

2007 Annual Report



Supporting nurses in general practice

2007 Annual Report



Contents

President's Report	2
Association Overview	3
CEO Report	5
Vision and strategic plan	6
APNA Board of Directors	7
APNA Staff and Head Office highlights	7
Membership Satisfaction	8
Membership Milestones	9
APNA Committees	9
APNA Partners	10
Program Summary	
Supporting Members to be Professional	11
<i>Education support and provision</i>	11
<i>Continuing Professional Development Program</i>	14
<i>Professional Indemnity Insurance Program</i>	14
Supporting Members to be Recognised	15
<i>Policy, Representation and Research</i>	15
<i>APNA in the Media</i>	16
<i>APNA Committee Presence</i>	17
<i>Best Practice Awards</i>	18
Supporting Members to Become Empowered	19
<i>Salary and Conditions Survey</i>	19
<i>Newsletter</i>	19
<i>Website and Electronic Communications</i>	20
Financial Reports	21
Income Statement	22
Balance Sheet	23
Statement of Changes in Equity	24
Cash Flow Statement	24
Statement by Directors	25
Independent Audit Report	26



Anne Matyear
President

President's Report

The year 2007 has been an eventful one for APNA as the organisation grows and develops within the primary health care environment in Australia. Our vision to ensure that general practice nurses are recognised, professional and empowered remains strong as we reflect on the year's activities and plan for the future.

Events such as the PNCE's (Practice Nurse Continuing Education) held nationally offered quality learning experiences across a wide range of topics from a variety of speakers. More importantly these events offered wonderful opportunities for general practice nurses to connect, to exchange ideas and to develop support networks.

Completion of the seed funding grant from the Department of Health and Ageing and the subsequent reliance on income generated from membership, educational events and partnerships with industry bodies has been challenging but timely in the evolution of the organisation.

Changes to the constitution such as the move to a postal ballot for the election of directors will enable greater involvement in the governance of the organisation by members. Developments within the committee structure have increased contribution to the knowledge base of the organisation by academics, researchers, business connections and other stakeholders from primary care as well as by our own membership. Our non-nurse directors continue to provide valued assistance and expertise to our endeavours.

Success in securing another round of scholarships for General Practice Nurses has ensured continued access to education for, not only our members but all nurses and aboriginal health care workers working in the general practice setting. The launch of the APNA CPD program continued the focus on education by providing access, support and a means of recording activity in a proficient manner.

The prolonged lead time to the federal election served to crystallise our views as we strove to articulate a strong message to all parties about the role of the General Practice Nurse as a health professional in primary care in this country. The resultant election of the Rudd government saw a changed political climate and an energetic new government. Our work in 2008 will be to focus on making the most of this wave of energy as we progress the career of the General Practice Nurse.

None of this activity happens without the loyal and dynamic staff within the APNA office. The Board offers heartfelt thanks to them for their efforts in 2007. Of course the Board and staff do not work in isolation – the organisation is only worthwhile when we are serving our members.

Anne Matyear
president@apna.asn.au

Association Overview

The Australian Practice Nurses Association (APNA) was incorporated in 2001 *by practice nurses for practice nurses*. From one small meeting around a coffee table APNA has now grown to become a robust professional association supporting over 1300 members. APNA provides a range of services and resources for nurses in general practice to support its members to be recognised, professional and empowered.

Throughout this growth APNA have been supported significantly by the Department of Health and Ageing (DoHA). DoHA provided the Association with a seeding grant that commenced in October 2003. The grant was completed in April 2007. The provision of this grant has enabled APNA to grow more rapidly as an organisation and to become a strong viable player in the primary health care sector earlier than would have otherwise allowed.

Some of the major highlights for APNA in 2007 were:

Membership numbers continue to increase to >1300

Membership has continued to grow along with the growth in the workforce and engagement of members has increased through increased member contact with the office, appointment to committees and increased diversity for members volunteering to represent practice nurses at various forums/meetings.

Addition of Brisbane, Adelaide and Perth to PNCE Calendar of Events with >900 nurses attending all events

The opportunity to present to and mingle with nurses attending the PNCE has enabled APNA to promote the benefits of membership as well as seek robust grass roots input into strategies and issues.

High membership satisfaction rating

Members continue to rate their satisfaction with APNA highly with significant increases in provision of education, scholarships and information on education and training. As this was a area identified for improvement by the APNA Board— this result was pleasing.

Addition of 'Diabetes Management in General Care Setting', 'Mental Health for PNs' and 'Understanding MBS Items' to APNA Learning

The uptake of the above courses has been excellent with great feedback provided. We are pleased to see that the offering of practice nurse specific, accessible and affordable education has been welcomed by members and non-members alike.



Run for
Practice
Nurses By
Practice
Nurses

Member
numbers
boom

More PNCE's

Increased
performance

APNA
Learning
continues to
expand

Photo:
Key Influencers
Workshop,
May 2007

Professional Indemnity Insurance commences

Provision of practice nurse specific professional indemnity insurance product

The uptake of the indemnity insurance product by members reflects the growing sense of professionalism in the specialty and is welcomed as again it was a specific strategic objective of the APNA board.

Round 4 commenced

Over 600 Scholarships awarded

The addition of postgraduate scholarships to the increased number of continuing education scholarships has been welcomed by the profession. Applications for the postgraduate scholarships far outweighed anticipated demand and required an additional round to be made available.

Increased Profile

High level of representation work

As with previous years, APNA has had the privilege to be represented at a huge array of committees, working groups, reference panels, forums and conferences.

Six Best Practice Awards offered in 2007

Expansion of APNA Best Practice Awards

The awards for 2007 built on the success of the inaugural awards in 2006 and were complemented by a more strategic approach to the wider public about the award recipients. The wide exposure of the recipients has been critical to a wider recognition of the role of practice nurses and fantastic work they are doing.

Key Community Leaders Recognised

Key Influencers Workshop in May

The 30 nurses selected from around Australia to attend this workshop walked away armed with skills in strategic thinking, lobbying and networking. We have been able to draw on this group as representatives, media spokespersons and expert input. At the local level they have branched out into greater roles in their divisions of general practice and other local initiatives.

