

September  
2019

Spring  
EDITION

# 'Ear 'Tis

## Newsletter for Audiometry Nurses

[www.anaa.asn.au](http://www.anaa.asn.au)



**A newsletter bringing you up-to-date news**

Audiometry Nurses Association of Australia Inc.

'The professional association for Audiometry Nurses'

Welcome to the issue of the ANAA Inc. newsletter  
Year: 2019 Volume: 30 Issue: 3

### Presidents Report

Hi everyone,

I hope your year is going well so far? I can't believe the conference will be upon us so soon! Thanks to the Taree girls, all is going well and everything is set for a great conference once again.

The program has changed slightly, as through some networking recently I was able to secure a well renowned ENT from Sydney! We are trying to keep the latest conference program updated on our new website, so take a look.

The website is finished and I think it looks fabulous! The only part that has taken a bit longer is the access to the secret "members section" as we need to just include current members. If you haven't paid your membership, now is the time to do it. You should've received a tax invoice from the treasurer by now. As this is a new system we request your patience and please let us know if you haven't received anything. You can contact the committee via the website or the usual email process.

My recent experience as a Clinical Advisor with a student audiometrist brought my attention to some issues with the current delivery of our audiometry nursing course with the Australian College of Nursing. The college have been very positive and helpful with ongoing discussion about how we can provide a more suitable way to deliver the course providing a more hands on approach like we used to have. ACN is also a Registered Training Organisation as well as a higher education provider. The audiometry subjects are due for re-development and will provide students with more opportunities for skill development and competency assessment. Basically our tutors can be involved again!

Kate, Susan & myself will be involved with Course Advisory meetings over the next few months and we should have a plan to present at the AGM at conference.

In conjunction with this our Clinical Practice Standards will finally need updating. Lots to do and Rome wasn't built in a day!

I'm sure like me, everyone is overwhelmed with workloads?

Change happens slowly but the ground work is being done. If anyone has any concerns please contact us.

After the ANAA committee meeting this week I am off for a few weeks to welcome my little grandson into the world! I told him last visit that it was important to stay in the warmth until after the meeting! So far he's hearing me!

Don't forget to send off the conference forms to Venneta asap and book your accommodation. Looking forward to seeing you all there.

Take care,

Tracy ☺



Contents in this issue	
Presidents Report	1-2
Letters to the Editor	2
Committee snippets	3
New members/congratulations/retired	4
Clinical Advisor information	5-6
Taree Conference	7-9
Conference registration	10-11
ACN Tutors	12
Interesting articles and links	13
Deafness Forum article	14
Tinnitus Tea	15-16
CoNNMO	17-20
HoH	21
Treasurers report	22-26
AGM documents	27-37
Scholarships	38-40
Healthy Kids Happy Kids	41-42
What did ya say?	43
ANAA 2017-2018 Committee	44

### Committee Snippets

**Next CoNNMO** meeting will be held in October in Waterloo

**Clinical Practice Standards** are due to be reviewed and updated, we welcome any feedback or comments please forward any suggestions to the ANAA Committee.

**ANAA 2019 Conference** this year will be held in Taree and 30,31<sup>st</sup> Oct and 1<sup>st</sup> Nov 2019

**Website** complete and looking good!!

**Membership** if you have not received your invoice, contact venneta our treasurer.

**Clinical Workshops** the Committee are investing options at the Macquarie Hub

## *Letters to the Editor*

This column provides a forum for discussion and an exchange of ideas. The letters page gives members the opportunity to comment on newspaper and journal articles. You are invited to submit clinical case studies, questions or queries for discussion. Send any comments or concerns that you would like to go to the committee to this column. Have a go and tell us your news! – Editor

Welcome!  
To Our **NEW**

[www.anaa.asn.au](http://www.anaa.asn.au)

Website



Hello everyone! Welcome to the spring edition of 'Ear 'Tis, I hope it finds you all well and slowly thawing out from winter. Most of you should now know we have completed the build of our new website, so please take time out to have a browse around the site, if you have any further recommendations, feedback or comments, drop us a line to let us know. [www.anaa.asn.au](http://www.anaa.asn.au)

Password links were sent to all current financial members to access the members section, if you have not received the link, it may mean you are no longer financial, please take the steps to renew your membership by downloading the forms and following the prompts.

Please remember to always keep us updated with any email changes so you receive the latest information.



*Cheers Gisella*

## Welcome to our new members

Shirley Howitt (full member) from Murwillumbah  
Sandra Corbett (associate) from Mullaley  
Jodie Robb from Port Macquarie

We welcome you aboard and hope you enjoy this edition of 'Ear 'Tis,  
our professional Audiometry Nursing Newsletter.



## Congratulations



Shirley Howitt of Murwillumbah, as the first recipient of our scholarship. She has successfully completed both subjects and gained her statement of attainment in Audiometry Nursing.

## Happy Retirement

I have recently retired from my position as Child and Family Health Nurse/ Audiometry Nurse with ISLHD and would like to tender my resignation from the ANNA. I wish the association all the best for the future and commend the executive on their dedication and hard work over the years and support for audiometry nurses across the state. Thank you. Sincerely, Christine Ibbett.

We also hear Marian Seaton is retiring.

The ANAA Inc. wish all our retirees a happy and healthy retirement and thank you for the contribution you have made to the hearing health network.



# Clinical advisors due this year 2019

**Please consider updating your accreditation, we need and value your input**

Biddle	Kirsten	Inverell
Cooper	Cathie	Scone
Wilkinson	Sharyn	Canberra
Rindo	Lucy	Tamworth
McDonald	Anne	Ballina
Messina	Linda	Croydon
Murray	Judy	Tweeds Head
Smith	Vanessa	Narellan
Darby	Susan	Newcastle
Lowry	Melinda	Newcastle

**Please note for ease of printing and application the clinical advisors application form has been attached as a separate document with this edition of 'Ear 'Tis**



shutterstock.com • 257203915



Information for:

## Clinical Advisors in Audiometry Nursing (CAAN) 2019

Please note that all delegates will be given information on the importance of the role of Clinical Advisors in Audiometry Nursing as advised on the conference timetable.

*CAAN accreditation should be renewed every three years.*

### Criteria for accreditation as Clinical Advisor in Audiometry Nursing

- ◆ Evidence of Audiometry nursing qualification – **attach copy**.
- ◆ Preferable (not compulsory) to hold Certificate IV Workplace Training and Assessment or equivalent (current enrolment if recently applied) – **attach copy**.
- ◆ recent audiometry nursing experience equating to a minimum of 6 hours per week for a minimum of 3 years.
- ◆ Experience testing all age groups – where current job description does not include assessment of all age groups, please arrange to gain this experience with another accredited CAAN.
- ◆ Current financial member of ANAA Inc.
- ◆ Endorsed by ANAA Inc. if you are an audiologist.

### CAAN applicants will be required to:

- ◆ Complete a case study which will be sent on receipt of your application.
- ◆ Attend 2 x 1 hour workshops at the ANAA Inc. Annual Conference, October 2019.
- ◆ Undertake assessment of competencies including masking and free field screening.
- ◆ be prepared to present your case study to conference delegates.

***Please send CAAN application before the 1<sup>st</sup> September to: -***

Kate Norton via email [Kate.Norton@health.nsw.gov.au](mailto:Kate.Norton@health.nsw.gov.au)



**Audiometry Nurses Association of Australia Inc.  
37<sup>th</sup> Annual Conference & AGM – Club Taree  
30<sup>th</sup>, 31<sup>st</sup> Oct and 1<sup>st</sup> Nov 2019**

**Day 1: Wednesday 30<sup>th</sup> Oct 2019**

**0830: Registration and Coffee**

**0900:** Welcome to Country

**0915:** Welcome & Official Opening- Tracy Hawes (ANAA Inc. President)

**0930:** Sound Scouts- Carolyn Mee (Founder-CEO)

**1030:** Hearing Conservation testing - Kathy Stoddart (Audiologist)

**1100: Morning tea**

**1115:** Speech issues in children 0-5 years – Amanda Walla (Speech Pathologist)

**1200:** Vestibular Health – Heather Scott- (Paediatric Physio)

**1245: Lunch**

**1315:** Central Auditory Processing Disorder-Hearing Australia- Louise Every

**1415:** It's not just hearing aids but they do help - Christine Hunter (President-Hearing Matters Australia)

**1515: Afternoon Tea**

**1530:** Just like you dolls -Jade Chislett

**1600:** Hearing Assessment program- Early Ears (HAP-EE) Mark Mitchell and Michele Clapin

**1630:** Evaluations & Close

**1800: Pre-Dinner drinks**

**1830: Conference Dinner**

**Day 2: Thursday 31<sup>st</sup> Oct 2019**

**0730:** Clinical Supervisors Workshop- Kate Norton

**0730: Registration & Coffee**

**0800:** Audiology in the Outback- Sue Hynes & Jan Wright (Audiometry Nurses)

**0900:** Do you see ears like these? Dr John Curotta ENT Sydney

**1000: Morning Tea**

**1030:** The role of the otitis Media co-ordinator across the HNE area – Markeeta Marr (Aboriginal otitis media district co-ordinator)

**1100:** Immunisation – What would we do without it? – Patrick Cashman CNC Immunisation

**1200:** Compassionate Self Care – Jullie Williams- CNC Mental health

**1300: Lunch**

**1330:** Trade display presentation

**1345: ANAA Inc. AGM**

**1530: Afternoon tea**

**1545:** Workshops- Masking- Kathy Stoddart/ Video Otoscopy (Welch Allyn)

**1700:** Evaluations & Close and New Committee Handover



**0730:** Clinical Supervisors Workshop- Kate Norton and Susan Darby

**0800: Registration & Coffee**

**0830:** Clinical Advisors case studies Kate Norton/ Susan Darby

**0900:** Itinerant hearing teacher support – Services - Robyn Herps

**1000:** Genetic hearing loss and perception of burden Bruce Hopper – Genetic Counsellor

**1100: Morning tea**

**1115:** Workshops –Masking – Kathy Stoddart/ Video Otoscopy (Welch Allyn)

**1230:** Otitis Media research update-OZMOZ conference Las Vegas-Sharron Hall (Scientist)

**1330: Lunch**

**1400:** QUOTA – Nancy Boyling- (President of Taree QUOTA club)

**1430:** Clinical advisors case studies.

**1500: Afternoon Tea**

**1530:** Evaluations & Close



ANAA Inc. would like to thank the following companies for their participation to make this another successful and informative Conference.

