



Australasian College of
Health Service Management

**Australasian College of
Health Service Management**

79TH ANNUAL REPORT

2024–2025

Vision, Mission and Values

Vision

Better leadership. Healthier communities.

Mission

Recognise, develop and support effective health leadership and management to deliver quality services and improve health and wellbeing.

Values

- Leadership
- Innovation
- Collaboration
- Learning
- Respect
- Community

The 2024–2025 Annual Report of the Australasian College of Health Service Management.

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REGISTERED OFFICE

Level 1, Unit 11, 41–43 Higginbotham Road,
Gladesville NSW 2111
PO BOX 959, Ryde NSW 1680

ANNUAL GENERAL MEETING

This report was presented at the Annual General Meeting of the Australasian College of Health Service Management held on Tuesday 21 October 2025.

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Governance

College Board

Dr Neale Fong, FCHSM, CHE	President, Branch Councillor Director
Ms Elizabeth Koff AM FCHSM (Hon)	Vice President, Additional Director
Mr Michael Palassis, AFCHSM	Treasurer, Additional Director
Ms Angela Magarry, FCHSM, CHE	Branch Councillor Director (until March 2025)
Dr Tony Gill, AFCHSM, CHM	Branch Councillor Director (from April 2025)
Dr Karen Patterson, FCHSM, CHE	Branch Councillor Director
Prof Leonard Notaras, AO, FCHSM, CHE	Branch Councillor Director
Ms Alice Evans, FCHSM, CHE	Branch Councillor Director
Assoc Prof Christine Dennis, LMFCHEM CHE	Branch Councillor Director (until Dec 2024)
Ms Joanne Glover, FCHSM, CHE	Branch Councillor Director (from February 2025)
Mr Adam Stormont, FCHSM, CHE	Branch Councillor Director
Ms Jan Adams, FCHSM, CHE	President, ACHSM Aotearoa
Ms Kate Plowman, MCHSM	Additional Director
Prof Andrew Way, AM, FCHSM, CHE	Additional Director
Mr Cam Ansell, AFCHSM	Additional Director

Invitee

Dr Hok Cheung MA, FCHSM, CHE President HKCHSE

Branch Presidents

Mr Tony Gill, AFCHSM, CHM	Australian Capital Territory
Mr Christopher Horn, FCHSM, CHE	New South Wales
Prof Leonard Notaras, AO, FCHSM, CHE	Northern Territory
Dr Mark Avery, FCHSM, CHE	Queensland
Ms Joanne Glover, FCHSM, CHE	South Australia
Mr Adam Stormont, FCHSM, CHE	Victoria/Tasmania
Dr Neale Fong, FCHSM, CHE	Western Australia
Ms Jan Adams, FCHSM, CHE	President, ACHSM Aotearoa

Our Team

Head Office

Catherine Chaffey	Chief Executive Officer
Alison McCann	Executive Assistant to CEO/Programs Support Manager
Todd Shipp	Membership Manager
Richa Apte	Membership Administrative Officer
Erica Jones	College Events Manager
Nelly Mazaji	Administration Officer
Robin Dosoruth	Marketing & Communications Manager
Peta Forwood	Education & Certification Manager
Melissa Crook	Finance Manager
Leticia Whelan	HMIP Relationships Manager
Yaping Liu	Librarian

Australian Capital Territory/New South Wales

Juliana Kwong Executive Officer

Northern Territory

Justine Glover Secretary

Queensland

Tracey Silvester, FCHSM, CHE Executive Officer

South Australia

Lisa Hester Executive Officer

Victoria/Tasmania

Julie Owen, AFCHSM, CHM Executive Officer
Sharnee Trehan Administrative Officer

Western Australia

Ashleigh Copson Executive Officer

ACHSM Aotearoa

Cathy Cummings, FCHSM, CHM Secretary

HKCHSE

MA Yuen Ting Julie Honorary Secretary, HKCHSE

President and CEO's Report



Dr Neale Fong
FCHSM, CHE
PRESIDENT

On behalf of the ACHSM Board, thank you — every single one of you — for your ongoing support, engagement and commitment to the College throughout the past year.

