



Cancer Nurses  
Society of Australia 

# ANNUAL REPORT

2023 - 2024

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# CONTENTS

President's Report	3
Chief Executive Officer	5
Policy & Advocacy Report	7
Communications Report	9
Board of Directors	10
Annual Financial Report	11
Finance Audit & Risk Committee (FARC)	31
Annual Congress Committee (ACC)	32
Education Standing Committee (ESC)	33
Research Standing Committee (RSC)	34
State Groups	36
NSW Sydney Area State Group	37
NSW Mid North Coast State Group	38
QLD & NT State Group	39
SA State Group	40
VIC & TAS State Group	41
WA State Group	42
Specialist Practice Networks	43
Genitourinary Oncology Nurses SPN	44
Gynaecological Oncology Nurses SPN	45
Radiation Oncology Nurses SPN	46
Vascular Access Devices & Infusion Therapy SPN	47
Cancer Nurse Practitioners SPN	48



# PRESIDENT'S REPORT



**I am pleased to present my first President's Report for the Cancer Nurses Society of Australia (CNSA). This year has seen significant achievements, strategic developments, and impactful initiatives aimed at enhancing the role of cancer nurses across Australia.**

One of my first roles as President was to launch our 2023-2028 Strategic Plan, which outlines our vision and strategic imperatives for the next five years. Through rigorous board meetings and extensive consultation, we refined our implementation plans to ensure we have

the necessary resources and measurable outcomes to achieve our goals.

Key organisational developments included renewing our long-term agreement with onsomble and promoting Jemma Still to Chief Executive Officer. Additionally, we welcomed Tracy Pearce as an Appointed Director, bringing expertise in governance and workforce planning to the Board.

The Board of Directors, supported through the National Office team, has had a strong focus on building our advocacy and reach, with key achievements and initiatives including:

Publication of Workforce Report	Increased Advocacy and Submissions
In conjunction with the Research Standing Committee, published our first Workforce Report and associated digests.	Our advocacy efforts have intensified, resulting in numerous submissions that reflect the needs of our members.
Capability Framework	Inaugural Workforce Summit
In conjunction with the Education Standing Committee, began scoping a new capability framework to enhance the skills of cancer nurses.	Hosted our first Workforce Summit, gathering leaders in cancer nursing to discuss workforce challenges and future strategies.

## Australian Cancer Plan and Cancer Nursing and Navigation Program

A significant development this year was the development and launch of the Australian Cancer Plan by Cancer Australia. The plan aims to improve cancer prevention, screening, treatment, and management across Australia, with a focus on equity for First Nations people.

The plan is supported by six strategic objectives:

- Maximizing Cancer Detection and Early Prevention
- Enhancing Consumer Experience
- Developing World-Class Health Systems for Optimal Care
- Establishing Strong Foundations

- Building a Workforce to Transform Cancer Care Delivery
- Achieving Equity in Cancer Outcomes for Aboriginal and Torres Strait Islander People

CNSA welcomes the plan and the commitment of \$166 million from the Albanese Government for the Australian Cancer Nursing and Navigation Program.

Highlights include:

- \$74.5 million for 100 new all-cancer care nurses
- \$21.2 million for prostate cancer nurses
- \$49.6 million for a new Cancer Navigation Service



- \$32.1 million for telehealth support services
- \$9.4 million for the Child and Youth Cancer Hub.

As the professional association for cancer nurses, and the largest representative body for oncology and haematology nurses in Australia, CNSA welcomes the investment into cancer nursing and specialist support for people affected by cancer.

We look forward to contributing and being part of the ongoing conversation and solutions to help build workforce capacity, and continue to emphasise that every cancer nurse deserves the same opportunities for education and career progression, and that all people affected by cancer deserve the same opportunities for treatment and care.

The past year has been one of remarkable growth and achievement for CNSA. We have made significant strides in our strategic goals, strengthened our organisational structure, and enhanced our advocacy and professional development initiatives. The introduction of the Australian Cancer Plan and the associated funding for cancer nursing further highlights the critical role of our profession in the national healthcare landscape.

As we look ahead, we remain committed to our vision of achieving the best possible outcomes and experiences for all people affected by cancer. Our mission to promote excellence in cancer care and control through the professional contribution of cancer nurses will continue to guide our actions.

Thank you for your support and dedication to the work you do. Together, we will continue to advance the role of cancer nurses and improve cancer care across Australia.

It's an honour and a privilege to be the President of CNSA, and to represent our workforce. We're stronger together, and our specialist knowledge is unsurpassable. Let's bring this to the fore in 2024.

I would like to sincerely thank the Board for giving their time and commitment to CNSA and for their unwavering support to allow us to realise the numerous achievements over the past year. Your openness, enthusiasm and collaboration allow CNSA to continue to build a strong society to support cancer nurses now and into the future.

**Anne Mellon**  
**CNSA President**

**"CNSA are doing an amazing job representing and meeting the needs of the diverse roles of Cancer Care nurses across Australia - Thank you :)"**





## CHIEF EXECUTIVE OFFICER'S REPORT



Every year, we set big goals – but I think the last 12 months have been the biggest yet!

Thanks to the growing organisation, and increased revenue, CNSA has been fortunate to hire two new team members to support our Strategic Plan, with a key focus on advocacy, marketing and partnerships. We welcomed Clare Lynex as our Senior Policy Officer in June 2023, and Alex Croasdale as our Marketing and Partnership Manager shortly after in July. Both have made an incredible difference since joining the organisation, increasing our output and deliverables.

Let's take a look at what we've achieved:

### Education

As the professional association for Cancer Nurses, our remit is to deliver relevant and accessible professional development. Our ever popular Tune in Tuesday webinar series featured a range of practical sessions, with content covering treatment updates and advice, career progression and leadership skills, building equity and equitable outcomes, nurse-led research, survivorship and prevention.

Between our locally run and organised face to face events and our webinars, we delivered a combined 45 opportunities to engage with CNSA and increase your knowledge.

Through our new collaboration with MooGoo, we were also delighted to support the delivery of the inaugural MooGoo Postgraduate Cancer Nursing Scholarships. A huge congratulations to the three winners and two runners up who walked away with a combined \$45,000 to help them with their costs of undertaking post graduate qualifications. What a wonderful commitment from this organisation to support the cancer nursing workforce.

### Research

Funding and promoting nurse-led research is a key strategic imperative of the organisation. After listening

to Mei Krishnasamy's impassioned plea to her medical colleagues at the COSA ASM to invest and support nurses and their research, it made me realise the battles that we're up against. Our Research Standing Committee are providing wonderful opportunities in this space, and we have big plans over the next 18 months to increase our profile and support in this area. We understand the importance of building research pathways for our members, and are committed to delivering opportunities in a meaningful way.

We were delighted to provide three research grants to Bronwyn Jennings - *Nurse-led same-day discharge following laparoscopic surgery in gynaecological oncology*, Helen Anderson - *Inflammation and symptoms in people receiving immunotherapy treatment for advanced cancer* and Rachel Edwards - *Optimising symptom management in patients receiving bone marrow transplantation*. We also invested in a scoping review of the international nursing frameworks through our Education Standing Committee, and supported the delivery of the new topic of the CNSA Vascular Access Devices: Evidence-Based Clinical Practice Guidelines focused on Vessel Health and Preservation.

### Member Survey

To help us keep on delivering benefits and resources to support our members, we opened our first Member Engagement survey in 5 years. We have experienced incredible growth (over 50%) in the past four years, and anecdotally we know we're doing some good (and great!) things. We wanted to make sure our membership could provide direct feedback on the organisation, and help shape our future.

A big thanks to all 280 of you who participated. The results of the survey have already been useful in developing new initiatives, and we use the information regularly to inform decision making on priorities.

## New initiatives

As a result of stakeholder collaboration, and the input from members, we were lucky to launch three new initiatives identified in the member engagement survey.

Over 50% of you indicated you would be interested in participating in Communities of Practice, and we were pleased to launch three CoPs for Breast Cancer, Nurse Educators and Nurse Managers/Executives - with more in the pipeline for the second half of the year.

Available exclusively to members - these aren't just meetings; they are an opportunity for passionate individuals to come together, share ideas, ask questions, and collaboratively find solutions to challenges. The collaborative learning process of 'thinking together' is one of the most meaningful elements of a CoP and what makes it work. A huge thank you to our wonderful members who have stepped up to help facilitate these groups.

Another 45% of you indicated you were keen to see a mentoring program introduced, and thanks to the support of AstraZeneca, we officially kicked this off in February – opening applications for both mentees and mentors to get involved. The purpose of this pilot program is to connect early-career cancer nurses with experienced mentors to provide tailored guidance on career pathways within the field of cancer nursing; Work-life balance strategies for long-term career satisfaction; Skill-building for effective communication and conflict resolution in the workplace; and Professional development strategies, including

continuing education and certifications. We can't wait to evaluate the program and understand how participation can shape a member's journey.

