



Australian College of Nursing

ANNUAL REPORT

2024-2025

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.

Our vision is for a reconciled Australia that embraces the unique cultures, experiences and rights of Aboriginal and Torres Strait Islander peoples and their contribution to achieving better health and well-being for all Australians. The Australian College of Nursing envisions an equitable Australian health system free of racism, where all Aboriginal and Torres Strait Islander peoples have access to health services that are effective, high-quality, appropriate and affordable.

We will progress our vision of a reconciled Australia by providing opportunities to deepen our workforce's cultural understanding of Aboriginal and Torres Strait Islander peoples. This will enable The Australian College of Nursing to partner with Aboriginal and Torres Strait Islander peoples, communities, organisations, and mainstream services to improve health and wellbeing outcomes.

We commit to an inclusive workplace that is culturally safe, rich, and proud, empowering Aboriginal and Torres Strait Islander staff to achieve at their full potential.

Together, we will welcome, learn, and embrace Aboriginal and Torres Strait Islander perspectives and ensure this is embedded in our daily business and interactions with the community.

We recognise that the knowledge, strengths, skills, and lived experience of Aboriginal and Torres Strait Islander people must be at the heart of our work. There is no single Aboriginal and/or Torres Strait Islander identity. Australia comprises hundreds of Aboriginal and Torres Strait Islander countries, each with a culture, language and belief system. For health, social, and emotional well-being services to be responsive, these services must be tailored to the needs of Aboriginal and Torres Strait Islander peoples. This strength-based approach enables Aboriginal and Torres Strait Islander people to determine and lead priorities and actions.

Background

The Australian College of Nursing received endorsement from [Reconciliation Australia](#) for our first Reflect Reconciliation Action Plan (RAP) in November 2023 and we are now moving to the next stage with our Innovate RAP. ACN is committed to this RAP as part of our broader commitment to diversity and inclusion and to improve the health of Australian communities through our advocacy work.

Faculty

ACN members have the opportunity to connect with like-minded nurses around the country who share areas of interest or specialty through the First Nations Faculty, enabling members to enhance their knowledge and keep up to date with the latest news, research findings, and opportunities for the identification of best practice and major policy developments. The First Nations 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 progress Indigenous health agendas.

Always Was, Always Will Be

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WELCOME



Adjunct Professor David Plunkett FACN
Australian College of Nursing President

Turning reviews into action

As I conclude my term as ACN President, I leave with optimism that a period of significant review of our health system will deliver positive outcomes for all nurses and midwives ... and all the people in our care in so many settings right around the nation.

After years of reviews and inquiries and hearings, the government is expected to respond to numerous recommendations, including significant reforms for nursing, in 2026.

ACN has played its part in pushing for change.

We have made numerous recommendations, attended consultations, had meaningful meetings with Ministers and MPs, and used the media to spread our messages and our policies.

Nurses are the lifeblood of the health system. We must be supported to work to our full scope. We must be supported to work independently and be rewarded accordingly.

Our noble and respected profession needs the support and the resources to build our strengths and our diversity and our career pathways to attract more people to be nurses, keep nurses in nursing, and bring back our colleagues who have drifted away to try something else.

Nursing is a gift. We must all treasure it.

ACN plays a vital role in adding value to nursing.

Our education function continues to shine.

We had 700 graduates this year. We had 1084 face-to-face CPD course participants, with another 12,414 online. There were 1308 people enrolled for immunisation courses. More than 200 completed ACN Institute of Leadership courses.

With policy, we were involved in 70 consultations and 17 Parliamentary Inquiries. We produced five new Position Statements, one new White Paper, and a Discussion Paper.

We inducted seven new Fellows.

ACN staged another outstanding National Nursing Forum in Cairns, the Nursing and Health Expo in Melbourne, the Policy Summit in Canberra, and Graduation Ceremony in Sydney.

We also celebrated our 75th Anniversary.

In October, we conducted a General Meeting for our members, which allowed discussion of the departure of senior executives earlier in 2024 and the way forward for ACN.

We appointed a new CEO, Adjunct Professor Kathryn Zeitz PhD FACN, in the same month.

I had the honour of attending the International Council of Nursing (ICN)

Congress in Helsinki. The Congress theme was *'Nursing power to change the world'*, something that is at the heart of ACN's work on behalf of Australia's nurses and midwives.

A major achievement for ACN was its leading role in creating and running the *'Nurses Are The Solution'* campaign, in partnership with other peak nursing and midwifery groups.

This campaign continues to have significant and meaningful impact with politicians, media, the health sector, and the public. It is putting a national spotlight on the vital work performed by our profession in caring for Australians through all stages of life. It also turbocharges our political and policy advocacy.

You can read all about these significant events and all our work for members and the profession in this Annual Report.

You can also examine our financial situation and our initiatives to keep ACN on a solid footing for the future.

Thank you for your support throughout my term as President and my time serving on the ACN Board.

I wish my successor, Kath Stein FACN, and the Board every success in leading ACN in the next chapter of our important work.

WELCOME



**Adjunct Professor Kathryn Zeitz PhD FACN
Chief Executive Officer**

Consolidation, collaboration, and influence

Yuma. It has been a significant year for ACN – a year of consolidation, collaboration, and influence, as well as my first year as your CEO.

We concentrated on our strengths, our network, and delivered results.

While education is at the heart of our identity and purpose, we made important inroads in the policy and political world, as well as helping to bring together the broader nursing and midwifery community in Australia.

Our profession truly benefits from the genuine unity displayed by all our nursing and midwifery groups and associations, but things really took on new meaning with unprecedented collaboration between the nine largest groups, known affectionately as the Peaks.

Along with the Australian Nursing and Midwifery Federation (ANMF), the Australian College of Nurses Practitioners (ACNP), the Australian Primary Health Care Nurses Association (APNA), the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM), the Council of Deans of Nursing and Midwifery (CDNM), CRANplus, the Australian College of Midwives (ACM), and the Australian College of Mental Health Nurses (ACMHN), we launched and drove the #Nurses are the Solution campaign.

This campaign is about highlighting the strengths and diversity of the nursing profession to strengthen our health system – to politicians, the media, the health

sector, other health professions, and the public. It culminated in a phenomenally successful nursing showcase at Parliament House in Canberra in November.

It put the nurses in the spotlight in the national capital and functioned as a springboard for the Nursing Peaks' shared policy and advocacy objectives.

Importantly, it brought us face-to-face with more than 60 Members of Parliament and Senators, including Ministers and Shadow Ministers, to tell our collective story – and your stories – to help shape future health service delivery to all Australians.

We expanded and extended our joint advocacy into the Federal election in May 2025.

Alongside this, ACN also promoted our own priorities, our members' priorities over the year.

Our National Nursing Forum (NNF) in Cairns brought more than 800 nursing leaders together to further develop policy and showcase our nurses and midwives. It was a warm welcome for me as the incoming Chief Executive Officer.

The ACN Policy Summit in Canberra combined prominent speakers with dynamic ACN nursing leaders to formulate and refine the policies to propel our nursing workforce successfully into the next decade and beyond. It is these ideas that inform our advocacy.

Rounding out our event portfolio, we again hosted the ACN Nursing and Health Expo in Melbourne, which attracted around 3000 visitors.

Following the controversies and challenges that ACN has confronted, we have worked hard to get things back on track. And we did.

Our rebuilding process has been based on honesty, transparency, and consultation with our members and all our stakeholders.

We have always tried to be up front about our governance, our finances, and our culture. It has not always been easy. We have had a number of changes to our Executive team. That is a natural part of change. We now have a team ready and willing to take ACN to its next bigger and stronger chapter.

This open and honest process continues but ACN is in a much more stable place now because of our collective hard work.

I would like to thank the Board, the Executive, and all our staff for supporting me as I transitioned into the role, and their determination to make ACN stronger. A shout out to Professor Lee Boyd FACN, who took the helm of ACN for the first quarter of this financial year.

To our Faculties and Regions, the ACN Foundation, donors, Distinguished Life Fellows, Fellows, and all members, I thank you for your ongoing commitment to the work of ACN. We cannot do this without you.

There is still so much more work we want to do. We've really only just begun.

ACN BOARD OF DIRECTORS



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 leads a team of 12,000 people to deliver high-quality, safe and equitable care to 1.5 million members of the community we serve each year. Through a high-performing team, David operationalises the strategic plan for the current and future needs of the community. David is also a Board Director with the Victorian Healthcare Association.

David has been a health service executive for many years providing 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 and the Chief Nursing and Midwifery Officer for the Northern Territory (NT) Department of Health. She currently holds a leadership role at 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.



Kath Stein FACN

Board Director

Kath Stein serves in Defence as a Nursing Officer with experience leading across health workforce and training systems, operational deployment, health policy, governance and health service delivery. She was privileged to lead the Command Joint Health Unit Northern New South Wales and is the current Director of Defence Force Nursing. In 2025, she serves as the Director of National Operations, leading the delivery of safe, quality health care to Australian Defence Force Members across more than 50 health facilities nationally. As an extension of her service, she is now proud to be a Fellow and Board Director for ACN.



Professor Georgina Willetts FACN

Board Director

Professor Georgina Willetts has over 40 years of experience as a nurse, dedicated to leading transformative reforms in nursing and midwifery. Her contributions span both the healthcare industry and academia. She has played a significant role in shaping policies and practices in nursing both nationally and internationally.

A committed advocate for the nursing profession, Georgina has been an active member of ACN for over 15 years, demonstrating her dedication to advancing the profession. In addition to her professional and academic achievements, she currently serves as the Chair of Academic Council within ACN, where she provides strategic leadership and fosters collaboration among academic stakeholders.



Adjunct Professor Chris Raftery FACN

Board Director

Adjunct Professor Chris Raftery 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 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.



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. She is also the Chairperson of the National Rural Health Alliance. As the Chief Nursing and Midwifery Officer from 2016-18, Heather coordinated the NT Government review of remote nurse safety and implemented the review recommendations to keep remote Territory nurses safe at work.



Ross M Lewin CA, MAICD, F FIN

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 Finance, Audit, Risk and Investment (FARI) Committee. He is a director of several private companies.



Michael V Ryan

Independent Director

Michael is a practising 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. He is also an accredited mediator. Michael serves on the FARI Committee.

YEAR IN NUMBERS



EDUCATION ENROLMENTS

1308

National Immunisation Program for Healthcare Practitioners enrolments

Over 600

Postgraduate enrolments

Over 570

Graduate Certificate students



CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

162

CPD courses available

76

Face-to-face CPD courses

12,414

Total completions



INSTITUTE OF LEADERSHIP

215

Course participants



FELLOWSHIP

7

New Fellows



POLICY NUMBERS

70 Consultations

17 Parliamentary inquiries

5 New Position Statements

1 White paper

1 Discussion paper



AFFILIATION

153 Affiliates:

62 Platinum

17 Gold

26 Silver

48 Bronze



REPRESENTATION

73

New requests for representation

91

Ongoing representatives



WEBINARS

48

Webinars

410

Total attendees



FACULTIES

23

Faculties



REGIONS

16

Face-to-face region events with

324

attendees



EVENTS

Close to

3,000

participants:

- ACN National Nursing Forum
- ACN Nursing and Health Expo
- ACN Policy Summit

FELLOWSHIP



L to R New Fellows Nicole Mahara,
Nicole Norman, Melissa Freeman,
Cheryl MacDonald and Jennifer Harland

ACN FELLOWS JULY 2024 – JUNE 2025

Fellowship of ACN is a prestigious member status awarded to nurses in recognition of significant professional achievement. Fellowship recognises the experience and contribution of nurse leaders to ACN and the profession. Applications for Fellowship are assessed on the basis of the professional leadership, commitment and achievements of the applicant.

The following ACN Members were awarded Fellowships in 2024-25.