**Hearing Australia, Otometrics & to Welch Allyn for sponsorship of this event.**

- Program subject to change without notice.

*“This conference is endorsed by ACN according to our Continuing Professional Development (CPD) Endorsed Course Standards. It has been allocated 17 CPD hours according to the Nursing and Midwifery Board of Australia – Continuing Professional Development Standard.”*



# Australian College of Nursing

---

**ENDORSED COURSE**





## Accommodation Options

There are many options, here are just a few

Crescent Hotel, 4 Crescent Avenue, Taree - Phone: 02 6552 5244

<https://www.crescentmotel.com.au>

Riverview Motor Inn, 8 Crescent Avenue, Taree – Phone: 02 6552 2122

<http://www.thetareemotel.com.au/>

Mansfield on Manning, 95 Beauty Toad, Tinonee – Phone: 02 6553 1800

<http://mansfieldonthemanning.com>

Meridian Beachside Apartments, 32 Lewis Street, Old Bar – Phone: 02 6553 3441  
(16kms from Taree)

<https://www.meridianresort.com.au>

## Transport Options

Taree is a town on the Mid North Coast, New South Wales, Australia. Taree and nearby Cundletown were settled in 1831 by William Wynter. Since then Taree has grown to a population of almost 26,000, and is the centre of a significant agricultural district. It is 16 km from the Tasman Sea coast, and 317 km north of Sydney. Taree can be reached by train via the North Coast Railway, and by the Pacific Highway. Taree railway station is on the North Coast line of the NSW TrainLink network. It is serviced by six NSW TrainLink trains daily: three heading to Sydney, another three heading North to Grafton, Casino or Brisbane. Taree is within the local government area of Mid-Coast Council, the state electorate of Myall Lakes and the Federal electorate of Lyne.

Getting here		
NSW Trainlink	<a href="https://transportnsw.info/regional">https://transportnsw.info/regional</a>	131 500
Australia Wide Coaches	<a href="https://www.austwidecoaches.com.au/">https://www.austwidecoaches.com.au/</a>	02 6362 7963
Aeropelican	<a href="https://flypelican.com.au/">https://flypelican.com.au/</a>	02 4965 0111
Private Car	3 hours from Hornsby via MI	



**ANAA Inc. 37th Annual Conference & AGM  
30<sup>th</sup>, 31<sup>st</sup> Oct & 1<sup>st</sup> Nov 2019  
Club Taree**

**REGISTRATION FORM**

**FINAL REGISTRATIONS MUST BE SUBMITTED BY 1<sup>st</sup> October 2018**

Name:

.....

Home address:

.....

Postcode.....

Name of workplace:

.....

Address of workplace:

.....

Postcode.....

Name of Local Health District:

.....

Attention to:

.....

Email:

.....

Contact phone ..... Fax: .....

**I wish to register for the ANAA Inc. 37th Annual Conference:**

☐ **ANAA Inc. Member full registration** **\$320**  
3 days includes conference dinner and flash drive

☐ **ANAA Inc. Member daily rate** **\$120**  
Days attending: ☐ Wednesday ☐ Thursday ☐ Friday  
Daily rate does not include conference dinner

☐ **I will attend the dinner** ☐ **I will not be attending dinner**

☐ **Non Member Full Registration 3 days** **\$360**

☐ **Non Member daily rate** **\$160**  
Days attending: ☐ Wednesday ☐ Thursday ☐ Friday  
Daily rate does not include conference dinner

☐ **I will attend the conference dinner** ☐ **I will not be attending dinner**

☐ **My partner will also attend the dinner** **(\$45)**

☐ Special dietary requirements.....

Partner dietary requirements.....

☐ Do you require any assistance with access? Please indicate: (e.g. hearing / vision impairment, mobility, etc).

.....

Please post or email completed registration to:

**Treasurer ANAA Inc. vennetalewis36@gmail.com**

**Address: Venneta Lewis, 3 Schwonberg Street, TOWNSEND NSW 2463**

## **Audiometry Nurses Association of Australia Inc.**

**ANAA Inc. 37th Annual Conference & AGM**

**30<sup>th</sup>, 31<sup>st</sup> Oct & 1<sup>st</sup> Nov 2019**

**Club Taree**



### **PAYMENT DETAILS**

**FINAL REGISTRATIONS MUST BE SUBMITTED BY 1<sup>st</sup> October 2019**

**A Tax Invoice will be sent to you upon receipt of your Registration.**

The tax invoice will be sent to the delegate who is then responsible for arranging payment through their health service.

Name.....

**Please make all payments to: 'Audiometry Nurses Association of Australia Inc.'**

☐ Cheque / money order enclosed for \$ .....

☐ EFT payment

☐ Payment by Health Service

**Details:** Northern Inland Credit Union [NICU] **BSB: 802-298 Account: 100028816**

#### **Reference:**

.....  
(Initial of first name) (As many letters of surname as possible) (Tax invoice no.)

Withdrawal of registration up to 2 weeks prior to closing date incurs no penalty – full refund available.  
Withdrawal of registration after closing date is non-refundable – however substitutions are welcome

Please post or email completed registration to:

**Treasurer ANAA Inc. vennetalewis36@gmail.com**

**Address: Venneta Lewis, 3 Schwonberg Street, TOWNSEND NSW 2463**

Comment.....

<b>OFFICE USE ONLY:</b>		<b>Tax Invoice</b> .....		<b>Date Sent</b> .....		
Type of membership: Full <input type="checkbox"/> Associate <input type="checkbox"/> Life <input type="checkbox"/> Non Member <input type="checkbox"/>						
Date Payment Received	Amount	Cash	Cheque/Money Order	EFT	Direct Credit	Health Service Payment
Payment of Partners Dinner: \$45 (personal payment) <i>Date banked on ANAA Inc. Bank Statement</i> .....						

# Wanted!

## Are you keen to share your knowledge and experience with other nurses?

Then you may be interested in becoming an Audiometry tutor/marker with the Australian College of Nursing (ACN). Being a tutor/marker with ACN gives you the opportunity to contribute to the nursing profession through leadership and education as well as providing opportunities for your own growth and development as a health professional.

We are seeking expressions of interest for the following speciality units of study:

- **Audiometry nursing**

<https://www.acn.edu.au/education/single-unit-of-study/audiometry-nursing>

- **Clinical Issues in Audiometry nursing**

<https://www.acn.edu.au/education/single-unit-of-study/clinical-issues-in-audiometry-nursing>

Essential requirements to tutor/mark are:

- current AHPRA registration (Registered Nurse [Division 1], General) – (with no restrictions)
- minimum 3 years specialty experience
- appropriate postgraduate specialty qualifications
- excellent communication skills, both written and oral
- commitment to spend 4-6 hours a week on average on tutoring matters
- current ABN number (or be willing to obtain one if successful).

Remuneration will be paid 'per student' as a Tutor or 'per assignment' as a Marker.

Further enquiries can be made by contacting Nurse Educator, Sue Mapletoft at [Sue.mapletoft@acn.edu.au](mailto:Sue.mapletoft@acn.edu.au)

Applications should be forwarded to Robyn Delve at [robyn.delve@acn.edu.au](mailto:robyn.delve@acn.edu.au)

Applications should include the following:

- Expression of Interest; including the subject(s) you are interested in tutoring and/or marking
- Current CV (including referee details and email addresses)
- Certified copies of your qualifications
- Copy of current AHPRA registration

# Interesting links and articles

<https://www.healthyhearing.com/report/52008-Living-in-the-head-shadow-of-single-sided-deafness>

This project was conducted by the Speech Pathology Team at Bathurst Community Health, Western NSW LHD and Charles Sturt University. The information is not to replace a Speech Pathologist but provide resources to Parents to assist their Child while on the long Waitlist to see the Speech Pathologist. Very interesting and a great resource.

Catherine Horsburgh

<https://wnswlhd.health.nsw.gov.au/Pages/Waiting-For-Speech-Pathology.aspx>

## How the brain adapts to hear better after vision loss

By Maria Cohut for Medical News Today

People with severe visual impairments can perform better than fully-sighted people on hearing tasks. And people who lost their eyesight early in their life can hear sounds better than people without vision loss.

