

#29 AUTUMN 2020

the hive

KEEPING NURSES INFORMED, CONNECTED AND INSPIRED

Australian College of Nursing

2020
YEAR OF THE
NURSE &
MIDWIFE

Acknowledging past champions

FREE EDITION

The greats of Australian nursing

Karen Dansey MACN

A lesson in compassion

R Lynette Russell AO
FACN (DLF)

A trailblazer in industrial nursing

Nancy Bundle FACN

+MORE
INSIDE

ACKNOWLEDGING PAST CHAMPIONS

the hive

#29 AUTUMN 2020

ACKNOWLEDGING PAST CHAMPIONS



Australian
College of
Nursing

ISSN 2202-8765
Distributed quarterly

Editor
Neha Malude

Editorial Team
Rory O'Sullivan
Karen Watts
Sam Byrns

Editorial Committee
Dr Ruth De Souza FACN
Elizabeth Matters FACN

Design
Emma Butz
Nina Vesala

Publisher
Australian College of Nursing
1 Napier Close, Deakin ACT 2600
02 6283 3400
acn@acn.edu.au
ABN: 48 154 924 642

Printing
Elect Printing

Advertising
02 6283 3470
partnerships@acn.edu.au

© Australian College of Nursing 2020

The opinions expressed within are the authors' and not necessarily those of the Australian College of Nursing or the editors. Information is correct at time of print.

Images marked as stock photos are representative only and do not depict the actual subjects and events described in the articles.

Cover
R Lynette Russell AO FACN (DLF)

We love to see member submissions in *The Hive*. If you're interested in having your submission considered for publication, please see our guidelines and themes at www.acn.edu.au/publications.

For enquiries or to submit an article, please email publications@acn.edu.au.

ACN publishes *The Hive*, *NurseClick*,
ACN eNewsletter and *Collegian*.



14



30



18



42

WELCOME

- 02 President's report
- 03 CEO welcome

ACN NEWS & VIEWS

- 04 Representing The Voice of Nurses: Parliamentary Breakfast
- 04 Launch of *neo* app
- 04 ACN Podcast
- 04 New Region: Murrumbidgee
- 05 ACN snaps

COLUMNISTS

- 06 Preserving history
- 06 A nurse, a human rights crusader

COVER STORY

- 22 Making a mark in nursing history

ACKNOWLEDGING PAST CHAMPIONS

- 08 The greats of Australian nursing
- 11 Celebrating a diverse workforce
- 12 Remembering Australia's most distinguished war nurse
- 14 A lesson in compassion
- 16 A trailblazer in industrial nursing

CONTENTS

- 18 Nurse extraordinaire in war and peace
- 19 Celebrating nurses and midwives
- 20 The history of ACN: A reflection
- 24 Purpose over comfort
- 42 A leader of conviction, commitment and courage

REGULAR FEATURE

- 26 Opinion: From registered nurse to nurse practitioner
- 28 COI: History
- 29 Region: Western Australia
- 30 2020 Celebration Roadshow
- 32 Leadership: How nurse executives can lead, influence, change
- 34 Message from the CCNMO
- 35 Representation: Raising awareness of endometriosis
- 36 Policy: Nurses must influence policy development
- 38 Nursing history: The International Council of Nurses: An enduring organisation
- 40 Ethics matters: Codes of ethics as champions in nursing

REMEMBERING AUSTRALIA'S MOST DISTINGUISHED WAR NURSE

Lt Col Vivian Bullwinkel's life story of courage and dedication – during and post-war – is nothing short of extraordinary

Lieutenant Colonel Vivian Statham, AO, MBE, ARRC, ED (née Bullwinkel; 18 December 1915 – 3 July 2000) was an Australian Army nurse during WWII. Her medal group includes the world's highest honour available to nurses, the Royal Red Cross Florence Nightingale Medal, awarded in 1947.

Born in Kapunda, South Australia, Vivian trained as a nurse and midwife at Broken Hill in New South Wales before joining the Australian Army Nursing Service (AANS) in 1941. She had previously been rejected from the Royal Australian Air Force for having flat feet.

It's well-known that Vivian was the sole survivor of the 1942 Bangka Island massacre. She joined AANS and was assigned to the 2/13th Australian General Hospital. In September 1941, she sailed for Singapore. In December 1941, Japanese troops invaded Malaya and as Vivian and 65 other nurses boarded the SS Vyner Brooke to escape the Island in January 1942, the ship was torpedoed and sunk. However, Vivian and 21 other nurses along with a large group of men, women and children made it ashore. The group elected to surrender to the Japanese and while the civilian women and children left in search of someone to whom they might surrender, the nurses and wounded waited.