Cheryl MacDonald FACN

Former Chair of the ACN NT Region and current Director of Nursing and Midwifery Professional Capability and Governance at Metro South Health, Cheryl is a dual-registered nurse and midwife. Cheryl leads strategic initiatives, mentors healthcare professionals, champions leadership, innovation, and collaboration, and has a passion for education and research to enhance workforce and health outcomes.



Dr Lynette Cusack FACN

Lynette's contribution to nursing and healthcare has been through management, policy, education, regulation and research. Prior to an academic career, Lynette worked in senior executive positions and leadership roles within the community health sector in South Australia. Lynette holds an academic leadership role at the Northern Adelaide Local Health Network.



Melissa Freeman FACN

Melissa is the founder and director of a nurse-led wound and primary health clinic on the Mid North Coast of NSW. Melissa has a stellar career of over 25 years in acute and community-based nursing. Melissa is the national chair of the Clinical Expert Advisory Panel to Wounds Australia and a nursing academic at University of New England.



Nicole Norman FACN

Nicole Norman is a registered nurse with nearly 20 years' experience in clinical care, nursing education and academia in Australia. Nicole is the current Director of Nursing and Midwifery for Clinical Learning Education and Research Services at the Northern Territory Department of Health, and a former senior lecturer in nursing. Nicole's nursing curriculum design focuses on contextualisation for the modern learner to bridge the theory to clinical practice gap, preparing tomorrow's nurses for the changing healthcare consumer, and embedding innovative digital technology in nursing education. Nicole is currently a PhD candidate using implementation research.



Jennifer Harland FACN

Director Ageing and End of Life Policy, ACT Government. Jennifer Harland has an impressive four decades of healthcare experience. Her career trajectory spans diverse domains, from clinical practice to academic pursuits, and from shaping policy to providing inspirational leadership. Her impact resonates across Government and Non-Government organisations in New South Wales, South Australia, and the Australian Capital Territory.

Jennifer's commitment to education and training is evident through her academic achievements. She holds a Master of Science (Addiction), delving into the complexities of substance use and recovery. Her Master of Arts (Applied Ethics) reflects her deep contemplation on ethical dilemmas in healthcare. Jennifer is the current President of Drug and Alcohol Nurses of Australasia (DANA).

Jennifer has also completed Post Graduate Certificates in Intensive Care, Mental Health, Higher Education, and Emergency & Disaster Management.



Karen Grace FACN

Karen Grace recently retired as the National Director of Professional Practice at ACN, concluding a distinguished 40-year career as a registered nurse and midwife.

Throughout her career, Karen has held numerous senior executive roles, bringing extensive leadership experience across diverse healthcare settings. She has driven the development of new infrastructure, innovative services, contemporary models of care, and system-level innovations. A passionate advocate for the profession, Karen is deeply committed to highlighting the vital contribution of nurses and midwives in delivering high-quality healthcare.

Karen continues to shape the future of nursing through her focus on policy, influence, and advocacy. She firmly believes in the importance of strong nursing leadership at every decision-making table and is dedicated to empowering the profession to reach this goal.

She serves as a Director on the Board of the Australian Nursing and Midwifery Accreditation Council and is a member of the National Nursing Workforce Strategic Advisory Group.



Nicole Mahara FACN

Nicole is a passionate leader, academic, and researcher with over 25 years in aged care nursing. She managed a large regional facility for 15 years before transitioning to academia, where she teaches nursing and researches burnout, leadership, and First Nations health. A PhD candidate, Nicole has contributed to COVID-19 outbreak planning, award-winning innovations, and media discussions on aged care.

MEMBERSHIP AND ENGAGEMENT



NSW Sydney Region, Workforce, Culture and Professional Development Practice Event

FACULTIES

Faculties provide like-minded nurses interested in, or working in, certain specialties, opportunity to create a community, connect and support each other.

ACN has 23 faculties:

- Advanced Practice
- Aged Care Nursing
- Chief Nursing Informatics Officers
- Children and Young People
- Chronic Disease
- Climate & Health
- Clinical Research Nurses
- Disaster Health
- End-of-Life Care
- Enrolled Nurses
- First Nations
- Global Nursing
- History
- Law & Regulation (formed in 2024 from the merger of the Legal & Ethical Issues Faculty, and the Nursing Regulation Faculty)

- Leadership
- Mental Health Nursing
- Military Nursing
- National Nursing Executive
- Next Generation
- Nurse Informatics & Digital Health
- Nursing in the Community
- Rural & Remote Nursing
- Street Health

Faculty highlights

2024-25 marked an active time for ACN's Faculties. Concurrent sessions at the National Nursing Forum were held by the **Advanced Practice, End-of-Life Care, Law & Regulation, and Rural & Remote Nursing** Faculties. The **Next Generation** and **History** Faculties held their individual faculty summits the day prior to NNF that saw good attendance. On the first afternoon of NNF these two faculties came together for a debate. ACN's **Military Nursing** Faculty's Chair Nathan Saunders FACN arranged a visit on HMAS Canberra while it was in dock in Cairns, a great opportunity for those involved. At the ACN Policy Summit in

March, the **Chief Nursing Informatics Officers** Faculty took up the opportunity to hold a face-to-face meeting.

The Faculties held numerous webinars to inform and engage members. The **Children and Young People** Faculty's 'Child Safety: Early Identification and Management' webinar provided critical insights into the early detection of child abuse within the Australian healthcare system, focusing on nurses' pivotal role in identifying and managing child abuse cases. The **Chronic Disease** Faculty's insightful 'Mastering Diabetes Care: NDSS Insights & Resources' webinar was a collaboration with Diabetes Australia, aiming to provide healthcare professionals with comprehensive knowledge and resources related to diabetes management. The **Climate & Health** Faculty contributed to discussions on healthcare and policy, including engaging in policy debates for a healthier future, exploring nurse-led climate responses and resource utilisation, and effectively communicating climate science through evidence-based approaches, with the faculty holding four webinars across the



NSW Sydney Region Event - 2025 Welcome with ACN CEO Kathryn Zeitz (Feb 2025)

year. The provision of in-event health services at mass gatherings and their impact on community health services was discussed by experts at the **Disaster Health** Faculty webinar. The **End-of-Life Care** Faculty covered self and team wellbeing in end-of-life care, in a webinar held in partnership with End-of-Life Essentials (EOLE) Flinders University, with 197 people registered to attend to hear about collective self-care. The **History** Faculty invited Professor Emerita Mary Chiarella to present an informative webinar that explored why nurses should proactively engage with different forms of media, and discussed which platforms are the most effective for different messages. The **Law & Regulation** Faculty's former iteration, the Nursing Regulation Faculty, hosted a brilliant webinar on social media use in nursing, discussing real causes of nurses caught in the fire of social media. The **Mental Health** Faculty's informative webinars led to important discussions on challenges in health care, including the impact of bullying in nursing, the effects of eating disorders on fertility, and debunking common myths around clinical

supervision. The **Nurse Informatics & Digital Health** Faculty held webinars that facilitated discussions on the evolving role of digital health, including consumer perspectives on its impact, challenges, and cultural considerations. Additionally, they hosted a session with the Chief Clinical Advisor (Nursing) at the Australian Digital Health Agency, which provided insights into the Digital Health Capability Framework, and shared key highlights from a Digital Health Conference. As part of Nursing in the Community week, the **Nursing in the Community** Faculty held a webinar with guest speaker, Adjunct Professor Leanne Boase, CEO of the Australian College of Nurse Practitioners to enhance understanding of nurse practitioner pathways and provided insight into a nurse practitioner's role within the healthcare system. The **Rural and Remote Nursing** Faculty invited guest speaker, Deputy National Rural Health Commissioner, Adjunct Professor Shelley Nowlan FACN to discuss the impact of the Rural and Remote Generalist Framework on nurses' individual roles. It also focused on the Nursing Supply and

Demand Study, with Frances Rice MACN, then of the Office of the Chief Nursing and Midwifery Officer. The **Street Health** Faculty have continued to host bi-monthly meetings with the members of the Faculty.

Faculty leadership changes

First Nations: End of tenure for the entire leadership team. Jennie Gordon MACN appointed new Chair.

Global Nursing: End of tenure for Chair, Elizabeth Tollenaere FACN. Previous Deputy Chair, Caroline Browne MACN appointed new Chair.

History: End of tenure for Lesley Potter FACN. Tanya Langtree MACN appointed new Chair.

Law & Regulation: Farewelled Jo Southern MACN Chair Legal & Ethical.

National Nursing Executive: Alanna Geary FACN resigned as Chair. Lynne Bickerstaff MACN appointed new Chair.

Next Generation: End of tenure for Chair Lucy Osborn FACN. Caitlyn Moore MACN appointed new Chair.

MEMBERSHIP AND ENGAGEMENT



Central and Far West NSW Region end of year event, Dubbo

REGIONS

ACN's States and Territories create opportunities for member engagement within each jurisdiction, supported by Regions in the bigger states that facilitate awareness and networking across regional areas.

- Australian Capital Territory
- New South Wales Central & Far West
- New South Wales Sydney
- Northern Territory
- Queensland – Brisbane
- Queensland – Darling Downs
- Queensland – North West
- South Australia
- Tasmania
- Victoria – Goulburn & Murray
- Victoria – Melbourne
- Western Australia

Regions highlights

Australian Capital Territory:

- The ACT Region held an end-of-year event to welcome new ACN CEO Kathryn Zeitz PhD FACN. The event was a wonderful way to celebrate the end of 2024 with a breakfast at the Australian War Memorial.

New South Wales – Sydney:

- In late 2024, the NSW Sydney Region hosted a Workforce, Culture and Professional Practice session face-to-face at the Australian Catholic University in Sydney. The event was a great success and had many take-homes for the attendees.
- The region welcomed the new year with an engaging evening alongside ACN CEO Kathryn Zeitz FACN. Attendees had the opportunity to reconnect with colleagues, gain insights into the year ahead, and participate in

thought-provoking discussions on the future of nursing, setting the stage for a dynamic year ahead.

- The Leadership Team hosted a webinar, 'Rwanda 30 Years On: Reflections of a Navy Nurse'. Guest speaker, Captain Amanda Garlick FACN, Royal Australian Navy, shared her reflections with attendees on her first deployment as a young Navy nurse in Rwanda.

Northern Territory:

- The NT Region continued to host their Yarning with the NT Region meetings, which allowed members from across the NT to connect and discuss local issues.

Queensland – Brisbane:

- The Brisbane Region held an end-of-year meet and greet at the beautiful ANZ Festival Garden in Southbank. Members and non-members joined together for a picnic to network and share stories.



Brisbane Region end of year event, ANZ Festival Gardens

South Australia:

- The SA Region Leadership Team invited guest speaker, nurse practitioner Amanda Fitzgerald, to share her experiences and key learnings from an overseas trip, where she explored NP roles in various countries.

Tasmania:

- Christmas in July was a fantastic event bringing together nurses within the Tasmanian Region.

Victoria – Melbourne:

- The Melbourne Region Leadership Team again held the Gertrude Berger Oration and Symposium, with this year's theme 'Sustainability: Working towards a cleaner and stronger future'.
- The Region also got together for a fun night of ten-pin bowling, for nursing colleagues to have fun and connect.
- In addition to the face-to-face events, the Leadership Team hosted an informative webinar for new Graduate Nurses, 'Your Next Steps as a New Nurse'. It was a great interactive session where first-year nursing students could ask all their burning questions.

Western Australia:

- The Region Leadership Team hosted an insightful webinar as they discussed some alternate career pathways for nurses. The webinar was a great opportunity for members to learn more about nursing roles in a variety of areas, including academia, research, education, quality improvement and policy.
- Following their successful webinar in 2024, the WA Region Leadership hosted another informative session, this time on 'Understanding Vulvar Health'. The interactive session featured Natarsha Wilson, MACN, Clinical Nurse and Colposcopy & Vulvoscopv Coordinator at King Edward Memorial Hospital.