We know that the past year has not been without its challenges. Health, aged, community, and social care leaders have had to steer through tightening budgets, workforce pressures, and shifting service demands. We see you. We thank you. And we know the expertise, resilience and compassion you bring to your roles has never been more essential. Your work matters — to your organisations, to your colleagues, and above all, to the communities and patients we all serve. As you look ahead, we encourage you to make space for your own wellbeing too — health leadership requires it.

Listening to you

In August 2024 we reached out to you, our valued members, for your guidance on how we can best support you going forward. To those who responded, thank you for your insight and observations. As we move forward we aim to expand our external engagement and advocacy for you as health professionals working in an increasingly complex environment. We also now more clearly understand the importance of cost effective professional development offerings to uplift our members and support your careers into the future.

Expanding our learning landscape

This year we placed a strong focus on expanding our learning offerings — and laying the groundwork for even greater opportunities ahead. Our new online learning platform marks a step change in how we support your career journey. From micro credentials to masterclasses, we are investing

in accessible, high-quality lifelong learning that adapts to the needs of today's busy health leaders.

Membership value in action

Membership at ACHSM is about more than just letters after your name or events— it's about meaningful connection and practical value. We've continued to grow our professional development programs, with strong participation across our webcasts, mentoring, and Facilitated Learning Groups.

We hope you've had the chance to attend an event, participate in a program, or simply reconnect with peers. These face-to-face moments — like those at our Annual Congress — remind us that while leadership can be lonely, we are never truly alone. It's in these conversations, these shared experiences, that the profession is strengthened. We also welcome Todd Shipp to the role of Membership Manager in May this year.

Certification and credentials: raising the standard

We continue to embed Certification at the core of our professional standards. This year saw strong uptake of the Certified Health Manager credential, with many of our Associate Fellows rising to meet the rigorous standards.

A new era of recognition was ushered in with the introduction of digital badges — for Certified Health Managers, Executives, all membership tiers, and those who complete key College programs. These digital credentials help health leaders stand out, and we encourage you to display yours proudly across LinkedIn and professional platforms. They are more than a badge — they're a beacon of trust, quality, and your commitment to excellence.



Catherine Chaffey
CHIEF EXECUTIVE OFFICER

President and CEO's Report (continued)

Fellowship growth and global impact

Fellowship remains a pinnacle of professional recognition. At the Annual General Meeting in October 2024, we were proud to welcome **63 new Fellows** — including:

- 33 from Australia
- 2 from New Zealand
- 3 International Fellows
- 12 from Hong Kong
- 8 via RACMA Dual Recognition
- 5 via Alternate Pathways

A sincere thank you to our examiners, study coordinators, and the entire Fellowship team. In particular, we acknowledge Chief Examiner **Prof Richard Olley**, Assistant Chief Examiner (Readings) **Sheree Lloyd**, and **John Rasa** for their tireless work supporting international and alternate pathway candidates.

The President and CEO visited a number of branches throughout the year (NT, SA, QLD, Vic/Tas, NSW, Aotearoa) and met with leaders from health in PNG to work on the forthcoming establishment of a branch there. We are also working with colleagues in Myanmar on a possible branch there in 2026/27 subject to political conditions. Our Hong Kong college continues to be a beacon of leadership in Hong Kong and the Greater Bay Area.

Academic partners and the next generation

The ACHSM Master Health Service Management Competency Framework remains the foundation of all our learning offerings — from HMIP to mentoring, accreditation and Fellowship.

This year, we expanded and renewed university program accreditations, reinforcing our strong partnerships with Australian and international universities, and with SHAPE. With the rollout of free student membership for those enrolled in ACHSM-accredited programs, we've seen a healthy growth in our student cohort — an

investment in the future of health leadership.

Journal and tribute

Our sincere thanks to **Mark Avery**, Chief Editor of the *Asia Pacific Journal of Health Management*, for another successful year of publication and thought leadership.

We also pause to remember **David Briggs**, former Chief Editor and long-standing advocate for the College, who sadly passed away last year. To honour, and in memory of, his contribution at the 2025 Congress we are commencing a David Briggs Oration.