The Japanese soldiers killed the men, then motioned the nurses to wade into the sea. They then machine-gunned the nurses from behind. Vivian was shot through the abdomen, but the bullet miraculously missed her vital organs. She feigned death and emerged from the waters after the Japanese left. Vivian hid with wounded British Army Private Cecil George Kingsley of the Royal Ordnance Corps for 12 days before deciding once again to surrender. They were taken into captivity, but Private Kingsley died soon after.

Vivian was reunited with survivors of the Vyner Brooke and spent three and a half years in captivity. She told them of the

massacre, but no one spoke of it again until after the war lest it put Vivian, as witness to the massacre, in danger. She hid her bullet-riddled nurse's uniform and diary, made from bible pages, in order to survive and tell the story of the massacre.

Following the Japanese surrender of 15 August 1945, Australian war correspondent Hayden Lennard began searching for the nurses. A number of leads from local villagers led him to their camp at Loebok Linggau. On 15 September, a month after the Japanese surrendered, the nurses were told they would be flown out of the camp. Years of captivity and privation as a prisoner of war had reduced Vivian to weigh just 25 kilograms. She was one of just 24 nurses, many of whom were severely ill with malaria, dysentery and beri-beri.

The Australian Army doctor who travelled with the rescue team, Harry Windsor, was so outraged by the appearance of the surviving nurses and the other prisoners at the camp that he recommended officially that the Kempei Tai (military police) and all the Japanese involved in their treatment "... be forthwith slowly and painfully butchered".

On 4 October 1945, after enduring three years and seven months as prisoners of war, the 24 sisters sailed for Fremantle Australia. Vivian retired from the military in 1947, the same year she gave evidence of her horrific experiences at the Tokyo War Crimes Commission Trials.

Recent evidence collected by historian Lynette Silver, broadcaster Tess Lawrence and biographer Barbara Angell indicates that Vivian and "most of" the nurses were sexually assaulted before they were murdered. However, Vivian was allegedly "gagged" by the Australian government from speaking about the rapes at the Tribunal in 1946.

In September 1977, Vivian married Colonel Francis West Statham and changed her name to Vivian Statham. Determined to improve recognition, training and conditions for Australian nurses, Vivian

became Director of Nursing at Melbourne's Fairfield Hospital and devoted herself to the nursing profession. To honour those killed on Bangka Island, she raised funds for a nurses' memorial and served on numerous committees, including a period as a member of the Council of Australian War Memorial and later, as President of the Royal College of Nursing, Australia.

She and fellow nurse Betty Jeffrey worked together towards the establishment of the Nurses Memorial Centre in Melbourne, ongoing nursing scholarships and advancement of educational standards for nurses. In the decades following the war, Vivian received many honors and awards, including the Florence Nightingale Medal, an MBE and the AM.

She returned to Bangka Island in 1992 to unveil a shrine to the nurses who had not survived the war. Vivian died of a heart attack on 3 July 2000, aged 84, in Perth, Western Australia.

The true nature of a nurse's compassion and improvisation came out in many ways – medical improvisations, helping and nursing their seriously ill and dying colleagues and civilians, and burying their dead. Those are probably the untold stories that were really the true test of their characters, resolve and their team spirit.

REFERENCES

Australia's most distinguished war nurse Vivian Statham remembered at Australian War Memorial. Adrienne Francis Retrieved 18 Dec 2015 <https://www.abc.net.au/news/2015-12-18/remarkable-sole-survivor-ww2-massacre-statham-remembered/7042440>

'Vivian Bullwinkel' 2020, *Vivian Bullwinkel*, 26 Dec 2019, Retrieved 14 Feb 2020, <https://en.wikipedia.org/wiki/Vivian_Bullwinkel>

Commemorative information from the Vivian Bullwinkel Lounge & Café, RSL LifeCare Village, Narrabeen, Sydney.