EDUCATION AND PROFESSIONAL DEVELOPMENT



ACN's graduates of 2024

ACN is an institute of higher education. ACN provides exceptional educational opportunities with a strong clinical focus and evidence-based practices. ACN is fully accredited for the delivery of higher education.

AREAS OF STUDY

ACN delivers postgraduate, CPD, and HESA accredited courses across a large number of nursing disciplines. This includes immunisation, aged care, palliative care, critical care, cancer nursing, community and primary health nursing, cosmetic nursing, and many more.

Graduate Certificates

ACN offers a diverse range of 20 postgraduate courses with flexible part-time and online programs. All courses are written by expert nurses for nurses, ranging from acute care, breast cancer nursing, community and primary health care, neonatal care, and more.

Microcredentials

ACN's microcredentials are short, accredited courses designed to start with a single course, build practical skills and stack credits towards a graduate certificate.

In 2025, 21 new microcredentials were available. These form three stackable microcredential pathways, which can be credited towards seven units of study across various Graduate Certificates at ACN.

ACN also launched new Government-funded microcredentials: 872 Parkinson's Care and Advancing Professional Practice and 873 Managing Diabetes Across the Lifespan – both of which provide 50 per cent Recognition of Prior Learning towards selected ACN courses.

Single units of study

ACN offers 10-week single units of study from our graduate certificate units. There are more than 60 units of study to choose from.

In 2024-25 we discontinued the following single units of study:

- 053 Healthy Ageing
- 332 Clinical Leadership in Aged Care
- 042 Principles of Orthopaedic Nursing
- 922 Clinical Practice in Orthopaedic Nursing

A new unit, 367 Diabetes Care Across Life Span has been introduced.

CPD CENTRE

We currently have over 140 modules live in the CPD centre with 30 new added this year. We also offer multiple bundle and save options. CPD continues to be one of the most popular member benefits. However modules are available to both members and non-members. In the past year, 12,414 courses have been accessed online via the CPD centre.



Welcoming graduates to the ceremony

CPD FACE-TO-FACE

This year we offered 71 face-to-face courses with 1,077 participants attending across most states and territories of Australia. Our most popular courses include Wound Management Update, Venepuncture and Cannulation, Urinary Catheterisation and the Clinical Educators Masterclass.

IMMUNISATION COURSES

The National Immunisation for Healthcare Practitioners (HESA accredited course) had 1,304 enrolments. This year we also launched the Pacific Island Immunisation Course with 50 participants representing 17 nations in the Pacific region, including Fiji, Papua New Guinea, New Zealand and the Solomon Islands.

NON-AWARD SHORT COURSES

We offer several non-award courses including Audiometry in Nursing Practice,

Principles of Emergency Care, Tuberculosis Management, Medicines Management and Professional Practice. These courses were developed with industry partners to meet specific industry needs and continue to have strong enrolments.

NURSING PATHWAYS PROJECT

Nursing Pathways was launched in late 2024 to understand what nurses across Australia need to feel supported in their career progression, following government reforms that identified career planning as a workforce priority.

Through more than 37 focus groups and forums, ACN listened to over 500 nurses, from those early in their careers to those transitioning to retirement, and across all practice areas. We gathered insights from nurses to capture their lived experiences of nursing in 2025, their career aspirations, and the support they need to take the next career step.

The focus groups revealed that nurses value clear and practical career guidance. As one participant described, “*We are currently searching in the dark, and we need someone to make the path easier.*” There is a strong sense of pride within the profession, and “*the potential is electric.*” However, participants also highlighted significant challenges, including burnout, stress, and emotional exhaustion, summed up by one nurse’s reflection that “*burnout is the new normal.*”

The next phase of Nursing Pathways focuses on the development of a resource, the Nursing Pathways Toolkit, that will bring together professional knowledge, demonstrating the breadth and depth of career opportunities, and expert-informed career progression tools, all underpinned by national and international literature. Experts across different areas of practice are currently being consulted to help shape content, ensuring it reflects the realities of nursing and provides meaningful, practical support for career development.

EDUCATION AND PROFESSIONAL DEVELOPMENT



Nursing Pathways Project

Nursing Pathways is an ACN-wide project, and we greatly appreciate the support of nurses across Australia, especially ACN members and affiliates.

The Toolkit's official launch is planned for 2026.

EVENTS

Graduation

On Friday, 28 June, ACN hosted its annual graduation, welcoming graduates to the Masonic Centre in Sydney's CBD. Graduates gathered to celebrate the culmination of their hard work and dedication to their studies.

ACN celebrated the achievements of over 800 postgraduates from the class of 2024, with approximately 90 attending in person, as well as the achievements of 38 Institute of Leadership graduates, eight attending in person. It was a privilege for ACN and its teaching staff to mark this milestone with their graduates.

ACN's Director of Leadership and Transformation, Jennifer Harland FACN, presided over the event, which was also attended by members of the ACN academic council and the Higher Education nurse educators.

Seven students attended in person to receive the Highest Achiever Award in each graduate certificate. This is notable as most ACN students work full-time in the profession while undertaking their studies.

The President's Award for the graduate with the highest academic grades across all courses was awarded to Eimear O'Connor, who was also the recipient of the Highest Achiever award in Critical Care Nursing. The latter was renamed the Maria Baric Award for Highest Achievement in Critical Care Nursing, in honour of Maria Baric MACN, a much-loved and well-respected ACN nurse academic who passed away in early 2025. Certificates were also presented to graduates of the Institute of Leadership Nurse Director and Nurse Executive Leadership programs.

ACN President's Award

MARIA BARIC AWARD for HIGHEST ACHIEVEMENT IN CRITICAL CARE NURSING
Eimear O'Connor

High achievers list

ACUTE CARE NURSING
Jessica Stephenson

AGED CARE NURSING
Elisabeth Dixon

BREAST CANCER NURSING
Gillian Smith

CANCER NURSING
Anna Moran Sperker

CHILD AND FAMILY HEALTH NURSING
Victoria Anne Rowlandson

COMMUNITY AND PRIMARY HEALTH CARE NURSING
Megan Hickie

COSMETIC NURSING
Tian Xiao



DERMATOLOGY NURSING

Erika Lopez Gouws

DIAGNOSTIC AND INTERVENTIONAL RADIOLOGY NURSING

Suzanne Quick

DIGITAL HEALTH

Kerry Taylor

DRUG AND ALCOHOL NURSING

Emma Phillips

LEADERSHIP AND MANAGEMENT

Rebecca Bushby-Hall

NEONATAL NURSING

Tahlia Harris

PAEDIATRIC NURSING STUDIES

Bethanie Cain

PALLIATIVE CARE NURSING

Dominique Myles-Papeix

PERIOPERATIVE NURSING

Melissa Kay

STOMAL THERAPY NURSING

Steven Homann

Several of the graduates were also ACN scholarship recipients.

BULLWINKEL SCHOLARS PROGRAM

Louise Cook

Amy Cowan

Rachel Fishlock

Emma Hunter

Leisa Jackson

Claire Knight

Jessica McEvoy

Giuliana Murfet

Sally O'Callaghan

Amanda Plant

Stephanie Rackermann

Helen Roberts-Thompson

Corey Sclater

Sarah Smith

Sarah Steele

Olivia Walker

JOHNSON AND JOHNSON SCHOLARSHIP

Olabode Babatunde

Rebecca Bushby-Hall

Thi My Puong Chandler

Donna Davenport

Elizabeth Ferrier

Thanuja Gunsekara

Melissa Kay

Salome Lambeth

Michael Leocadio

Prasanth Mallika Somon Nair

Kathryn McGann

Alana Nixon

Naomi Reisenleiter

Angus Wong

ROSEMARY HARRISON SCHOLARSHIP

Rebekkah Middleton

MARJORIE SCHUMAN RURAL NURSE SCHOLARSHIP

Katherine Broad



Jennifer Harland FACN, ACN Director Institute of Leadership leads a masterclass

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. The Institute of Leadership is committed to accessible and impactful leadership development opportunities for nurses at all career stages.

The Institute is grateful 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.

Throughout the year, the ACN Institute of Leadership continued its work 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 2024-25.

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 2024-25, two Nurse Executive Leadership Programs were held (October 2024 and April 2025) with a total of 12 registrations.

I loved every minute of this course. It enabled me to reaffirm my passion for nursing, meet and connect with like-minded nurses and see the nursing profession from a national viewpoint. The course and presenters got me out of my comfort zones and allowed for meaningful discussions. I really enjoyed the small group I attended with. I believe we have made career-long connections with each other. Thank you for an amazing week. I'm reinvigorated in my nursing career.

The week provided an exceptional opportunity to learn from leading nurse executives in Australia who generously gave their time to authentically share their experience, wisdom and advice. It was an incredible experience and provided me with renewed confidence

and enthusiasm. Would I recommend to others? Definitely, the connections made with fellow participants were invaluable and the learnings inspiring. Completion of the NELP was a goal I set as part of my professional development plan and am so grateful to have had this opportunity. Biggest takeaway message: Nursing leadership is required in every aspect of our health service and taking time to invest in our own self-development is pivotal to support the teams we lead, and the communities we serve.



Educational materials

NURSE DIRECTOR 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 2024-25 two Nurse Director Leadership Programs were held (October 2024 and April 2025) with a total of 39 registrations.

In nursing, we often end up in leadership roles without really knowing what that means. This course has been a game changer for me. It gave me the chance to hear from experts about different aspects of leadership and allowed me to take a step back from work to reflect on my path. I see this course as a key I now have to unlock a door – I'm not sure what kind of door it is or where it goes, but I'm ready to find out.

NURSE UNIT MANAGER LEADERSHIP 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. Two Nurse Unit Manager Leadership Programs continued in 2024-25 with 29 nurses undertaking the five-day face-to-face masterclass.

This was a great course, it gave me a voice and belief in the process. I am so happy I came and can't wait to do more with ACN. It was everything I expected and more.

EMERGING POLICY LEADER PROGRAM

Proudly sponsored by the ACN Foundation, this 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.

Five scholars were enrolled in the program, working with ACN Staff and ACN Faculty members on policy documents focused on the outcomes of the 2024 Policy Summit.



Karen Grace FACN, ACN National Director Professional Practice leads a Nurse Unit Manager Program Masterclass

EMERGING RESEARCH LEADER PROGRAM

The Emerging Research Leader 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.

Fifteen scholars were enrolled in the nine-month program, which encouraged them 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.

I feel so privileged to have been given the opportunity to participate in the Emerging Research Leader Program. I came into this program with as much excitement as I had trepidation! As an almost complete novice to research I was anxious that I didn't know enough,

but I had a topic of passion and was encouraged to take a supported leap into the research world. ERLP has helped me to reinforce the theoretical basics I learnt in my Master program and progress to completing my first scoping review. Having a dedicated mentor has been a highlight for me. My mentor was encouraging, insightful and knowledgeable. Every step of this journey she has cheered me on, kept me on track and built my confidence. I get excited to tell my colleagues what I have been learning and I am thankful that this is just the start of my research journey!

EMERGING NURSE LEADER PROGRAM

The Emerging Nurse Leader 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 55 nurses enrolled across six levels of the program which operates on a self-paced and self-driven basis, allowing participants to determine the pace and depth of their involvement.

The ENL Program helped me evolve into a better person and a better 'early career' Registered Nurse. I could now see the 'bigger' picture of what being a Registered Nurse in Australia is, knowing the value of Curiosity, Learning, and Determination. To undergo an ENL Program is an investment for myself, where members of the ENL are doing these 'unpaid' services to help me.

The ENL program allowed me to connect with like-minded nurses in the early stages of their career like myself. While in different areas, we faced similar challenges and provided support for one another and celebrated our wins. This program really brings out the best in our emerging nurses and allows you to build your leadership skills with others who are also working towards being the best leader they can be.



