows.

#### q. Revenue from contracts with customers

Revenue from contracts with customers is recognised when control of the goods or services are transferred to the customer at an amount that reflects the consideration to which the Group expects to be entitled in exchange for those goods or services. The Group has generally concluded that it is the principal in its revenue arrangements.



# Notes to the consolidated financial statements

For the year ended 30 June 2024

## 2. Accounting policies (continued)

### q. Revenue from contracts with customers (continued)

#### *Scholarship administration fees*

Revenue from contracts for the administration of Federal Government nursing scholarships are recognised equally over the life of the contract as the administration services are provided to the customer.

#### *Membership fees*

Revenue from membership fees are recognised on a monthly basis as membership services are provided to members.

#### *Course fees*

Revenue from course fees are recognised over the duration of the course or program as delivered to the participants.

### r. Finance income

Finance income is recorded using the EIR method. EIR is the rate that exactly discounts the estimated future cash payments or receipts over the expected life of the financial instrument or a shorter period, where appropriate, to the net carrying amount of the financial asset. Interest income is included in finance and other income in the consolidated statement of profit or loss and other comprehensive income.

### s. Income tax

The Group and its controlled entities are exempt from income tax in Australia under Division 50 of the Income Tax Assessment Act 1997. As specified by the Australian Taxation Office (ATO), the Group and its controlled entities complete an annual self-assessment to confirm the exemption.

### t. Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except:

- When the GST incurred on a sale or purchase of assets or services is not payable to or recoverable from the taxation authority, in which case the GST is recognised as part of the cost of acquisition of the asset or as part of the expense item, as applicable
- When receivables and payables are stated with the amount of GST included

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables in the consolidated statement of financial position. Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the taxation authority.

Cash flows are included in the consolidated statement of cash flows on a gross basis and the GST component of cash flows arising from investing and financing activities, which is recoverable from, or payable to, the taxation authority is classified as part of operating cash flows.

### u. Deferred revenue

Deferred revenue is recognised if a payment is received or a payment is due (whichever is earlier) from a customer before the Group transfers the related goods or services. Deferred revenue is recognised as revenue when the Group performs under the contract (i.e., transfers control of the related goods or services to the customer).

### v. Comparatives

Where necessary, comparative figures have been reclassified to conform with changes in presentation of assets and liabilities but resulting in no impact to the overall profit for the year.

## Notes to the consolidated financial statements

For the year ended 30 June 2024

### 3. Significant accounting judgements, estimates and assumptions

The preparation of the Group's consolidated financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the accompanying disclosures, and the disclosure of contingent liabilities. Uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of assets or liabilities affected in future periods.

#### **Estimates and assumptions**

The key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, are described below. The Group based its assumptions and estimates on parameters available when the consolidated financial statements were prepared. Existing circumstances and assumptions about future developments, however, may change due to market changes or circumstances arising that are beyond the control of the Group. Such changes are reflected in the assumptions when they occur.

#### ***Fair value measurement of financial instruments***

When the fair values of financial instruments recorded in the consolidated statement of financial position cannot be measured based on quoted prices in active markets, their fair value is measured using valuation techniques. The Group uses its judgement to select a variety of methods and make assumptions that are mainly based on market conditions existing at the end of each reporting period. Changes in assumptions relating to market conditions could affect the reported fair value of financial instruments.

# Notes to the consolidated financial statements

For the year ended 30 June 2024

## 4. Revenue and expenses

### a. Revenue from contracts with customers

#### Disaggregated revenue information

Set out below is the disaggregation of the Group's revenue from contracts with customers:

	2024	2023
	\$	\$
<b>Type of services</b>		
Course fees	9,491,769	12,480,369
Revenue from member subscriptions	3,557,533	3,538,047
Scholarship administration fees	2,167,856	2,027,601
Consultancy, events and other income	1,703,199	1,920,048
<b>Total revenue from contracts with customers</b>	<b>16,920,357</b>	<b>19,966,065</b>

#### Timing of revenue recognition

Goods and services transferred at a point in time	426,838	335,824
Goods and services transferred over time	16,493,519	19,630,241
<b>Total revenue from contracts with customers</b>	<b>16,920,357</b>	<b>19,966,065</b>

### b. Other income

	2024	2023
	\$	\$
Realised loss on investment	(794,326)	(801)
Dividend income	854,753	1,042,583
Other income	30,474	48,613
	90,901	1,090,395

### c. Finance income

	2024	2023
	\$	\$
Interest income	343,262	357,485

### d. Depreciation and amortisation expense

	2024	2023
	\$	\$
Plant and equipment	144,319	165,333
Right-of-use assets	449,120	458,621
Software	78,136	34,426
	671,575	658,380