First Platinum Partner

Commencement of the APNA Partnership Program

Established in late 2007, the APNA Partnership Program aims to streamline the Association's interaction with commercial stakeholders and subsidise APNA income to enable our membership fees to remain as affordable as possible.

Photo:
Delegates at the 2007 Brisbane PNCE, February 2007.



CEO Report

2007 has been a year of maturing as an organisation on many fronts and has been in many ways a very challenging year.

Financially, APNA has gone through the process of evolving from a largely government grant funded organisation to a self sustaining organisation through memberships and non-membership revenue. While this process has been at times challenging to manage, we have largely been able to maintain all of our previous services to members and in many cases increase them. Being released from the obligations of the grant funding to achieve certain government set objectives has also allowed us to drive the association into a more member centric organisation, as members now provide most of the income, lobbying clout and incentive for commercial sponsors to become involved with us.

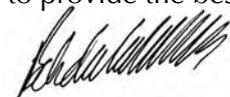
Membership has continued to grow and this has certainly enabled me and others to represent the membership with more authority in a range of submissions, meetings and responses in the media. Our contribution to the wider primary care sector culminated in October with the release of our inaugural Election Position Statement which we provided to the Minister and Shadow Minister of Health, members, medical media and others in an effort to have the needs of practice nurses and their vision for a better primary health care system for patients heard. 2008 will see an increasing demand on APNA to contribute to the debate the current dynamic climate of openness to policy change has created.

As you will see throughout this report, we implemented a range of new resources and services, some of which have had more success than others. However I am proud of the commitment of APNA staff to innovative approaches on a shoestring budget. In 2007, we launched the APNA Career Centre, APNA CPD Program, and a new website with facilities such as a discussion board. We consolidated the APNA LEARNING online learning college with the addition of some fantastic practice nurse specific education, including the hugely popular Diabetes Management in General Care Setting course sponsored by Merck Sharp and Dohme.

CSL Biotherapies came on board as a platinum partner in July and helped us to kick start our partnership program. These types of partnerships bring a financial benefit to APNA but more than this, have proved to be real collaborative relationships with the organisations to work together for the benefit of practice nurses.

In May we signed an MOU with RACGP which has proved to be a great driver for getting shared agreement on policy positions, clarifying our different roles and working together on shared projects for the advantage of both our memberships.

It has been a pleasure to personally meet so many members and stakeholders over the year and to be constantly inspired by the passion displayed by general practice nurses across the country. I look forward to ensuring APNA continues to provide the best professional association we can for members.



Belinda Caldwell
belinda.caldwell@apna.asn.au



Belinda Caldwell
Chief Executive
Officer

Vision and Strategic Plan

Commence-
ment of
three year
strategic
cycle

Overview

The first year of our 2007-2009 vision and strategic plan, 2007 was the year where APNA envisioned what practice nurses would want their profession to look like in 2010 and began working to ensure that we reach these goals. Underpinning the vision and strategic Plan, is recognising the nature of the practice nurse workforce. Many practice nurses are experienced nurses and work part-time, requiring APNA to ensure its strategies are affordable and accessible.

Recognised

Professional

Empowered

2007-2009 Vision

The Australian Practice Nurses Association's vision for the future is that practice nurses will:

- Be recognised as professional members of collaborative teams with a key role in management of patient health underpinned by evidence-based practice.
- Be respected as qualified and accountable members of an appealing specialty of the nursing profession.
- Be well remunerated while contributing to the economic viability of health care.
- Experience high levels of job satisfaction while enjoying a rewarding career path.
- Have a voice in determining health policy supported by an active role in contributing to and conducting research

2007-2009 Strategic Plan

Objectives	Strategies		
Supporting members to be recognised	Increase support for general practice nurse research	Increase APNA and practice nurse profile	Encourage and undertake effective policy development and representation
Supporting members to be professional	Develop and provide Continuing Professional Development	Provide professional indemnity insurance	Provide high quality, accessible and affordable education
Supporting members to become empowered	Support development and maintenance of local branch Networks	Provide information and support business acumen development	Advocate effectively on behalf of members

APNA Board of Directors

APNA Board of Directors 2007

Annemarie Matyear—President
Julianne Badenoch—Vice President
Liz Broad
John Douglas
Sharon Kirkham
Carmen Pearce
Kevin Pittman
Maurice Wrightson

Outgoing Directors in 2007

Judy Evans
Lynne Walker
Deborah Ingram

APNA Staff (to December 2007)

Pictured

Chief Executive Officer: Belinda Caldwell
Finance Officer: Brendan Foley
Membership & Partnership Coordinator:
Rebecca Thorn
Special Projects Officer: Nicole Wheals
Nurse Education Officer: Khalil Sukkar



Not pictured

Internal Support Officer (Scholarships and Website): Steve Webster
Administrative Assistant: Jenelle Ballard
Casual Administration/Project Officer: Georgia Savage

Head Office Major Highlights

- Addition of 3 more staff members to the team, in response to the rapidly growing membership base.
- Development of our 'Statement of Commitment to members' as a benchmarking tool.
- Increased connectivity with members through the PNCE events in all states.
- Change to a more sophisticated website and membership management database.
- Addition of several new programs to the APNA member services portfolio.