Participants join in the discussion

LEAD FROM WHERE YOU ARE – Leadership Program for Drug and Alcohol Nurses

In January 2025, the Institute of Leadership collaborated with the Drug and Alcohol Nurses of Australasia (DANA) to foster the leadership development and personal and professional growth of drug and alcohol nurses, helping to advance their careers. Twelve nurses were chosen to complete ACN's Leadership Mindset Series and took part in five online learning sessions over six months.



Course enrolment summary for 2024/2025

Emerging Nurse Leader Program

Total Enrolments: 55 (2024 cohort)

Total Enrolments: 55 (2025 cohort)

Emerging Policy Leader Program

Total Enrolments: 10

Emerging Research Leader Program

Total Enrolments: 15

Nurse Unit Manager Leadership Program

Total Enrolments: 29

Nurse Director Leadership Program

Total Enrolments: 39

Nurse Executive Leadership Program

Total Enrolments: 12

Total Enrolments for 2024/2025:

Total number of enrolments across all programs: **215**

ADVOCACY AND POLICY



Nurses are the Solution Alliance

POLICY LEADERSHIP

Policy, advocacy, and politics are intertwined. ACN effects change through its interactions with governments, politicians, health stakeholders, and consumers. It shapes change by providing input into consultations and making a difference through considered and evidence-based responses to parliamentary inquiries. The voice of ACN includes the views of each member of ACN, including their lived experience, knowledge, understanding, and aspirations for nursing, which are greatly valued and form the foundation of our responses.

Influencing change

The policy and advocacy work that ACN conducts is vital for advancing the professional role of nurses working to their full scope of practice. Crucially, ACN's voice in the public policy sphere supports and promotes innovative healthcare models to best serve the communities in which we work. ACN uses several approaches to influencing change, including submissions to consultative processes and meetings with various stakeholders across the health system, including regulators, other health professions, and nursing organisations.

PUBLICATIONS

In the 2024/25 financial year, ACN has published:

- five Position statements and discussion papers
- two White papers
- ACN Pre-budget submission.

POSITION STATEMENTS

[Vaping position statement](#)

(to be updated as legislation evolves)

[Written by the Chronic Disease Faculty](#)

Vaping is an emerging and evolving public health issue. Currently, health experts, researchers, and authorities are working to ascertain the long-term health consequences of vaping. The full risks remain unknown. What is known is that the promoted idea that vaping is safer than smoking has led to the proliferation of non-therapeutic vapes, which target people who have never smoked, particularly adolescents. ACN supports all measures to ban the importation and sale of non-therapeutic vapes. Further, ACN supports the delivery of a public education campaign to address health concerns and misinformation about the safety of vapes.

[Working with children above a healthy weight: Nurse-led interventions position statement](#)

Written by the Chronic Disease Faculty

In 2022, 26% of Australian children and adolescents were reported to be above a healthy weight, and there are cultural patterns and significant disparities across priority populations in Australia.

The understanding of obesity has evolved significantly over the past decade, recognising it as a complex condition influenced by genetic, biological, social, economic, historical, and environmental factors rather than merely individual choices about diet and physical activity.

The Australian College of Nursing (ACN) issued a position statement advocating for every school-aged child in Australia to have access to a qualified nurse for regular check-ups as part of ACN's broader recommendation to combat childhood obesity through nurse-led interventions. It acknowledges the importance of addressing weight stigma and the need for a holistic approach to health promotion.



Visitors to the Parliamentary Friends of Nursing

The ACN Position Statement, *Working with Children Above a Healthy Weight: Nurse-led interventions* additionally recommend that:

- Reform of current healthcare funding models to prioritise nurse-led models of care for areas where nurses can influence child health outcomes.
- The normalisation of collection and discussion of height and weight data for all children, with longitudinal mapping on WHO-recommended growth charts, as outlined in *Working with Children Above a Healthy Weight: An ACN Toolkit for Nurses*.
- Empowering the nursing workforce via professional development to identify children at risk and provide timely, sensitive interventions targeting a whole-family approach to improve eating and activity behaviours.

Clinical Supervision for Nurses and Midwives joint position statement and Discussion Paper

Written by the Australian College of Midwives, the Australian College of Mental Health Nurses, and the Australian College of Nursing

Clinical supervision is increasingly recognised as a core component of

professional support for contemporary nursing and midwifery practice. Maintaining the health and well-being of nurses and midwives is vital to encouraging recruitment, retention, and growth of a sustainable workforce. Clinical supervision has positively impacted employees' health and professional development. Clinical supervision is distinct from point-of-care supervision; a full definition can be found in this position statement.

The joint position statement was a collaborative effort, and several recommendations were made to assist with embedding clinical supervision in all aspects of nursing and midwifery practice, education, and policies.

This discussion paper breaks down clinical supervision modes, models, benefits, and effects on individuals and organisations, as well as research findings and supports the position statement.

Artificial Intelligence (AI) position paper

Written by the Chief Nursing Informatics Officer, Faculty

ACN advocates for the patient-centred, ethical, and safe use of AI to support and enhance nursing practice, education, and administration. The safe and ethical

application of AI in nursing relies on several principles and needs to be supported by strong governance. This position paper outlines the core principles of using AI in healthcare.

Scope of Practice: Registered Nurses in the community position statement

Written by the Scope of Practice Policy Writing Team, led by Nursing in the Community Faculty members

Registered nurses (RNs) in community settings are well-positioned to practice within their full scope of practice for the good of individuals, families, and communities. Local clinical organisations and state, regional or territorial legislation contribute to facilitating RNs to practice to the full extent of their knowledge, education, skills and experience. This position statement affirms a need to implement change in clinical practice, organisational culture, and the policy environment so that RNs in community care are better facilitated to work within their scope of practice. This shift will improve health outcomes, enhance health service delivery and access, and increase nurse job satisfaction.

WHITE PAPERS

Achieving Socialised Models of Healthcare with Nurse Leadership white paper

Written by Street Health Faculty

The healthcare industry is evolving to meet the increasing population growth, ageing population, chronic disease rates, and mental health conditions. The Australian healthcare system is currently dominated by a biomedical model, focusing on diagnosing and treating rather than preventing disease. This model overlooks socioeconomic factors, which often contribute to health issues.

ACN advocates for a shift to a socialised model of care. This model identifies the role that social determinants of health play in achieving equity-based health care. Nurses are the largest group of health professionals, uniquely positioned across the health sector to enact change. Nurses leading in delivering a socialised model of care through nurse-led services would allow for more accessible health care nationwide and longer consultation times for patients to focus on foundational

ADVOCACY AND POLICY



A skin check by 600 Nurses Project



Visitors get a lesson in CPR



ACN President Adjunct Professor David Plunkett FANCN

issues causing diseases and ill-health. Embracing a socialised healthcare model in Australia is a significant opportunity to enhance health outcomes and reduce disparities. Nurse-led initiatives are central to this transformation.

The Nursing response to the Climate Emergency white paper

(reviewed and updated)

Written by Climate and Health Faculty

Overview: The increasing intensity, frequency, and occurrence of disasters, combined with climate-affected health problems, place remarkable pressure on our health system. Paradoxically, the health sector contributes significantly to emissions while caring for the community, and climate change impacts most.

The White Paper presents a four-step climate stewardship approach for nurses responding to climate emergencies.

ACN PRE-BUDGET SUBMISSION 2025-26

The *ACN Pre-Budget Submission 2025-26* outlines practical and affordable solutions across five key areas:

- **Elevating the image of nursing:** Showcasing the vital contributions of nurses across the healthcare continuum to address workforce shortages, improve public perception, and build a stronger pipeline of future nurses.
- **Strengthening nurse-led models of care:** Enhancing access to nurse-led

services through modernised funding models, expanded referral pathways, and scalable solutions that improve healthcare accessibility and alleviate pressure on primary and acute care services.

- **Maximising nursing workforce capability:** Providing lifelong learning opportunities, standardising recognition of skills through a National Nursing Capability Passport, enhancing digital proficiency, and preparing nurses to deliver care across specialised areas, including aged care and home-based services.
- **Enabling the practice environment:** Creating supportive environments for nurses through initiatives like clinical supervision, transition-to-retirement strategies, and tailored solutions for rural and remote areas, ensuring equitable and sustainable access to quality care.
- **Cultivating nurse leadership:** Developing mentorship frameworks and leadership programs to empower nurses at all levels to drive innovation, improve workforce retention, and deliver exceptional healthcare outcomes.

The *ACN Pre-Budget Submission 2025-26* can be found [here](#).

CONSULTATIONS

ACN responded to several consultations on key government initiatives, including

the Scope of Practice Review led by Professor Mark Cormack. This resulted in the final report: *Unleashing the Potential of our Health Workforce – Scope of Practice Review and the National Nursing Workforce Strategy*. Both are highly influential documents for the nursing profession.

ACN responded to an additional 68 Government and regulatory consultations during this period, highlighting the expanded influence and activity of ACN in shaping healthcare policies at both the national and state levels. Reporting data highlights the breadth of our advocacy across critical categories, including Workforce, Professional Practice and Accreditation, Legislation and Regulation, and Health System Improvement.

ACN welcomed the publication of the final report of the Scope of Practice Review and continues to advocate for its implementation, along with several other reviews impacting nurses working in primary care settings.

ACN eagerly awaits the endorsement and publication of the National Nursing Workforce Strategy and partnering with governments and other nursing and health stakeholders in its implementation

PARLIAMENTARY INQUIRIES AND BILLS

ACN responded to 17 Parliamentary Inquiries during this period.



L to R Board Members Kath Stein FANCN, Adjunct Professor Chris Raftery FANCN, ACN President, Adjunct Professor David Plunkett FANCN, ACN CEO, Adjunct Professor Kathryn Zeitz PhD FANCN and Board Member Heather Keighley FANCN



Delegates are getting involved in the discussion. Caitlyn Moore MACN, with the microphone

EVENTS

PARLIAMENTARY FRIENDS OF NURSING

In November 2024, the Parliamentary Friends of Nursing event at Parliament House in Canberra brought together key figures in the nursing and midwifery community to launch a collaborative campaign *“Nurses Are the Solution”*. The event, organised by the Australian College of Nursing (ACN) and other prominent nursing peak organisations, showcased the vital role of nurses and midwives in Australia’s healthcare system.

The event featured diverse activities, including practical demonstrations and health assessments for Parliamentarians and their staff. Attendees had the opportunity to witness firsthand the expertise of nurses and midwives through skin and hearing checks, basic life support training and lifestyle assessments.

The event launched the *“Nurses Are the Solution”* campaign, highlighting the importance of enabling nurses to work to their full scope of practice, which is crucial for improving access to quality and affordable health care across Australia. This initiative is supported by an alliance of nine primary nursing and midwifery organisations: the Australian Nursing and Midwifery Federation (ANMF), the Australian Primary Health Care Nurses Association (APNA), the Australian College of Nurse Practitioners (ACNP),

the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM), the Australian College of Midwives (ACM), the Australian College of Mental Health Nurses (ACMHIN), CRANAPplus, and the Council of the Deans of Nursing and Midwifery (CDNM).

The event highlighted the dedication and expertise of Australia’s nursing and midwifery workforce, and their pivotal role in driving sustainable improvements in the healthcare system.

POLICY SUMMIT

ACN’s 2025 Policy Summit was held on Friday, 14 March 2025, at Old Parliament House in Canberra. A welcome and acknowledgement by ACN President, Adjunct Professor David Plunkett FANCN, set the scene and expectations for the summit. This was followed by an update on ACN policy activities with rapid-fire presentations delivered by ACN 2024 Emerging Policy Leaders. Our Policy Leaders shared their experiences and the work they had been involved in throughout their program. The session ended with their official graduation and a warm welcome to the 2025 Emerging Policy Leaders.

A highlight of the summit was the keynote address delivered by Professor Mark Cormack, whose insights on the healthcare landscape provided a framework for the discussions to follow. His report, *Unleashing the Potential of*

our Health Workforce – Scope of Practice Review, served as a foundation for an expert panel discussion that engaged attendees in exploring the practical implications of his findings.