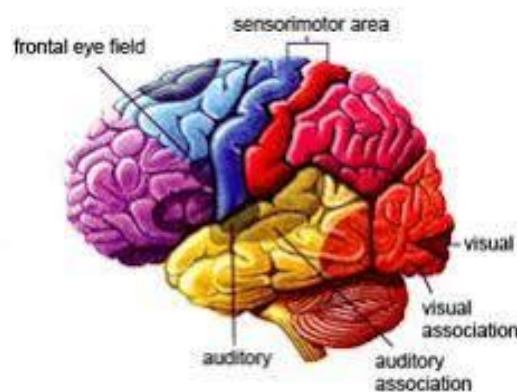
Research has suggested that the brains of people with vision loss can adapt and "rewire" to enhance their other fully functional senses.

Scientists in the US and UK did MRI scans of the research participants' brains as they listened to pure tones — tones that sound the same at different frequencies — and analysed what happened in their auditory cortex's in the brain.

The scans revealed that this brain region was better able to capture specific finely tuned frequencies in those with vision loss.

The researchers hope that pursuing this path of investigation will allow them to better understand the underlying mechanisms through which the brain adapts to changes in the five senses.

<https://www.medicalnewstoday.com/articles/325032.php>



# Training resources for hearing assistance in aged care services and hospitals

It's never too late to hear better

70% of Australians aged over 70 have some hearing loss. This increases to around 85% in residential aged care. However, staff of age care service providers and in hospitals are seldom adequately trained to assist those with hearing loss.

An effective hearing assistance program benefits staff as well as those they care for and, if performed systematically, should not be time consuming.

These resources may also be useful for family carers and volunteers who support hearing impaired people in the community.

Deafness Forum has created free resources for hearing assistance training

- Instructional video designed to fit within a 30-minute in-service session or for continuing professional development (CPD) purposes. Also suitable for pre-service training.
- Hearing Assistance Online Course is ideal for CPD purposes. The course includes videos, multiple choice quizzes and a certificate of satisfactory completion is available.
- Happy Hearing app for on-the-job reference to hearing assistance skills and information including that which is in the above instructional video. It is available in Google Play and the App Store. The app is suitable for use by residential and home care staff, in hospitals, as well as by family carers and volunteers.
- Good Practice Guide for Hearing Assistance (including management of hearing loss in aged care) provides extra reference material and suggestions for starting an effective hearing assistance program (regularly updated).
- Poster series designed to encourage the use of appropriate communication techniques as part of a plan to improve hearing support in aged care and hospitals.
- Teaching-learning modules – a series of four modules for students and teaching staff in the Diploma of Nursing HLT54115, Certificate III in Individual Support CHC33015 and in Cert IV in Ageing Support CHC43015 and also for CPD purposes.

Visit the Deafness Forum website to access these free resources.

<https://www.deafnessforum.org.au/resources/training-resources-in-hearing-assistance-in-aged-care-services-and-hospitals/>

Courtesy of Deafness Forum Australia

OneinSix Newsletter



We're excited to announce that the creators behind a natural ingredient, caffeine-free tea **My Tinnitus Tea**, are now fundraising for Tinnitus Australia (an initiative of Better Hearing Australia VIC). With a blend of organic chamomile, rose, lavender, passionfruit and more, this tea is suited to people who want to manage their tinnitus with non-medical strategies in balance with a healthy lifestyle. \*

With each purchase of Day or Night tea, \$4 will be donated to Tinnitus Australia. Funds raised go towards our mission to help people impacted by tinnitus achieve health and wellbeing. Tinnitus Australia will use these funds to improve awareness, information and education about tinnitus, create a network of health professionals who specialise in tinnitus care, and offer unique pathways to living well.

You can find out more or purchase the tea here: <https://mytinnitustea.com/>

You can also support Tinnitus Australia directly by donating to Better Hearing Australia VIC: [www.betterhearing.org.au/get-involved/make-a-donation/](http://www.betterhearing.org.au/get-involved/make-a-donation/)

\*My Tinnitus Tea is a non-medical product and does not cure tinnitus and results may vary. Please read product disclaimer, list of ingredients & cautionary advice via their website and see a health professional for health-related advice on tinnitus. Better Hearing Australia Victoria Inc and Tinnitus Australia do not endorse the effectiveness of this product nor its use for treatment of tinnitus.



Victoria Didenko, previous Better Hearing Australia VIC board member & tinnitus advocate, spoke with **The House Of Wellness** about hearing loss and the importance of creating further tinnitus awareness & support in the community.



Courtesy of the House of Wellness

## COMMUNIQUE

CoNNMO Member Meeting – Friday 3 May 2019

### Office of the Commonwealth Chief Nursing and Midwifery Officer

Debra Thomas, Commonwealth Chief Nursing and Midwifery Officer provided an update. The Department of Health is currently conducting an Independent Review of Nursing Education - *Educating the Nurse of the Future*. The public consultation is open with responses due by the end of June. CoNNMO members were encouraged to attend the stakeholder forums being held across the country. There has been good attendance and engagement at the workshops. The four literature reviews commissioned by the Department of Health and undertaken by the University of Wollongong identified real gaps in the research evidence for nursing education, particularly in relation to clinical placement and clinical attributes of graduates. Significant issues for Aboriginal and Torres Strait Islander people entering nursing were also identified. Once the report is finalised, the literature reviews will be made publicly available. The Independent Reviewer, Professor Steven Schwarz, is due to report to the Health Minister by the end of August 2019. Debra Thoms announced she is retiring at the end of June 2019. It is anticipated that the Department of Health will advertise the position in May 2019. The Department is keen to strengthen the role of the Commonwealth Chief Nurse and Midwifery Officer. CoNNMO member representatives acknowledged and thanked Debra for her involvement in, and support for, CoNNMO and the professions of nursing and midwifery over many years.

### Nursing and Midwifery Board of Australia

Tanya Vogt, Executive Officer provided an update. The public consultation for the registered nurse prescribing endorsement is complete. Following stakeholder consultation the title has changed from 'prescribing in partnership' to 'designated registered nurse prescriber'. The equivalent of three years full-time experience within the last six years will be required prior to endorsement. The program of study will consist of two units of study. Clinical practice and assessment will be part of the approved program of study. There will be no 'supervised practice' requirement following endorsement, however, there will be a period of mentorship with an authorised prescriber to assist with prescriber confidence. There will be a requirement for 10 additional hours per year of CPD related to prescribing for the endorsed designated registered nurse prescriber. There will be additional requirements for registered nurses in independent or private practice which will be detailed in the accompanying guidelines.

The public consultation on the proposed change to the definitions relating to advanced practice is now closed and the NMBA are currently reviewing the feedback. The public consultation of the proposed Decision Making Framework for nurses and midwives is open with submissions due mid-June. Duplication has been removed and there is more focus on the issue of delegation. AHPRA is currently consulting on the definition of 'cultural safety'. The NMBA definition of cultural safety for nursing and midwifery was developed in consultation with the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM) and all other key nursing and midwifery stakeholders when developing the Codes of Conduct. CoNNMO member organisations were encouraged to provide feedback on AHPRA's proposed new definition. AHPRA is currently consulting on the revised Mandatory Reporting Guidelines. The aim of the review is to make the guidelines easier to understand by developing separate sections for each party involved. The NMBA is in the final stages of development of the new model of assessment for Internationally Qualified Nurses and Midwives (IQNMs). The new outcomes based assessment model is planned to commence 1 January 2020. It will consist of a two stage assessment – both cognitive (multiple choice examination) and behavioural (objective structured clinical examination). Under the National Law, all students enrolled in an approved program of study must be registered as a student with their respective National Board. If a program is accredited by ANMAC and approved by the NMBA, students are automatically registered. Students are not registered with the Board if they are not completing an approved program. Always check that students being accepted for placement are completing an NMBA approved program of study. Please visit the NMBA website for further information: [www.nursingmidwiferyboard.gov.au](http://www.nursingmidwiferyboard.gov.au)

### Australian Nursing and Midwifery Accreditation Council

Margaret Gatling, Director Accreditation Services provided an update. ANMAC is hosting a joint interprofessional colloquium with the Australian Pharmacy Council in May. A multidisciplinary program is being presented. Unaccredited programs being offered in the VET sector continue to be an issue for ANMAC. ANMAC has been working with ASQA to address this issue. Education providers now cannot add the HLT54115 Diploma of Nursing program to their scope of registration until they have approval from ANMAC to offer the program. The review of the *Registered Nurse Accreditation Standards* commenced in August 2017. There has been significant change to the standards which has required extensive consultation. There is major change to the English language requirements which will now be consistent with the *Enrolled Nurse Accreditation Standards* English language requirements. Students must now be registered with the NMBA. ANMAC has conducted a review of the Re-entry to the Register Enrolled Nurse Accreditation Standards. Public consultation on the revised standards closed in February 2019. The public consultation for the new *Registered Nurse Prescribing Accreditation Standards* closed in April 2019. ANMAC is currently reviewing feedback. The *Midwife Accreditation Standards* review has commenced. Consultation paper 1 will be released at the end of May 2019. ANMAC is moving to a new IT system to enable online submission of accreditation documents. This new system will include a self-assessment of risk conducted by education providers. Please visit the ANMAC website for further information: [www.anmac.org.au](http://www.anmac.org.au)

Representing the national interests of nurses and midwives in all sectors of the health profession

Secretariat: Australian Nursing and Midwifery Federation | Level 1, 365 Queen St | Melbourne | VIC 3000 | Australia