Three new
Directors
join the
Board

APNA staff
expand

New website
developed

APNA Newsletter and E-News receive top scores again

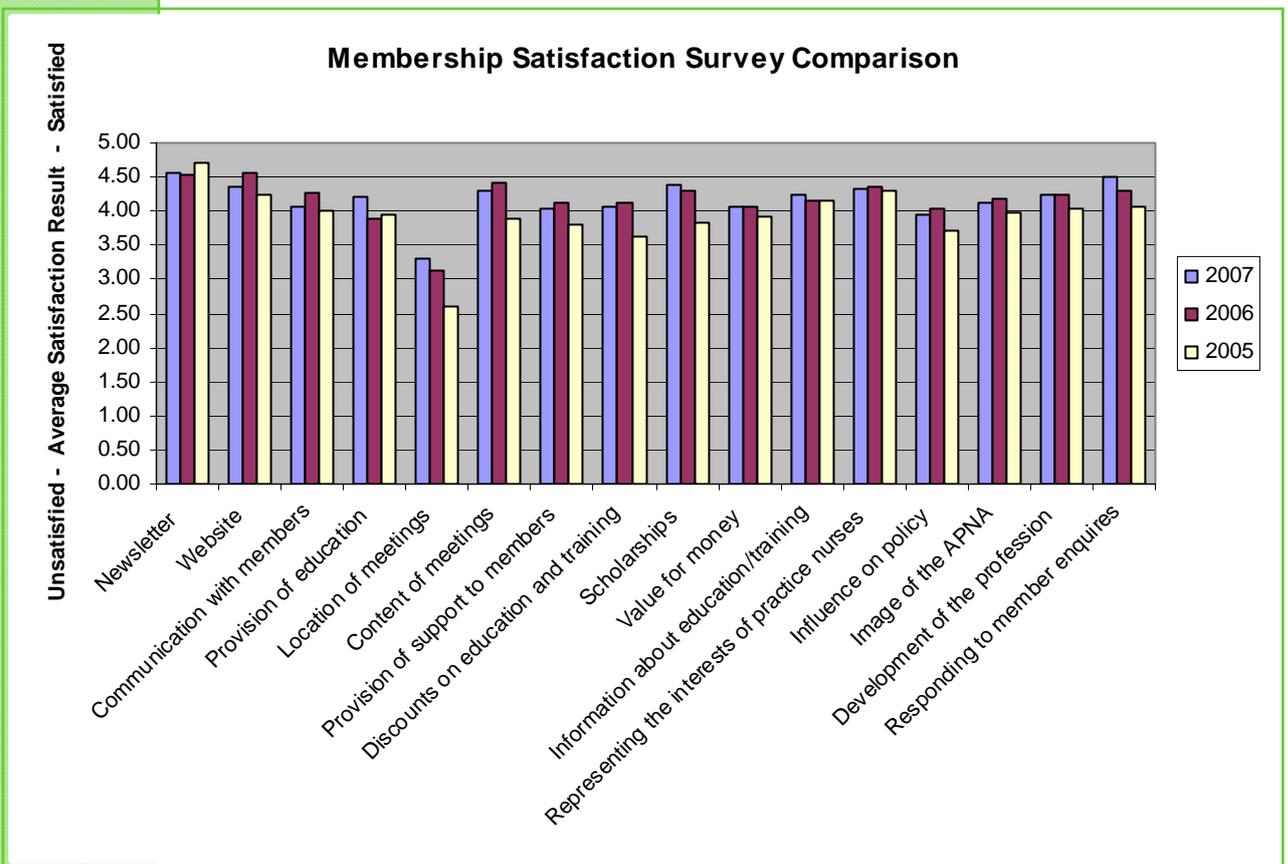
Education and training still high priority for members

Membership Satisfaction

APNA once again ran its member satisfaction survey for its fourth year and yield once again very positive results, indicating that the association is still fulfilling its member needs. APNA communications scored the highest satisfaction rates with the newsletter, website, E-News and enquiry response rates scoring the highest ratings.

Some of the major highlights are:

- 1136 members received survey generating 235 responses, which is a 21% response rate.
- Number of responses increased by 29% in 2007.
- APNA Office responses to member enquiries increased to a rating of 4.49 out of 5.
- The newsletter received continued high satisfaction rating scoring a 4.55 out of a possible 5.
- The APNA website scored highly receiving a 4.35 out of 5.
- 81% of respondents read the E-News and 75% had recently visited the APNA website.
- The provision of education, scholarships and information on education and training all received increased satisfaction ratings from 2006.
- A new question for 2007 indicated that 47% of respondents had actively participated in research in the previous 12 months.



Membership Milestones

- APNA membership finally breached the 1300 milestone with 1319 members at December 30 2007
- 24% increased in overall membership from 1066 to 1319
- Largest membership numbers are still in NSW, VIC and QLD
- Highest % of membership growth was experienced in ACT (60%), SA (44%) and TAS (42%).

Reached
1300
Members



APNA Committees

To support the APNA Board of Directors in delivering the new strategic plan, APNA moved to a new committee structure for 2007. Each committee comprised of both APNA members and external experts. The new committees and participants are detailed below:

- *Audit and Risk Management Committee*
Maurice Wrightson (Chair), Julianne Badenoch, Anne Matyear, Brendan Foley (staff)
- *Business Development Committee*
John Douglas (Chair), Lynne Walker, Ken Griffin, Hayley Haggerty, Bruce Greaves, Rebecca Thorn (staff)
- *Member Services Development Committee*
Julianne Badenoch (Chair), Lisa Collison, Patricia Pryor, Anne Harding, Leisl Jackson, Belinda Lowcay, Rebecca Thorn (staff) and Nicole Wheals (staff)
- *Policy and Research Committee*
Carmen Pearce (Chair), Judy Evans, Dr Elizabeth Halcomb, Dr Elizabeth Patterson, Dr Catherine Joyce, Dr Rhian Parker, Meredith Temple-Smith, Belinda Caldwell (Staff)
- *Professional Development Committee* (to commence in 2008)

New
Committee
structure
introduced

APNA
Partners
program
launched

First
Platinum
Partner joins
APNA

APNA Partners

APNA initiated its partnership program in 2007 as a method of offsetting rising association management costs and to streamline and maximize corporate relationships. With practice nurses 'the new black' in primary healthcare and increasing number of pharmaceutical and medical industry organisations becoming aware of this rapidly increasing workforce, the APNA Board of Directors decided to implement a partnership strategy to assist companies with aligning values to more effectively understand and fulfill practice nurse needs.

The three tiered partnership program, recognised the level of commitment each of partner to the APNA vision. APNA would like to thank all of its partners in 2007 for their commitment to practice nursing.