Delegates participated in a Q&A session before proceeding to three breakout sessions for more in-depth conversations. Participants examined the impact and implications of the recommendations from the Scope of Practice Review (2024), which included:

- **Recommendation 1:** Develop a National Skills and Capability Framework and Matrix
- **Recommendation 2:** Establish a Primary Care Workforce Development Program
- **Recommendation 3:** Introduce a New Blended Payment Model to Enable Access to Multidisciplinary Healthcare Delivered by Health Professionals Working to Their Full Scope of Practice in Primary Care

Looking ahead, the push for health care policy reform is stronger than ever, thanks to the passion and dedication of nurses nationwide. ACN is committed to supporting these reforms and ensuring nursing’s voice is a key part of the national health policy discussion.

AFFILIATES

Affiliate membership is holding strong at 153 affiliates, 4% of whom are Platinum Affiliates. Via the Affiliates program, ACN reaches across a variety of organisations serving health care in education, clinical, recruitment, aged care and associations.

Our Affiliate Team has worked closely with our members, encouraging professional development by offering exclusive Nurse Leadership Development Days to our Platinum Affiliates. We enhanced both our content and delivery methods for 2024, resulting in highly interactive workshops that have received an overwhelmingly positive response. Throughout the past year, our students have shared valuable feedback, including comments such as:

'The presenter was engaging and used multiple examples and content that was relevant to our day-to-day work/ clinical practice'.

'Thank you to the facilitators for an engaging day. It was really good to have external facilitators come and share their experiences. Additionally, I appreciate that my organisation has invested in nursing leaders that don't usually get professional development days within the organisation that are planned out for them. Usually, at this level, it is self-directed and motivated. Thank you to my team for planning and coordinating with ACN'.

We will continue to listen, collaborate, and enhance our program to ensure our Affiliates receive the best possible support and value. Our presenters are experienced nurse leaders who understand the challenges of nursing leadership today and apply their lived experience to enrich leadership education.

We have worked closely with our Platinum Affiliate, Australian Catholic University, hosting Sydney regional nights to connect with our local nurses, providing sessions with experienced nurse leaders to impart their knowledge in *Navigating the Next Steps*. New graduates and early career nurses had the opportunity to be inspired in their preparation for a job interview and to better understand what attributes a prospective employer is seeking in new graduates. More interactive events were held in 2025.

We turn to our affiliates as the first choice to host events. Gold Affiliate, the University of Technology Sydney, was invited to co-host a visit from Federal



Rhonda Halabi MACN, ACN Affiliate Manager visits Ramsay Health Care



Karen Daly, ACN Affiliates Lead Coordinator

Minister of Education, Jason Clare. The Minister led discussions with nursing students and focused on paid practical placements and FEE-HELP relief as the key issues facing students today.

We were delighted to work with Northern Sydney Local Health District and support their internal program *Springboard to Success*. The program incorporated a key Platinum Affiliate benefit, the Leaders Mindset series, into the delivery of their internal education product to progress early career development. The Affiliate Team were proud to attend their graduation ceremony and support this valuable initiative.

In August 2024, we celebrated and embraced our nursing community at our pinnacle event, the National Nursing Forum in Cairns. Relationships and

connections were strengthened with Cairns Hinterland Hospital, a Platinum Affiliate, and we incorporated the delivery of their Nurse Leadership Day in the week. Through this, we supported our regional nurses, and stayed informed on the issues that face our nurses across all parts of Australia. A large majority of registrants were affiliates, enjoying the complimentary registration vouchers as a valued benefit of affiliate membership. It was great to meet in person so many familiar faces that we had only met on Teams and build upon our relationships.

We aim to increase our engagement with our affiliates in 2025-26, as we seek new opportunities to connect and work to make informed decisions on what is affecting health care today.



Federal Minister for Education Jason Clare MP with Rhonda Halabi MACN, ACN Affiliate Manager at UTS



Spring to Success Graduation



ACU event



A visit to the UTS simulator labs



WSU

EVENTS



Professor Lorna Moxham FACN, winner of the 2024 Trailblazers Award



Professor Dame Anne Rafferty DBE FRCN FACN (Hon)



Delegates at one of the keynote speaker sessions



The History and Next Generation Faculties gear up for their debate

NATIONAL NURSING FORUM

From 14-16 August 2024, more than 700 nurses across the country came together to engage in discussions that focused on regenerating, reinvigorating, and reclaiming nursing's role in health care.

The keynote addresses were captivating. From the opening speech by Assistant Minister for Health and Aged Care Ged Kearney MP, to the powerful words of Professor Dame Anne Marie Rafferty DBE FRCN FACN (Hon), each speaker brought a unique perspective, weaving narratives that were both inspiring and grounded in the realities of nursing today. We listened intently, drawing on the insights shared by leaders who emphasised the importance of action in driving health care forward.

One of the most striking elements of the NNF was that sessions connected the

academic with deeply personal moments. In one session on palliative care, presenters shared heartfelt personal stories that highlighted the challenges and rewards of providing care in patients' final moments. The session underscored nurses' profound impact on individuals and families during some of life's most difficult times.

A debate between the Next Generation and History Faculties brought different perspectives on how nursing's past informs its future. The discussion centred on finding a balance between honouring tradition and embracing innovation.

Conversations over coffee and during networking events strengthened the sense of community. Stories were shared, support was offered, and ideas were exchanged. These moments of connection were as important as the formal sessions, providing

opportunities for collaboration and mutual support.

The 1940s-themed Gala Dinner offered a celebratory close to NNF's second day and commemorated the 75th anniversary of the inception of ACN's predecessor organisations. Laughter, camaraderie, and reflections on the past filled the evening, reminding everyone of the legacy of nursing and the importance of the work ahead.

The announcement that Canberra will host the 2025 NNF sparked excitement. Attendees left Cairns with renewed energy, ready to continue the discussions and innovations that began here. The future of nursing in Australia feels brighter after this gathering.



Delegates arriving at NNF



ACN staff at the Nursing & Health Expo – L to R Jennifer Harland FANCN, Kath Lynch MACN, Julijana Trifunovic, Arminia Steferovic and Dr Carolyn Stapleton FANCN



ACN CEO, Adjunct Professor Kathryn Zeitz PhD FANCN (second left) with exhibitors from Monash Health



Overview of the Nursing & Health Expo



ACN CEO Adjunct Professor Kathryn Zeitz PhD FANCN with Expo sponsors Hesta

NURSING AND HEALTH EXPO

The ACN Nursing & Health Expo, held on Saturday, 29 March at the Melbourne Convention Centre, was a resounding success. This annual event once again lived up to its reputation.

The Expo provided a unique platform for attendees to connect with a diverse range of organisations, including hospitals,

healthcare services, educational institutions, and specialty nursing groups. Visitors had the opportunity to explore a wealth of products and services, gaining practical, take-home advice and skills through a series of educational seminars.

The event was particularly beneficial for current nurses, nursing students, and those considering a career in the health

professions. Attendees left with valuable insights and connections that will help in their professional development.

Overall, the ACN Nursing & Health Expo continues to be an essential event for anyone in the nursing and health sectors, offering opportunities for career progression and professional networking.

ACN FOUNDATION

THE BULLWINKEL PROJECT

The Bullwinkel Scholars Program

The ACN Foundation honoured the memory of Lieutenant Colonel Vivian Bullwinkel AO MGE ARRC ED FNFM FRCNA and her wartime nursing colleagues by establishing the Bullwinkel Scholars Program. The first cohort of Bullwinkel Scholars were announced on 16 February 2024, the anniversary of the Radji Beach massacre.

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 on Bangka Island in February 1942 and the sole survivor, Lieutenant Colonel Vivian Bullwinkel. The second cohort of scholars was announced on 16 February 2025.

This project continues to be supported by the Aspen Medical Foundation, the Department of Defence and the Department of Health Disability & Ageing.

The ACN Foundation received full funding from the Department of Veterans' Affairs for the Bullwinkel Project Documentary.

ACN Institute of Leadership Program Scholar Recipients

Scholarship recipient	In honour of
Irina Shevchenko MACN	Sister Clarence Halligan FACN
John Jensen	Sister Florence Aubin Salmon FACN
Sonja Kulhavy MACN	Sister Mary Eleanor Ellie McGlade FACN
Andrea Wilkinson MACN	Sister Mona Margaret Anderson Tait FACN
Mary-Ellen Hose MACN	Sister Minnie Ivy Hodgson
Adam Sasinowski	Sister Mary Elizabeth 'Beth' Cuthbertson FACN
Breanna Carroll	Sister Kathleen Margaret Neuss FACN
Naomi Clark	Sister Joyce Ada Bridge FACN
Rajwant Kaur	Sister Nancy Harris FACN
Marrianne McGhee MACN	Sister Janet 'Jenny' Kerr FACN
Alison Cooper MACN	Sister Ellen 'Nell' Louisa Keats FACN
LIEUT John Townsend RAN MACN	Sister Florence 'Flo' Rebecca Casson FACN
Jeanette Makhoul	Sister Rosetta Joan Wight FACN
Sheldon Omwamba MACN	Matron Irene Melville Drummond FACN
Jessica Kinder MACN	Sister Bessie Wilmot FACN
Lisa Kim Russ MACN	Sister Dorothy Gwendoline 'Bud' Elmes FACN
Daniel Darmanin MACN	Sister Peggy Everett Farmer FACN
Raul Cox MACN	Sister Ama May Beard FACN
Katrina Cook MACN	Sister Esther Sara Jean 'Stewie' Stewart FACN
MAJ Bree Looker MACN	Sister Elaine Balfour Ogilvy FACN
FLT LT Alyce Vernon	Sister Laura Florence Fairweather FACN



Received a
significant bequest
from the from
Estate of Nancy
Hummerston

**BULLWINKEL
SCHOLARSHIP
PROGRAM**
Provided 44
scholarships
valued at
\$440,000
since 16
February 2024

**SUPPORTING
OUR
NEIGHBOURS**
Established
4 x \$15,000
ACN Pacific
Island Nurses
Scholarships
since inception



SPONSORED SCHOLARSHIPS

- Johnson and Johnson
- Endometriosis Australia
- Kiel Foundation
- Family of Eric Murray

**John Wilson
Collection**
Received the
first archives
collection to the
National Nursing
Archives



BUILDING LONG TERM PARTNERSHIPS

Aspen Medical
with a further
\$60,000
in grants over
the next three
years.
Australian
Defence Force
\$150,000

ACN Foundation
granted
97 SCHOLARSHIPS
IN 2024/25
valued at almost
\$800,000

**COMMUNITY
SCHOLARSHIPS**
including Rosemary
Harrison scholarship
**Value of
\$75,000 over
five years**

Established
15 x \$10,000
Emerging
Research
Leadership
Program
Scholarships

THE ACN FOUNDATION STUDY TOUR SCHOLARSHIPS

The 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. Each scholarship is worth \$5000.

In September 2024, ACN took four scholarship recipients to Türkiye and Greece. Over the two weeks, there was the opportunity to delve into nursing practices, public health initiatives, and cultural nuances, enriching the group's understanding of global health care and enhancing our professional perspectives.

The 2024 scholarship recipients:

Terri Antonio MACN

Dr Carol Crevacore MACN

Belynda Abbott FACN

Stefanie Edcon MACN

Some tour highlights

- Visiting the Scutari Barracks in Istanbul, Türkiye where Florence Nightingale tended thousands of Turkish and allied soldiers during the Crimean War.
- A visit to Ege University Faculty of Nursing in Izmir with its impressive museum showcasing artefacts depicting the progression of nursing over the past 170 years.
- A trip to Gallipoli visiting Anzac Cove, the Australian cemetery and Lone Pine.
- Walking through the halls and wards of the ancient Asklepieion located at the base of the Pergamon Acropolis in Türkiye.
- Visiting the Blue Mosque and Hagia Sophia in Istanbul.
- A trip to the island of Rhodes visiting Genaro Hospital, the Street of Knights, the Grand Master's Palace and the Hospital of St. John, now a museum.