And finally, a large majority of the membership told us they'd be interested in a CNSA podcast – so we created that as well! *Nursing Excellence in Cancer Care* has proven to be a popular channel for cancer nurses looking for short and sharp practical takeaways on the latest innovations and technology relevant to their practice, knowledge and understanding. We have focused on the evolving treatment landscape and patient management strategies, with episodes already attracting an average of 360 listens. We're so grateful to everyone who has been involved in hosting or speaking as a guest, and we look forward to building on this in the future.

## A look to the future

We were delighted to see that 96% of members intended to remain members of CNSA, but promise we won't take this commitment for granted. We will keep iterating and delivering on our mission of promoting excellence in cancer care and control through the professional contribution of Cancer Nurses. Over the next 12 months, expect a big focus on early career cancer nurses and the implementation of our digital transformation strategy.

All of this work has been supported by our incredible volunteers and members. Did you know that 1 in 10 members volunteer for the organisation in some capacity? That's a statistic we don't take for granted either. We couldn't do what we do without them.

Thank you for letting me be a part of it.

**Jemma Still**  
*Chief Executive Officer*

**"Thank you for providing such valuable resources and support to cancer nurses. It has greatly impacted my professional development."**



## POLICY & ADVOCACY REPORT

### POLICY AND ADVOCACY WORK TO SUPPORT CANCER NURSING IN AUSTRALIA

#### Government Submissions

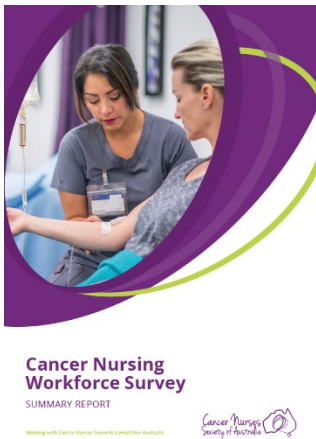
As the national peak body for cancer nursing in Australia, CNSA provides representation on behalf of its members to the Australian Government and Parliament, along with submissions to state and territory Government inquiries on a range of issues related to cancer control. In the last 12 months, CNSA members have contributed to a range of submissions.

Government Body	Consultation Topic	Contributing organisations	Date
Senate Standing Committee on Community Affairs	<b>Inquiry into Equitable Access to Diagnosis and Treatment for Rare and Less Common Cancers, including Neuroendocrine Cancer</b>	Joint submission by Cancer Council Australia, Clinical Oncology Society of Australia, Private Cancer Physicians of Australia, Medical Oncology Group of Australia and CNSA	June 2023
Government of South Australia	<b>Draft SA Cancer Plan Consultation</b>	CNSA	September 2023
NSW Government	<b>Special Commission of Inquiry into Healthcare Funding in NSW</b>	Joint submission led by Cancer Council NSW	November 2023
Australian Government – Department of Health and Aged Care	<b>National Nursing Workforce Strategy</b>	CNSA	December 2023
Australian Government Department of Health and Aged Care	<b>Medicare Benefits Schedule (MBS) Review Advisory Committee Post-Implementation Review of Telehealth Services</b>	CNSA	November 2023

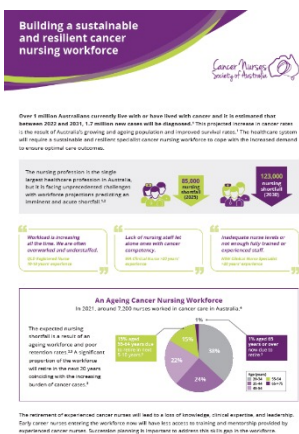
#### CANCER NURSING WORKFORCE

We know that cancer nursing is changing and understanding the workforce was a key priority this year. Paramount to this was the launch of the first National Cancer Nursing Workforce Survey Report, presenting the results of the mapping project conducted by the Research Standing Committee, which was published in BMC Nursing last year. The CNSA commissioned the Cancer Nursing Workforce Survey to help us better understand cancer nurses in Australia. This provided a fascinating snapshot of the cancer nursing workforce, including the diversity of roles across different sectors and locations, what impacts job satisfaction, and professional concerns. The results highlighted some of the challenges facing the profession in delivering person-centred, evidence-based, and compassionate cancer care.





Following the launch, we held our inaugural Workforce Summit on 21st October 2023. This was an opportunity to bring together stakeholders and thought leaders (including representatives from the Office of the Chief Nursing and Midwifery Office, Cancer Council Australia, Cancer Institute of NSW, and Cancer Australia) to discuss their perspectives on the greatest challenges to the sustainability of the workforce now and into the future. Nurses representing different parts of the workforce discussed their unique perspectives and experiences on what they see as the greatest challenges to the sustainability of the workforce and their ability to deliver optimal cancer care. This was timely as the Department of Health and Aged Care recently initiated consultations on a National Nursing Workforce Strategy.



## AUSTRALIAN CANCER NURSING AND NAVIGATION PROGRAM

CNSA has been actively involved in contributing to the development of the Australian Cancer Plan (ACP), and working with the Federal Government, the Department of Health, Cancer Australia and leading NGOs and patient advocacy organisations on the newly announced Australian Cancer Nursing and Navigation Program (ACNNP).

CNSA is currently investigating ways to support the implementation of both initiatives, with a clear remit being that we are involved in the governance framework and workforce modelling. We look forward to contributing and being part of the ongoing conversation and solutions to help build workforce capacity and stress the importance that all cancer nurses deserve the same opportunities for education and career progression, and all people affected by cancer deserve the same opportunities for treatment and care.



# COMMUNICATIONS REPORT

## FOLLOWERS

3241

591

1139

1728

Over the past twelve months, CNSA has dedicated efforts to enhancing our online channels and engagement within our community. Our main goal has been to strengthen their effectiveness as reliable communication channels and amplify the work of CNSA and our members.

We have been delighted to see our follower base and engagement metrics show consistent growth across Facebook, Instagram, LinkedIn, and X. Each platform serves as a vital communication tool to disseminate information about upcoming CNSA events and webinars, advocate for cancer nurses across the entire spectrum of cancer care, and introduce new CNSA initiatives, such as our mentoring program and grant opportunities. Additionally, we take great pride in spotlighting the remarkable achievements of our members and committees.

*Do you have any feedback or suggestions regarding content you'd like to see on our social media channels? We'd love to hear from you! And don't forget to stay connected with us on Facebook, Instagram, LinkedIn, and X for the latest CNSA news and updates.*

In addition to our efforts on social media, we have also upheld our dedication to delivering timely and relevant information through our fortnightly Cancer Nursing Matters newsletter, ensuring that nurses, educators, researchers, individuals affected by cancer, and stakeholders remain well-informed on pertinent matters. With our subscriber list steadily growing, the newsletter now reaches over 3,800 subscribers. Don't receive it? Make sure you check your details are correct in the CNSA Member Centre.

As we look ahead, we remain committed to delivering informative content, meaningful initiatives, and valuable resources to CNSA members and stakeholders and increasing the voice and reach of our organisation.

**1** CPD hour

**JULY 2024**

01	02	03	04	05	06	07
08	09	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

- 09** 2024 CNSA Congress – National Abstract Series | Session 1 7pm AEST
- 16** 2024 CNSA Congress – National Abstract Series | Session 2 7pm AEST
- 23** Cardio-Oncology with Australian Cardiovascular Specialists 7pm AEST

**TUNE IN TUESDAYS**  
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**PODCAST**

**NURSING EXCELLENCE IN CANCER CARE**

www.cnsa.org.au  
Produced by ScienceToLife.com.au

**2024 Mentoring Program**

In partnership with AstraZeneca



## BOARD OF DIRECTORS



**Anne Mellon**  
*President & Board Chair*



**Jemma Still**  
*Chief Executive Officer*



**Meredith Cummins**  
*Vice President  
Director*



**Prof Deborah Kirk**  
*Director*



**Diane Davey**  
*Director*



**A/Prof Gemma McErlean**  
*Director*



**Gillian Blanchard**  
*Director*



**Ellen Heywood**  
*Director*



**Sue Bartlett**  
*Director*



**Prof. Kate White**  
*Appointed Director*



**Tracy Pearce**  
*Appointed Director*



# ANNUAL FINANCIAL REPORT

For the year ended 31 March 2024

• Responsible Persons' Declaration	12
• Auditor's Independence Declaration	13
• Independent Auditor's Report	14
• Financial Report	
– Statement of Profit or Loss and Other Comprehensive Income	16
– Statement of Financial Position	17
– Statement of Changes in Equity	18
– Statement of Cash Flows	19
– Notes to the Financial Statements	20
– Detailed Trading Profit & Loss Statement	28

## The Cancer Nurses Society of Australia Limited

**Responsible Persons' Declaration**

For the Year ended 31 March 2024

In the opinion of the responsible persons of the Cancer Nurses Society of Australia Limited:

1. The financial statements and the notes to the financial statements
  - a) comply with Accounting Standards to the extent described in Note 1, and the *Australian Charities and Not-For-Profit Commission Act 2012*; and
  - b) the financial statements and notes are drawn up to give a true and fair view of the financial position as at 31st of March 2024 and the performance, as represented by the results of its operations and the cash flows for the year then ended; and
2. At the date of this declaration, there are reasonable grounds to believe that The Cancer Nurses Society of Australia Limited will be able to pay its debts as and when they become due and payable.