Platinum
CSL Biotherapies

CSL Biotherapies

Gold

Merck Sharp and Dohme
The Benchmark Group



The Benchmark Group
excellence in education



MERCK SHARP & DOHME
Finding better ways

Silver
CSL Biotherapies
AGPAL
Sanofi Pasteur
Servier
Lilly Diabetes
Hartmanns

CSL Biotherapies

sanofi pasteur
The vaccines business of sanofi-aventis Group



Lilly

Supporting our Members to be Professional

Education support and Provision

APNA Online Education

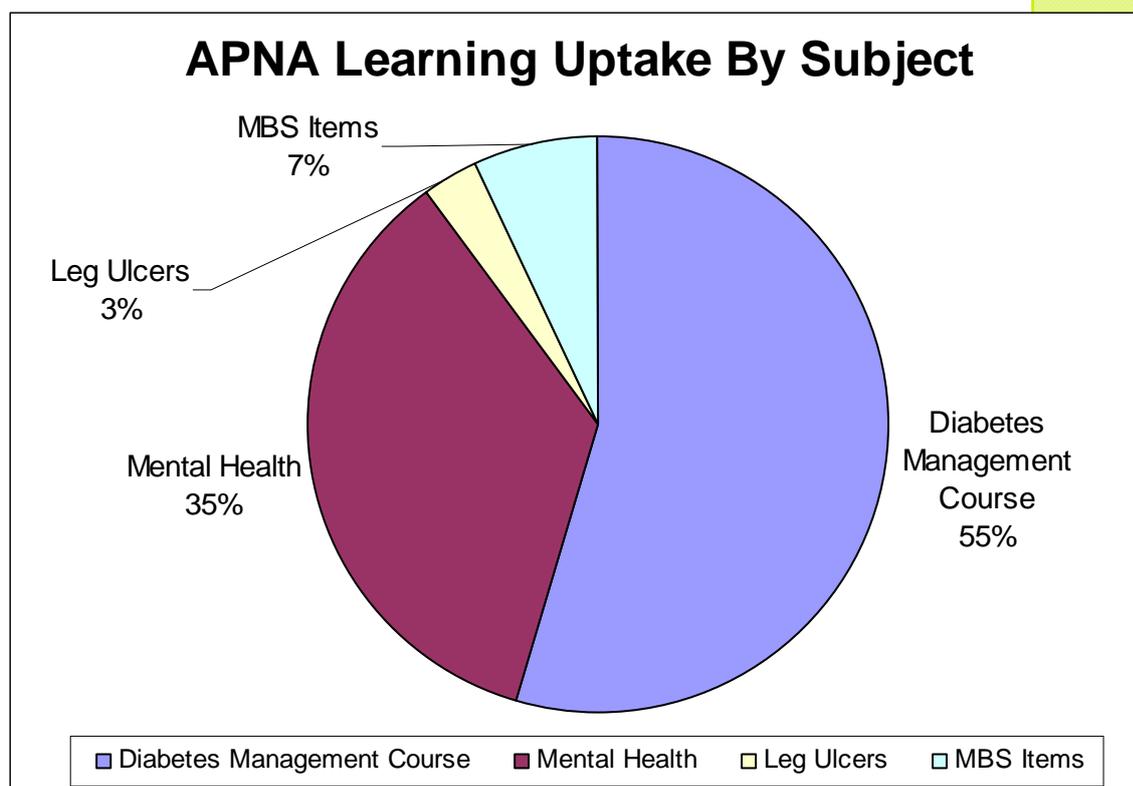
In 2007, fourteen clinical on-line education modules were developed and released on the APNA on-line education website *APNA Learning*. This was only possible due to the fantastic cooperation of a number of content providers, electronic material developers, accrediting officers, reviewers and users. These modules are available to be purchased except for the mental health and immunisation modules which were provided free of charge through the Department of Health and Ageing Practice Nurse Continuing Professional Development Program (see pg13). By December 30 2007, 1139 modules have been registered for. *Table of On-line course (by subject) uptake until the 31-12-2007*

1139 online learning modules registered for in 2007

Course	Diabetes Management in General Practice Setting										Mental Health		Leg Ulcers	MBS Items
	1	2	3	4	5	6	7	8	9	Assessment	1	2	N/A	N/A
Uptake	97	75	71	65	61	61	59	60	61	37	304	117	39	81

Table of On-line course (by modules) uptake until the 31-12-2007

Course	Diabetes Management Course	Mental Health	Leg Ulcers	MBS Items
Uptake	647	421	39	81



Over 91 professional development courses also available

Fourth round of scholarships commenced

516 scholarships awarded

Education support and Provision (con't)

APNA Online Education (con't)

In addition to the APNA clinical topics provided, participants of the APNA Learning site were able to access over 91 professional development topics such as using Microsoft Office, stress management, effective governance, managing people and conflicts and using the internet. Over 14 of these professional courses were registered for in 2007, and very positive result considering there was no active marketing campaign for these courses in 2007.

Department of Health and Ageing Practice Nurse Continuing Professional Development Program

The Practice Nurse Continuing Professional Development Program has been established by the Commonwealth Government to provide training/education and support for Australian practice nurses to enable them to be effective in their role within a general practice setting. Funded by the Department of Health and Ageing (DoHA), the Australian Practice Nurses Association has managed this highly successful program since its inception in 2005. Since then APNA has overseen the program's significant expansion and growth to become the largest practice nurse Continuing Education program in Australia.

The Practice Nurse Continuing Professional Development Program currently involves three strategies:

2007 Australian Government Practice Nurse Scholarship Scheme

The fourth round of practice nurse scholarships was released in August 2007 and closed in September 2007 for the current 2007-2008 financial year. Scholarships were available for Registered Nurses (RN/RN Division 1) or Enrolled Nurses (EN/RN Division 2) with a current practising certificate (or its equivalent) issued by a nurse registration body in an Australian State or Territory, and Aboriginal Health Workers. Since the initial scholarship round (which covered wound management and immunisation), the list of eligible training/education areas covered by the program has expanded to also include Pap Smear provision, diabetes management, chronic disease, mental health, asthma, cardiovascular care, obesity, food and nutrition, clinical assessment, women's health (including pap smear) and competency based clinical skills. Nurses currently employed in general practice settings in metropolitan, regional and rural areas of Australia were considered for a scholarship, with additional funding made available to remote and rural nurses for travel and accommodation costs in accessing suitable training.

In the current round, 516 successful applicants were awarded up to \$1500 for education/training, with a total of over \$520,000 awarded across all eleven areas of study.

Education support and Provision (con't)

Postgraduate Scholarships

2007 also saw the introduction of a substantial Postgraduate Scholarship program – the first postgraduate funding program in Australia specifically for practice nurses. After an overwhelming response to the initial release, APNA successfully tendered DoHA to expand the Postgraduate Scholarship Scheme, with 83 Postgraduate scholarships of up to \$10,000 finally awarded.