Scholars visiting Ege University Faculty of Nursing, Türkiye - L to R Tour leader, Karen Grace FACN, Terri Antonio MACN, Dr Carol Crevacore MACN, Dean of Ege University of Nursing Professor Dr Aysegül Dönmez, Stefanie Edson MACN, MACNP, Belynda Abbott FACN.



L to R Gp Captain Kath Stein FANCN, Shelby Cavanagh, ACN Foundation Fundraising Coordinator, Emma Vibert, Marie-Anne Lampotang, Aware Super, Adrian Wilson, Head of Partnerships, Bank First and Julijana Trifunovic, ACN Foundation Director of Philanthropy – inaugural Diamond High Tea in Sydney

SCHOLARSHIPS, GRANTS AND AWARDS

The ACN Foundation would like to acknowledge the support of our donors over the past 12 months.

Your generosity has enabled us to provide leadership and education opportunities to committed and passionate nurses throughout Australia.

A highlight for the year was our inaugural Diamond High Tea fundraiser.

ACN FOUNDATION EVENTS

The Australian College of Nursing (ACN) Foundation hosted two highly successful major fundraisers this year: the International Nurses Day Luncheon and the Diamond High Tea. Both events successfully achieved the dual purpose of honouring the invaluable contributions of Australian nurses and generating critical funding for the Foundation's Bullwinkel Scholars Program. This essential program provides leadership education and support to nurses in rural, remote, military, and First Nations communities, securing vital investment in the future of the profession.



L to R (Kylee Hately - Guild Insurance, Adjunct Professor Shelley Nowlan - Chief Nursing & Midwifery Officer, QLD Health, Adjunct Associate Professor Sonia Martin MACN – One Bridge Founder, ACN Foundation CEO Adjunct Professor Kathryn Zeitz FANCN, Leisa Jackson MACN - 2024 Bullwinkel Scholar, husband Nathan and sister Amba and Katrina Cook – 2025 Bullwinkel Scholar at the International Nurses Day Charity Luncheon.

The two distinct events provided engaging experiences for attendees. The International Nurses Day Luncheon, supported by sponsors Finance4Nurses, Guild Insurance, Rampant Technology, and venue Victoria Park, featured motivational speakers and a fashion parade, successfully raising approximately \$35,000. Complementing this, the

Diamond High Tea, with corporate sponsors Aware Super, Bank First, and venue Rydges World Square, celebrated 75 years of nursing excellence and raised an impressive \$28,317. The collective success of these celebrations significantly boosted the Foundation's capacity and solidified our commitment to nursing leadership development.

ACN FUNDED SCHOLARSHIPS

- Pacific Island Nations Nurses Scholarship Program
- Emerging Policy Leader Program Scholarship
- Emerging Research Leader Program Scholarship
- Nurse Unit Manager Scholarship Program

CORPORATE SPONSORED SCHOLARSHIPS

- Aspen Fiji Neonatal Nursing Scholarship – Proudly sponsored by Aspen Medical Foundation
- Endometriosis Australia Scholarship – Proudly sponsored by Endometriosis Australia
- National Nursing Forum Scholarship – Proudly sponsored by Kiel Foundation
- Sister Margaret Y Winning Scholarship – Proudly sponsored by Perpetual

COMMUNITY SPONSORED SCHOLARSHIPS

- Rosemary Harrison Scholarship – Proudly sponsored by Richard Harrison and Family
- Marjorie Schuman Rural Nurse Scholarship – Proudly sponsored by David & Jennie Sutherland Foundation
- Eric Murray Quiet Achiever Award – Proudly sponsored by Eric Murray Family

GIVING BACK

Nancy Hummerston of South Australia generously left a bequest of \$129,871.45 to the ACN Foundation, and we are extremely grateful for her remarkable legacy. Her kindness will have a lasting impact, helping to support nurses and strengthen the nursing profession for years to come.

We extend our sincere appreciation to the dedicated ACN members who generously volunteer their time and expertise as part of the ACN Foundation Fundraising Committee.

Chair:
Arun Thomas MACN

Committee members:
Louise Lommerse MACN
Sheldon Owamba MACN
Christine Smith FACN

Each play an invaluable role in advancing the Foundation's mission. Their commitment, leadership and passion for supporting the nursing profession help drive meaningful initiatives that strengthen nurses and nursing across Australia.

SCHOLARSHIPS

The ACN Foundation continues to build its scholarship, grants and awards portfolio with the support of the Australian community.

Scholarships

Year	Applications Received	Scholarships Awarded	Total Value
September 2024	227	65	\$525,540
March 2025	89	17	\$103,730
Total	316 Applications	82 Scholarships Awarded	\$629,270 Total Funds

2024 ACN Foundation scholarships

September 2024 Scholarships

Bullwinkel Leadership Scholarship
Bullwinkel Study Travel Scholarship
Nurse Unit Manager Scholarship
Emerging Research Leader Program Scholarship
Emerging Policy Leader Program Scholarship
Endometriosis Australia Scholarship
Pacific Island Nations Nursing Scholarship

March 2025 Scholarships

Endometriosis Australia Scholarship
Eric Murray Quiet Achiever Award
Aspen Medical Foundation Neonatal Nursing Scholarship
Kiel Foundation Scholarship
Marjorie Schumann Rural Nurse Scholarship
Nurse Unit Manager Scholarship
Rosemary Harrison Scholarship
Sister Margaret Y Winning Scholarship

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 opinions and editorials from our membership.

THE HIVE

The Hive continues to grow and reach new members. We conducted a member survey to find out what our members like best and what they would like to see more of.

Our cover issues have profiled Professor Dame Anne Marie Rafferty DBE FRCN FACN (Hon), learned more about the work of 2024 Trailblazer Award winner Professor Lorna Roxham FACN work at Camp Recovery, met with ACN's new CEO, Adjunct Professor Kathryn Zeitz PhD FACN and talked with committed rural and remote nurse Heather Keighley FACN. Articles covered nursing history covering topics such as nurses who weren't famous, ancient Egyptian medicine and overlooked artefacts. *The Hive* has covered ACN's work in policy, including our strategic nursing peak bodies alliance,

and has started a new regular feature: Nurses are the solution. We've showcased our educators, celebrated our graduates, scholarship recipients and emerging leaders, and followed our Faculties and Regional teams.

This year also saw ACN celebrating the 50th edition of *The Hive* with a bumper publication.

The Hive continues to work closely with our Affiliates and the ACN Foundation, supporting nurses and the nursing profession into the future.

COLLEGIAN

Collegian: The Australian Journal of Nursing Practice, Scholarship and Research is the official journal of Australian College of Nursing (ACN).

The journal aims to reflect the broad interests of nurses and the nursing profession, and to challenge nurses on emerging areas of interest. It publishes research articles and scholarly discussion of nursing practice, policy and professional issues.

Papers published in the journal are peer reviewed using reviewers who meet high standards of academic and clinical expertise. Invited papers that contribute to nursing knowledge and debate are published at the discretion of the Editor. There has been a significant improvement in the submission experience making it easier and faster using the latest technology to help authors increase their chance of being published.

"Everything was smooth. I didn't face any challenges. This is the easiest journal I have ever submitted a paper to."

The Reviewer Engagement Platform has been built to cater for the needs of the reviewer. Its current functionality includes:

- Displaying all pending invitations across EM journals.
- Displaying all current reviews in progress.
- Displaying historical review activity that can be downloaded.
- Allowing reviewers to set their activity preferences.



- Enabling reviewers to claim their complimentary 30-day ScienceDirect/Scope access.
- Allowing reviewers to download their Reviewer Recognition Certificates and review reports.
- Allowing reviewers to indicate availability.

Readership summary

- 435,035 downloads in 2025 (391,613 in 2024)
- Top Downloaded Article from collegianjournal.com in 2025: *Florence Nightingale's Environmental Theory and its influence on contemporary infection control* (5,201).
- Top mentioned article in media: *Perspectives of the sarcoma clinical nurse consultant role: A qualitative study* (2021) 185,846 social media engagements.
- Top downloading countries: Australia, United States, United Kingdom, Canada, Sweden, New Zealand.

We would like to acknowledge the members 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

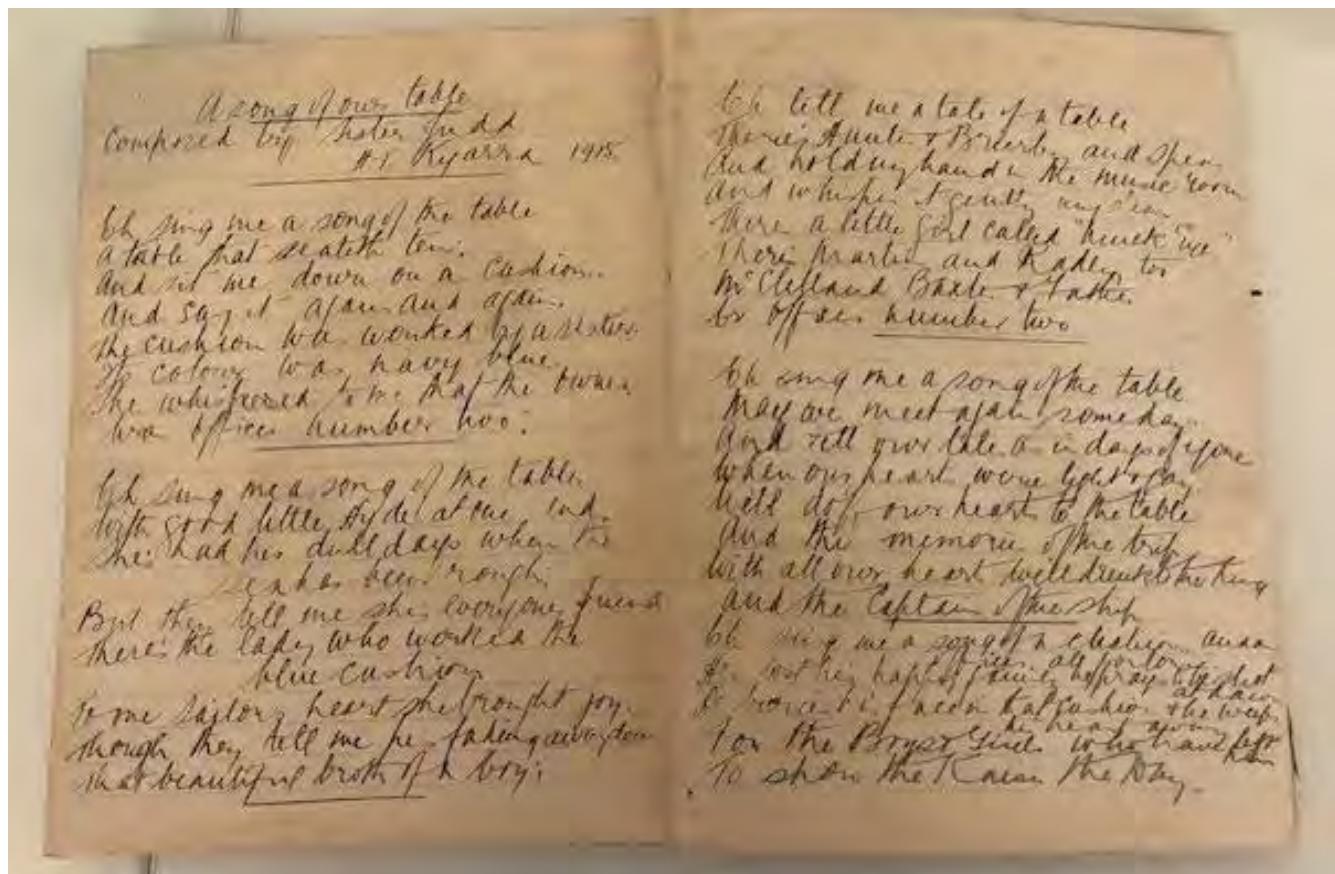
Editorial Board Members:

Dr Bev Copnell MACN
 Dr Clint Douglas FACN
 Dr Rebecca Jedwab FACN
 Dr Diana Jeffries MACN
 Dr Eric Lim MACN
 Dr Alison Roderick MACN
 Dr Farida Saghafi MACN
 Karen Taylor MACN

NURSECLICK – ACN's blog for members and non-members

NurseClick focuses on topics related to nursing practice, policy and professional issues. It provides subscribers and ACN members with an interesting mix of articles which cover local, national and international nursing, aged care and health care themes.