This statement is made in accordance with a resolution of the responsible persons made pursuant to Section 60.15 of the *Australian Charities and Not-for-profits Commission Regulations 2022* and is signed for and on behalf of the Board by:



Anne Mellon  
President



Meredith Cummins  
Chair of the Finance Committee

Date 10 May 2024

# LDAssurance

CHARTERED ACCOUNTANTS

LDAssurance Pty Ltd  
Level 6, 330 Collins Street  
Melbourne Victoria 3000  
Telephone +61 3 9988 2090  
www.LDAssurance.com.au  
ABN 89 146 147 202

## AUDITOR'S INDEPENDENCE DECLARATION

As auditor for The Cancer Nurses Society of Australia Limited for the year ended 31 March 2024, I declare that, to the best of my knowledge and belief, there have been:

- (i) no contraventions of auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2022* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

LDASSURANCE  
CHARTERED ACCOUNTANTS



Stephen O'Kane  
Partner

MELBOURNE  
16 May 2024



# LDAssurance

CHARTERED ACCOUNTANTS

LDAssurance Pty Ltd  
Level 6, 330 Collins Street  
Melbourne Victoria 3000  
Telephone +61 3 9988 2090  
www.LDAssurance.com.au  
ABN 89 146 147 202

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE CANCER NURSES SOCIETY OF AUSTRALIA LIMITED

### Report on the Audit of the Financial Report

#### Opinion

We have audited the financial report, being a special purpose financial report of The Cancer Nurses Society of Australia Limited ('the Company'), which comprises the statement of financial position as at 31 March 2024, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year ended, and notes to the financial statements, including a summary of significant accounting policies, and the responsible person's declaration.

In our opinion, the accompanying financial report of The Cancer Nurses Society of Australia Limited has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- i. giving a true and fair view of the Company's financial position as at 31 March 2024 and of its financial performance for the year then ended; and
- ii. complying with Australia Accounting Standards and Division 60 of the *Australian Charities and Not-for-profits Commission Regulations 2022*.

#### Basis for Opinion

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

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

#### Emphasis of Matter - Basis of accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to for the purpose of fulfilling the Company's financial reporting requirements of the *Corporation Act 2001* and the *Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

#### Responsibilities of the Board for the Financial Report

The Board is responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Australian Accounting Standards and Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*. The Board's responsibility also includes such internal control as it determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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

### Auditor's Responsibilities for the Audit of the Financial Report

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

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

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

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

LDAssurance  
Chartered Accountants



Stephen O'Kane  
Partner

Dated 16 May 2024  
At 330 Collins Street Melbourne

## The Cancer Nurses Society of Australia Limited

**Statement of Comprehensive Income**

For the Year ended 31 March 2024

	NOTES	2024	2023
<b>Income</b>			
Revenue	6	1,400,297	1,132,056
<b>Total Income</b>		<b>1,400,297</b>	<b>1,132,056</b>
<b>Total Income</b>		<b>1,400,297</b>	<b>1,132,056</b>
<b>Expenses</b>			
Grant Expenses		117,124	67,117
Administration staffing expenses		518,312	356,162
Other administration expenses		96,721	96,398
Journal & Newsletter expenses		6,950	12,890
Winter Congress expenses		525,318	527,833
Podcast & DIVA Workshop expenses		39,064	-
Other expenses		86,862	80,270
<b>Total Expenses</b>		<b>1,390,351</b>	<b>1,140,670</b>
<b>Profit/(Loss)</b>		<b>9,946</b>	<b>(8,614)</b>
<b>Total Comprehensive Income</b>		<b>9,946</b>	<b>(8,614)</b>

## The Cancer Nurses Society of Australia Limited

**Statement of Financial Position**

As At 31 March 2024

	NOTES	31 MAR 2024	31 MAR 2023
<b>Assets</b>			
<b>Current Assets</b>			
Cash & Cash Equivalents	7	587,715	472,316
Trade and other receivables	9	437,849	369,129
Other Current Assets	10	95,739	183,554
Financial Assets	8	584,693	533,137
<b>Total Current Assets</b>		<b>1,705,997</b>	<b>1,558,136</b>
<b>Non-Current Assets</b>			
Property, Plant and Equipment	11	721	1,834
<b>Total Non-Current Assets</b>		<b>721</b>	<b>1,834</b>
<b>Total Assets</b>		<b>1,706,718</b>	<b>1,559,971</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Trade & Other Payables	12	809,187	671,994
Provisions	13	2,313	2,704
<b>Total Current Liabilities</b>		<b>811,500</b>	<b>674,698</b>
<b>Total Liabilities</b>		<b>811,500</b>	<b>674,698</b>
<b>Net Assets</b>		<b>895,218</b>	<b>885,272</b>
<b>Equity</b>			
Retained Earnings		895,218	885,272
<b>Total Equity</b>		<b>895,218</b>	<b>885,272</b>

## The Cancer Nurses Society of Australia Limited

**Statement of Changes in Equity**

For the Year Ended 31 March 2024

	2024	2023
<b>Equity</b>		
Opening Balance	885,272	893,886
<b>Increases</b>		
Profit/(loss) for the Period	9,946	(8,614)
<b>Total Increases</b>	<b>9,946</b>	<b>(8,614)</b>
<b>Total Equity</b>	<b>895,218</b>	<b>885,272</b>

The accompanying notes form part of these financial statements

## The Cancer Nurses Society of Australia Limited

**Statement of Cash Flows**

For the Year Ended 31 March 2024

	2024	2023
<b>Operating Activities</b>		
Receipts from Subscriptions	394,129	434,891
Receipts from Winter Congress	765,091	654,243
Other Income	285,235	152,192
Interest received	28,712	14,046
GST Income	37,549	31,496
Payments to suppliers & employees	(1,375,453)	(1,370,607)
<b>Net Cash Flows from Operating Activities</b>	<b>135,263</b>	<b>(83,739)</b>
<b>Investing Activities</b>		
Other cash items from investing activities	(19,863)	(940)
<b>Net Cash Flows from Investing Activities</b>	<b>(19,863)</b>	<b>(940)</b>
<b>Net Cash Flows</b>	<b>115,400</b>	<b>(84,679)</b>
<b>Cash and Cash Equivalents</b>		
Cash and cash equivalents at beginning of period	472,316	556,995
Cash and cash equivalents at end of period	587,715	472,316

The accompanying notes form part of these financial statements



The Cancer Nurses Society of Australia Limited  
**Notes to the Financial Statements**  
For the Year Ended 31 March 2024

The financial report covers The Cancer Nurses Society of Australia Limited as an individual entity. The Cancer Nurses Society of Australia is a not-for-profit entity, registered and domiciled in Australia.

The principal activities of the Company during the year were to act as a resource to cancer nurses around Australia through the provision of services which aim to advance cancer nursing education, practice and research.

The functional and presentation currency of The Cancer Nurses Society of Australia Limited is Australian dollars. Comparatives are consistent with prior years, unless otherwise stated.

### 1. Basis of Preparation

In the responsible persons' opinion, the Company is not a reporting entity since there are unlikely to exist users of the financial report who are not able to command the preparation of reports tailored so as to satisfy specifically all of their information needs. This special purpose financial report has been prepared to meet the reporting requirements of the Australian Charities and Not-for-profits Commission Act 2012.

The financial statements have been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards and Accounting Interpretations, and the disclosure requirements of AASB 101, Presentation of Financial Statements, AASB 107 Statement of Cash Flows, AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors and AASB 1054 Australian Additional Disclosures

### 2. Summary of Material Accounting Policies

The accounting policies that have been adopted in the preparation of the statements are as follows:

#### a) Income Tax:

The Company is exempt from the payment of income tax pursuant to Section 50-5 of the Income Tax Assessment Act (1997).

#### (b) Revenue and other income

Revenue is recognized when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the Company and specific criteria relating to the type of revenue as noted below, has been satisfied.

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

All revenue is stated net of the amount of goods and services tax (GST).

#### Donations

The Company, in common with most organizations dependent upon contributions, is unable to establish control over voluntary donations prior to their initial entry into the accounting records, therefore they are recorded on the basis of cash received.

#### Member Subscriptions

Member subscriptions are recorded on an accruals basis and apportioned across the year of membership.

## The Cancer Nurses Society of Australia Limited

### Notes to the Financial Statements

For the Year Ended 31 March 2024

#### Summary of material accounting policies (Continued)

##### Grants and Bequests

The Company receives grants and bequests for certain activities. Where a grant or bequest is non-reciprocal, it is recognized as revenue of the Company upon receipt. Associated expenditure for the completion of a grant or bequest is recorded as incurred. Where a grant or bequest is subject to a reciprocal transfer, a liability associated with the reciprocal transfer is recorded upon receipt of the transfer. The income and expenditure is then subsequently reported at the time of the subsequent grant or bequest.

##### Interest Revenue

Interest is recognized using the effective interest method and recorded on an accrual basis.

##### Other Income

Other income is recognized on an accruals basis when the Company is entitled to it.