AUTHOR

ANNE IRWIN MACN



THE VIVIAN BULLWINKEL PROJECT

*A Great Australian; A Great Leader;
A Great Woman and a Proud Nurse*

Lieutenant Colonel Vivian Bullwinkel AO MBE ARRC ED was the sole survivor of the 1942 Banka Island Massacre where 21 nurses were machine gunned to death. After being shot, Vivian feigned death and survived, only to become a prisoner for the remainder of the war. Despite these atrocities, Vivian went on to become a great Australian.

Following the war, Vivian advocated for better education and conditions for nurses, established and raised funds to set up the Australian Nurses' Memorial Centre, and later held the role of President of the Royal College of Nursing, Australia. Vivian also became the first female member of the Council of the Australian War Memorial.

Together with the Australian War Memorial, the Australian College of Nursing (ACN) is recognising the service of Lt Col Bullwinkel with a sculpture in the grounds of the Australian War Memorial. This will not happen without your support.

If just 5% of registered nurses went without five cups of coffee (\$25), we would reach our goal. To be part of that 5% go to **www.acn.edu.au/bullwinkelproject** to make a donation or email Trevor Capps, Director of Philanthropy to arrange a discussion or seek more information **trevor.capps@acn.edu.au**.

A TRAILBLAZER IN INDUSTRIAL NURSING

Agnes Mary Lions' relentless pursuit of education and training for industrial nurses is a shining example of nurse leadership



ACN archives

In this Year of the Nurse & Midwife the call from the Australian College of Nursing to acknowledge past nurses who have challenged the status quo and changed the course of nursing history provides the opportunity to pay homage to the amazing career and achievements of Miss Mary Lions MBE.

She left a legacy of letters which together with an interview reveal her beliefs, passion and her endeavours to promote nursing as a truly professional service provided by well-educated practitioners.

Mary grew up in an academic family that instilled in her high principles of personal behaviour. Her father refused to allow her to continue her schooling beyond the Intermediate Certificate, instead she undertook her nurse training at Royal Prince Alfred Hospital graduating in 1931 (Pratt & Russell 2002, p. 83).

She compounded this with a range of nursing experience including operating theatre work and management of a private hospital. In 1940, Mary was introduced to industrial nursing at John Vicars Woollen Mills with 1,000 employees (Pratt & Russell 2002, p.83). With the advent of World War II, the Commonwealth Government created the Allied Works Council to construct necessary infrastructure works such as port

facilities, aerodromes, roads and bridges. Many, such as nurses, were conscripted to these sites and Mary was appointed to the Captain Cook Graving Dock.

Nurses learnt to undertake unusual duties such as suturing, incising abscesses and removing foreign bodies from eyes. Mary moved on to the Health Centre at the Reconditioning Hangers at Qantas. In 1947, she joined the Department of Railways being appointed Senior Industrial Nursing Sister to supervise the nurses engaged in the numerous Railway workshops (Lions, n.d.).

Because of the war, many male factory workers joined the allied forces and women were recruited instead. Concern for their welfare caused the Commonwealth Government to introduce an Order requiring metal trades industries to provide first-aid equipment and to employ a trained nurse (Commonwealth Dept of Labour and National Service 1943). From 1942, many nurses entered the world of industry for the first time, but there was no training available for them.

A group of industrial nurses emerged. The Australasian Trained Nurses Association (ATNA) held its first meeting for industrial nurses in 1944, but the ATNA had sworn off trade union activity (Australasian Nurses

Journal 1944). In 1946, the NSW Nurses' Association formed a branch for industrial nurses (The Lamp 1946). Mary was asked by the Branch President to get information for the claim for Award wages. In her own words Mary "worked hard, at my own expense, on unpaid leave from work" (Dawn Springett 1981).

She found some industrial nurses were working for only £2.50 per week. Mary drafted the first log of claims and gave evidence before the Conciliation Committee, a harrowing experience. In 1948, the *Nurses Etc. Other than in Hospitals Etc. (State) Award* was handed down (NSW Industrial Gazette 1948). The nurses' wages increased markedly, some being doubled.

Mary Lions served as Branch President from 1947 to 1951. For the nurses' training, she obtained material from the Royal College of Nursing in London and from Industrial Nurses Groups in America. She prepared a syllabus modelled on the Industrial Nursing Course at the Royal College of Nursing. But at that time there was no college of nursing and no means to pay lecturers.

Then an extraordinary event occurred that truly demonstrates the sheer willpower and tenacity of Mary Lions. Midway through

“Mary also worked tirelessly with other nursing leaders towards the establishment of the NSW College of Nursing.”