2024-2025 has seen *NurseClick* continue to grow, keeping nurses up-to-date on leadership, health news, innovation and developments in the nursing profession. Just a few highlights have been insights into leadership roles such as a Nurse Executive Director, leadership training as a Nurse Director, spotlights on ACN's affiliates, personal growth stories in the ENL Program, the role of AI in modern nursing, looking at nursing history, a day-in-the-life series, as well as new research and innovation led by nurses and midwives.



A song of our table from the diary of Anne Laycock Hunter

In May 2025, the Katie Zepps Library and Judith A Cornell Archives were packed and transferred into safe storage in preparation for a relocation to their new home at the ACN Deakin building. This is part of the planned uplift of ACN's Wentworth Street, Parramatta office to newer premises at George Street, Parramatta.

The Katie Zepps library is the largest dedicated nursing library in the Southern Hemisphere and holds one of the most comprehensive collections of nursing-related journals. Due to the size of the journal collection, a decision was made 12 years ago for it to be split, with nearly half being safely held in the Deakin office. Once the relocation has taken place, it is planned to merge the two into a single holding. The Library holds not only the journals, text/reference books and other related publications, but it also houses an archive collection of nursing-related publications, some that are over 100 years old.

The Judith A Cornell archives transfer will include the special collections held in the Parramatta office. The individual collections

of Cornell, Curry, Doherty, Meppem, Parkes, Pratt and Rae, along with the special collection of badges, medals, certificates and awards, were carefully packed and transported to a secure facility. As the archives were being readied for pack up, a number of hidden gems were found, and it is hoped that some will eventually go on display at their new home.

In total: 250 linear metres of library and similar in archives were packed and transferred in two and a half days. To house the library and archives in Deakin, new infrastructure will be put in place, with an anticipated build being completed in August 2025.

The National Nursing Archives of Australia (NNA) collection has been slowly growing. The largest donation to date is that of John R Wilson OAM which was received in July 2024. Contained within the 190+ boxes are some truly amazing artefacts that tell a story of one person's journey in their nursing career. There aren't just books, there are journals with the oldest dated 1940, research papers, equipment, posters,



Metal baby's cot from the John R Wilson OAM FANC (DLF) Collection

paintings and photographs. Cataloguing of this collection is a slow but methodical process, and there are many exciting discoveries along the way.



Presented to Jo-Anne Ikin (nee Hem) from the staff at Health Service Wing December 2009

In March 2025, ACN was handed the custodianship of a handwritten diary from a WWI Army Nurse – Sister Anne Laycock Hunter. The diary is fragile; however, a full transcript has been provided. Permission has been granted to ACN to make the diary available through that transcript, and it is planned to include it along with images of the diary on the NAA website early in 2026.

Further donations to the NAA have been received, catalogued and stored, and there is no doubt that the collection will continue to grow.

Increasing the accessible online content of the NAA website is ongoing, and it is envisaged that in early 2026, there will be a number of new items included.



Packing up in Parramatta



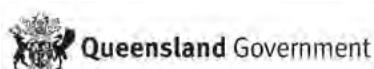
Unpacking in Deakin

ACKNOWLEDGEMENTS

We extend our gratitude to all our sponsors over the last twelve months. Your generous support has been instrumental in enriching the lives of nurses across Australia. With your sponsorship, we have been able to host numerous events and activities that provide education, leadership opportunities and support for nurses.

Together, we are making a significant impact on the future of the nursing profession in Australia.

ACN SPONSORS AND GOVERNMENT FUNDING



ACN FOUNDATION SPONSORS AND GOVERNMENT FUNDING



FINANCIALS

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 2025.

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	RN, Peri-Op Cert, MBA, FACN, GAICD	Elected Director ACN President (11 August 2023 to 22 July 2025) ACN Vice President (5 December 2022 to 11 August 2023) Finance, Audit, Risk & Investment Committee, Member; Nominations and Selection Committee, Member; Remuneration Committee, Chairperson (until 22 July 2025); Governance & Scholarship Committee, Member (from 22 July 2025)
Ms. Kathryn Stein (President)	RN, GAICD, FACN	Elected Director ACN President (from 22 July 2025) Governance & Scholarship Committee, Member; Finance, Audit, Risk & Investment Committee, Member (since 22 July 2025); Nominations and Selection Committee, Member (since 22 July 2025); Remuneration Committee, Chairperson (since 22 July 2025)
Professor Donna Waters	BA(Macq), MPH (USYD), PhD (USYD), FACN	Elected Director ACN Vice President (11 August 2023 to 22 July 2025) Academic Council, Deputy Chairperson; Governance & Scholarship Committee, Chairperson; Nominations and Selection Committee, Member; Remuneration Committee, Member
Mrs Heather Keighley (Vice President)	MIHM, FACN, AFACHSM, CHM	Elected Director ACN Vice President (from 22 July 2025) 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 (Vice President)	RN, RM, Ortho Cert, BHSc(Nursing), Grad CertMgt, Grad Dip Nursing, MEd, DEd, CMgr, FIML, FACN	Elected Director ACN Vice President (from 22 July 2025) Academic Council, Chairperson; Nominations and Selection Committee, Member

FINANCIALS

Directors' report

Names	Qualifications	Experience and special responsibilities
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
Adjunct Professor Sue Hawes	Bach Health Science (Nursing). Executive Masters of Business Administration	Elected Director Finance, Audit, Risk & Investment Committee, Member
Mr Graham Fountain (Independent Director) - Position started on 22 June 2025		Independent Director (commenced 22 June 2025) Finance, Audit, Risk & Investment Committee, Member; Nominations and Selection Committee, Member
Mr Michael Ryan (Independent Director) - Position ended on 22 June 2025	B.Com, LLB, LLM	Independent Director (until 22 June 2025) Finance, Audit, Risk and Investment Committee, Member; Nominations and Selection Committee, Member (until 20 June 2025)

Operating results for the year

For the year ended 30 June 2025, the Group generated total revenue of \$17,495,829 (2024: \$17,369,654) and produced a deficit of \$2,516,543 (2024: \$4,131,093).

Significant changes in the state of affairs

There were no 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 (2024: \$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
David Plunkett	5	5
Kath Stein	5	4
Donna Waters	5	4
Heather Keighley	5	5
Chris Raftery	5	5
Georgina Willetts	5	5
Ross Lewin	5	5
Sue Hawes	5	5
Graham Fountain	1	1
Michael Ryan	4	4

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 \$25,200 excluding GST (2024: \$12,046).

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.



Kathryn Stein
ACN President
15 December 2025

FINANCIALS



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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 consolidated financial report of Australian College of Nursing Ltd for the financial year ended 30 June 2025, 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.

This declaration is in respect of Australian College of Nursing Ltd and the entities it controlled during the financial year.

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

Ernst & Young

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

Anton Ivanyi
Partner
15 December 2025

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 2025, 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 2025 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.

FINANCIALS



**Shape the future
with confidence**

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.



**Shape the future
with confidence**

- 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
15 December 2025

FINANCIALS

Consolidated statement of profit or loss and other comprehensive income For the year ended 30 June 2025

	Notes	2025	2024
		\$	\$
Revenue			
Revenue from contracts with customers	4.a	15,418,134	16,920,357
Other income	4.b	1,572,211	90,901
Finance income	4.c	102,781	343,262
Trust funds - donation		402,703	15,134
Total revenue		17,495,829	■17,369,654
Expenses			
Depreciation and amortisation expense	4.d	(615,100)	(671,575)
Employee benefits expense	4.e	(11,892,684)	(11,873,770)
Administrative expenses		(6,812,165)	(7,256,116)
External service providers		(451,149)	(656,177)
Trust funds - expense	17	(232,285)	(1,020,487)
Finance costs	4.f	(8,989)	(22,622)
Total expenses		(20,012,372)	(21,500,747)
Deficit before tax		(2,516,543)	(4,131,093)
Income tax expense		-	-
Deficit after tax		(2,516,543)	(4,131,093)
Other comprehensive income/(loss)			
Other comprehensive income/(loss) to be reclassified to profit or loss in subsequent periods:			
Net gain/(loss) on debt instruments at fair value through other comprehensive income		293,287	(1,095,473)
Net other comprehensive income/(loss) to be reclassified to profit or loss in subsequent periods		293,287	(1,095,473)
Other comprehensive income that will not be reclassified to profit or loss in subsequent periods:			
Net gain on equity instruments at fair value through other comprehensive income		971,240	3,463,054
Net other comprehensive income that will not be reclassified to profit or loss in subsequent periods		971,240	3,463,054
Other comprehensive income for the year		1,264,527	2,367,581
Total comprehensive loss for the year		(1,252,016)	(1,763,512)

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 2025

	Notes	2025	2024
		\$	\$
Assets			
Current assets			
Cash	5	2,851,706	2,941,038
Trade receivables	6	176,653	287,872
Contract assets		-	137,002
Financial assets	11	3,000,000	-
Other assets	7	1,707,059	1,524,407
Total current assets		7,735,418	4,890,319
Non-current assets			
Plant and equipment	8	339,719	315,542
Right-of-use assets	9	3,071,830	3,492,949
Intangible assets	10	183,481	263,756
Financial assets	11	30,756,986	37,211,343
Total non-current assets		34,352,016	41,283,590
Total assets		42,087,434	46,173,909
Liabilities and funds			
Current liabilities			
Trade and other payables	12	1,243,023	2,299,099
Provisions	13	345,000	-
Employee benefit liabilities	14	1,438,761	1,392,057
Deferred revenue		3,440,499	4,810,618
Lease liabilities	9	17,273	423,943
Total current liabilities		6,484,556	8,925,717
Non-current liabilities			
Provisions	13	-	250,000
Employee benefit liabilities	14	94,922	220,946
Lease liabilities	9	30,777	48,051
Total non-current liabilities		125,699	518,997
Total liabilities		6,610,255	9,444,714
Funds			
General fund		17,145,983	20,467,140
Reserves	15	1,393,188	128,661
Restricted fund		16,938,008	16,133,394
Total funds		35,477,179	36,729,195
Total liabilities and funds		42,087,434	46,173,909

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

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Consolidated statement of changes in funds

For the year ended 30 June 2025

	General fund \$	Fair value reserve of financial assets at fair value through other comprehensive income (FVOCI) \$	Restricted fund \$	Total funds \$
At 1 July 2024	20,467,140	128,661	16,133,394	36,729,195
Deficit for the year	(3,321,157)	-	804,614	(2,516,543)
Other comprehensive income	-	1,264,527	-	1,264,527
Total comprehensive (loss)/income for the year	(3,321,157)	1,264,527	804,614	(1,252,016)
At 30 June 2025	17,145,983	1,393,188	16,938,008	35,477,179
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
Total comprehensive (loss)/income for the year	(3,537,520)	2,367,581	(593,573)	(1,763,512)
At 30 June 2024	20,467,140	128,661	16,133,394	36,729,195

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 2025

	Notes	2025	2024
		\$	\$
Operating activities			
Receipts from customers		16,325,318	17,171,061
Payments to suppliers and employees		(22,212,336)	(22,662,637)
Interest received		102,781	343,262
Finance cost	4,f	(8,989)	(22,622)
Dividends received		1,274,405	854,753
Net cash flows used in operating activities		(4,518,821)	(4,316,183)
Investing activities			
Net proceeds from financial assets		4,932,124	2,001,688
Purchase of plant and equipment		(137,883)	(87,060)
Purchase of intangible assets		-	(83,480)
Net cash flows from investing activities		4,794,241	1,831,148
Financing activities			
Payment of principal portion of lease liabilities		(364,752)	(427,318)
Net cash flows used in financing activities		(364,752)	(427,318)
Net decrease in cash		(89,332)	(2,912,353)
Cash at 1 July		2,941,038	5,853,391
Cash at 30 June	5	2,851,706	2,941,038

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 2025

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 2025 was authorised for issue in accordance with a resolution of the Directors on 15 December 2025.