##### Net Annual Congress Income

The Company has contracted a professional Events Co-Ordinator to manage the staging of the Annual Congress including the receipt of revenue and payment of expenses in relation to the event. Documents detailing the income and expenses have been received from the Events Co-Ordinator together with a reconciling statement.

Revenues and expenses associated with the Congress are recognized through the Statement of Profit & Loss and Other Comprehensive Income in the year the Congress is conducted. In the period leading up to the Congress, expenditure is incurred, income received which is taken up as prepayments and unearned income respectively. Where there is an excess of funds received by the Events Co-Ordinator above an agreed limit, these funds are remitted back to the company and retained within the cashflows.

##### c) Goods and services tax (GST)

Revenue, expenses, and assets are recognized net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the statement of financial position.

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

##### d) Property, plant, and equipment

class of property, plant and equipment is carried at cost less any accumulated depreciation and impairment.

roperty, plant and equipment acquired for nil or nominal consideration have been recorded at the acquisition date fair

## The Cancer Nurses Society of Australia Limited

### Notes to the Financial Statements

For the Year Ended 31 March 2024

#### Depreciation

Property, plant, and equipment is depreciated on a straight-line basis over the assets useful life to the Company, commencing when the asset is ready for use.

The estimated useful lives used for each class of depreciable asset are shown below:

Fixed asset class	Useful life
Office Equipment	3 years
Computer Equipment	3 years
Web site Development	3 years

At the end of each annual reporting period, the depreciation method, useful life, and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

#### (e) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held on call with banks and other short-term highly liquid investments with original maturities of three months or less.

#### (f) Employee benefits

Provision is made for the Company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

#### (g) Income in advance

Income in advance includes member subscriptions, which have been received for the 2024-2025 membership year, Events income in advance, other income in advance and Annual Congress income received (Refer to note 2 (b)) or other future income such as sponsorships, which may cover the full preceding calendar year.

#### (h) Comparative Figures

Comparative figures have been adjusted to conform to changes in presentation for the current year where required by accounting standards or as a result of changes in accounting policy.

#### (i) Other Current Assets

Prepayments included in other assets primarily relates to prepayments for the future Annual Congress, insurance premiums, travel expenses and other such expenditure.

#### (j) Trade and Other Payables

Trade and other payables represent the liabilities for goods and services received by the Company that remain unpaid at year-end. Trade payables are recognized at their transaction price. They are subject to normal credit terms and do not bear interest.

#### (k) Financial Assets

Financial assets are measured at fair value and the fair value adjustments are recorded through the profit and loss of the Company.

## The Cancer Nurses Society of Australia Limited

### Notes to the Financial Statements

For the Year Ended 31 March 2024

#### 3. Critical Accounting Estimates and Judgments

The responsible persons make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

##### Key estimates – receivables

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

#### 4. Nature and objects of the Company

The primary objects for which the Company is established are to achieve and promote excellence in cancer care, prevention and treatment in people affected by cancer through the professional contribution of nurses. To support the primary object the Company will:

- a) promote the contribution that cancer nurses make to Australia's cancer control activities and policy;
- b) take a leadership role in addressing the professional development needs of cancer nurses to enhance their capacity to provide care, treatment and prevention services to people affected by cancer;
- c) collaborate with other groups and organizations involved in the development and provision of care, treatment and prevention services to people affected by cancer;
- d) facilitate research in the area of cancer nursing that will contribute to improvement in care of people affected by cancer;
- e) provide opportunities for professional networking amongst cancer nurses; and
- f) do anything ancillary or incidental to the primary objects.

#### 5. Economic Dependency

The ability of the Company to maintain its current level of operations is dependent on the continuing support of its members by way of voluntary subscriptions.

	2024	2023
<b>6. Detailed Profit &amp; Loss Statement</b>		
Subscription Income	301,430	302,886
Unrealised gains(losses) from Financial Assets	38,610	(30,064)
Realized Capital Gains/Losses	-	(3,662)
Income from Winter Congress	890,518	807,406
Interest income & Investment income	28,712	14,046
<b>Other income</b>		
Sponsorship, Event & Partnership Income	58,291	30,106
Income from DIVA Workshops	11,564	-
Income from Podcast	61,500	-
Other Income	9,673	11,338
<b>Total Other income</b>	<b>141,028</b>	<b>41,444</b>
<b>Total Detailed Profit &amp; Loss Statement</b>	<b>1,400,297</b>	<b>1,132,056</b>

The Cancer Nurses Society of Australia Limited  
**Notes to the Financial Statements**  
For the Year Ended 31 March 2024

	2024	2023
<b>7. Cash &amp; Cash equivalents</b>		
<b>Current</b>		
Cash at Bank	158,414	444,235
BT Panorama - Cash	22,948	28,080
Term Deposits	406,353	-
<b>Total Current</b>	<b>587,715</b>	<b>472,316</b>
<b>Total Cash &amp; Cash equivalents</b>	<b>587,715</b>	<b>472,316</b>
	2024	2023

<b>8. Financial Assets</b>		
BT Panorama - Investment Funds	584,693	533,137
<b>Total Financial Assets</b>	<b>584,693</b>	<b>533,137</b>
	2024	2023

<b>9. Trade &amp; other Receivables</b>		
Accrued Income - Term Deposit	6,878	-
Trade and other receivables	430,971	369,129
<b>Total Trade &amp; other Receivables</b>	<b>437,849</b>	<b>369,129</b>

The carrying value of trade receivables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

The maximum exposure to credit risk at the reporting date is the fair value of each class of receivable in the financial statements.

	2024	2023
<b>10. Other Current Assets</b>		
Prepayments - Winter Congress	50,660	97,761
Prepayments - Other	45,079	35,793
Seed Funding for Annual Congress	-	50,000
<b>Total Other Current Assets</b>	<b>95,739</b>	<b>183,554</b>
	2024	2023

**11. Property, Plant and Equipment:**

<b>Computers &amp; Office Equipment</b>		
Office Equipment at Cost	14,271	14,271
Office Equipment Accum Depreciation	(13,549)	(12,437)
<b>Total Computers &amp; Office Equipment</b>	<b>721</b>	<b>1,834</b>
<b>Web-site Development</b>		
Website Development at Cost	-	29,000
Website Dev Accumm Depn	-	(29,000)
<b>Total Web-site Development</b>	<b>-</b>	<b>-</b>
<b>Total Property, Plant and Equipment:</b>	<b>721</b>	<b>1,834</b>



The Cancer Nurses Society of Australia Limited  
**Notes to the Financial Statements**  
 For the Year Ended 31 March 2024

	2024	2023
<b>12. Trade &amp; Other Payables</b>		
Trade Creditors	138,299	87,441
Income in Advance - Winter Congress	313,493	307,848
Income in Advance - Other	357,394	276,705
<b>Total Trade &amp; Other Payables</b>	<b>809,187</b>	<b>671,994</b>

	2024	2023
<b>13. Provisions:</b>		
Provision for Annual Leave	1,225	879
Payroll Liabilities - Provision for Long Service Leave	1,088	1,826
<b>Total Provisions:</b>	<b>2,313</b>	<b>2,704</b>

#### 14. Capital & Leasing Commitments

There are no capital or leasing commitments as at 31st March 2024.

#### 15. Members' Guarantee

The Company is registered under the *Australian Charities and Not-for-profits Commission Act 2012* and is a Company limited by guarantee. In the event of the winding up or the dissolution of the Company, the surplus assets of the Company must not be distributed to any Members or former Members.

The surplus assets must be given to an organization that:

- a. has similar objects to the Company and whose constitution requires it to apply its income in promoting those objects.
- b. whose constitution prohibits it from making distributions to its members to at least the same extent as in clause 5;
- c. if the Company is an endorsed deductible gift recipient just before the winding up of the Company, then such organization must be one that is endorsed as a deductible gift recipient.

If the Company is wound up, the constitution states that each member is required to contribute a maximum of \$1 each towards meeting any outstanding obligations of the Company as at 31 March 2024, the number of members is 1,923.

#### 16. Events after reporting period

There have been no events since the reporting date that will have a material impact on the financial results of the entity.

#### 17. Remuneration of Auditor

During the year, the following fee was paid or is payable for services provided by the auditor to the Company.

	2024	2023
Audit and review of Financial Report	5,400	5,200

## The Cancer Nurses Society of Australia Limited

**Notes to the Financial Statements**

For the Year Ended 31 March 2024

**18. Contingencies**

In the opinion of the responsible persons, the Company did not have any contingencies at 31 March 2024 (31 March 2023: Nil).

**19. Related Party Transactions**

There were no transactions with related parties during the current and previous financial year.

**20. Statutory Information**

The registered office of and principal place of business of the company is: Cancer Nurses Society of Australia 165 Sovereign Hill Drive, Gabbadah Western Australia.