Scholarships Round Two

Scholarships in wound management, immunisation and Pap smear training were offered in Round Two. 328 scholarships were awarded in December 2005, 101 wound management, 136 for immunisation and 91 for Pap smear. This round was finalised in July 2007.

Scholarships Round Three

In the third scholarship round there were 470 successful scholarship applicants, with a total of nearly \$410,000 awarded across the ten areas of study. Round Three is due to be finalised in July 2008.

Online Immunisation Course

APNA together with the ADGP, DoHA and the Royal Australian College of General Practitioners developed an online immunisation course for practice nurses which includes six modules and a facilitator's guide. Practice nurses receive 10 CNE points on completion of this course. The course can be accessed online via the APNA homepage and can be used by practice nurses to update their immunisation knowledge. Funding for the continuing free provision and maintenance of this course was extended in the 2007 Practice Nurse Continuing Professional Development Program. Since August 2005 5,036 people have enrolled in the Online Immunisation Modules, of which 3,262 have successfully completed.

Postgraduate study also funded

Free online immunisation course funding Continued



Photo:
Key Influencers
Workshop,
May 2007

Free
mental health
course made
available

APNA's own
CPD program
launched

10% of
members had
professional
indemnity in-
surance
through APNA

Education support and Provision (con't)

Mental Health Course

The Mental Health Course was developed in conjunction with the Australian and New Zealand College of Mental Health Nurses (ANZCMHN). Part One of the course was launched on Saturday 18th November 2006. Since this date 393 people have enrolled in the course and 246 have completed it. Mental Health Part Two was launched in September 2007 and has 155 enrolments with 71 already completed.

Both the Online Immunisation Course and the Mental Health Course help meet the needs of practice nurses in providing online training that is accessible from almost anywhere within the country. They allow practice nurses to increase their knowledge or update their skills in such a demanding field within a flexible delivery and timeframe.

Since 2005 the Practice Nurse Continuing Professional Development Program has proven an overwhelming success in nurturing and fulfilling the professional development needs of Australian practice nurses. In 2008 APNA will be seeking a significant consolidation and extension of the scheme.

Continuing Professional Development Program

In the year 2007, the APNA CPD program was developed and released. Large efforts were put in building it as a practice-nurse specific program with all activities tailored to meet the needs and work expectations of nurse working in this growing area of nursing. The efforts also included the development of a comprehensive user's handbook, an attractive user's kit, as well as dedicated web page. Achievements in this area have been possible due to the cooperation of a number of professional people including a talented graphic designer and photographer. This program would put APNA in the forefront of any CPD-endorsed government initiative.

Professional Indemnity Insurance Program

In late 2006, APNA in conjunction with Mediprotect Australia, developed and offered APNA members access to a professional indemnity insurance product specifically tailored to nurses working in general practice. The inception of this member benefit reflected APNA increasing commitment to raising the level of professionalism among practice nurses and strongly encouraged all members to think about their legal liability. As of the end of December 2007 we had 101 members out of 1319 that have insurance with us (10% of our membership base).

Supporting Members to be Recognised

Policy, Representation and Research

Election Statement

Due to the calling of a Federal election for November 2007, APNA's Board of Directors developed the Association's first election position statement. This statement was disseminated to politicians and other stakeholders, as well as our members. Members were also supplied a sample letter they could send to their local MP. Both the Minister of Health Tony Abbott and the Opposition Minister for Health Nicola Roxon responded with an article in our November newsletter. Members embraced the position statement and we received a number of copies of letters members had sent to their local MPs.

Key influencers workshop

Early in the year APNA was contracted by the Department of Health and Ageing (DoHA) to conduct a two day workshop for practice nurses from around Australia to develop their influencing skills. By developing the influencing skills of the group, the project aimed to support their critical role in primary care of representation and advocacy on behalf of practice nurses.

The workshop, titled "Practice Nurses as Key Influencers" was held on the 28th and 29th May 2007 in conjunction with the APNA Annual General Meeting and Awards Dinner. Twenty-seven practice nurses from around the country participated in the two day workshop. Also included were APNA Board members and staff and a representative from the Alliance of NSW Divisions.

Reviewing the evaluation comments received from the participants and the speakers, the workshop achieved its objectives in raising the participant's interest in becoming key influencers (reflected in the full attendance of all participants), providing them with tailored guidelines and techniques to use in their practice, introducing them to highly qualified presenters, as well as providing them with opportunities to network, attend an AGM and meet APNA board members and staff.



First Election
Position
Statement
drafted

Leadership
workshop
conducted
for 30 "Key
Influencers"
from around
Australia

Photo:
Participants at
the Key
Influencers
Workshop,
May 2007

Policy, Representation and Research (con't)

Policy Development and Representation

As well as the election activity, APNA continued to represent general practice nurses at a large number of committees, forums and conferences. APNA also was able to source representatives from a growing base of members willing and confident to represent the Association. This represented a shift in member engagement from previous years, when representatives were difficult to obtain.

MOU signed
with the
RACGP

The CEO and the President also undertook a number of presentations at conferences around the country to promote both APNA and General practice nursing. In addition the CEO embarked on a road show to the Northern Territory and Far North Queensland to meet with and present to practice nurses in those areas. This proved highly successful and further trips are being planned for late 2008.

In early 2007 APNA signed a Memorandum of Understanding (MOU) with the RACGP which has proven valuable in clarifying the different roles and domains of responsibility. APNA also collaborated with them on a number of policy issues and are continuing to strive to achieve consensus on a range of issues.

Lobbying

Key areas APNA lobbied for on behalf of members in 2007 include the need for the PN Chronic disease item number to be rebated at a higher level, removal of the 'For on Behalf' clause from the item numbers and the need for robust training of practice nurses in general chronic disease management.

APNA in the Media

2007 proved to be a strong year for the Association's media presence. Increased exposure in the medical media through articles and interviews included regular articles for Ausdoc which have been aimed at educating GPs and Practice managers on issues such as salary and conditions, supporting newly recruited nurses, professional development needs etc. APNA has also received significant exposure across a range of media through it's projects including the Best Practice Awards, 2007 Practice Nurse Scholarships and our national Salary & Conditions Survey results.