Telephone: +61 3 9602 8500 | Fax: +61 3 9602 8567 | Email: [connmo@connmo.org.au](mailto:connmo@connmo.org.au) | [www.connmo.org.au](http://www.connmo.org.au)

The Coalition of National Nursing & Midwifery Organisations acknowledges the traditional owners and Elders past and present of the land on which we meet across Australia

Supported by the Australian Government Department of Health



### Australian Digital Health Agency

Angela Ryan, Chief Clinical Information Officer, General Manager Workforce & Education – Clinical Advisory, Safety & Quality Division provided an update. Approximately 90% of the population has a My Health Record (MyHR) as of 1 January 2019 when the opt-out period ended. The focus has been on primary care and community pharmacy for shared health summaries and dispensing summaries. There's been a huge increase in the volume of content. There are still pockets across the country, in particular South Australia, where there are difficulties with the MyHR. Now looking at improving data quality. There were legislative changes in November 2018 due to a public campaign regarding privacy concerns. Individuals can permanently delete their record at any time. Under these laws, information within the MyHR cannot be released for insurance or employment purposes. Many people who opted out during the campaign are now choosing to opt back in. MyHR latest national statistics - 23 million Australians (90%) have a record; 15,600 health care organisations are registered; 15 million clinical documents have been uploaded; 39 million medication prescription and dispense records have been uploaded. Behaviour change is the focus now. Secure messaging is a national priority. The emphasis is on interoperability – consistent and connected information. The Australian Digital Health Agency (ADHA) is also responsible for a Medicines Safety Program and Enhanced Models of Care Program. The Medicines Safety Program involves the pharmacy shared medicines list. There are more than 150,000 pharmacy curated shared medicines lists uploaded to the MyHR. There are 15 Enhanced Models of Care Program test beds. This is an \$8.5 million dollar program addressing health priority areas. The lead organisation for Test bed 1 is Eastern Health. The aim is to reduce hospital readmission by increasing engagement of people with their community pharmacy after discharge. It is anticipated that the ADHA will be more involved in aged care when the Royal Commission is completed. The ADHA workforce and education initiatives are focusing on: the tools needed to be digitally competent; how we can better support our workforce; and the sort of tools we need. Not just a one size fits all approach. The Chief Information Officer initiative is a national network to champion digital health throughout hospitals and healthcare organisations. Other initiatives include: continuing professional development; fellowship by training; and peer to peer clinical reference leads. Angela Ryan's presentation is available on the CoNNMO website. Please visit the ADHA website for further information: [www.digitalhealth.gov.au](http://www.digitalhealth.gov.au)

### Biomedical Prevention of HIV

Dr David Lee is a primary health care nurse practitioner and epidemiologist who works in sexual and reproductive health at the Alfred Hospital, Melbourne. He also works in private practice as a nurse practitioner in sexual and men's health at the Gay Men's Health Centre in St. Kilda. David provided an overview of the epidemiological control of sexually transmitted infections and HIV and the biomedical prevention of HIV. In particular, he explored the barriers to nurse practitioner prescribing of s100 and s85 medicines. S100 prescribing includes the highly specialised drugs program. There are a limited number of s100 prescribers, with only 240 in Australia, who are mostly in Sydney and Melbourne. UNAIDS is leading the global effort to end AIDS as a public health threat by 2030 as part of the Sustainable Development Goals. The 90-90-90 HIV treatment target aim is that by 2020: 90% of all people living with HIV will know their status; 90% of all people with diagnosed HIV infection will receive sustained antiretroviral therapy; and 90% of all people receiving antiretroviral therapy will have viral suppression. In order to meet these ambitious targets nurse practitioners working in sexual health need to be able to prescribe s100 medicines, in particular combined antiretroviral therapy (cART). Newer HIV regimens cause fewer side effects than regimens used in the past. HIV is a chronic manageable condition. The cost of medicines have significantly reduced and are safer to use. Co-morbidities can be managed by nurse practitioners. This will also address issues of access to appointments faced by patients receiving treatment for HIV. Dr David Lee's presentation is available on the CoNNMO website.

### Australian Primary Health Care Nurses Association nurse clinic programs

Karen Booth is the President of the Australian Primary Health Care Nurses Association (APNA) and Linda Govan is the APNA Lead Project Officer for the enhanced nurse clinic projects. APNA have received a third round of Australian Government funding to run nurse clinic pilots as part of the Nursing in Primary Health Care (NiPHC) Program, over a four year period. The NiPHC program includes: enhanced nurse clinics; the transition to practice pilot program; the career education framework; and chronic disease management and healthy ageing workshops. The aim of the enhanced nurse clinic pilots was to develop exemplar and replica models of nurse clinics to impact recruitment and retention. These clinics allow nurses to work to their full scope of practice in primary health care and improve job satisfaction. There were eleven clinics with seven based in general practice, two in community health and refugee health, and one in a correctional centre. Led by experienced nurse leaders, these clinics provided an opportunity to evaluate the model of the clinic, the working of the clinic, identify barriers and enablers and the sustainability of the clinic. Successful clinics have included: the Bega Teen Clinic NSW; the Wound Care Clinic in Junction Place, Victoria; and the Men's health and wellbeing clinic at Barwon Prison, Victoria. The Bega Teen Clinic's aim was to provide greater access to mental and sexual health support in a primary health care setting; the Junction Place Wound Care Clinic's aim was to provide accessible, affordable best practice wound care in a general practice setting; and the Barwon Prison Men's Health and Wellbeing Clinic's aim was to improve screening for chronic health conditions for people in custody.

Evaluation findings examined: sustainability; feasibility; acceptability; effectiveness; efficiency; perceived value; and financial viability. Key barriers for the nurse included a lack of: effective management support and leadership; team engagement; protected time; and project management and budgetary skills. Key organisational barriers included: a lack of internal and external stakeholder engagement; no perceived organisational leadership; a lack of collaboration and team

Representing the national interests of nurses and midwives in all sectors of the health profession

Secretariat: Australian Nursing and Midwifery Federation | Level 1, 365 Queen St | Melbourne | VIC 3000 | Australia  
Telephone: +61 3 9602 8500 | Fax: +61 3 9602 8567 | Email: [connmo@connmo.org.au](mailto:connmo@connmo.org.au) | [www.connmo.org.au](http://www.connmo.org.au)

The Coalition of National Nursing & Midwifery Organisations acknowledges the traditional owners and Elders past and present of the land on which we meet across Australia

Supported by the Australian Government Department of Health



engagement; staff turnover during the project – lead nurse and practice staff; a lack of role delineation between nurse clinical care and administration support; difficulty collecting data from practice software/lack of confidence in its accuracy; and a patient cohort (low SES) that can only tolerate MBS billing. System level challenges included: resistance to change; commercial concerns; and lack of confidence and awareness of the clinical abilities of the nurse.

The next steps in relation to enhanced nurse clinics is the Building Nurse Capacity project. This project, which runs from 2018 to 2022, will focus on the development of nurse-led models of care which improve patient outcomes in a range of primary health care settings to increase the capacity of the primary health care team. The project will support a maximum of 35 nurses and their primary health care organisation, in two 18 month intakes, to implement nurse-led models of care. The project has grant funding of \$10,000. Group 1 has 18 participants and takes place from February 2019 to July 2020. Group 2 has 17 participants and takes place from October 2020 to March 2022. Karen Booth and Linda Govan's presentation is available on the CoNNMO website. Please visit the APNA website for further information [www.apna.asn.au](http://www.apna.asn.au).

#### Climate and Health Alliance

Fiona Armstrong is the founder and Executive Director of the Climate and Health Alliance (CAHA). CAHA is an organisation that inspired the establishment of several other national and a global Climate and Health Alliance. Fiona is the lead author of many of CAHA's reports and is the architect of the *Framework for a National Strategy on Climate, Health and Well-being for Australia*, which has been endorsed and adopted as a policy position by the Australian Labor Party and the Greens. The Global Green and Healthy Hospitals (GGHH) network was launched in 2012. CAHA coordinate and lead the Australian and New Zealand regional network of the GGHH network on their behalf. Since its establishment members representing almost 800 hospitals and health care service providers have joined this program.

CAHA is creating a climate where health matters in the context of attacking climate change. Climate change is a significant health issue and health professionals have a very important role to play in communicating that message. CAHA's key role is advocacy, communication, building capacity, greening the sector and international influence. Climate change poses real serious threats to the health of people living in Australia and globally. The international medical journal *The Lancet* published an article in 2009 that stated climate change is the biggest global health threat of the 21<sup>st</sup> century. According to the World Health Organisation (WHO), by 2030 we will be seeing 250,000 deaths each year from climate change, some say this is a conservative figure. Those health impacts include: environmental degradation; extreme heat; air pollution (at least 3,000 deaths per year associated with poor air quality) and increasing allergens; changes in vector ecology; degraded living conditions and social inequities; water quality impacts; severe weather; and water and food supply impacts. CAHA's current campaign "Our Climate Our Health", aims to secure a National Strategy on Climate Health and Wellbeing for Australia. CAHA is convening dialogues between health groups, health professionals, researchers and policymakers, and parliamentarians. They are also offering training for Climate-Health Champions and creating climate-health mentors for parliamentarians. CAHA is encouraging people to have 'climate conversations' and to 'vote climate'. For more information go to: [www.ourclimate-ourhealth.org.au](http://www.ourclimate-ourhealth.org.au). Fiona Armstrong's presentation is available on the CoNNMO website. Please visit the CAHA website for further information <https://www.caha.org.au/>.