Congress and regional highlights

Our events continue to showcase the depth and breadth of health leadership across the region:

- **More than 660 delegates** joined us in Brisbane for the *Asia Pacific Health Leadership Congress* — a high-energy, high-value gathering of peers, ideas and innovations.
- Our *March Conference* brought **220 health leaders** together in Melbourne to learn from some truly remarkable presenters.

New programs and professional growth

Our **Facilitated Learning Groups** such as *Clinician to Leader* and *Project Management* continue to resonate with members, offering focused and practical learning journeys.

And our digital online learning programs have experienced expanded demand too, including:

- **Leading Digital Health**
- **Finance for Non-Financial Managers**
- **Professional and Social Responsibility**

These targeted programs are just the beginning — expect even more in the coming few months.

Thank you to our sponsors

Our heartfelt thanks to all our sponsors from all of our branches

for their generous support — you make our programs possible. A special mention to **HESTA**, whose longstanding partnership has helped sustain and expand our work for many years.

A college built on contribution

None of this is possible without you — our members, volunteers, and leaders across the College community. Whether you serve on a Branch Council, a Committee, or simply show up to an event — thank you.

The strength of ACHSM lies in its people, and the diversity, commitment and insight you bring to the profession. Special thanks to our Branch Councillors and national Committee Chairs:

- **Michael Palassis** (Finance)
- **Graham Hyde** (Audit & Risk)
- **Angela Magarry** (Awards)
- **John Rasa** (Education & College Programs)
- **Elizabeth Koff** (Engagement & Advocacy)
- **Kate Plowman** (Governance)
- **Neale Fong** (Nominations)
- **Mark Avery** (Journal Editorial Advisory)

This year, we also farewell and thank **Christine Dennis** from the Board — your leadership and insight have left a lasting impact. We welcomed Jo Glover SA President to fill the casual vacancy.

In closing

To our College staff, thank you — your hard work underpins every achievement listed above. And to our CEO — your leadership continues to guide the College forward with strength and vision.

We are proud of what we've accomplished together. As we look toward the year ahead, we remain committed to growing a vibrant, future-focused College that supports, celebrates and elevates the profession of health management.

Let's keep raising the standard — together.

ACHSM presenters, speakers and sponsors July 2024 to June 2025

College webcasts

- **Adj Prof Jean-Frédéric Levesque**, Deputy Secretary, Clinical Innovation and Research and Chief Executive, Agency for Clinical Innovation at NSW Health
- **Professor Mark Cormack**, National Centre for Health Workforce Studies, Australian National University
- **Camilla Rowland**, Chief Executive Officer, Palliative Care Australia (PCA)
- **Mark Brommeyer AFCHSM CHM**, Senior Lecturer in Health Care Management, Flinders University
- **David Cox**, Managing Director, Curtin Heritage Living

ACHSM One Day Health Leadership Conference, RACV City Club, Melbourne, 21 March 2025

Speakers 2025

- **Andrew Dillon** – CEO, Australian Football League (AFL)
- **Dr David Hansen** – CEO and Research Director, Australian e-Health Research Centre, CSIRO
- **Cameron Schwab** – CEO, designCEO
- **Tom Symondson** – CEO, Ageing Australia
- **Debra Bourne FCHSM** – Chief Executive, Northern Health
- **Michael Krieg AFCHSM CHM** – Chief Executive, Mercy Health
- **Sheree Lowe** – Executive Director, The Balit Durn Durn Centre and Centre of Excellence for Aboriginal Families Wellbeing
- **Debby Blakey** – CEO, HESTA
- **Dr Paul Eleftheriou** – Principal, Nous Group
- **Daniel Pilbrow** – CEO, InteliCare
- **Lisa Fitzpatrick** – Secretary, Australian Nursing & Midwifery Federation (Victorian Branch)
- **Professor Mark Cormack** – Professor of Health System Policy, Australian National University
- **Lauren Cordwell**, CEO, Rural Workforce Agency Victoria (RWAV)
- **Susi Tegen**, Chief Executive, National Rural Health Alliance
- **Bill Appleby**, CEO, Albury Wodonga Health
- **Lauren Gale**, Director of Policy, Advocacy