The Cancer Nurses Society of Australia Limited

## Notes to the Financial Statements

For the Year Ended 31 March 2024

# LDAssurance

CHARTERED ACCOUNTANTS

LDAssurance Pty Ltd  
Level 6, 330 Collins Street  
Melbourne Victoria 3000  
Telephone +61 3 9988 2090  
[www.LDAssurance.com.au](http://www.LDAssurance.com.au)  
ABN 89 146 147 202

### DISCLAIMER

The additional financial data as presented in the detailed profit and loss statement is in accordance with the books and records of The Cancer Nurses Society of Australia Ltd (the Company), that have been subjected to the audit procedures applied in the audit for the year ended 31 March 2024. It will be appreciated that our audit did not cover all details of the additional financial data. Accordingly, we do not express an opinion on such data and no warranty is given to its accuracy or reliability. Neither the firm, nor any member or employee of the firm undertakes responsibility in any way whatsoever to any person other than the Company in respect of such data including any errors or omission however caused.

LDAssurance  
Chartered Accountants



Stephen O'Kane  
Partner

Dated 16 May 2024  
At 330 Collins Street Melbourne

The Cancer Nurses Society of Australia Limited  
**Detailed Trading Profit & Loss Statement**  
 For the 12 Months Ended 31 March 2024

	2024	2023
<b>Income</b>		
Subscriptions	301,430	302,886
Sponsorship & Partnerships Income	184,376	124,250
Congress	753,846	705,814
Income from DIVA Workshops	11,564	-
Income from Podcast	61,500	-
Income Received from Investments	28,712	14,046
Other Income	20,260	18,785
Realised & Unrealised Gains / (Losses) from investments	38,610	(33,726)
<b>Total Income</b>	<b>1,400,297</b>	<b>1,132,056</b>
<b>Total Income</b>	<b>1,400,297</b>	<b>1,132,056</b>
<b>Expenses</b>		
<b>Administration Expenses</b>		
Accountancy Services	14,900	13,100
Audit	6,000	5,200
Bank Charges & Merchant fees	5,187	5,086
Bookkeeping	15,180	15,720
Depreciation	1,113	939
Insurance	11,861	10,516
Investment Expenses	10,813	7,908
Printing, postage & stationery	4,177	3,192
Sundry Expenses	3,666	4,070
Telecommunications & information technology	16,916	26,644
Subscriptions Expense	4,332	2,023
Total Employment Expenses	518,312	356,162
<b>Total Administration Expenses</b>	<b>612,458</b>	<b>450,559</b>
<b>Other Costs</b>		
Annual Congress Costs	441,967	457,691
CNSA Grants, Scholarships & Special projects	149,066	99,729
Board & Committee Meetings	31,504	43,492
Journal & Newsletter	6,950	12,890
Marketing & Promotional Resources	13,579	3,750
Group Events	83,351	70,142
Costs for DIVA Workshops	11,564	-
Podcast costs	27,500	-
Regional Groups & SPN's costs	12,414	2,416
<b>Total Other Costs</b>	<b>777,893</b>	<b>690,111</b>
<b>Total Expenses</b>	<b>1,390,351</b>	<b>1,140,670</b>
<b>Net Profit / (loss)</b>	<b>9,946</b>	<b>(8,614)</b>



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BY THE  
BRAND



**EQUITY**  
IN CANCER CARE  
MEETING THE CHALLENGE

25th CNSA ANNUAL CONGRESS





## REPORTS FROM STANDING COMMITTEES

• Finance, Audit & Risk Committee	31
• Annual Congress Committee	32
• Education Standing Committee	33
• Research Standing Committee	34

**“It has been very pleasing to see to the growth and progression of CNSA over recent years. I look forward to seeing even further progress under the direction of Jemma Still as CEO and the current Board under the stewardship of Anne Mellon.”**



## FINANCE AUDIT & RISK COMMITTEE (FARC)

The Finance Audit and Risk Committee, together with the Board, has been working very closely to manage CNSA's financial position, with a careful balance of investment in the future and meeting the needs of the current Society.

The overall result for the year was a profit of \$9,946 which also included allocated funding for some special projects including:

- \$30,000 spent developing strategies and reports on the current, and emerging needs, of the workforce, including the hosting of an inaugural Workforce Summit and finalisation of the 2022 Workforce Report
- \$20,000 invested in research and development of a pilot mentoring program, offset by sponsorship from AstraZeneca
- \$40,000 provided to research grant recipients and supporting congress participation
- \$10,000 to build our digital transformation strategy, and scope a new interactive website

Our strong cash reserves and financial investments allow for this discretionary funding to have little impact on CNSA's overall financial

position, with the organisation holding \$587,000 in cash reserves and \$585,000 in managed investment funds. This provides a good balance of cash on hand for operational requirements plus excess for emergencies, and excess funds invested for the medium/longer term.

These funds are invested with an ethical investment philosophy and include a diverse range of organisations through a managed investment platform. The aim of these investments is to protect the capital value, whilst providing a reasonable financial return above what would otherwise be available on fixed interest investments. These investments recorded a capital gain of \$38,610 during the year, as well as an additional \$28,712 of dividend and investment income.

This is a long-term strategy that is being monitored by the Finance & Risk Committee and the Board of Directors under the guidance and direction of our Investment Broker and Accountant.

We were also delighted to see the following highlights in our income:

- \$301,000 in subscription income and generally in line with the prior year



### FAR Committee Members

Meredith Cummins – Chair, Vice President

Debbie Kirk – Director Research

Ross McDonald – Accountant, DSI Advisory Services

Jemma Still – Chief Executive Officer

- \$753,000 in Annual Congress income – a combination of sponsor and attendance income
- \$184,000 in sponsorships and general partnerships income. This was generated by the national office, as well as the State Groups and Specialist Practice Networks. There were also some additional new streams of income from Podcasts and education.

Overall, CNSA remains in a strong financial position and the organisation has made a decision to continue to invest in staffing resources to support the growth in membership numbers and increase our advocacy reach and influence. These are important positions that we believe will set up the organisation for long term success and enable the implementation of our new five year Strategic Plan.



## ANNUAL CONGRESS COMMITTEE (ACC)

We were so excited to be back in South Australia delivering our 25th Annual Congress, focused on the theme of **Equity in Cancer Care: Meeting the Challenge**.

Commencing on Wednesday 14 June, we had a range of pre-congress symposiums run by our Specialist Practice Networks and external stakeholders.

The next two days saw a packed theatre for our keynote speakers as we explored our theme, Equity in Cancer Care: Meeting the Challenge.

Across the three days our delegates heard from an esteemed line up of national speakers including; Ranjana Srivastava OAM, Kim Devery, Russ Gluyas, Robyn Berry, Tabitha Healey, Sabe Sabesan, Michael Krasovitsky, Karen Strickland, Polly Dufton and Mei Krishnasamy. The work of our dedicated nurses towards meeting the challenge of Equity in Cancer Care was showcased in 15 concurrent sessions and 28 posters. Congress facilitated the chance for CNSA to enhance our collaboration and partnership with numerous NGOs through a morning session focused on fostering collaboration with these important stakeholders.

The 2023 Congress was attended by 608 delegates who came from a variety of professional nursing disciplines including – clinical, research, education, and executive

nursing – care coordinator, nursing management plus many more.

The Congress incorporated a large industry exhibition, which included major supporters, Congress partners, exhibitors and not for profit organisations.

We were proud to host a CNSA Volunteers dinner / trivia night to acknowledge the generous contribution of our many volunteers.

This congress was a resounding success due to our delegates, presenters, panellists, organisers, fabulous sponsors, and exhibitors, and those working behind the scenes (CNSA members and staff, CNSA's Standing Committees, State Groups and Specialist Practice Networks and to Kate Miller (Chilli Fox Events)), we could not have delivered this event without all your support and contributions. So, on behalf of the CNSA Board of Directors; THANK YOU!

We would also like to give a special acknowledgement to the South Australia Tourism Department and the team at Business Events Adelaide who provided some generous funding which assisted with congress expenses.

Our thoughts on this event have been echoed by delegates who participated in the congress evaluation survey.



### ACC Committee Members

Di Davey – Co-Director Congress and Communications

Gabby Vigar – Director Networking

Kate Miller – Professional Congress Organiser, Chilli Fox Events

Jemma Still – Chief Executive Officer

Amy Ribbons – Executive Assistant

*"Thank you for a very insightful congress. I travelled from New Zealand and have brought back a number of initiatives and ideas for us to discuss and hopefully progress."*

*"First time attending the congress. It was a great learning experience. Excellent +++. Will highly recommend all my nursing colleagues to join CNSA and attend the Congress. Couldn't ask for more. Thank you so much for organising such a great Congress. 11 out of 10. Very happy!"*

The feedback received is extremely useful and will help us to prepare the 2024 Congress program.

For CNSA Members that were unable to attend Congress this year and for delegates wanting to watch again in their own time, we have recordings of some presentations available in the CNSA member hub and we encourage you to view the Virtual Posters via <https://cnsa2023.paperlessevents.com.au>



## EDUCATION STANDING COMMITTEE (ESC)

The CNSA Education Standing Committee (ESC) is a vital force driving the educational initiatives of the Cancer Nurses Society of Australia (CNSA). Comprised of passionate members dedicated to enhancing the knowledge and skills of cancer nurses, the ESC is committed in its mission to support educational programs that benefit both CNSA members and the wider cancer nursing community.