#### Drug and Alcohol Nurses of Australasia workforce mapping project

Dr Adam Searby is a registered nurse who has worked in various settings including mental health and alcohol and other drugs. He has completed a PhD exploring co-occurring mental illness and problematic alcohol and other drug use in older adults. Adam currently works as a lecturer at RMIT University, Melbourne, teaching about alcohol and other drugs, mental health content and research, at both undergraduate and postgraduate levels. He is currently the education and research officer for the Drug and Alcohol Nurses of Australasia (DANA). Adam provided an overview of the need for workforce mapping and the progress of the project to date. There is minimal research regarding the alcohol and other drug (AOD) nursing workforce and a need to collect data to advocate from a greater knowledge base. This mapping project will assist to explore potential trends in the workforce. AOD nursing is in a state of dynamic change. There are now more harm minimisation initiatives: including supervised injecting rooms/centres, pill testing and take home naloxone; advanced nurse/nurse practitioner roles; and increasing recognition of the value of AOD nurses. This workforce mapping project potentially provides value for Governments and other organisations who need this data and creates partnership opportunities. The three phase project includes: phase 1 – a literature review, scoping review of employment data and key informant interviews; phase 2 – an online survey of both AOD and non-AOD nurses; and phase 3 – qualitative interviews with both AOD and non-AOD nurses. The project is about to commence with the contract between RMIT University and DANA completed; ethics approval in train; and a research assistant employed. Dr Adam Searby's presentation is available on the CoNNMO website. Please visit the DANA website for further information <http://www.danaonline.org/>

Council report by the CoNNMO Chair and Secretariat is available on the CoNNMO website [www.connmo.org.au](http://www.connmo.org.au)

Member reports and speaker presentations are available on the CoNNMO website [www.connmo.org.au](http://www.connmo.org.au)

Next CoNNMO member meeting will be held on Friday 4 October 2019, 9.30am - 4pm, NSW Nurses and Midwives Association, 50 O'Dea Avenue, Waterloo NSW.

Representing the national interests of nurses and midwives in all sectors of the health profession

Secretariat: Australian Nursing and Midwifery Federation | Level 1, 365 Queen St | Melbourne | VIC 3000 | Australia

Telephone: +61 3 9602 8500 | Fax: +61 3 9602 8567 | Email: [connmo@connmo.org.au](mailto:connmo@connmo.org.au) | [www.connmo.org.au](http://www.connmo.org.au)

The Coalition of National Nursing & Midwifery Organisations acknowledges the traditional owners and Elders past and present of the land on which we meet across Australia

Supported by the Australian Government Department of Health

Dear CoNNMO members,

Below is a link to a brief online survey targeting Nursing and Midwifery professionals across Australia. The survey is being conducted by KBC Australia as part of the evaluation of the Commonwealth-funded Rural Health Multidisciplinary Training (RHMT) Program.

The survey will provide a unique opportunity to investigate the link between student placements and future work patterns. **All Nursing and Midwifery professionals who have graduated since 2005** are strongly encouraged to participate. The survey will take less than 8 minutes to complete.

This survey has the support of the CoNNMO Secretariat and I would appreciate your assistance in distributing it to your members and encouraging them to participate. In doing so, they will be contributing directly to increasing the evidence about the value of placements to nursing and midwifery training and graduates' career pathways. Please note the evaluation has ethics approval through Bond University Human Research Ethics Committee.

A member of the KBC Australia team may contact your organisation to discuss the survey and answer any questions you have. If you would like to contact KBC directly please call (02) 63631 4000 or via email at [manager@kbconsult.com.au](mailto:manager@kbconsult.com.au)

In the meantime, I urge you to support this important survey by distributing the following link to your members:

[https://kbconsult.syd1.qualtrics.com/jfe/form/SV\\_6Mf9UCb51dBbv5b?source=CoNNMO](https://kbconsult.syd1.qualtrics.com/jfe/form/SV_6Mf9UCb51dBbv5b?source=CoNNMO)

Can you spare 8 minutes to help future Nursing and Midwifery students? Did you graduate in or after 2005?

Then we need your help!

By completing this short survey about your training and work history, you will be making an invaluable contribution to our understanding of the role of clinical placements in health workforce training.



Hear our Heart Ear Bus Project  
PO Box 1923, 24 Erskine St,  
Dubbo, NSW 2830. 68848751  
[directors@hearourheart.org](mailto:directors@hearourheart.org)  
[www.hearourheart.org](http://www.hearourheart.org)

Dear valued supporters

More than half of the year is already behind us and I am pleased to bring you this update on Ear Bus activities.

- As you would all be aware, we rely on donations and grants to keep the Ear Bus operational. To date, the project has not received any direct funding from governments. I would like to take this opportunity to thank the following schools for their generous donations this year: Gilgandra High School, Gilgandra Public School, Yeoval Preschool, Aussie Kindies Gilgandra, Warren Preschool, Playmates Cottage, Narromine Preschool, Narromine Christian School, Peppercom Dubbo, St Johns Primary Dubbo, Dubbo West Public School, Gulargambone Preschool, Wellington Public, Wellington Christian and Wellington St Mary's.
- Currently we visit a total of 17 schools and childcare centres in Dubbo and 20 in surrounding towns (Gilgandra, Wellington, Yeoval, Gulargambone, Warren, Narromine and Trangie).
- Welcome Gulargambone Central School and Preschool as well as Blueridge Park ELC to our Project in the last few months!
- Thanks go once again to Terry Green at Sainsbury Automotive for the loan of a brand new 2019 Tivoli Ssangyong for the day to enable HoH staff to conduct the initial visit to Gulargambone. His generosity is very much appreciated!
- Gilgandra and Gulargambone volunteer committee held a celebration on Wednesday 29<sup>th</sup> May where the entire town wore red for healthy ears. What an amazing community you are. The Ear Bus provided free testing after hours at the chemist. Thank you to all those who participated and donated on the day.
- Our thanks go to ALL of the audiologists who come to Dubbo to conduct the ear health and hearing checks in the Ear Bus. So far this year, we have had wonderful support from audiologists/audiometrists Robyn Little, Margo Piggott, Rachel Kirsop, Adam Johnson, Gemma Savage, Belinda Kwok, Roshni Josephs, Yvonne DeWitt, Louise Rimmer, Lorraine Everest, Karen Campbell and the Royal Institute for Deaf and Blind Children. We could not conduct our hearing checks without their assistance!
- On March 17<sup>th</sup> we held a Charity Golf Day at Dubbo Golf Course. It was a great day with 88 players. We even had a little rain! With the generous support of everyone there, we raised over \$1,400 from raffles etc. and nearly \$3,000 from player registrations. This funding helps us keep the project going! We are already planning for next year!!
- We are pleased to advise that we have been able to make some improvements to our office space at Erskine St, with assistance of a grant from the Stronger Communities Program. We have added carpet to the meeting room and will soon have sound absorbent material on the walls. This is the room used during Community Days and has been very noisy for children and carers waiting for their turn in the Bus.
- A reminder that with winter here, we encourage your children to blow their nose regularly and wash their hands to reduce the occurrence of otitis media. If you have concerns for your child's ear health, hearing or would like to learn the technique of effective nose blowing, feel free to call our office on 6884 8751.

Regards on behalf of all at the HoHEBP town committees

**Sue Went**

Communications Co-ordinator



## Treasurer's report

### AUDIOMETRY NURSES ASSOCIATION OF AUSTRALIA INC

#### COMMITTEE REPORT

Your committee members submit the financial report of the Audiometry Association Of Australia Inc for the financial year ended 30 June 2019

#### Committee Members

Tracy Hawes

Julia Cunningham

Kate Norton

Venneta Lewis

Gisella Laughton

Linda Messina

Sharyn Wilkinson – elected 25<sup>th</sup> October, 2018

Cate Horsburgh – resigned 25<sup>th</sup> October, 2018

#### Principal Activities

The principle activities of the association during the financial year were:

The provision of education, professional direction and a forum for the professional standards to those working in the community.

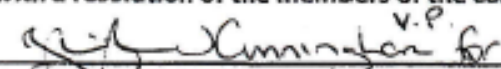
#### Significant Changes in Activities

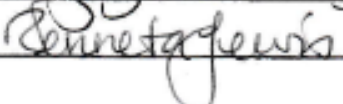
No significant changed in the nature of these activities occurred during the year.