Increased
Media Profile
in 2007

APNA Committee Presence

Coalition of National Nursing Organisations (CoNNO)
RCNA Conference planning committee
RACGP Green Book Review and Smoking Cessation working party
RACGP National Executive Committee on Standards for General Practices
National Primary Care Collaboratives Stakeholder and CVD expert working party
RACGP Quality in General Practice Committee
Influenza Specialist Group
SA Cancer Council General Practice Working Group
ANSWD Practice Nurses reference group
UNSW Teamwork Study Intervention Group
PEACH study (University of Melbourne) Steering Committee
Australian Nursing in General Practice Study (ANU/ADGP) Reference Group
VicPHCRED Statewide Advisory Committee
National Prescribing Service Nurse Working Group
NSW Cancer Institute General Practice Working Group
National Primary Healthcare Partnership (ADGP secretariat)
UNSW Smoking Cessation project
National Asthma Council GP and Allied Health Professional Asthma Education Program 2006-9
National Asthma Council Asthma Care Models project
RCNA Antenatal project advisory committee
Cancer Australia Quality and Professional Development National Advisory Group
AGPN Practice Nurse Mentoring project
National Heart Foundation GP Advisory group
Cancer Australia QPDNAG Cancer Care Plan working group
AGPN - Chronic Disease Management Organisational Kit Reference Group
Cancer Council SA - Primary Health Care Working Group
AGPN - Pregnancy Lifescripts Reference Group and Steering Committee

Six Best Practice Awards won

Best Practice Awards

For its second year, the APNA Best Practice Awards were once again run culminating in a presentation dinner held in Melbourne on 26 May 2007. Based on the success of the 2006 program, the number of award categories on offer was doubled to six. As per 2006, each category was sponsored by a commercial third party to the value of \$5000, which was awarded to each winner to further their continuing professional development. The six award categories and winners were:

The Winners



L-R Sharon Kirkham, Pan Beard, Meredith Prestwood, Cathy Gray, Tracey Wilson and Hayley Haggerty.

Sponsor	Award Category	Winner
Sanofi	Sanofi Pasteur Best Practice Award for Immunisation	Catherine Gray, NSW
Lilly	Lilly Diabetes Best Practice Award for Chronic Disease Management	Tracey Wilson, VIC
CSL	CSL Biotherapies Best Practice Award for Women's Health	Hayley Haggerty, VIC
Hartmann	Hartmann Best Practice Award for Wound Management	Meredith Prestwood, TAS
Servier	Servier Award for Innovation and Commitment to the Nursing in General Practice Profession	Pamela Beard, VIC
AGPAL	AGPAL Best Practice Award for Quality Management in General Practice	Sharon Kirkham, NSW

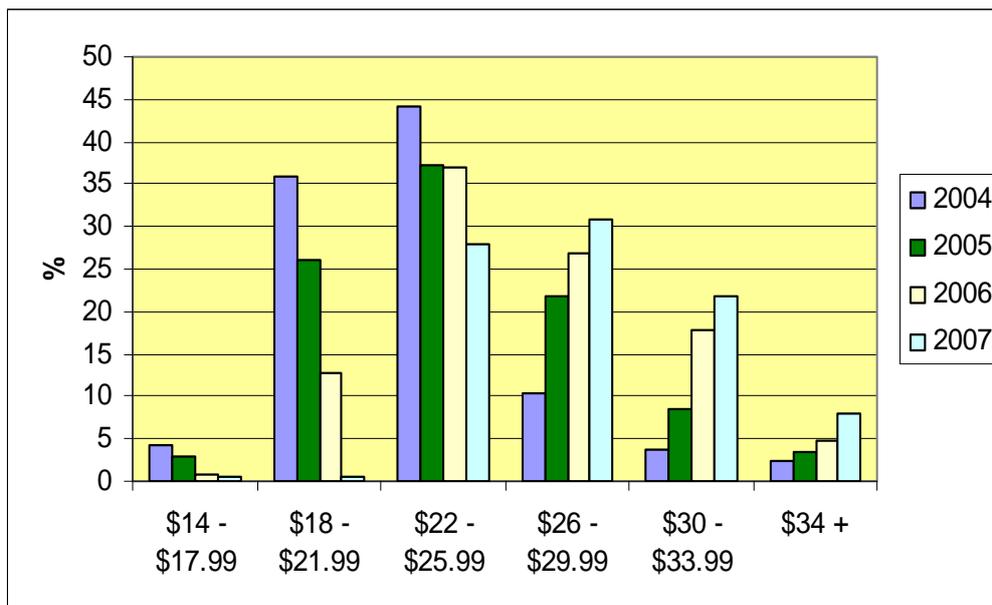
Supporting Members to Become Empowered

Salary and Conditions Survey

For its third year, APNA conducted the Salary and Conditions Survey. Though APNA is not an industrial body the information collected is disseminated to all members as benchmarking tool. In 2007, the survey results also received a positive media response with more than 4 articles written about the results. This is a positive step in highlighting the large discrepancies in practice nursing wages.

The average hourly rate for registered nurses/Division 1 nurses working in general practice has risen again to \$27.65 in 2007, leading to an overall rate increase since 2004 that is higher than CPI increases. However as there is still no correlation between experience, qualifications and roles and the hourly rate, considerable work needs to be done to define the career path for practice nurses—both for the nurse and for the employer.

Graph of hourly salary rates by year



Newsletter

The *APNA News* is the highest rating member service that APNA undertake. Published quarterly, APNA endeavour, through the Communications committee, to ensure the newsletter is highly relevant, has a spread of clinical and professional information, and helps members to feel connected with the APNA and its activities.