## Notes to the consolidated financial statements

For the year ended 30 June 2024

### 4. Revenue and expenses (continued)

#### e. Employee benefits expense

	2024	2023
	\$	\$
Wages and salaries	10,139,127	9,784,507
Defined contribution superannuation expense	1,061,160	1,011,598
Workers' compensation insurance	146,760	94,179
Other personnel expense	526,723	396,694
	<u>11,873,770</u>	<u>11,286,978</u>

#### f. Finance costs

	2024	2023
	\$	\$
Interest on lease liabilities	22,622	32,420
	<u>22,622</u>	<u>32,420</u>

### 5. Cash

	2024	2023
	\$	\$
Cash at bank and on hand	2,941,038	5,853,391
	<u>2,941,038</u>	<u>5,853,391</u>

For the purpose of the consolidated statement of cash flows, cash comprises as per above.

### 6. Trade receivables

	2024	2023
	\$	\$
<b>Current</b>		
Trade receivables	287,872	609,601
	<u>287,872</u>	<u>609,601</u>

### 7. Other assets

	2024	2023
	\$	\$
<b>Current</b>		
Prepayments	1,040,823	1,103,427
Deposits	436,041	360,495
Other assets	47,543	66,863
	<u>1,524,407</u>	<u>1,530,785</u>

## Notes to the consolidated financial statements

For the year ended 30 June 2024

### 8. Plant and equipment

	<b>Plant and equipment \$</b>
<b>Cost</b>	
At 1 July 2023	2,141,589
Additions	87,060
<b>At 30 June 2024</b>	<b>2,228,649</b>
<b>Accumulated depreciation</b>	
At 1 July 2023	1,768,788
Depreciation charge for the year	144,319
<b>At 30 June 2024</b>	<b>1,913,107</b>
<b>Net book value</b>	
At 30 June 2024	315,542
At 30 June 2023	372,801

### 9. Leases

#### Group as a lessee

The Group has lease contracts for various items of land and buildings, leasehold improvements and equipment used in its operations. Leases of land and buildings generally have lease terms between 5 and 40 years, while equipment generally have lease terms between 4 and 20 years. The Group's obligations under its leases are secured by the lessor's title to the leased assets.

Set out below are the carrying amounts of right-of-use assets recognised and the movements during the year:

	<b>Canberra - Land and a building \$</b>	<b>Buildings \$</b>	<b>Equipment \$</b>	<b>Total \$</b>
At 1 July 2022	3,264,418	1,030,193	19,315	4,313,926
Additions	-	-	86,764	86,764
Depreciation expense	(78,986)	(353,209)	(26,426)	(458,621)
<b>At 30 June 2023</b>	<b>3,185,432</b>	<b>676,984</b>	<b>79,653</b>	<b>3,942,069</b>
Depreciation expense	(78,986)	(353,067)	(17,067)	(449,120)
<b>At 30 June 2024</b>	<b>3,106,446</b>	<b>323,917</b>	<b>62,586</b>	<b>3,492,949</b>

#### Concessionary leases

The Group has the right to use land and a building in Canberra, which are required to be used for the day to day operations of the Group. The term of the lease is 99 years. The Group has elected to measure the right-of-use asset arising from the concessionary leases at deemed cost which is based on the fair value carrying amount of the lease asset recorded immediately before transition to AASB 16.

## Notes to the consolidated financial statements

For the year ended 30 June 2024

### 9. Leases (continued)

Set out below are the carrying amounts of lease liabilities:

	2024	2023
	\$	\$
Current	423,943	427,317
Non-current	48,051	471,995

Presented below is a maturity analysis of future lease payments:

	2024	2023
	\$	\$
Within one year	589,148	620,356
After one year but not more than five years	51,426	640,574
	<u>640,574</u>	<u>1,260,930</u>

There were no expenses relating to short-term leases and low value assets recognised in profit or loss during the years ended 30 June 2024 and 2023.

### 10. Intangible assets

	Software
	\$
<b>Cost</b>	
At 1 July 2023	770,924
Additions	83,480
<b>At 30 June 2024</b>	<u>854,404</u>
<b>Accumulated amortisation</b>	
At 1 July 2023	512,512
Amortisation expense	78,136
<b>At 30 June 2024</b>	<u>590,648</u>
<b>Net book value</b>	
At 30 June 2024	<u>263,756</u>
At 30 June 2023	<u>258,412</u>

### 11. Financial assets

	2024	2023
	\$	\$
<b>Financial assets at FVOCI</b>		
Investments in listed equities, non-listed trust funds and debt instruments	37,211,343	37,639,776



## Notes to the consolidated financial statements

For the year ended 30 June 2024

### 12. Trade and other payables

	2024	2023
	\$	\$
<b>Current</b>		
Trade payables	1,397,003	1,307,214
Accrued expenses	680,316	447,117
Other payables and accruals	195,017	231,504
Goods and service tax payable	26,763	500,728
	<u>2,299,099</u>	<u>2,486,563</u>