#### Operating Profit

The profit for the year amounted to \$450.41

Signed in accordance with a resolution of the members of the committee

Committee Member  <sup>V.P.</sup> Tracy Hawes President

Committee Member  Venneta Lewis Treasurer



Audiometry Nurses Assoc of Aust Inc

**Profit & Loss [Last Year Analysis]**

July 2018 To June 2019

ABN: 88 907 235 731

	This Year	Last Year
Income		
Conference Income		
Membership Fees	\$16,848.00	\$18,431.00
Total Income	\$4,645.00	\$5,075.00
Total Cost Of Sales	\$21,493.00	\$23,506.00
Gross Profit	\$0.00	\$0.00
	\$21,493.00	\$23,506.00
Expenses		
Audit Fees		
Bank Fees	\$275.00	\$275.00
Conference	\$30.00	\$0.00
Scholarship Payment	\$11,201.99	\$10,246.82
Executive Committee Meetings	\$3,475.00	\$0.00
Filing Fees	\$3,892.28	\$2,053.64
Insurance	\$46.00	\$45.00
Website	\$624.58	\$639.58
Computer Expenses	\$1,792.95	\$384.95
Donation	\$89.00	\$0.00
Printing & Stationery	\$0.00	\$1,000.00
Membership	\$0.00	\$13.80
Total Expenses	\$700.00	\$135.00
Operating Profit	\$22,126.80	\$14,793.79
	-\$633.80	\$8,712.21
Other Income		
Interest Income		
Total Other Income	\$1,084.21	\$1,025.71
Total Other Expenses	\$1,084.21	\$1,025.71
	\$0.00	\$0.00
Net Profit/(Loss)	\$450.41	\$9,737.92

Audiometry Nurses Assoc of Aust Inc

**Balance Sheet [Last Year Analysis]**

June 2019

ABN: 88 907 235 731

	This Year	Last Year
Assets		
Current Assets		
Bank Accounts		
Business Bank Account #1	\$31,382.33	\$32,016.13
Business Bank Account #2	\$47,554.28	\$46,470.07
Total Bank Accounts	\$78,936.61	\$78,486.20
Other Current Assets		
Shares in NICU	\$10.00	\$10.00
Total Other Current Assets	\$10.00	\$10.00
Total Current Assets	\$78,946.61	\$78,496.20
Total Assets	\$78,946.61	\$78,496.20
Liabilities		
Net Assets		
	\$78,946.61	\$78,496.20
Equity		
Retained Earnings	\$78,496.20	\$68,758.28
Current Year Surplus/Deficit	\$450.41	\$9,737.92
Total Equity	\$78,946.61	\$78,496.20

# AUDIOMETRY NURSES ASSOCIATION OF AUSTRALIA INC

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2019

### 1 Statement of Significant Accounting Policies

The committee has prepared the financial statements on the basis that the association is a non-reporting entity because there are no users dependent on general purpose financial statements.

The financial statements have been prepared in accordance with the significant accounting policies disclosed below which the committee has determined to meet the needs of the members.

Such accounting policies are consistent with the previous period unless stated otherwise.

The accounting statements are prepared on an accruals basis and are based on historical cost unless otherwise stated in the notes. The accounting policies that have been adopted in the preparation of these statements are as follows

#### Cash and Cash Equivalents

Cash and cash equivalents includes cash on hand and deposits held at call with banks.

#### Revenue and Other Income

Revenue is measured at the fair value of the consideration received or receivable.

### 2 Education Fund

This fund was established in 1991 when a donation of \$1952 was received in the memory of Rue Wright. The 1992 Annual General Meeting of members approved a resolution that at each subsequent year \$5 in respect of each member is to be set aside to assist the Education Fund and that members are eligible to apply for education grants in accordance with the guidelines that have been established. At 30 June 2019 the Education Fund which is part of the cash balance with Northern Inland Credit Union totaled \$6,598 2018 \$6,198. During the year payments of \$Nil 2018 \$nil were made from the Fund



## Jeffery Keith Budden

Chartered Accountant  
Registered Company Auditor & Tax Agent  
A.B.N. 52 274 491 962  
75 Woodside Chase,  
Koolingal N.S.W. 2352

Telephone 02 67603955  
Email jeffkb1008@hotmail.com

### AUDIOMETRY NURSES ASSOCIATION OF AUSTRALIA INC

#### INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF

#### AUDIOMETRY NURSES ASSOCIATION OF AUSTRALIA INC

##### **Report on the Financial Report**

I have audited the accompanying financial report, being a special purpose financial report of Audiometry Nurses Association of Australia Inc, which comprises the Balance Sheet as at 30 June 2019, and the Profit & Loss Statement and the statement by members of the committee.

##### *Committee's Responsibility for the Financial Report*

The committee of the association is responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies are consistent with the financial reporting requirements of the Associations Incorporation Act [NSW] and are appropriate to meet the needs of the members. The committee's responsibilities also include establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

##### *Auditor's Responsibility*

My responsibility is to express an opinion on the financial report based on my audit. No opinion is expressed as to whether the accounting policies used are appropriate to meet the needs of the members. I conducted my audit in accordance with Australian Auditing Standards. These Auditing Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report 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 entity's internal control. An audit also includes evaluation the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as an evaluation of the overall presentation of the financial report.

The financial report has been prepared for distribution to members for the purpose of fulfilling the committee's financial reporting under the Associations Incorporation Act [NSW]. I disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

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

*Independence*

In conducting my audit, I have complied with the independence requirements of Australian professional ethical pronouncements.

*Auditor's Opinion*

In my opinion, the financial report of Audiometry Nurses Association of Australia Inc presents fairly, in all material respects the financial position of Audiometry Nurses Association of Australia Inc as at 30 June 2019 and of its financial performance for the year then ended in accordance with the accounting policies in the financial statements.

Jeffery Keith Budden



Registered Company Auditor

Dated this 20th day of August, 2019

---



# AGENDA- AGM

## AUDIOMETRY NURSES ASSOCIATION of AUSTRALIA INC

**Date:** Thursday the 31<sup>st</sup> October 2019

**Time:** 1.45pm

**Venue:** Club Taree

Item No.	Agenda Item	Comments
	Meeting opened	
1.	<b>Attendances</b> as per attendance sheet	
2.	<b>Apologies</b> as per apology sheet	
3.	<b>Confirmation of Previous AGM Minutes held 25<sup>th</sup> October 2018 as circulated to Members prior to the AGM through the Professional newsletter 'EAR 'TIS.</b>	
4.	<b>Business arising from minutes</b> <b>Change to scholarship</b>	
5.	<b>President's report</b>	
6.	<b>Treasurer's report</b>	
7.	<b>Membership report</b>	
8.	<b>Public Officer report</b>	
9.	<b>Motions for which due Notice has been given</b> <b>Nil as yet. Will circulate via email prior to AGM.</b>	
10.	<b>GENERAL BUSINESS</b> <b>Business Plan</b> <b>10.1 Financial Management &amp; Planning</b> <b>10.2 Audiometry Nursing Qualification</b> <b>10.3 MOP's</b> <b>10.4 Professional Newsletter and Website</b> <b>10.5 Promotion of Hearing Health</b>	Treasurer- Venneta Lewis Course Tutor- Kate Norton President – Tracy Hawes Editor- Gisella Laughton President- Tracy Hawes
11.	<b>GENERAL BUSINESS with notice from members</b>	
12.	<b>Appointment of Returning Officer and Scrutineer</b> <b>Declaration of all committee positions vacant</b>	Returning Officer - Scrutineer -
13.	<b>Election of Office Bearers for 2019 - 2020</b>	
	Meeting closed	

# MINUTES OF ANAA INC. AGM



**Held Thursday 25<sup>th</sup> October 2018**  
**At Orange Ex Services Club**

**Meeting opened: - 1.37pm**

**1. PRESENT:**

37 Full members, 2 associate member and 1 nonmember present as per attendance sheet

**2. APOLOGIES: -**

Maggie Thompson, Julia Cunningham, Sue Hynes, Jan Wright, Lucy Rindo, Linda Messina, Marian Huempel, Shane Atkinson, Fleur Herscovitch and Bep Ginn as per apology sheet.

Moved by Tracy Hawes seconded: Cate Horsburgh that the apologies be accepted

CARRIED

**3. MINUTES OF AGM HELD 26<sup>th</sup> OCTOBER 2017: -** Circulated to

Members prior to the AGM through the ANAA Inc. Newsletter.

Moved by Anne McDonald, seconded by Robyn Hull that the minutes for the 2017 AGM as circulated and read be accepted as a true and accurate record

CARRIED

Amendments: Nil

**4. BUSINESS ARISING FROM PREVIOUS MINUTES: Nil**

**5. PRESIDENTS REPORT:**

Presented by President Tracy Hawes

Seconded: Kate Norton

Dear Members,

This year has been a busy year with many meetings and networking with other hearing health stakeholders to make Hearing Health and Wellbeing a National Health Priority. After the Hearing Health Parliamentary Inquiry last year, the Break the Sound Barrier Campaign was formed and has had many tele-conferences to discuss how to go about getting the message across to government, to make changes and achieve best outcomes for all.

The report with the government responses to the hearing inquiry was delivered in August this year. Of the 22 recommendations only one was supported. Others were noted and the government's current plan was detailed in a supplementary report.

Most hearing stakeholders were not happy with this so there has been more discussion and letters to ministers.

I have sent many letters to Ministers on behalf of the Audiometry Nurses Association of Australia. I have also received several letters back from ministers showing their support which identified our issues within audiometry nursing & a succession plan for the future. We are trying hard to lift our profile and be a part of the National campaign.

More recently I was invited to the Hearing Health Stakeholder Forum at Sydney airport Rydges Hotel to meet with other stakeholders and the Minister Hon Ken Wyatt MP.



The goal of this meeting was to draft a Hearing Health Roadmap to set future directions and priorities for the short, medium & long term improvements in hearing health for all Australians. From this meeting we have set the Domains and worked on the actions that need to be taken. Hopefully by early next year the Department of Health will circulate the report with their recommendations.

I also attended the CoNNMO meetings this year on 4/5/18 in Melbourne and on 5/10/18 in Sydney. Separate reports have been tabled from these meetings.