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 2025 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 2025. 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 Victirical 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

Notes to the consolidated financial statements

For the year ended 30 June 2025

2. Accounting policies (continued)

c. Basis of consolidation (continued)

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

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 2025 of \$2,516,543 (2024: \$4,131,093), and as at that date the Group's total current assets exceeded total current liabilities by \$1,250,862 (2024: total current liabilities exceeded current assets by \$4,035,398) due to investments that are classified as current assets based on management's cash flow forecast for the next 12 months after reporting period.

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 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.

Notes to the consolidated financial statements

For the year ended 30 June 2025

2. Accounting policies (continued)

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.

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. Prepayments

Prepayments are carried at amortised cost and represent goods and services paid for by the Group prior to the end of the financial year that have not been received and arise when the Group makes payments in respect of the purchases of these goods and services.

i. 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.

j. 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.

k. 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.

Notes to the consolidated financial statements

For the year ended 30 June 2025

2. Accounting policies (continued)

k. Financial assets (continued)

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 (SPP1)' 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.

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.

Notes to the consolidated financial statements

For the year ended 30 June 2025

2. Accounting policies (continued)

k. Financial assets (continued)

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.

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.

I. 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
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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.

m. 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.

Notes to the consolidated financial statements

For the year ended 30 June 2025

2. Accounting policies (continued)

m. intangible assets (continued)

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.

n. 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 2.0 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.

Notes to the consolidated financial statements

For the year ended 30 June 2025

2. Accounting policies (continued)

n. Leases (continued)

(Hi) 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.

o. 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.

p. 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.

q. 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.

Notes to the consolidated financial statements

For the year ended 30 June 2025

2. Accounting policies (continued)

q. Provisions and employee benefit liabilities (continued)

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.

r. 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.

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.

s. 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,

t. 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.

u. 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.

FINANCIALS

Notes to the consolidated financial statements

For the year ended 30 June 2025

2. Accounting policies (continued)

v. 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).

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 2025

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;

Type of services	2025	2024
	\$	\$
Course fees	7,486,820	9,491,769
Revenue from member subscriptions	3,672,044	3,557,533
Scholarship administration fees	2,511,579	2,167,856
Consultancy, events and other income	1,747,691	1,703,199
Total revenue from contracts with customers	15,418,134	16,920,357

Timing of revenue recognition

Goods and services transferred at a point in time	-	426,838
Goods and services transferred over time	15,418,134	16,493,519
Total revenue from contracts with customers	15,418,134	16,920,357

b. other income

	2025	2024
	\$	\$
Realised gain/(loss) on investment	213,240	(794,326)
Dividend income	1,274,405	854,753
Other income	84,566	30,474
	1,572,211	90,901

c. Finance income

	2025	2024
	\$	\$
interest income	102,781	343,262

d. Depreciation and amortisation expense

	2025	2024
	\$	\$
Plant and equipment	113,706	144,319
Right-of-use assets	421,119	449,120
Software	80,275	78,136
	615,100	671,575

FINANCIALS

Notes to the consolidated financial statements

For the year ended 30 June 2025

4. Revenue and expenses (continued)

e. Employee benefits expense

	2025	2024
	\$	\$
Wages and salaries	9,814,561	10,139,127
Defined contribution superannuation expense	1,142,780	1,061,160
Workers' compensation insurance	194,921	146,760
Other personnel expense	740,422	526,723
	11,892,684	11,873,770

f. Finance costs

	2025	2024
	\$	\$
Interest on lease liabilities	8,989	22,622

5. Cash

	2025	2024
	\$	\$
Cash at bank and on hand	2,851,706	2,941,038

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

6. Trade receivables

	2025	2024
	\$	\$
Current		
Trade receivables	176,653	287,872

7. Other assets

	2025	2024
	\$	\$
Current		
Prepayments	1,370,926	1,040,823
Deposits	336,133	436,041
Other assets	-	47,543
	1,707,059	1,524,407

Notes to the consolidated financial statements

For the year ended 30 June 2025

8. Plant and equipment

	Plant and equipment
	\$
Cost	
At 1 July 2024	2,228,649
Additions	137,883
At 30 June 2025	<u>2,366,532</u>
Accumulated depreciation	
At 1 July 2024	1,913,107
Depreciation charge for the year	113,706
At 30 June 2025	<u>2,026,813</u>
Net book value	
At 30 June 2025	<u>339,719</u>
At 30 June 2024	<u>315,542</u>

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:

	Canberra - Land and a building	Buildings	Equipment	Total
	\$	\$	\$	\$
At 1 July 2023	3,185,432	676,984	79,653	3,942,069
Depreciation expense	(78,986)	(353,067)	(17,067)	(449,120)
At 30 June 2024	3,106,446	323,917	62,586	3,492,949
Depreciation expense	(78,986)	(323,917)	(18,216)	(421,119)
At 30 June 2025	<u>3,027,460</u>	-	44,370	<u>3,071,830</u>

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.

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Notes to the consolidated financial statements

For the year ended 30 June 2025

9. Leases (continued)

Set out below are the carrying amounts of lease liabilities:

	2025	2024
	\$	\$
Current	17,273	423,943
Non-current	30,777	48,051

Presented below is a maturity analysis of future lease payments:

	2025	2024
	\$	\$
Within one year	19,285	589,148
After one year but not more than five years	51,426	51,426
	70,711	640,574

There was an expense of \$1,607 relating to short-term leases and low value assets recognised in profit or loss during the years ended 30 June 2025 (2024:\$nil).

10. Intangible assets

	Software	\$
Cost		
At 1 July 2024	854,404	
Disposals	(250,001)	
At 30 June 2025	604,403	
Accumulated amortisation		
At 1 July 2024	590,648	
Amortisation expense	80,275	
Disposals	(250,001)	
At 30 June 2025	420,922	
Net book value		
At 30 June 2025	183,481	
At 30 June 2024	263,756	

11. Financial assets

	2025	2024
	\$	\$
Current		
Financial assets at FVOCI		
Investments in listed equities, non-listed trust funds and debt instruments	3,000,000	-

Notes to the consolidated financial statements

For the year ended 30 June 2025

11. Financial assets (continued)

	2025	2024
	\$	\$
Non-current		
Financial assets at FVOCI		
Investments in listed equities, non-listed trust funds and debt instruments	30,756,986	37,211,343

12. Trade and other payables

	2025	2024
	\$	\$
Current		
Trade payables	450,070	1,397,003
Accrued expenses	554,273	680,316
Other payables and accruals	138,598	195,017
Goods and service tax payable	100,082	26,763
	1,243,023	2,299,099

13. Provisions

	2025	2024
	\$	\$
Current		
Make good provision	345,000	-
Non-current		
Make good provision	-	250,000

14. Employee benefit liabilities

	2025	2024
	\$	\$
Current		
Annual leave	885,489	789,903
Long service leave	553,272	602,154
	1,438,761	1,392,057
Non-current		
Long service leave	94,922	220,946

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Notes to the consolidated financial statements

For the year ended 30 June 2025

15. Reserves

	Fair value reserve of financial assets at FVOCI
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	<u>3,463,054</u>
At 30 June 2024	<u>128,661</u>
At 1 July 2024	128,661
Realised gains on debt instruments reclassified to consolidated statement of profit or loss	213,240
Fair value gain on debt instruments designated at FVOCI	80,047
Fair value gain on equity instruments designated at FVOCI	<u>971,240</u>
At 30 June 2025	<u>1,393,188</u>

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

	2025	2024
	\$	\$
Scholarship assets - cash and cash equivalents	23,197,655	47,725,452
Scholarship liabilities - future payments liability	(23,197,655)	(47,725,452)
Net assets	-	-

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

	2025	2024
	\$	\$
Opening cash held	47,725,452	45,836,655
Cash funds received from the Commonwealth Government including interest during the year.	2,590,500	18,678,957
Cash funds provided to scholarship recipients during the year	(6,886,637)	(14,978,974)
Management fee paid during the year	(577,751)	(1,811,186)
Funds returned to Commonwealth Government	(19,653,909)	-
Closing cash funds	23,197,655	47,725,452

Notes to the consolidated financial statements

For the year ended 30 June 2025

16. Scholarship assets and liabilities (continued)

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 Victorian Mental Health and Wellbeing Workforce Scholarship Program. The Group has ceased to administer the Puggy Hunter Memorial Scholarship Scheme, and all unspent funds are returned to the department during the year.

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.

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:

Financial Information	2025 \$	2024 \$
Assets		
Cash at bank	890,550	1,366,828
Financial assets	16,693,679	15,522,626
Other assets	1,893	2,983
Total assets	17,586,122	16,892,437
Liabilities		
Due to ACN	(27,957)	(694,711)
Total liabilities	(27,957)	(694,711)
Net assets	17,558,165	16,197,726
Revenue		
Trust funds - income	1,036,899	426,914
Expenses		
Trust funds - expenses	(232,285)	(1,020,487)
Net income/(deficit)	804,614	(593,573)

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

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Notes to the consolidated financial statements

For the year ended 30 June 2025

18. Parent entity disclosure

	2025	2024
	\$	\$
Information relating to Australian College of Nursing Ltd (the "Parent"):		
Current assets	83,727,793	72,319,015
Non-current assets	20,633,938	25,736,566
Total assets	104,361,731	98,055,581
Current liabilities	59,183,313	58,343,364
Non-current liabilities	423,749	721,994
Total liabilities	59,607,062	59,065,358
General fund	44,076,957	38,977,642
Reserves and restricted fund	677,712	12,581
Total funds	44,754,669	38,990,223
Surplus	5,099,315	4,461,708
Other comprehensive income		
Net (loss)/gain on debt instruments at fair value through other comprehensive income	(213,240)	794,326
Other comprehensive (loss)/income for the year	(213,240)	794,326
Total comprehensive income for the year	4,886,075	5,256,034

For the year ended 30 June 2025, the Parent holds two bank guarantees. The bank guarantee of \$436,041 for the old Parramatta office at 9 Wentworth Street is extended and due to the make good issue with Parramatta council. The new bank guarantee of \$336,133 is for the new Parramatta office at 130 George street.

The Parent did not have any contingent assets or liabilities as at 30 June 2025 (2024: \$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 (TCOh)	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 2025

19. Related party disclosures (continued)

d. Key management personnel

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

	2025	2024
	\$	\$
Total compensation during the year	1,061,284	1,734,651

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 (TCN)
- » 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 2025 (2024: \$nil).

Contingencies

The Group did not have any contingent assets or liabilities as at 30 June 2025 (2024: \$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).

	2025	2024
	\$	\$
Amounts received or due and receivable by Ernst & Young (Australia) for:		
Audit and review of financial statements	99,000	99,800
Audit related services	6,000	85,500
Non-audit services	8,557	8,268
	113,557	193,568

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Directors' declaration

In accordance with a resolution of the Directors of Australian College of Nursing Ltd (the "Company"), I state that:

In the opinion of the Directors:

1. the financial statements and notes of the Company and its subsidiaries (collectively, the "Group") the *Corporations Act 2001* and the *Australian Charities and Not-for-Profits Commission Act 2012*, including:
 - o giving a true and fair view of the Group's financial position as at 30 June 2025 and performance for the year ended on that date; and
 - o 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.



Kathryn Stein
ACN President
15 December 2025

EDITOR

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