ACN archives



Nancy Bundle FACN presenting on Miss Mary Lions at 2018 ACN History Conference

1948, she was invited to the Annual Meeting of The Royal Sanitary Institute (Lions, n.d.). On a Friday night, tired but determined not to let the industrial nurses down, Mary went. To her horror, the Chairman named her as a speaker when in fact, she hadn't been invited as one.

Unprepared but undeterred, she stood up and said, "I am a woman and like to talk, and any nurse in a public health field such as the one I work in has to be aware of the problems of bad housing and to have some thoughts on these and their alleviation in the short term."

There was much applause. Later, Mary met Dr. Edward Ford, Director of the School of Public Health and Tropical Medicine of Sydney University and convinced him to include the Course of Studies in Industrial Nursing at the School. Mary was invited to be the supervisor for the course, while attending as a student. Twenty-three nurses graduated from the course that commenced in 1949 in conjunction with the NSW College of Nursing. They did not have to pay fees.

Mary was also involved in the establishment of the NSW College of Nursing. As far back as 1912, there were moves to establish post-registration education for nurses. Throughout the 1970s nurses worked tirelessly to develop a college in New

South Wales rather than be dominated by a Federal college sited in Victoria. They were tumultuous years and Mary, representing the NSW Nurses Association, played an active role in the movement until finally a committee representing the four state nursing organisations met in a "shabby back room ...on Monday, 10th January 1949 and actively founded the College" (Pratt & Russell 2002, p.18).

Mary was a member of the Provisional Council to plan for the commencement of courses. Later, writing about the founders of the College, Professor Judy Lumby said, "Our founders were not ordinary women. They had all the attributes we need today to lead the profession and the health care system forward. They believed in themselves and their goals, focusing on the future while dealing with the present. They were tenacious and gutsy. Above all they were consummate politicians (Pratt & Russell 2002, p.xiii)".

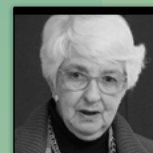
Mary was elected President of the College on 31st January 1950 and with the exception of a nine-month period she held that position until 1962. She delivered the Annual Oration in 1956. She also served in a number of organisations such as the Florence Nightingale Memorial Committee, the NSW Nurses' Memorial Fund Committee and was a member of

the Committee on Nursing of the National Health and Medical Research Council. In 1960, Mary was awarded an MBE for her services to nursing. Like Florence Nightingale, Mary Lions believed in "the importance of grasping opportunity".

Together with her brother Jack, she retired to Alice Springs to explore the joys of the local flora and fauna. She took an avid interest in the welfare of the local indigenous population. Her letters from Alice Springs were full of love and intrigue.

REFERENCES

- Australasian Nurses Journal, December 1944, 149
- Commonwealth Dept of Labour and National Service, Melbourne Office, Press Release, Factory First-Aid Facilities, 14 January 1943, National Archives file (Melb) 3533, 1624/1/2
- Dawn Springett, Interview with Mary Lions 1981, 1
- Lions, Mary, Letter to Dawn Springett, unpublished p.3
- Lions, Agnes May, Undated, Unpublished, NBP Box 2.
- NSW Industrial Gazette, 30 September 1948, 1299-1304
- Pratt & Russell, A Voice to be Heard, p.18
- Pratt & Russell, 2002, A Voice to be heard, Allen & Unwin, Crows Nest, Australia p.83
- The Lamp, 1946, 14



AUTHOR

NANCY BUNDLE FACN

A LEADER OF CONVICTION, COMMITMENT AND COURAGE

How Patricia Violet Slater OBE united nurses everywhere to redefine the future of nursing education

Patricia Violet Slater OBE was at the heart of the move to develop the nursing profession in the second half of the last century.

She was a committed nurse educator, convinced of the necessity of change in nurse education and had the courage of her convictions to act. She initiated and shaped the effort of the profession to upgrade nurse education, forging alliances, gaining consensus and participating in an unprecedented, successful, national political campaign for change.

In the 1950s, when the preparation of nurses fell behind what was required in the work place, nursing standards began to slip. Before the profession could begin to deal with the situation it had to develop capacity equal to the task; qualified educators and administrators were urgently needed to review and reform nurse education. Two colleges of nursing were founded in response to the need, one in Sydney – the New South Wales College of Nursing and the other in Melbourne – the College of Nursing, Australia (CNA), to provide nurses with post basic diploma level education in administration and nurse education. In 1965, Patricia became the Director of CNA.