& Strategy, Royal Flying Doctor Service Australia

- **Michael Hogan**, CEO, St John of God Bendigo Hospital
- **Chloe Shorten**, Chair, Centre for Digital Wellbeing
- **Annette Schmiede**, CEO, Digital Health CRC
- **Amy McKimm**, Former Chief Digital Health Officer, Alfred Health
- **Elizabeth Koff AM**, Managing Director, Telstra Health

2025 Melbourne One Day Conference sponsors

- Nous Group
- HESTA
- Australian Catholic University
- h-trak

ACHSM Asia Pacific Health Leadership Congress, Brisbane, 23–25 October 2024

Platinum sponsor

- Queensland Health

Platinum Education Partner

- Griffith University
- Bond University

Gold Sponsors

- HESTA
- Destravis Group

Key Event Sponsor

- Brisbane Australia

Bronze sponsors

- | | |
|-----------------------|--------------------------|
| • ACHS | • Personify Care |
| • Alcidion | • Pfizer |
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| • Cgov | • Serco |
| • Data Drives Insight | • Telstra Health |
| • Fire Up Coaching | • Telecare |
| • h-trak | • University of Tasmania |
| • Mindray Medical | • Wilhelm |
| • Nous | |

Board Directors 2024–2025



Dr Neale Fong
FCHSM, CHE MBBS DipCS MTS
MBA FAICD FAIM
President
Branch Councillor Director



Ms Elizabeth Koff AM
FCHSM (HON)
Vice President
Additional Director



Mr Michael Palassis
AFCHSM, B COM, LLB, GR DIP
APP FIN, M APP FI, F FIN
Treasurer
Additional Director



Ms Angela Magarry
FCHSM CHE RN CGFNS
BHA(UNSW) MPS(UNSW)
DIPLSHTMS MACN
Branch Councillor Director
(until March 2025)



Dr Tony Gill
AFCHSM, CHM
Branch Councillor Director
(from April 2025)



Dr Karen Patterson
FCHSM, CHE
Branch Councillor Director



**Prof Leonard Notaras
AO**
FCHSM, CHE
Branch Councillor Director



Ms Alice Evans
FCHSM, CHE
Branch Councillor Director
(from May 2024)



**Assoc Prof
Christine Dennis**
LMFCHSM CHE BA
NURSING MHSM DBA
Branch Councillor Director
(until December 2024)



**Assoc Prof
Joanne Glover**
FCHSM, CHE, MSC DMS
Branch Councillor Director
(from February 2025)



Mr Adam Stormont
FCHSM, CHE GAICD
Branch Councillor Director



Ms Jan Adams
FCHSM, CHE
President ACHSM Aotearoa



Ms Kate Plowman
MCHSM, BA, LLB (HONS)
Additional Director



Prof Andrew Way AM
FCHSM, CHE RN BSc (Hons) MBA
FAICD
Additional Director



Mr Cam Ansell
AFCHSM BBUS FAICD FICAA
RCA LREA
Additional Director

Board Invitee



Dr Hok Cheng MA
FCHSM, CHE
President HKCHSE



Catherine Chaffey
ACHSM
Chief Executive Officer

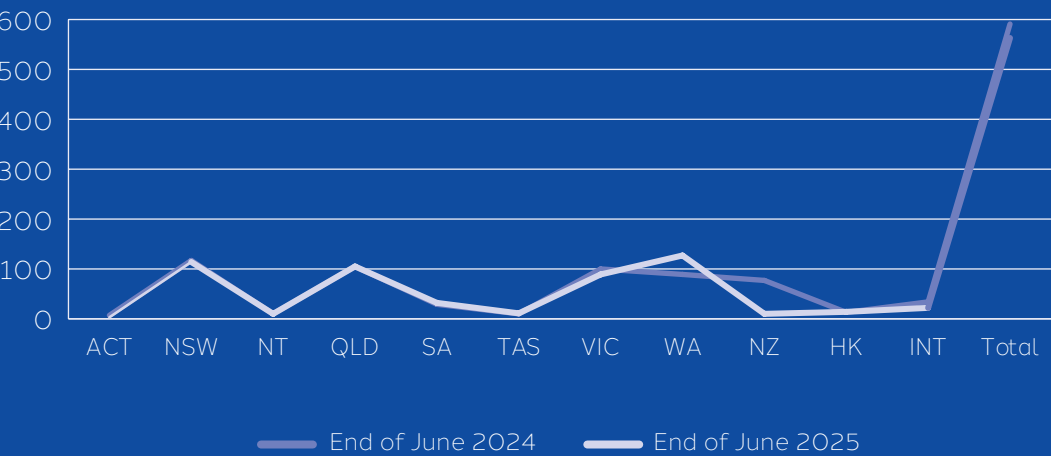
For all Board
Directors and
Invitees bios
please go to:
[achsm.org.au/
about-us/
board-of-directors](https://achsm.org.au/about-us/board-of-directors)