During this reporting period, the Education Standing Committee has made significant progress in advancing the education agenda for CNSA. The committee has overseen travel grants and secured funding for a scoping study with the objectives of exploring international cancer nursing frameworks and understanding Australian cancer nurses' perspectives on EdCan and a new cancer nursing framework.

Furthermore, the committee has successfully secured an agreement to proceed with a second-stage project to develop a comprehensive nursing framework for Australian Cancer Nurses.

I'd like to thank our committee for their input and guidance, and farewell both Judy Forsyth and Naomi Cook who both made significant contributions during their tenure. The Education Standing Committee remains committed to advancing the education agenda for CNSA and looks forward to further achievements in the future



### ESC Committee Members

Carla Thamm (Chair)

Doreen Tapsall

Monique Richter

Nikki Dean

Robyn McIntyre

Lindsay Adriaansen

Erin Shooter

Susanne Bishaw

Judy Forsyth

Naomi Cook

Michelle Rosano



## RESEARCH STANDING COMMITTEE (RSC)

The CNSA Research Standing Committee (RSC) has had a busy, productive, and rewarding year, marked by various events, survey reviews, grant applications, and the implementation of a data-sharing policy. As we reflect on these achievements, we bid farewell to departing members Natalie Bradford and Theresa Beane, expressing gratitude for their dedicated service. Special recognition is extended to Natalie Bradford for her exceptional leadership in the CNSA Cancer Nursing Workforce Mapping Project.

The commencement of RSC 2023-24 activities was marked by the successful Early Career Researcher grant writing symposium at the CNSA Congress 2023. This collaborative effort was to foster the professional development of emerging researchers, setting a positive tone for future initiatives.

The CNSA research grants Q&A session held in August 2023 as the grant round opened, was to clarify the application process and provide support and guidance to applicants on aspects of grant writing as well.

Over the past year, the committee reviewed eight surveys covering diverse topics such as cancer survivorship, compassion fatigue, menopausal symptom management, and nurses' perceptions of pharmacogenomics in medication

use. Through active participation in these surveys, members have amplified the voice of cancer nurses and provided crucial support to fellow researchers, ultimately benefitting patients.

Committee members have actively contributed to the write-up of the CNSA Cancer Nursing Workforce survey data for publication, under the leadership of Natalie Bradford. The publication of the first paper focusing on determinants of job satisfaction has been successfully achieved, with a second paper investigating variations in cancer nursing education and practice across geographic regions currently under review. Additionally, progress is underway on a third qualitative paper exploring cancer nurses' perspectives on workforce challenges and strategies for resolution. The committee extends its appreciation to all participants for their invaluable contributions to this vital work, which will serve as a cornerstone for advocating on behalf of cancer nurses nationwide.

The CNSA has implemented a Workforce Data Sharing Policy for accessing Cancer Nursing Workforce survey data. Requests to utilise this data are reviewed by the RSC, which then presents a summary to the Board for their evaluation and approval. Two requests have successfully received approval under this policy.



### RSC Committee Members

Elizabeth Moore

Theresa Beane

Karen Taylor

Jessica Balson

Priscilla Gates

Natalie Williams

Ashlee Stirling

Carli Shaw

Benjamin Tan

Lauren Zarb

Natalie Bradford

The RSC conducted a thorough review of the CNSA 2023 grant applications, with the Board ultimately approving three of the blinded projects for funding. Congratulations are extended to the recipients, Rachel Edwards; Helen Anderson; and Bronwyn Jennings.

The committee, in collaboration with CNSA staff, is developing a research pathway tailored for CNSA members. This pathway includes participation in an existing online course focusing on research fundamentals, networking opportunities with peers within the pathway, and access to mentors actively engaged in research. The



## RESEARCH STANDING COMMITTEE (RSC)

outcomes of this initiative will align with the individual goals of members, and the pathway's effectiveness will be evaluated. This endeavour aims to provide members with a platform to explore areas of interest previously unexplored, potentially advancing their careers and enhancing nursing practice.

RSC members played a pivotal role in the review of abstracts submitted for the Annual Congress 2024 earlier this year. Additionally, they formulated guidelines pertaining to authorship and acknowledgement of CNSA in publications.

Looking ahead, the committee is gearing up to host a grant writing webinar coinciding with the opening of research grant applications. Furthermore, an abstract writing webinar is scheduled for December, aligning with the submission period for the CNSA Congress 2025. These educational initiatives are made possible through the support and collaboration of RSC members and CNSA staff, underscoring their commitment to fostering research excellence within the organisation.

**"Thank you for all that you do for cancer nurses like myself. It's not an easy job and knowing I'm part of a bigger family helps."**



## REPORTS FROM STATE GROUPS

- NSW Sydney State Group Report 37
- NSW Mid North Coast State Group Report 38
- Queensland and Northern Territory State Group Report 39
- South Australia State Group Report 40
- Victoria and Tasmania State Group Report 41
- Western Australia State Group Report 42

**"I thoroughly enjoy the emails from CNSA advising me of educational opportunities etc. Out of all my professional bodies I belong to, I find CNSA the most useful, has great CPD opportunities, the NP SPN group is fantastic."**



## NSW SYDNEY STATE GROUP

The CNSA NSW Sydney State Group has had a productive year, filled with successful events, achievements and challenges faced by our dedicated committee over the past year. Despite hurdles, we've remained steadfast in our commitment to providing valuable educational opportunities for cancer nurses in our region.

In the past year, there have been challenges with attendance for me at meetings and events. Despite this, the Sydney committee has continued its work confidently and seamlessly. The committee, led by Deputy Chair Simone Ray and supported by Noeline Rozanc, Kelly Conway, Sally Carey, Tamara Fernandez, Paula Macleod, Laura Healey, and Mayra Ouriques, has worked collaboratively to plan, and execute educational events. Special recognition goes to Kelly Conway for her valuable IT skills, which have enabled the live streaming of events. Thank you to Jemma for her support in facilitating the use of this technology.

Education events held at The Grandstand have covered topics such as AYA, Voluntary Assisted Dying, and Breast Cancer Update. Sponsors for these events have included Molic-Juniper, Gilead, AstraZeneca, and Eisai.

One of the key achievements of the Sydney State Group this reporting year has been providing live streaming of events to members who are unable to attend in person. Additionally, the group welcomed four new committee members, further strengthening the team, and expanding its capabilities.

The continued support from Jemma, Amy, Anne, Amanda, and Alex from the CNSA National Team has been exceptional and greatly appreciated. Their dedication and hard work enable us to continue providing valuable educational opportunities for cancer nurses in the region.

The CNSA NSW Sydney State Group looks forward to building on these achievements and continuing to serve the needs of cancer nurses in the coming year.



### NSW Sydney State Group Committee Members

- Jennifer Cater (Chair)
- Simone Ray
- Noeline Rozanc
- Sally Carey
- Kelly Conway
- Tamara Fernandez
- Mayra Ouriques
- Paula Macleod
- Laura Healey

*"The presenters being open to questions and discussion throughout the talk, made this a very interesting interactive session - rather than a straight presentation with questions at the end."*

*"Great event with excellent speakers. The content was great and exactly what was needed to be aware of this new law and its implications."*



## NSW MID NORTH COAST STATE GROUP

The NSW MNC State Group has continued to build and grow our presence across the Mid North Coast, running a series of engaging events across Port Macquarie and Coffs Harbour. Our committee is very committed to advancing our goals despite logistical challenges, and we're so pleased to be able to offer face to face education for the region.

Across the past 12 months, we've successfully delivered on four key topics:

- Lung Cancer – with a deep dive into Dust and Diseases, common oral treatments, epigenetics in lung cancer and disease trajectory
- Supportive Treatment in Cancer Care – focused on supportive care treatment making a difference to address the physical and psychological symptoms and side effects across the continuum of the cancer journey, including scalp cooling, exercise and acupuncture.
- Voluntary Assisted Dying – an in depth discussion about the new legislation available to NSW residents, looking at the history of VAD; legislation, roles and responsibilities, and learning from the Victorian implementation experience.

- What happens when biopsy tissue reaches the lab – a wonderful exploration of the world of pathology, with experts sharing the steps involved in analysing tissue samples and determining diagnostic information

*All was extremely interesting, a highly informative evening that broadened knowledge in this new arena.*

*It was so great to have my questions surrounding the topic addressed.*

*Really interesting and knowledgeable – enjoyed the up to date and interactive discussions.*

Working across two venues can be a frustrating experience for our voluntary committee, and we acknowledge the IT and AV issues encountered have been less than ideal. We're committed to finding a new location (with better WIFI!) to increase our interconnectivity over the next 12 months.

We're also focused on increasing our industry engagement so that we can continue to offer these events for free for our members.

On behalf of the committee, thanks for your continued support over the past year. Let's keep building on this progress together so we can keep delivering local content and supporting regional initiatives for our workforce.



### NSW Mid North Coast State Group Committee Members

Hannah Burrell (Chair)

Jill Harrington

Emily Saul

Tricia Bourke

Kirsty Baxter

Suzanna Fettell

Natalie Schmude

Jane Kelly

Kristine Jurd



## QLD & NT STATE GROUP

Over the past twelve months, the QLD and NT State Group developed a plan to deliver three webinars focused on leadership skills. We wanted to make sure this education was accessible across the regions, and tailored to different levels of experience to ensure participants had tangible and practical takeaways.