Third annual Salary and Conditions Survey conducted

National average increased to \$27.65/hour

Quarterly Newsletter still most popular Member Benefit

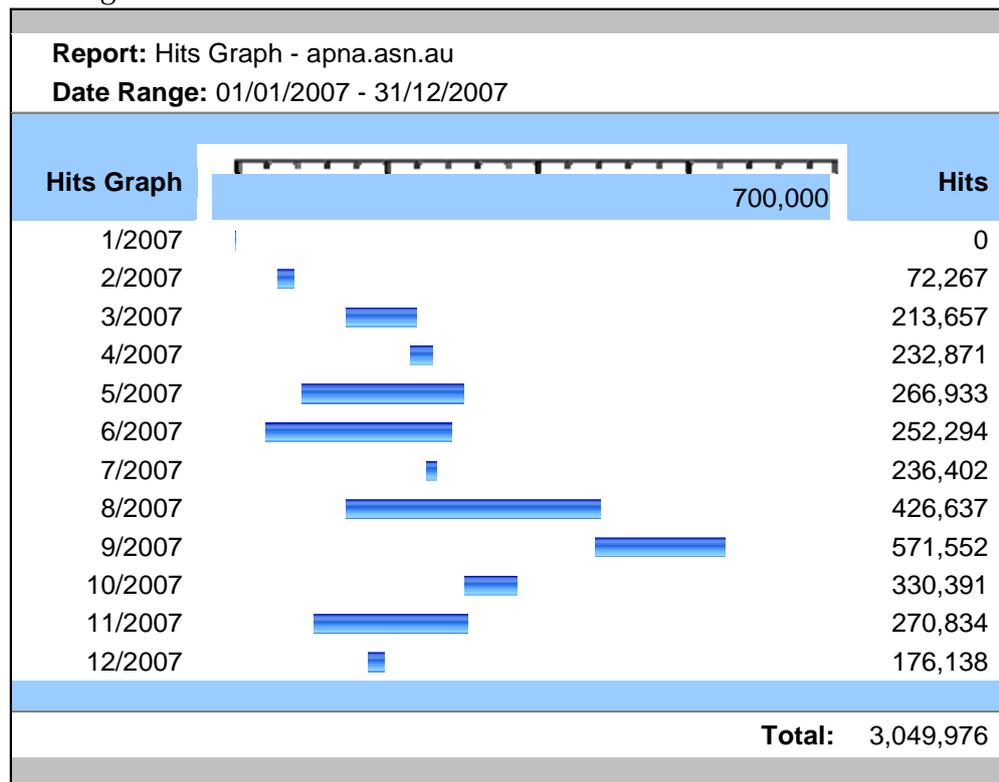
Over
3 Million
Hits
in 2007

Website and Electronic Communications

Website

The new APNA website, which went live in February 2007, has proven a great success and an excellent resource for members, with over 3 million website hits to the end of December 2007. The APNA website is now the number one rated result in the search “practice nurses” on popular search engines Google and MSN. In 2007 several enhancements were added to the website including online registration and payments, a member’s resource library, regular events and news updates, an online career centre and the beginnings of a lively member discussion board. In conjunction with the fortnightly e-news email newsletter, which allows APNA to link members directly to relevant areas of the website, our electronic communication with members has grown significantly throughout the year.

Going into the future, APNA will capitalise on this growth with a strategic focus on developing new and innovative opportunities in the networking and electronic communications environment.



81% of
members
regularly
read the
E-News

E-News

The electronic newsletter was distributed fortnightly to all members with an active email address, all editions are then available for members via the APNA website. 81% of respondents of the 2007 Member Satisfaction Survey reported regularly reading the E-News.

AUSTRALIAN PRACTICE NURSES ASSOCIATION INC.

ABN 30 390 041 210

FINANCIAL REPORT SUMMARY

OPERATING RESULT FOR THE YEAR ENDED 31 DECEMBER 2007

The net loss of the association for the year amounted to \$38,827 compared to a surplus of \$20,379 in 2006.

Revenue

Overall revenue increased by 8% from 2006 levels.

- Revenue from Membership increased by 47% from 2006.
- Government Grants fell as a result of the APNA Seed Funding Grant finishing in April 2007. Increased Sponsorship and the introduction of Online Course Registration is reflected in the increase to Other Revenue.

Expenditure

The overall increase in expenditure in 2007 of \$138,978 compared to 2006 figures was due to:

- 35% increase in staff costs
- 32% increase in Administrative expenses with Legal Fees, Postage, Travel and Accommodation cost lines rising significantly. The introduction of new products and services and Workshop costs also accounted for the additional 2007 expenditure.

Current Assets

Current Assets have increased by 12.5% in 2007 primarily due to additional Cash on deposit at the end of the year.

Current Liabilities

Current Liabilities have increased from 2006 to 2007 by 21%.

- Trade and Other payables decreased at the end of 2007 by 45% compared with 2006. The higher 2007 figure for Grants in advance represents money received for Round 4 Practice Nurses Scholarships but not yet expended.

Equity

Total Equity at 31 December 2007 represents the net gain or profit from activities since APNA commenced.

The movement in total equity from 2006 to 2007 represents a 57% decrease and equates to a \$38,827 Operating loss for the 2007 financial year.

Cash Flow Statement

Cash flow from Operating Activities increased by \$23,310 from 2006 to 2007.

Receipts from Membership increased by 47%, Government Grants received increased by 20% and Other Receipts (including Sponsorship and online course registrations) increased by 645%

The net increase in Cash held from 2006 to 2007 is \$38,145

Please note that this is a concise financial report which is an extract from the Full Financial Statements. This concise financial report cannot be expected to provide as full an understanding of financial performance, position and financing and investing activities as the full financial report. Detailed information can be obtained from the full financial report which is available from APNA on request.

Belinda Caldwell—Chief Executive Officer
03 9614 7777

AUSTRALIAN PRACTICE NURSES ASSOCIATION INC.

ABN 30 390 041 210

FINANCIAL REPORT SUMMARY**INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2007**

	2007 \$	2006 \$
Revenue		
Membership fees	187,054	127,521
Government grants	666,492	809,502
Interest revenue	30,462	16,188
Other revenue	187,495	38,520
	<u>1,071,503</u>	<u>991,731</u>
Expenditure		
Employee expenses	342,887	254,533
Depreciation expenses	7,822	7,059
Finance costs	7,317	5,803
Advertising expenses	41,225	38,882
Workshop expenses	53,307	14,720
Scholarships	349,519	404,239
Program costs	90,976	80,653
Administration expenses	217,277	165,463
	<u>1,110,330</u>	<u>971,352</u>
Profit before income tax	<u>(38,827)</u>	<u>20,379</u>
Income tax expense	-	-
Net result for the period	<u>(38,827)</u>	<u>20,379</u>

AUSTRALIAN PRACTICE NURSES ASSOCIATION INC.