Membership Statistics

Membership growth

The 2025 Fellowship exam inducted 38 Fellows into the College from Australia and New Zealand and internationally, 12 from Hong Kong, 8 new RACMA Equivalency and 5 Alternative Pathway to Fellowship, a total of 63 new Fellows.

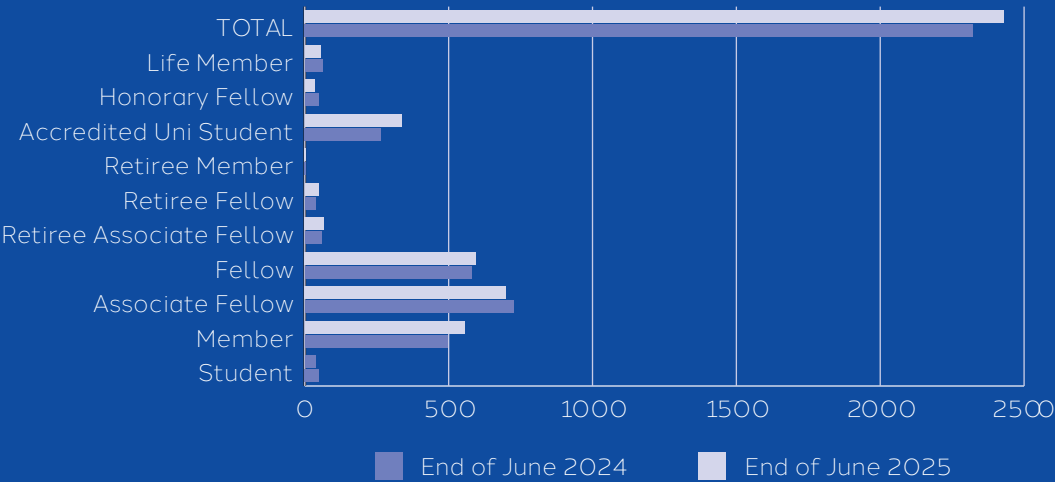
MEMBER CATEGORY	As of 30 June 2024	As of 30 June 2025
Student	49	37
Member	495	555
Associate Fellow	725	700
Fellow	579	595
Retiree Associate Fellow	59	67
Retiree Fellow	38	48
Retiree Member	4	4
Accredited Uni Student	265	336
Honorary Fellow	47	33
Life Member	61	55
TOTAL	2322	2430