### 13. Provisions

	2024	2023
	\$	\$
<b>Non-current</b>		
Make good provision	250,000	250,000
	<u>250,000</u>	<u>250,000</u>

### 14. Employee benefit liabilities

	2024	2023
	\$	\$
<b>Current</b>		
Long service leave	602,154	592,308
Annual leave	789,903	787,253
	<u>1,392,057</u>	<u>1,379,561</u>
<b>Non-current</b>		
Long service leave	220,946	216,407
	<u>220,946</u>	<u>216,407</u>

## Notes to the consolidated financial statements

For the year ended 30 June 2024

### 15. Reserves

	<b>Fair value reserve of financial assets at FVOCI \$</b>
At 1 July 2022	(2,756,745)
Realised losses on debt instruments reclassified to consolidated statement of profit or loss	(801)
Fair value loss on debt instruments designated at FVOCI	(125,990)
Fair value gain on equity instruments designated at FVOCI	644,616
<b>At 30 June 2023</b>	<b>(2,238,920)</b>
At 1 July 2023	(2,238,920)
Realised losses on debt instruments reclassified to consolidated statement of profit or loss	(794,326)
Fair value loss on debt instruments designated at FVOCI	(301,147)
Fair value gain on equity instruments designated at FVOCI	3,463,054
<b>At 30 June 2024</b>	<b>128,661</b>

#### Nature and purpose of reserves

##### **Fair value reserve of financial assets at FVOCI**

The fair value reserve of financial assets at FVOCI reserve is used to record increments and decrements in the fair value of financial assets at FVOCI to the extent that they offset each other.

### 16. Scholarship assets and liabilities

	<b>2024 \$</b>	<b>2023 \$</b>
Scholarship assets - cash and cash equivalents	47,725,452	45,836,655
Scholarship liabilities - future payments liability	(47,725,452)	(45,836,655)
<b>Net assets</b>	<b>-</b>	<b>-</b>

#### Reconciliation of carrying amounts at the beginning and end of the year

	<b>2024 \$</b>	<b>2023 \$</b>
Opening cash held	45,836,655	27,260,174
Cash funds received from the Commonwealth Government during the year	18,678,957	32,556,791
Cash funds provided to scholarship recipients during the year	(14,978,974)	(12,349,155)
Management fee paid during the year	(1,811,186)	(1,631,155)
<b>Closing cash funds</b>	<b>47,725,452</b>	<b>45,836,655</b>

The Group administers scholarship funds on behalf of both the Commonwealth Government represented by the Department of Health, and the State of Victoria as represented by the Department of Health and Human Services. The scholarships include the Nursing and Allied Health Scholarship and Support Scheme, the Aged Care Nursing Scholarships and the Puggy Hunter Memorial Scholarship Scheme.

These bank accounts are held in the name of the Group but are not recorded on consolidated statement of financial position. Cash held as at the reporting date is held in trust for the Commonwealth Government for recipients of scholarships. Any unspent funds are returned to the Commonwealth.

## Notes to the consolidated financial statements

For the year ended 30 June 2024

### 17. Trusts

The Sydney Metropolitan Teaching Hospitals Nursing Consortium (SMHNC), the Sul Stuart-Fraser Trust (SSFT), the M I Quicke Memorial Fund (MIQMF), the Victorian Research Fund (VRF), the Laura Saunderson Extended Care Nursing Fund (LSECNF), National Research and Scholarship Fund (NRSF) represent funds/donations that have been received by Royal Collage of Nursing, Australia (RCNA) and The Royal Collage of Nursing (TCON). The Directors of RCNA and TCON have undertaken to fulfil the wishes of the donors with respect to how the funds are spent. These funds combined with the assets and liabilities of the ACN Foundation (being a separate foundation controlled by ACN) are consolidated and set out below:

<b>Financial Information</b>	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
<b>Assets</b>		
Cash at bank	1,366,828	1,802,147
Financial assets	15,522,626	14,694,864
Other assets	2,983	4,748
<b>Total assets</b>	<b>16,892,437</b>	<b>16,501,759</b>
<b>Liabilities</b>		
Due to ACN	(694,711)	(510,666)
<b>Total liabilities</b>	<b>(694,711)</b>	<b>(510,666)</b>
<b>Net assets</b>	<b>16,197,726</b>	<b>15,991,093</b>
<b>Revenue</b>		
Trust funds - income	426,914	2,030,857
<b>Expenses</b>		
Trust funds - expenses	(1,020,487)	(899,345)
<b>Net (deficit)/surplus</b>	<b>(593,573)</b>	<b>1,131,512</b>

The above information has been audited in accordance with the *Public Ancillary Fund Guidelines 2011*.