Nursing education standards became a global concern prompting the World Health Organization (WHO) to establish an Expert Committee to examine the issue. In 1966,

this Committee advised that education programs for nurses should be based upon student needs and the needs of the community; it pronounced some principles for the basic education of nurses and described the characteristics of nurses that education programs should aim to develop (WHO, 1966. p.18, item 4.3).

Pat understood it was not possible to realise this aim under the existing hospital-based system. In order to prepare the sort of nurses envisaged by the WHO Expert Committee, Pat recast student nurses as students only, not as employees. In 1974, she acted, introducing at the College, the first college-based, pre-registration, basic nursing program at diploma level, leading to registration. It was a highly controversial and contentious move that took considerable courage. As the Director of CNA, by now designated a College of Advanced Education, Pat was in a position to enact this change.

The rapid growth of colleges of advanced education throughout Australia from the mid-1960s saw more nursing courses established similar to that at CNA. However, a development in 1972 was not viewed positively by many in the profession, including CNA. In New South Wales a regional school of nursing was opened at the Newcastle Technical School. This move was seen as a retrograde step, reinforcing traditional ideas of nursing and of nursing

education as apprenticeship training. The move ran counter to the aspirations of those in the profession who saw it as critical for nursing to aspire to tertiary level education.

It became clear, from this development and the movement of nursing education from hospitals to colleges elsewhere, that there was a lack of cohesion and purpose in the changes taking place. Pat noted a policy vacuum in relation to nursing education in Victoria and New South Wales; neither government had a policy in respect of the education of nurses (RANF, 1973 p.187). She saw the chance for the profession to take control of the situation and decide for itself how nurses should be educated.

To this end she sought alliances with other nursing organisations and had discussion with the Federal Secretary of the Royal Australian Nursing Federation (RANF), Mary Patten, who favoured the idea of the profession making a stand. Mary arranged for Pat to address the RANF Council on education issues. Pat, pre-prepared, was able to advise the meeting that she was authorised to hold discussions with them on the future direction of nursing education in Australia. The Council supported the idea and a motion was passed to set up a working party tasked '...to provide a document [on nursing education] as the basis for discussion with nurses around Australia' (RANF Council Minutes. 1973, p.187, item iii).



Patricia Slater (right) in her final year of training in 1941. Courtesy of Una, 1 Dec 41, vol 31, p.1

“In a highly controversial move, Patricia Slater recast student nurses as students only, not as employees.”

In 1974, the Working Party, comprising representation from CNA – Pat Slater, Florence Nightingale Committee Australia – Sister Paulina Pilkington and RANF – Mary Patten, drafted a document titled *Goals in Nursing Education Part I* that was widely distributed. The New South Wales College of Nursing joined the project and an amended version of the document – *Goals in Nursing Education Part II* – was endorsed in 1975 at a national conference. The final document, *Goals in Nursing Education Policy Statement* was published by all four nursing organisations the next year and distributed to the profession and to state and federal governments and agencies. (Appendix 1.1, RANF et al, 1976).


Having agreement within the profession as to the future of nursing education was one thing, making it a reality was another. It was clear to Pat and others that political action was necessary to convince government to implement the ‘Goals’. A national

steering committee was formed to lobby for political support to implement them. An unprecedented, coordinated, resolute and sustained political campaign followed to gain support at a federal level to effect change in nursing education. A decade later, in 1984, it was finally agreed that all nursing education should be at tertiary level and located in multidisciplinary institutions. The nursing profession showed a rare unity of purpose in support of the ‘Goals’ that still serves as an example of what the profession can achieve when it is united.

The contribution of individuals tends to be lost in collective action such as that recalled in this article. Nevertheless, the work of Patricia Slater is intrinsic to the history of the development of nursing education in Australia and to the radical changes of the era. The conviction, commitment and courage she demonstrated, however, are as necessary for today’s nurses as they have been in the past.