New Members
End June 2024 **591**
End June 2025 **563**

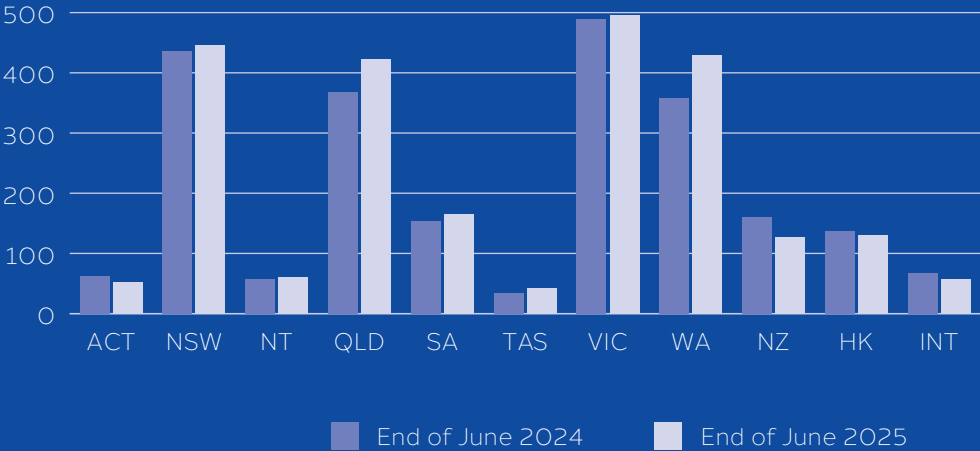
Membership Categories

The Associate Fellow category remains the largest group with the most number of members.



Branch Membership

The branches with the most number of members are Victoria and New South Wales.



Fellowship Graduates of 2024

This is the highest level of membership within the College. It demonstrates an ongoing commitment to excellence in health service management. Fellowship is gained by meeting the requirements set by the Board. The College would like to welcome the following members as new fellows of the College for 2024.

Australia

NSW

Ms Rhian Czech FCHSM
Ms Robyn Gasparotto FCHSM
Prof Reece Hinchcliff FCHSM
Mr Peter Turner FCHSM

NT

Dr Peter Cosman FCHSM
Dr Ruth Derkenne FCHSM
Ms Meredith Neilson FCHSM
Mr Matthew Sharland FCHSM

QLD

Dr Syed Khadri FCHSM CHE
Ms Katie Lyndon FCHSM CHE
Ms Rhonda Morton FCHSM
Ms Tanya Trevana FCHSM CHE
Mr Peter Wood FCHSM

VIC/TAS

Dr Ann Allenby FCHSM
Debra Bourne FCHSM
Ms Simonne Collins FCHSM
Mr Robert Forsythe FCHSM
Mr Lee Garwood FCHSM
Dr Andrew Lovett FCHSM
Mrs Jackie McLeod FCHSM
Dr Harish Raj Narandaran FCHSM
Dr Mazdak Zamani FCHSM CHE

SA

Dr Madhan Balasubramanian FCHSM
Ms Kirsty Delguste FCHSM
Dr Neill Kling FCHSM
Mrs Kyra Maher FCHSM

WA

Stacey Abbott FCHSM
Dr Michele Genevieve FCHSM
Mr Jeremy Higgins FCHSM CHE
Mr Brendon Hill FCHSM
Mrs Melody Miles FCHSM CHE
Mrs Jodie Omodei FCHSM CHE
Mrs Erin Wilson FCHSM
Dr Andrew Yeates FCHSM

Aotearoa

(New Zealand)

Mrs Esthe Davis FCHSM CHE
Ms Katie Latimer FCHSM

International Fellows

Dr Neeraj Bedi FCHSM CHE,
Madhya Pradesh – India
Dr Aung Pyae Kyaw FCHSM CHE, Myanmar
Miss Mya Zarli Thein FCHSM, Myanmar



Queensland Branch New Fellows with Branch Council and Chief Examiners



President Jan Adams, Past President Cathy Cooney, Silver Fern Winner Jalal Mohammed and Esthe Davis and Katie Latimer New Aotearoa/NZ Fellows.

Alternate Pathway to 30 June 2025

Within the Australasian College of Health Service Management Fellowship is the peak membership level. It represents the recognition by your peers of your experience, competence and contribution to the profession of health leadership.

Congratulations to:

NSW: Dr Jennifer Bichel-Findlay

VIC/TAS: Adamm John Ferrier

VIC: Dale Fisher

WA: Mrs Elizabeth MacLeod

NZ: Clare Randall

SA: Ms Heidi Silverston

TAS: Mr Mark Upton

WA: Mr Jeffrey Williams

TAS: Clinical Associate Professor
Antonio Xabregas

RACMA Fellows to 30 June 2025

The ACHSM Board agreed (at its meeting on 28 January 2015) that the Royal Australasian College of Medical Administrators (RACMA) was a similar organisation to ACHSM for the purpose of Rule 10.9.2 of the Rules under the Constitution of the College and that therefore Fellows of RACMA may be accepted as a Fellow of ACHSM.