We were successful in delivering this series, identifying the skills of effective leaders and demonstrating effective leadership at all levels. These interactive workshops allowed participants to engage with speakers and encouraged reflective practice.

Our first webinar for Novice Nurses focused on being comfortable with being uncomfortable, and influence at all levels. Facilitated by Monique Richter, our speakers were graduate RNs who did a fantastic job presenting to their peers on their own personal experiences.

Our second webinar for Intermediate Nurses (not yet an expert) focused on the next step in your career journey, with our speakers Tess Beane, Lani Hume and Shannon Adamski sharing their own reflections on what makes a good leader, and how they adapt to the circumstances.

Our final webinar for Expert Nurses was delivered by Doreen Tapsall and Carla Thamm, and allowed for robust discussions related to leadership, as well as leading in appointed leadership positions.

We are excited about the opportunity to engage with our members face to face at this year's Annual Congress in Brisbane, and encourage you to come and say hello and help us develop our education platform for the coming 12 months.



### QLD & NT State Group Committee Members

Carli Shaw (Co-Chair)

Theresa Beane (Co-Chair)

Doreen Tapsall

Alexandra Merry

Brodie Murphy

Monique Richter

Paula Pianta

Leah Curtis

Anne Franke

Margie Shearer

Pammie Ellem

Jingyu (Benjamin) Tan

Julie Evans

Angela Whittingham





## SA STATE GROUP

The CNSA South Australia State Group (CNSA SA SG) has had a remarkable year, marked by dedication, collaboration, and impactful initiatives that have enhanced professional development opportunities for cancer nurses across South Australia. As we reflect on the past year, we express our sincere gratitude to all members of the group for their tireless efforts and unwavering commitment.

Throughout the year, CNSA SA SG organised a series of engaging events that provided valuable insights and knowledge to cancer nurses in the region. These events included a breakfast event on Ovarian Cancer Update, a dinner event on NeuroEndocrine Tumours, a full-day workshop themed "Let's Talk About Sex," and a Wellness Retreat titled "The STILL Effect."

Achievements and milestone achieved by CNSA SA SG during the membership year included an increase in membership numbers, hosting four face-to-face events for networking and learning opportunities, conducting an annual planning meeting, holding monthly committee meetings for effective coordination, recruiting new committee members to bring fresh perspectives, connecting SA cancer nurses through various initiatives, and successfully running a hybrid event showcasing adaptability and inclusivity.

As we celebrate these accomplishments and look towards the future, we recognise the collective effort and dedication of all CNSA SA SG members. Your contributions have significantly impacted the professional development and support network for cancer nurses in the region. Here's to another year of growth, collaboration, and success for the CNSA SA SG.



### SA State Group Committee Members

Gabby Vigar (Chair)

Kristin Manuel

Karen Buckley

Erin Shooter

Julie Campbell

Angela Luppino

Nicole Sullivan

Helen Phillips

Annie Zeitz

Alison Walsh





## VIC & TAS STATE GROUP

The CNSA Victorian and Tasmanian State Group (CNSA VIC & TAS SG) has made significant strides and achievements over the past year, culminating in an incredible event delivered across 9 sites (and three states!) to over 200 members in September. It was a massive undertaking for our committee – but we’re so glad we did it.

To all our committee members, we extend our thanks for your expertise, dedication, energy, and commitment to excellence, which have been instrumental in achieving our events, contributions, and goals this membership year.

Here is a summary of our accomplishments this year, thanks to your collective efforts:

- April 2023: Participation in the ACN Expo booth representing CNSA, generating interest among future nurses in cancer care and enhancing CNSA brand recognition.
- May 2023: Representing CNSA at the Cancer Nursing Leadership Forum, showcasing our dedication to excellence.
- May 2023: Conducting a webinar on multidisciplinary care of patients with head and neck cancer, focusing on nutrition from both provider and consumer perspectives.

- June 2023: Submission of an abstract to the CNSA Congress, reviewing the Sosido platform and identifying potential education gaps for members.
- September 2023: Hosting a hybrid event on psychological safety and emotional intelligence, attracting over 200 attendees, and facilitating networking opportunities with our regional members.
- November 2023: Annual planning day held in Bendigo, facilitating the formulation of plans for future educational and networking events.

We would like to express our sincere appreciation to our resigning members for their invaluable contributions. Laura Pyszkowski, who served as the co-chair representing Tasmanian CNSA members, played a crucial role in successfully merging the Victorian and Tasmania State Groups. Her wealth of experience in cancer care and health services has greatly enhanced the committee. Clare Jeans, a dedicated member for over four years, has made substantial contributions in providing educational and networking opportunities for members, despite her demanding work commitments. We wish them the best in their future endeavours and extend our heartfelt gratitude for their commitment to CNSA and our State Group.



### VIC & TAS State Group Committee Members

Katie Cao (Co-Chair)

Tracie Bertram (Co-Chair)

Robyn Mclntyre

Joseph Mundava

Kara Sweeney

Sarah Corfe

Kerrilie Phillips

Jessica Morgan

Zeina Hayes

Clare Jeans

Laura Pyszkowski

Jennifer Francis



## WA STATE GROUP

Our WA State Group is always proud to reflect on our achievements and dedication to cancer nursing in WA. We have had a strong year thanks to our wonderful committee, and were delighted to recently welcome Sally Meffan who brings fresh perspective and enthusiasm.

A key initiative was the introduction of a rolling chair roster, promoting professional development and diverse leadership. Our annual planning day focused on meeting member needs and planning tailored educational events.

After running a series of successful webinars during the COVID pandemic, we were delighted to have nearly 80 people join us face to face for our Clinical Skills Breakfast in August. We welcomed Kerrie Curtis, the Chair of CNSA's Vascular Access Device and Infusion Therapy SPN, who flew into Perth from Melbourne to deliver two fantastic sessions focused on CVADs and troubleshooting. She was joined by local nurse practitioners Caitlin Broderick and Gemma White who presented on respiratory assessment and haematology respectively.

Everyone who attended enjoyed the opportunity to see each other, and

hear from these presenters live and in person. Here's what a few of them had to say:

*All speakers were very good and it was excellent having such good quality talks and it all being nursing lead. Excellent day.*

*I learned something new in every session so thoroughly enjoyed it all. Fantastic having all nurses providing the education for this event.*

*All of it was fantastic but especially Kerry Curtis and her VAD sessions was wonderful. Very informative, relevant and thought provoking. Great questions at the end as well.*

We also took the time to honour Amy Ribbons, CNSA Executive Assistant, for her 10 years of service to CNSA.

Our plans for the next 12 months are to ensure we re-establish continued local and live education, and continue to strengthen relationships with sponsors to ensure our events are commercially viable and remain free for members. We also want to make sure we have a way to reach and / or subsidise our regional members to attend these important learning opportunities.

A big thank you to each member of the CNSA WA SG for your commitment. Let us continue advocating for the advancement of nursing in Western Australia.



### WA State Group Committee Members

Christine Henneker (Chair)

Sara Jaenke

Therese Thompson

Sharon Ray

Lindsay Adriaansen

Claire Kelly

Sally Meffan

Suzanne Bishaw

## REPORTS FROM SPECIALIST PRACTICE NETWORKS

- Cancer Nurse Practitioners SPN Report 44
- Genitourinary Cancer Nurses SPN Report 45
- Gynaecological Oncology Nurses SPN Report 46
- Radiation Oncology Nurses SPN Report 47
- Vascular Access Device & Infusion Therapy SPN Report 48

**"I am very satisfied  
being a member of CNSA  
I have belonged to many  
specialist nursing groups and  
this meets my needs by far more  
benefits educational opportunities  
professionalism and support  
networks."**



## CANCER NURSE PRACTITIONERS SPN

The Cancer Nurse Practitioner Special Practice Network (CNP SPN) is proud to offer a hub of collaboration and mentorship. Our network, comprising endorsed Nurse Practitioners (NPs), NP candidates, and NP Masters students, is dedicated to advancing expertise in cancer nursing. We thank our 112 members for their contribution and active participation over the past year, reflecting significant growth in NP roles in Australia. We encourage new members from Medical Oncology, Haematology, and Palliative Care to join us.

Across the past 12 months, the SPN worked hard to deliver tailored workshops, and launched a new initiative to support career progression.

- In June, we hosted a pre-congress symposium exploring critical considerations in haematology and infectious diseases as they relate to cancer NP practice.
- In October, we collaborated with Clinical Oncology Society of Australia to deliver a two day pre-ASM workshop, with members able to participate in an incredible wet lab and anatomical skills workshop and tour of the Museum of Anatomy and Pathology. We also explored genomics testing, skin 101 and onco-dermatology.

We're grateful to our platinum sponsor Gilead, gold sponsors Sanofi and La Roche Posay, and bronze sponsors

Astellas, Astra Zeneca, Novartis, and Eli-Lilly for their continued support.