REFERENCES

- Royal Australian Nursing Federation, College of Nursing Australia, National Florence Nightingale Committee, Australia, New South Wales College of Nursing, (1976), ‘Goals in nursing education policy statement’, in *Proceeding of the Nursing Education Targets Project April 1988 – March 1990*. Melbourne, Royal College of Nursing Australia.
- Royal Australian Nursing Federation (RANF). (1973 March). *Council Minutes*. Melbourne, Royal Australian Nursing Federation.
- Russell, R.L., (1990). *From Nightingale to now*. Sydney, W.B. Saunders Baillière Tindall.
- Slater, P. ‘The goals of nursing part I’. (January 1963). *UNA Nursing Journal*.
- Slater, P. ‘The goals of nursing part II’. (February 1963). *UNA Nursing Journal*.
- Slater, P. ‘Comprehensive training’. (June 1963). *UNA Nursing Journal*.
- Slater, P. ‘The education of the nurse’. (October 1963). *Florence Nightingale Oration. UNA Nursing Journal*.
- World Health Organisation (WHO). (1966). *WHO expert committee on nursing*, Geneva, WHO. 1966.

	AUTHOR
	HELEN HAMILTON FACN (DLF)



SHARE YOUR STORY WITH US

For 2020 Year of the Nurse & Midwife, *The Hive* will be dedicated to celebrating Australia's nurses. We are excited to share the following themes with you:

- Winter:
Being change champions
- Spring:
Identifying future champions

It's the Year of the Nurse & Midwife and there is no better time than now to celebrate and acknowledge nurse champions, present and future.

In these challenging times, we understand that you may not be able to find the time to write for *The Hive*. However, if there is a story you want to share with us, please write to us at publications@acn.edu.au and we will find easier, alternative options for you to do so.

Deadlines:

Winter: 1 May 2020

Spring: 3 July 2020

Thank you to all of our authors!



**MARY
CHIARELLA
MACN**
Preserving
history



**TOMICA GNJEC
MACN**
A nurse, a
human rights
crusader



**KAREN
DANSEY MACN
(ASSOCIATE)**
The greats
of Australian
nursing



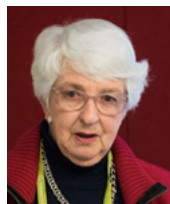
**MELANIE
ROBINSON
MACN**
Celebrating
a diverse
workforce



**ANNE IRWIN
MACN**
Remembering
Australia's
most
distinguished
war nurse



**R LYNETTE
RUSSELL AO
FACN (DLF)**
A lesson in
compassion



**NANCY
BUNDLE FACN**
A trailblazer
in industrial
nursing



**LESLEY
POTTER FACN**
Nurse
extraordinary in
war and peace



**JUDY
HITCHCOCK
MACN**
Celebrating
nurses &
midwives



**DEBRA Y
CERASA FACN**
The history of
ACN: A reflection



**ARIEL YOKOTA
MACN**
Purpose over
comfort



**JEAN A BRATBY
MACN**
From registered
nurse to nurse
practitioner



**SHARYN J PLATH
MACN**
From registered
nurse to nurse
practitioner



**MARILYN
GENDEK FACN**
Championing
progress
through history

The International
Council of
Nurses: An
enduring
organisation



**TONY DOLAN
MACN**
Building new
connections



**BASIL PAULOSE
MACN**
Building new
connections



**PATRICIA
MCEVOY MACN**
Building new
connections



**REBECCA
NEWTON MACN**
Building new
connections



**HELEN
HAMILTON FACN
(DLF)**
A leader of
conviction,
commitment and
courage



Australian College of Nursing

careerHUB

FIGHTING COVID-19 TOGETHER: CONNECTING NURSING JOB SEEKERS AND EMPLOYERS

The COVID-19 pandemic has created novel workforce challenges. Employers are urgently seeking front line staff while nurses in other areas are underemployed or without work.

To address these issues we are making Career Hub, Australia's largest online nursing job portal, available free of charge to connect nursing job seekers and employers.

Recruiting nurses?

Advertise for free until the end of May 2020

Searching for a nursing job?

Register for free job alerts

Find out more at careers.acn.edu.au



neo app now live!



Download the ACN **neo** app to connect with the ACN tribe when and where you want and manage your membership on the go.



Send private messages to other Fellows and Members.



Build a profile to showcase your expertise.



Ask for advice from the ACN tribe.



Conveniently manage your membership subscription.



Contribute to discussion forums, including the COVID-19 Forum, to share your views and experience.



Access your exclusive member benefits, including free CPD courses and publications.

To get started download the 'ACN-neo' app from your app store (e.g. 'App Store' on iOS or 'Google Play' on Android) and log in using your ACN membership login details. You will only need to log in to **neo** once and won't need to sign in again for your next sessions.