Congratulations to:

SA: Dr Emily Kirkpatrick

NSW: Dr Cameron Korb-Wells

WA: Dr Francis Lee

QLD: Dr Yogesh Dhruvendra Kanoobhai Mistry

QLD: Dr Eugene Wong

Hong Kong College of Health Service Executives | Dual Fellowship

Mr CHIEN Samuel FCHSM Mr LO Wing Tong FCHSM

Ms KWAN Ching Man
Queenie FCHSM Dr LAM Wing Kuen FCHSM

Ms TSANG Yuen Lam
FCHSM Dr LOPES LAO Edmundo
Patricio FCHSM

Dr PONG Chiu Fai FCHSM Dr LUK Hi Kwan Bronya
FCHSM

Mr WONG Lap Tai FCHSM Mr NG Man Keung FCHSM

Dr YIP Wai Man FCHSM Mr YIP Yuk Chiu FCHSM

Dr Geoffrey Lieu and Dr David Briggs AM Award for Excellence

The Hong Kong College of Health Service Executives and the Australasian College of Health Services Management award the Dr Geoffrey Lieu and Dr David Briggs AM Award for Excellence in the 2024 Hong Kong College of Health Service Executives Fellowship Examinations to:

Samuel Chien FCHM
Kwan Ching Man Queenie FCHSM
Dr Lam Wing Kuen FCHSM

Certification

The following members have completed the certification program in 2024 having completed all requirements:

NSW: Michelle Azizi FCHSM CHE

WA: Dr Michele Genevieve FCHSM CHE

SA: Joanne Glover FCHSM CHE

WA: Brendon Hill FCHSM CHE

NZ: Katie Latimer FCHSM CHE

VIC: Leonie Lloyd FCHSM CHE

TAS: Rick L Monty AFCHSM CHM

WA: Trulie Pinnegar AFCHSM CHM

QLD: Gayle Snyder AFCHSM, CHM

WA: Matthew Wells AFCHSM CHM

QLD: Kate Wylie AFCHSM CHM

Awards and Prizes 2024

Gold Medal

The College Gold Medal is awarded annually for outstanding achievement to the College and health management in general. Congratulations are extended to:

Associate Prof Christine Dennis LMFCHSM CHE, SA



Life Membership

Life Membership to the College is an award and honour that is bestowed by the Board after a Branch Council nomination. Congratulations to the Life Membership recipient for 2024:



Dr Richard Olley
FCHSM CHE
QLD

ACHSM Fellowship Excellence Award

The ACHSM Fellowship Excellence Award for 2024 was awarded to :



Dr Andrew Yeates
FCHSM (right)
WA

Honorary Fellowship 2024

Nominees' qualities include demonstration of the following:

Currently holding a key role in the health system and making a notable contribution to health services. This award provides recognition of this contribution. A nominee will have an outstanding reputation in the health system and will be supportive of the College and its objectives.

This year the following Honorary Fellowships have been bestowed upon:



Prof Paul Kelly

Chief Medical Officer and Head of the interim Australian Centre for Disease Control

Adjunct Associate Prof Robyn Collins

Board Chair of South Metropolitan Health Service



Prof Anthony Lawler

Deputy Secretary, Health Products Regulation, DOHA, Department of Health, Head of T.G.A, Department of Health and Aged Care

Student Prizes

The College offers awards for academic achievement and excellence in the study of health services management. Congratulations are extended to the following:

2023

The Grace Suleau Prize

- for the best grade point average in an undergraduate course in health management:

**Sophia Delvecchio –
Western Sydney University**

CONGRATULATIONS TO ALL OUR WORTHY WINNERS!

Need to know more?

For more information on awards and prizes, please email Alison McCann, National Programs Support Manager:
alison.mccann@achsm.org.au or
call (02) 8753 5111.