It is apparent that other specialty nursing organisations all have the same issues no matter how large. Some of these issues are in “how to run an association”, voluntary work on the committee, not enough members willing to take a turn as a committee member and succession planning.

The committee is looking at a different membership billing system for next year to simplify this process. The membership forms will be sent out for new members and renewing members will be issued with an invoice for payment similar to other BPay billing.

We would encourage members to pay this way rather than personal cheques if possible.

On behalf of the committee I would also like to apologise for any inconvenience experienced by the changeover of our banking account numbers with NICU. This was sent to us last minute so we sent out the new details asap via email to all members. Unfortunately, the timing with membership and conference renewal was not great.

Our Audiometry Clinical Practice Guidelines are up for review and we are still accepting any comments on this before changes or additions are added.

We will be continually updating the website and may be looking at re-designing it next year. If you have any suggestions, please let the committee know.

Kate, our extremely organised secretary, has obtained a new portable Hard Drive to store all of the ANAA Inc. business and forms on.

This is a huge step forward in the reduction of paper records. This will be kept within the organisation and handed over when the secretary position holder changes.

If anyone has anything they need to discuss or concerns about our association, please don't hesitate to contact me or the committee.

Regards

Tracy

President-ANAA Inc.

## **6. TREASURERS REPORT: Presented by Treasurer Venneta Lewis**

<b>Total Income</b> for 2017-2018 financial year-	<b>\$23,506.00</b>
Comprising of 2017 conference	\$18,431.00
Membership	\$ 5,075.00
Other income and interest	\$ 1,025.71

<b>Total expenditure</b> for 2017-2018 financial year	<b>\$14,793.79</b>
Comprising:	
2017 conference expenditure	\$10,246.82
Audit fee	\$275.00
Bank Fees	\$0
Dept. of Fair Trading	\$45.00
Exec Expenditure e.g. airfares etc.	\$2053.64
General Expenditure	\$0



Insurance	\$639.58
Membership Deafness Forum	\$135.00
Printing and Stationary	\$13.80
Website	\$384.95
Donation Deafness Forum	\$1000

Net Profit of \$9,737.92  
2017 conference Loss \$421.82

**Education Fund** comprises \$6,198 which is part of cash balance within Northern Inland Credit Union general bank account.

<b>General Bank Account</b> as of 27/9/18	\$46,013.37
<b>Investment account</b> as of 30/9/17	\$46,751.18

Moved by Dianne Grandjean and seconded by Gisella Laughton that the report be received and accepted CARRIED

## 7. **MEMBERSHIP REPORT:** Presented by Venneta Lewis

**Life members – 8**

**Associate members-** 9. 2 members not renewing. One associate member has been transferred to full membership.

**Full members-** 85 members (17 did not renew membership)

Moved by Cate Horsburgh and seconded by Kate Norton that this report be received and accepted. CARRIED

## 8. **PUBLIC OFFICER REPORT:** Presented by Venneta Lewis

All required forms were completed and sent following 2017 AGM:

- Dept of Fair Trading sent change of address form
- A12 not required
- GIO Business Insurance updated with appropriate insurance
- Northern Inland Credit Union account number change
- ATO to change Registration- not necessary. ATO to update name and address.

Moved by Cate Horsburgh and seconded by Kate Norton that this report be received and accepted. CARRIED

## **9. MOTIONS FOR WHICH DUE NOTICE HAS BEEN GIVEN:**

**Motion 1:** I would like to propose that an Office Bearer on the current committee, who is required to attend the ANAA Inc. AGM at conference should be reimbursed for their travel/airfare cost to attend.

This would be in line with travel costs claimed at other committee meetings that they are reimbursed for and are required to attend business as an integral role in the running of the ANAA Inc. business.

**Proposed by Tracy Hawes, Seconded by Gisella Laughton**

Tracy Hawes spoke to the motion. Nobody spoke against.

Voting: For: 36 Against: 1 Motion: **CARRIED**

**Motion 2:** That the terms of the ANAA Inc. scholarship be changed to:

After completion of subject 241 Audiometry Nursing through the Australian College of Nursing, the successful applicant will receive a scholarship for the amount of the current cost of subject 242 Clinical Issues in Audiometry Nursing'.

Kate Norton Spoke to the motion. Cost in 2018 for subject 241 \$2420. Subject 242 \$3375. Total \$5795. Discussion was held regarding the motion by a number of people.

Voting: For: 35 Against: 2 Motion: CARRIED

## **10. GENERAL BUSINESS:**

### **10.1 Report on Business Plan**

10.1.1	<b>Financial Management and Planning</b>	Reports made as required. These have been made at committee meetings and AGM. Accounts audited and all forms lodged as discussed previously.
10.1.2	<b>Audiometry Nursing Qualification</b>	Kate Norton addressed the meeting. Only 1 student completed both subjects this year. Most prospective students indicate cost is prohibitive. A meeting has been organised with the ACN, Tracy Hawes, Kate Norton & Susan Darby on 28 <sup>th</sup> November to discuss concerns and way forward.

10.1.3	<b>Maintenance of Professional Standards for AN's (MOP's)</b>	Gained 17 CPD points for this year's conference. Represented ANAA Inc. members at CoNNMO. Clinical Practice Standards are being looked at.
10.1.4	<b>Professional Newsletter ('EAR 'TIS) and Website</b>	Newsletter is sent quarterly to all members electronically. Gisella encouraged members to submit to newsletter and participate in facebook site. Hit 'Like' on our Facebook page. Website- Is updated as information arises. Extra emails sent when job opportunities arise or urgent information.
10.1.5	<b>Promotion of Hearing Health</b>	Hearing Health Inquiry Stakeholder meetings attended. Representation at CoNNMO Hearing Awareness week Fact sheets now on Health Pathway at Western Sydney Mission Australia – Family fun day.
10.1.6	<b>ANAA Inc. documentation</b>	Document register maintained and documents reviewed as required. Looking at new membership form.

## **GENERAL BUSINESS with Notice:**

**Nil**

## **11.ELECTION OF OFFICE BEARERS 2018-2019:**

**Nominated for Returning Officer:** Kathy Stoddart

**Nominated for Scrutineer:** Anne McDonald, Gisella Laughton

The nominations for the ANAA Inc. Executive Committee for 2018-2019 were read out by Kathy Stoddart and are as follows:

Nomination for **PRESIDENT:** **Tracy Hawes**  
Nominated by: Kate Norton  
Seconded by: Gisella Laughton

**Tracy Hawes** accepted the position and was elected unopposed.

---

Nomination for **VICE PRESIDENT:** **Julia Cunningham**  
Nominated by: Kate Norton  
Seconded by: Anne McDonald

**Julia Cunningham** accepted the position and was elected unopposed.

---

Nomination for **SECRETARY:** **Kate Norton**  
Nominated by: Tracy Hawes  
Seconded by: Gisella Laughton

**Kate Norton** accepted the position and was elected unopposed.

---

Nomination for **TREASURER:** **Venneta Lewis**  
Nominated by: Tracy Hawes  
Seconded by: Kate Norton

**Venneta Lewis** accepted the position and was elected unopposed.

---

Nominations for ANAA Inc. COMMITTEE MEMBERS (3 positions)

**Committee member/Editor 'Ear 'Tis:** **Gisella Laughton**  
Nominated by: Tracy Hawes  
Seconded by: Kate Norton

**Gisella Laughton** accepted this position and was elected unopposed.

---

**Committee member:** **Linda MESSINA**  
Nominated by: Michelle Fulton  
Seconded by: Fleur Herscovitch

**Linda MESSINA** accepted this position and was elected unopposed.

---

**Committee member:** **Sharyn WILKINSON**  
Nominated by: Catherine Horsburgh  
Seconded by: Venneta Lewis

**Sharyn WILKINSON** accepted this position and was elected unopposed.

---

**Committee member:**

**Karen HARRIS**

Nominated by:

Vanessa Smith

Seconded by:

Wendy ROGERS

**Karen HARRIS withdrew nomination**

There being no further business the meeting closed at 2.45pm

President:

Secretary:



**AUDIOMETRY NURSES ASSOCIATION of AUSTRALIA Inc.**

**The professional organisation for Audiometry Nurses**

# **NOTICE OF MOTION**

## **ANAA Inc. AGM**

### **(31 / 10 / 19)**

**MOTION:**

---

---

---

---

---

---

---

---

---

---

Proposed by: \_\_\_\_\_

Seconded by: \_\_\_\_\_

Email to:

ANAA Inc. Secretary – Kate Norton

Kate.Norton@health.nsw.gov.au



**AUDIOMETRY NURSES ASSOCIATION of AUSTRALIA Inc.**  
**The professional organisation for Audiometry Nurses**

**NOMINATION FORM – EXECUTIVE COMMITTEE**  
**ANAA Inc.**

**PROPOSER:**

I (print name) \_\_\_\_\_ being a current financial member of the  
ANAA Inc.