## Notes to the consolidated financial statements

For the year ended 30 June 2024

### 18. Parent entity disclosure

	2024	2023
	\$	\$
<b>Information relating to Australian College of Nursing Ltd (the "Parent"):</b>		
Current assets	72,319,015	62,809,305
Non-current assets	25,736,566	27,493,796
<b>Total assets</b>	<b>98,055,581</b>	<b>90,303,101</b>
Current liabilities	58,343,364	55,548,925
Non-current liabilities	721,994	1,793,034
<b>Total liabilities</b>	<b>59,065,358</b>	<b>57,341,959</b>
General fund	38,977,642	34,515,934
Reserves and restricted fund	12,581	(1,554,792)
<b>Total funds</b>	<b>38,990,223</b>	<b>32,961,142</b>
Surplus	4,461,708	7,237,491
<b>Other comprehensive income</b>		
Net gain on debt instruments at fair value through other comprehensive income	794,326	520,996
<b>Other comprehensive income for the year</b>	<b>794,326</b>	<b>520,996</b>
<b>Total comprehensive income for the year</b>	<b>5,256,034</b>	<b>7,758,487</b>

For the year ended 30 June 2024 and 2023, the Parent holds the bank guarantee for the lease of the Parramatta office.

The Parent did not have any contingent assets or liabilities as at 30 June 2024 (2023: \$nil).

### 19. Related party disclosures

#### a. Investment in controlled entities

Name	Country of incorporation	Membership interest	Carrying amount
Royal College of Nursing, Australia (RCNA)	Australia	100%	-
The College of Nursing (TCON)	Australia	100%	-

All of the above controlled entities are companies limited by guarantee. Australian College of Nursing Ltd is the sole member of each of these entities. Additionally, Australian College of Nursing Ltd controls the Trusts identified in Note 17.

#### b. Directors' compensation

Remuneration paid to Directors is limited to the reimbursement of direct out of pocket expenses associated with their holding of office. No other amounts are paid, payable, or otherwise made available to any Director in respect of the financial year.

The Directors of the Group who held office at any time during the financial year are set out in the Directors' report.

#### c. Transactions with director-related entities

The Group did not have any transactions with director-related entities during the year.

# Notes to the consolidated financial statements

For the year ended 30 June 2024

## 19. Related party disclosures (continued)

### d. Key management personnel

The aggregate compensation of key management personnel of the Group is set out below:

	2024	2023
	\$	\$
Total compensation during the year	1,734,651	1,131,785

## 20. Deductible gift recipients

In accordance with the Australian Charities and Not-for-profits Commission (ACNC) Group reporting Condition 2, it is noted that the following entities are endorsed as deductible gift recipients:

- Australian College of Nursing (ACN)
- Australian College of Nursing Foundation (ACNF)
- The College of Nursing (TCON)
- Royal College of Nursing, Australia (RCNA)

## 21. Commitments and contingencies

### Commitments

There are no commitments as at the reporting date which would have a material effect on the Group's consolidated financial statements as at 30 June 2024 (2023: \$nil).

### Contingencies

The Group did not have any contingent assets or liabilities as at 30 June 2024 (2023: \$nil).

## 22. Events after the reporting period

There were no significant events occurring after the reporting period which may affect either the Group's operations or results of those operations or the Group's state of affairs.

## 23. Auditor's remuneration

The auditor of Australian College of Nursing Ltd is Ernst & Young (Australia).

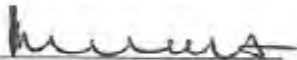
	2024	2023
	\$	\$
<b>Amounts received or due and receivable by Ernst &amp; Young (Australia) for:</b>		
Audit and review of financial statements	99,800	90,800
Audit related services	85,500	-
Non-audit services	8,268	7,950
	193,568	98,750

## Directors' declaration

In accordance with a resolution of the Directors of Australian College of Nursing Ltd, I state that:  
In the opinion of the Directors:

1. the consolidated financial statements and notes of the Group are in accordance with the *Corporations Act 2001* and the *Australian Charities and Not-for-Profits Commission Act 2012*, including:
  - giving a true and fair view of the Group's financial position as at 30 June 2024 and performance for the year ended on that date; and
  - complying with *Australian Accounting Standards - Simplified Disclosures* and the *Corporations Regulations 2001*, the *Australian Charities and Not-for-Profits Commission Regulation 2013* and *Public Ancillary Fund Guidelines 2011*;
2. there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the Directors.



David Plunkett FACN  
ACN President  
2 December 2024





**EDITORS**

Dr Jane Roy  
Kirsty Waterford

**DESIGN**

Emma Butz  
Nina Vesala

**PUBLISHER**

Australian College of Nursing  
1 Napier Close, Deakin ACT, 2600  
02 6283 3400  
[acn@acn.edu.au](mailto:acn@acn.edu.au)  
[www.acn.edu.au](http://www.acn.edu.au)  
ABN: 48 154 924 642