To support the next generation of Nurse Practitioners, we partnered with Monash University to deliver and evaluate a 12 month NP mentorship pilot program. Through a semi-structured program, we engaged with ten mentees and mentors and will publish the results at CNSA Congress in 2024. We thank all the participants for giving up their time to be involved in this pilot.

None of this would have been possible without the leadership of our Chair, Justin Hargeaves, who will be stepping down from this position later in the year. Justin's exemplary leadership over the past five years, and more than 10 years on the committee, has been instrumental in steering our network towards excellence, fostering a culture of innovation and inclusivity. His passion and commitment to advancing cancer nursing practice is contagious, and we're so grateful for his leadership and contribution.

As we move forward under new leadership, we remain committed to empowering and supporting NPs across Australia. We want to keep promoting the role of NPs in cancer care through education, collaboration, and mentorship, and look forward to building on this over the next 12 months.



### CNP SPN Committee Members

Justin Hargeaves (Chair)

Gillian Kruss

Michael Fitzgerald

Sue Bartlett

Michael Cooney

Gillian Blanchard

Vicki McLeod

Marisa Stevens

Kristin Linke

Rebecca Booth



## GENITOURINARY ONCOLOGY NURSES SPN

The Genitourinary Oncology Nurses (GU SPN) committee has been advancing an important national research study over the past year. Specialist genitourinary (GU) nurses provide care to a broad and diverse group of patients diagnosed with kidney, bladder, prostate, testicular and penile cancer. The purpose of this study was to identify GU cancer nurse perspectives of perceived gaps in service provision, specific educational and research priorities. A mixed methods study incorporated quantitative and qualitative data collection from the GU cancer nurses workforce in Australia. The finding from this national study identified that the highest domains of perceived unmet needs related to psychological/emotional needs (73.91%), intimacy needs (65.22%), and informational needs (56.52%). The themes from the qualitative interviews identified:

- Patient needs – lack of tumour-specific contact for cancer patients, fragmented delivery of cancer care, perception of better access to supportive care for public patients, and lack of access to supportive care screening tools for needs assessment.
- Educational needs – lack of GU specific cancer educational resources/learning opportunities and barriers to accessing educational opportunities.

- Research priorities – impact on carers/partners, specific needs of different GU cancers, future focus on genetic testing/counselling, interventions for financial toxicity, and development of models of care for geriatric GU patients.

Specialist GU cancer nurses support a broad group of patients. Given the prominence of addressing unmet cancer care needs among people with GU cancers in this study, cancer nursing as a discipline alongside the multidisciplinary team, requires innovative solutions to overcome fragmented care which is often highly complex, and develop individualised and integrated care across the cancer care continuum.

Moving ahead, the GU SPN will continue to work with clinicians, researchers, policy makers, people affected by cancer, and their care networks, to continue to drive innovation by:

- 1) Embedding an integrated approach to cancer nursing,
- 2) Implementation of shared care,
- 3) Implementation of patient navigation,
- 4) Embracing emerging technologies,
- 5) Future focus on education, and
- 6) Future focus on nurse-led research.



### GU SPN Committee Members

Catherine Paterson (Chair)

Tina Forshaw

Helen Anderson

Diana Schulz

Donna Cowan

Alison Morrice

Michelle Rosano

Kerry Santoro

Cynthia Hawk

Natasha Roberts



## GYNAECOLOGICAL ONCOLOGY NURSES SPN

The Gynaecological Oncology Special Practice Network (GYN SPN) is dedicated to improving cancer care through innovation and collaboration, a mission that has driven us throughout this year. In 2023, we saw significant developments, with Anne Mellon stepping down as Chair to become CNSA President, and Bronwyn Jennings taking the position of Chair. We're thankful for Anne's dedication, mentorship and advocacy and we are confident that Bronwyn's expertise will further strengthen our efforts.

Our regular pre-congress symposium at the CNSA Congress in June 2023, focussed on the theme of "Equity in Cancer Care, Meeting the Challenge" and received positive feedback from all attendees. The event brought together clinicians, consumers, and advocates to discuss inclusivity and excellence in care.

During the 2023-24 membership year, the GYN SPN also advanced two major projects led by Natalie Williams:

- **Gynaecological Oncology Nursing Guidelines for Practice.**

This project, supported by ethics approval and clinician interviews,

explores preferences and barriers in guideline development.

- **Vulval Wound Care Project: Investigating post-operative wound care.**

This project has produced preliminary findings that underscore the need for further research in this important area.

In other notable news, the expertise and dedication of the GYN SPN's efforts were recognised globally last year. We co-hosted a workshop at the ANZGOG ASM, bringing together specialists from Australia and New Zealand to tackle challenges in gynaecological cancer care. Additionally, at the annual meeting of the International Gynaecological Cancer Society (IGCS) in South Korea, Anne Mellon and other members of the IGCS Nursing Work Group unveiled the inaugural Nursing Certificate Program.

The GYN SPN continues to strive for excellence in 2024 and beyond, driven by a commitment to advancing knowledge and improving outcomes for women with gynaecological cancers.



### GYN SPN Committee Members

Bronwyn Jennings (Chair)

Susannah O'Keefe

Lisa Barr

Jesmyne Galanti

Belinda Zielony

Danielle Carpenter

Nicole Kinnane

Natalie Williams

Fiona Mitchell

Anne Mellon





## RADIATION ONCOLOGY NURSES SPN

As we reflect on the recent developments within the CNSA Radiation Oncology Special Practice Network (RON SPN), it is with gratitude and appreciation that we acknowledge the contributions of Stacey Buxton, Meg Hughes, and Danni Steele. Their dedication and commitment to the committee have been invaluable, and we extend our heartfelt thanks for their time and efforts during their time on the committee.

The RON SPN committee has been actively engaged in various initiatives aimed at enhancing the field of radiation oncology nursing. One of the significant accomplishments includes the completion of the Radiation Oncology Nurses Workforce survey, a vital undertaking to gather essential data and insights to support the advancement of radiation oncology nursing practice.

Despite facing challenges along the way, such as the initial rejection of the original manuscript by the European Journal of Oncology Nursing, the committee has persevered and is now in the final stages of revising the manuscript for submission to the Journal of Medical Imaging and Radiation Oncology. This milestone underscores the committee's commitment to excellence and continuous improvement in contributing to the body of knowledge in radiation oncology nursing.

Looking towards the future, the RON SPN committee remains committed to its mission of advancing radiation oncology nursing practice through research, education, and collaboration.



### RON SPN Committee Members

Michelle Roach (Chair)

Kirsten Oataway

Sylvia Barker

Paula MacLeod

Diana Ngo

Karen Jones

Rachel Wright

Eliza Bailey

Margie Hjorth

Kerrilee Phillips

Meg Hughes

Stacey Buxton



## VASCULAR ACCESS DEVICES & INFUSION THERAPY SPN

The CNSA VAD+IT Special Practice Network is a dedicated group of cancer nurses from Queensland, Victoria, South Australia, and New South Wales, committed to enhancing the management of vascular access devices for cancer patients

In March 2024, we launched the second topic of our guidelines, focusing on Vessel Health and Preservation (VHP). The guidelines, endorsed by prominent bodies including AVATAR, AVAS, COSA, and HSANZ, provide evidence-based recommendations for all stages of vascular access device management. Feedback from the event indicated high satisfaction levels and praise for the informative content and knowledgeable presenters.

Two unplanned yet impactful initiatives were undertaken prior to the guideline launch. Firstly, the VAD+IT SPN initiated a position statement endorsed by AVATAR and AVAS, advocating for safe and standardised peripheral intravenous cannula insertion procedures using assistive visual technology. Secondly, in collaboration with Clinical A/Prof Evan Alexandrou and the University of Wollongong, a series of micro-credential courses on Difficult Venous Access for cancer nurses in Victoria was successfully piloted.

Under the leadership of Carolyn Meredith, the Patency Subcommittee has established a rigorous process to update the patency topic of our guidelines regularly. This collaborative effort involves thorough literature review, data extraction, and guideline review, ensuring incorporation of the latest evidence.

The industry-funded symposium titled "Get it right, the first time!" attracted participants from across Australia. The event featured informative sessions by guest speakers, practical workshops, and interactive discussions, garnering positive feedback for its relevance and educational value.

The VAD+IT SPN remains actively engaged in vascular access discussions and provides expert advice via communication forums and email. We extend sincere appreciation to all SPN members, with special mention to Nicole Gavin, Fiona Fuller, Carolyn Meredith, Carmel O'Kane, Elena Tarasenko, Kate Schmetzer, Jane Kelly, Susan Richardson, Trudie Lawson, and Emily Larsen (on maternity leave), for their invaluable contributions and dedication to advancing vascular access care for cancer patients.

The CNSA VAD+IT SPN continues to thrive through collaborative efforts, educational initiatives, and active participation, furthering our mission to improve outcomes for cancer patients requiring vascular access.



### VAD & IT Committee Members

Kerrie Curtis (Chair)

Nicole Gavin

Fiona Fuller

Carmel O'Kane

Carolyn Meredith

Jane Kelly

Kate Schmetzer

Emily Larsen

Trudie Lawson

Elena Tarasenko

Susan Richardson

Chun Hei Jason Lam



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