Do **nominate** (Print name) \_\_\_\_\_

For the position of \_\_\_\_\_

Signature of proposer: \_\_\_\_\_ Date: \_\_\_\_\_

---

**SECONDER:**

I (print name) \_\_\_\_\_ being a current financial member of the  
ANAA Inc,

Do **second the nomination** of (Print name) \_\_\_\_\_

For the position of \_\_\_\_\_

Signature of seconder: \_\_\_\_\_ Date: \_\_\_\_\_

---

**NOMINEE:**

I (print name) \_\_\_\_\_ being a current financial member of the  
ANAA Inc,

Do **accept nomination** for the position of \_\_\_\_\_

Signature of Nominee: \_\_\_\_\_ Date: \_\_\_\_\_

***Nominee, proposer and seconder must be financial members of the ANAA Inc on 30<sup>th</sup> September of each financial year, otherwise the nomination will be deemed invalid***





AUDIOMETRY NURSES ASSOCIATION of AUSTRALIA Inc.  
The professional organisation for Audiometry Nurses

## APPOINTMENT OF PROXY FORM ANAA Inc. AGM (31/10/19)

I (print full name) \_\_\_\_\_

Of (print address) \_\_\_\_\_

Being a current financial member of the ANAA Inc. do hereby appoint:

(Print full name of proxy) \_\_\_\_\_

Of (print address) \_\_\_\_\_

As my proxy to vote on my behalf at the General Meeting of the ANAA Inc. to be held on (31 /10 /19 ) and at any adjournment of that meeting, in accordance with the following directions (or if no directions are given, as the proxy sees fit).

My proxy is authorised to vote **for/against** (delete as appropriate) the motion (leave blank if proxy is to vote as they see fit, or if desired insert voting instructions)


\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Signature of member appointing proxy: \_\_\_\_\_

Date: \_\_\_\_\_




Looking for a scholarship? Here are a few, however if you do a google search you will find many more on offer



Gisella,

**The Roz Norman scholarship is now open!**

Roz Norman was an outstanding activist, branch official and Councillor of the NSWNMA and ANMF. In honour of her outstanding contributions, the scholarship covers fees for an approved course promoting activism, campaigning or public advocacy.



Applications are now open now and close **30 September**.

**To apply** GO TO **[bit.ly/RozNormanScholarship](https://bit.ly/RozNormanScholarship)**



## Need support to follow your passion?

We understand that financial support to undertake further study to pursue your nursing career and passion is not so easy to find. ACN offers a range of grants open to Fellows and Members who wish to undertake further study. The grants range in value from \$1,000 to \$30,000 and provide opportunities for members to undertake further study at diploma or masters level.

ACN also administers the Puggy Hunter Memorial Scholarship Scheme, an Australian Government Health Department scheme for indigenous students to study entry level health courses. We love following the journeys of Puggy Hunter scholars, and witnessing the wider impact upon the community that grows from their careers.

ACN also connects nurses with other scholarship opportunities available across the nation.



### Also try these ones

- <https://www.health.nsw.gov.au/nursing/scholarship/Pages/default.aspx>
- <http://nursingcourses.net.au/nursing-scholarships/>
- <https://www.nswnma.asn.au/education/scholarships/>





# LIONS NURSES' SCHOLARSHIP



*Looking for funding to  
further your studies in 2020?*

THE LIONS NURSES' SCHOLARSHIPS  
OPEN ON 1 AUGUST AND  
CLOSE ON 31 OCTOBER EACH YEAR



The trustees of the Lions Nurses' Scholarship Foundation invite applications for scholarships.

Nurses eligible for these scholarships must be resident and employed within the State of NSW or ACT.

You must currently be registered with the Nursing and Midwifery Board of Australia

and working within the nursing profession in NSW or the ACT, and must have a minimum of three years' experience in the nursing profession – the last twelve months of which must have been spent in NSW or the ACT.

Details of eligibility and the scholarships available (which include study projects either within Australia or overseas), and

application forms are available from:  
[www.nswnma.asn.au/education](http://www.nswnma.asn.au/education)

**Administration Liaison**  
**Lions Nurses' Scholarship Foundation**  
**50 O'Dea Avenue Waterloo NSW 2017**

**or contact Matt West on 1300 367 962**  
**or [education@nswnma.asn.au](mailto:education@nswnma.asn.au)**

**COMPLETED APPLICATIONS MUST BE IN THE HANDS OF THE SECRETARY NO LATER THAN 31 OCTOBER**





Ear infection is very common in babies and young kids. If left untreated it can cause pain, illness, hearing loss and learning problems.

## WITH HEALTHY EARS, YOUR KIDS WILL:

- Learn language and talking
- Listen to family stories
- Listen to music
- Talk with family and friends
- Do well at school



For more information talk to a health worker, nurse or doctor or visit your local AMS.

You can also go online at [www.kidsfamilies.health.nsw.gov.au](http://www.kidsfamilies.health.nsw.gov.au)

It is very important to know how to prevent ear infection and the signs to look for to protect your kids' hearing.



# HEALTHY EARS HAPPY KIDS

Have you  
seen these  
great  
pamphlets?

You can get  
them from  
NSW Health



## WHY IS TAKING CARE OF KIDS' EARS SO IMPORTANT?

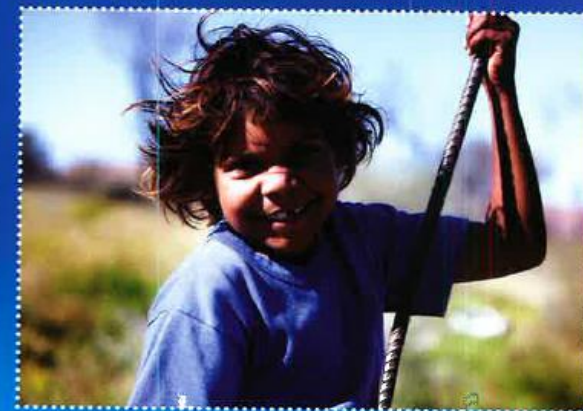
- Kids can understand their parents and friends better
- Good hearing makes learning easier
- If ears aren't looked after properly, it can lead to hearing problems
- Healthy Ears = Happy Kids!



WHAT!!!

## WHAT ARE THE SIGNS OF AN EAR INFECTION?

- Signs of a cold (coughing, sore throat, runny nose)
- Difficulty listening and hearing (saying "What!" all the time), not paying attention
- Crying, fever, irritable
- Runny ears
- Constant pulling of ears



## WHAT CAN I DO TO HELP MY KIDS HAVE HEALTHY EARS?

- If your child has signs of an ear infection, take them to see the GP
- Keep tobacco smoke away from your kids
- Quit smoking if you're pregnant
- Breastfeed for at least 12 months if you can
- Make sure your kids wash their face and hands regularly
- Feed your kids healthy food like fruit and vegetables
- Make sure your kids get all their vaccinations on time



# What did ya say?

Three old guys are out walking.  
First one says, 'Windy, isn't it?'  
Second one says, 'No, it's Thursday!'  
Third one says, 'So am I. Let's go get a beer.'

[www.retirement-online.com](http://www.retirement-online.com)





## ANAA Inc. Committee 2018/19

<p style="text-align: center;"><b>PRESIDENT</b> Tracy HAWES</p> <p><b>Work address:</b> Western Sydney LHD. Parramatta CHC &amp; Mt Druitt CHC. 162 Marsden street, PARRAMATTA, NSW 2150 Phone: 02 9843 3222 Or Phone: 02 9881 1200 Email: <a href="mailto:Tracy.Hawes@health.nsw.gov.au">Tracy.Hawes@health.nsw.gov.au</a></p>	<p style="text-align: center;"><b>VICE PRESIDENT</b> Julia CUNNINGHAM</p> <p><b>Work address:</b> Maitland Community Health HNELHD Lower Hunter Cluster 58 Stronach Ave, EAST MAITLAND NSW 2323 Phone: 02 4931 2000 Email: <a href="mailto:julia.cunningham@hnehealth.nsw.gov.au">julia.cunningham@hnehealth.nsw.gov.au</a></p>	<p style="text-align: center;"><b>TREASURER</b> Venneta LEWIS</p> <p>Email: <a href="mailto:vennetalewis36@gmail.com">vennetalewis36@gmail.com</a></p>
<p style="text-align: center;"><b>COMMITTEE MEMBER/ Editor 'Ear 'Tis</b> Gisella LAUGHTON</p> <p><b>Work Address:</b> Nepean Blue Mountains LHD Penrith, Springwood &amp; Lithgow Community Health 288 Macquarie St, Springwood 2777 Phone: 4751 0100 or 4732 9400 Email: <a href="mailto:gisella.laughton@health.nsw.gov.au">gisella.laughton@health.nsw.gov.au</a></p>	<p style="text-align: center;"><b>SECRETARY</b> Kate NORTON</p> <p><b>Work address:</b> Northern NSW Local Health District Grafton Community Health Centre Arthur Street, GRAFTON, NSW,2460 Phone: 02 6641 8702 Fax: 02 66418703 Email: <a href="mailto:kate.norton@health.nsw.gov.au">kate.norton@health.nsw.gov.au</a></p>	
<p style="text-align: center;"><b>COMMITTEE MEMBER</b> Sharyn WILKINSON</p> <p><b>Work Address:</b> ACT Health Belconnen Community Health Centre 56 Lathlain Street ACT 2617 Phone: 5124 1457 Email: <a href="mailto:sharyn.wilkinson@act.gov.au">sharyn.wilkinson@act.gov.au</a></p>	<p style="text-align: center;"><b>COMMITTEE MEMBER</b> Linda MESSINA</p> <p><b>Work address:</b> Croydon Health Centre 24 Liverpool Rd, CROYDON Phone: 0425 306 570 Email: <a href="mailto:linda.messina@sswahs.nsw.gov.au">linda.messina@sswahs.nsw.gov.au</a></p>	