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FINANCIAL REPORT SUMMARY**BALANCE SHEET AS AT 31 DECEMBER 2007**

	2007 \$	2006 \$
CURRENT ASSETS		
Cash and cash equivalents	586,633	524,472
Trade and other receivables	6,681	1,135
Other assets	1,393	2,969
Total current assets	<u>594,707</u>	<u>528,576</u>
NON-CURRENT ASSETS		
Property, plant and equipment	20,000	24,861
Total non-current assets	<u>20,000</u>	<u>24,861</u>
TOTAL ASSETS	<u>614,707</u>	<u>553,437</u>
CURRENT LIABILITIES		
Trade and other payables	86,065	155,211
Grants in advance	481,079	321,358
Provisions	17,850	8,328
Total current liabilities	<u>584,994</u>	<u>484,897</u>
TOTAL LIABILITIES	<u>584,994</u>	<u>484,897</u>
NET ASSETS	<u>29,713</u>	<u>68,540</u>
EQUITY		
Accumulated surplus	29,713	68,540
TOTAL EQUITY	<u>29,713</u>	<u>68,540</u>

AUSTRALIAN PRACTICE NURSES ASSOCIATION INC.

ABN 30 390 041 210

FINANCIAL REPORT SUMMARY**STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 DECEMBER 2007**

	Retained Surplus \$	Total Equity \$
Total equity at 1 January 2006	48,161	48,161
Surplus for the year	20,379	20,379
Total equity at 31 December 2006	68,540	68,540
Surplus (Deficit) for the year	(38,827)	(38,827)
Total equity at 31 December 2007	29,713	29,713

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2007

	2007 \$	2006 \$
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from members	205,760	140,273
Government grants received	908,834	756,883
Other receipts	200,719	31,084
Interest received	30,462	16,188
Payments to suppliers and employees	(1,280,653)	(902,616)
Net cash flows from operating activities	65,122	41,812
CASH FLOWS FROM INVESTING ACTIVITIES		
Proceeds from sale of property, plant & equipment	-	351
Payments for property, plant and equipment	(2,961)	(18,147)
Net cash flows from investing activities	(2,961)	(17,796)
Net increase/(decrease) in cash held	62,161	24,016
Cash at the beginning of the financial year	524,472	500,456
Cash at the end of the financial year	586,633	524,472

AUSTRALIAN PRACTICE NURSES ASSOCIATION INC.

ABN 30 390 041 210

FINANCIAL REPORT SUMMARY

STATEMENT BY DIRECTORS

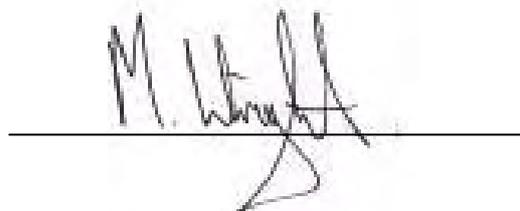
In the opinion of the Board of Directors the financial report:

1. Presents a true and fair view of the financial position of Australian Nurses Association Inc. as at 31 December 2007 and its performance for the year ended on that date in accordance with Australian Accounting Standards, mandatory professional reporting requirements and other authoritative pronouncements of the Australian Accounting Standards Board.
2. At the date of this statement, there are reasonable grounds to believe that the Association will be able to pay its debts as and when they fall due.

This declaration is made in accordance with a resolution of the Board of Directors.



Annemarie Matyear
President



Maurice Wrightson
Director

Dated this 15th day of April 2008.

Please note that this is a concise financial report, which is the extract from the financial report. The financial statements and disclosures in this concise financial report cannot be expected to provide as full an understanding of financial performance, position and financing and investing activities as the full financial report.

Detailed information can be obtained from the full financial report which is available free of charge on request.

Please contact APNA's accountant if you would like to obtain a full financial report:

Accountant
Dinusha Nanayakkara
03 9614 7777
accounts@apna.asn.au

**INDEPENDENT AUDIT REPORT
TO THE MEMBERS OF THE AUSTRALIAN PRACTICE NURSES ASSOCIATION INC.**

Report on the summarised financial report

The accompanying summarised financial report of Australian Practice Nurses Association Inc. comprises the balance sheet as at 31 December 2007, the income statement, statement of changes in equity and cash flow statement for the year then ended, derived from the audited financial report of Australian Practice Nurses Association Inc. for the year ended 31 December 2007, and the discussion and analysis. The summarised financial report does not contain all the disclosures required by the Australian Accounting Standards.

Directors' responsibility for the concise financial report

The directors are responsible for the preparation and presentation of the summarised financial report. This responsibility includes establishing and maintaining internal control relevant to the preparation of the summarised financial report; selecting and applying the appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's responsibility

Our responsibility is to express an opinion on the summarised financial report based on our audit procedures. We have conducted an independent audit, in accordance with Australian Auditing Standards, of the financial report of Australian Practice Nurses Association Inc. for the year ended 31 December 2007. Our audit report on the financial report for the year was signed on 15 April 2008 and was not subject to any modification. The Australian Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report for the year is free from material misstatement.

Our procedures in respect of the summarised financial report included testing that the information in the summarised financial report is derived from, and is consistent with, the financial report for the year, and examination on a test basis, of evidence supporting the amounts, discussion and analysis, and other disclosures which were not directly derived from the financial report for the year. These procedures have been undertaken to form an opinion whether, in all material respects, the summarised financial report is consistent with the annual statutory financial report from which it is derived.

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

Independence

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

Auditor's opinion

In our opinion, the information in the summarised financial report is consistent with the annual statutory financial report from which it is derived and upon which we expressed an unqualified audit opinion to the members dated 15 April 2008. For a better understanding of the scope of the audit this report should be read in conjunction with our audit report on the annual statutory financial report.

Signed at Melbourne

Dated this 15 day of April 2008.

W H K Day Neilson

WHK Day Neilson

M Crossley

Margaret Crossley
Partner

Total Financial Solutions

Offices at: Geelong, Werribee, Bellarine Peninsula,
Stawell, Ballarat and Ararat



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Inc no A0041415S

May 2008