2024

The Ian Brand Prize

- for the best grade point average in a master's course in health management. We have three winners for the Ian Brand Prize:

Mr Kosta Katsaros – Griffith University
Ms Adelaide Michael – Griffith University
Andrew Lawlor – University of New South Wales

The Anthony Suleau Prize

- for the best grade point average in a postgraduate diploma course in health management. This year's winner is:

**Shirlynn Yunde Cai –
University of New South Wales**

The Grace Suleau Prize

- for the best grade point average in an undergraduate course in health management, this year's winner is:

**Nicole Kim Green –
University of New England**

Branches in Review

New South Wales

Branch Council

The NSW Branch council seeks to maintain its focus on supporting the strategic priorities of the College at a state level. Our delivery of a series of strong professional development events helps the College advance professionalisation of health care management in a way that enhances membership value, and the shift to online delivery of these events has helped the College grow new frontiers for expansion and influence. The establishment of the NSW Branch Leadership Recognition Awards has helped grow the profile of the College and builds on our goal to be recognised as the voice for healthcare leaders and managers.

Professional development

NSW Branch professional development offerings have continued to evolve and mature since shifting to predominately online event delivery.

Throughout the year, NSW Branch council ran several professional development and networking events, including:

- Healthcare systems transformations: is there a model of convergence? Australia focus. Speaker: Prof Francesco Paolucci
- Patient Experience Measurement: Enhancing Healthcare Quality through Deep Insights. Speaker: Corey Adams
- 2023/24 ACHSM NSW Branch Leadership Recognition Awards. Speakers: Cathy Balding and Karen Luxford
- Healthcare systems transformations: is there a model of convergence? Netherlands focus. Speaker: Prof Francesco Paolucci
- Designing and Implementing Effective Patient Experience Measures for Quality Improvement. Speaker: Corey Adams

- From losing sleep as an obstetrician to losing sleep as a politician. Exclusive evening event with Dr Michael Holland MP
- What's on the horizon for Regional Health NSW; a leadership conversation for health managers and leaders. Speakers: Stewart Dowrick and Brendon Cutmore
- NSW Single Front door Program – improving access to care closer to home. Speaker: A/Prof Dr Amith Shetty
- Healthcare systems transformations: is there a model of convergence? Germany focus. Speaker: Prof Francesco Paolucci
- Quality Improvement the Science of Process Management. Speakers: Assoc Prof Bernie Harrison and Katie Robinson
- NSW Health's net zero transition. Speaker: Dr Kate Charlesworth
- ACHSM NSW member networking event
- NSW Health – Efficiency Improvement & Support Team. Speaker: Anna Ong
- Formal Complaints against Clinicians. Speaker: Dr Maria Li
- What Regulators Expect and How To Approach Them
- A value-creation approach to quality and safety: experience from the implementation of Calvary's Speak Up for Safety program. Speaker: Jane Graham
- Global Healthcare Outlook 2025. Speaker: Sara Siegel
- ACHSM Accelerate Action 2025
- Celebrating International Women's Day

The NSW Branch council sincerely thanks all those involved in presenting, organising and supporting these events.

Fellowship program

Rhian Czech, Robyn Gasparotto, and Peter Turner were successful in their examinations and have been awarded Fellowship.

Dr Jennifer Bichel-Findlay was successful in achieving Fellowship by Alternate Pathway. Dr Cameron Korb-Wells and Dr Andrew White received RACMA Dual Recognition.

We congratulate the 2024 Fellows on their achievements. Four NSW Associate Fellows are enrolled in the 2025 Fellowship Program.

Branch sponsors

The NSW Branch would like to formally acknowledge the support of our lead sponsor, Deloitte. We'd particularly like to thank Wendy Lai and the team at Deloitte for hosting this year's NSW Branch Leadership Recognition Awards event.

We also recognise the ongoing sponsorship of HESTA. HESTA's long running support has been invaluable to our branch, with HESTA's Client Partnership Manager, Morgan Houston, demonstrating great commitment and enthusiasm for NSW Professional Development activities. We welcome George Enayah to the Client Partnership role and look forward to continuing to undertake valuable work together.

Thank you to Alison Choy Flannigan FCHSM (Hon) and her team at Hall & Wilcox. Alison's facilitation of regular in-kind support of professional development and branch events has been invaluable. In addition, Alison's attendance and knowledge sharing at many of these events has helped enrich the overall experience for those in attendance, along with her contribution to the College as a mentor.

We want to thank all our sponsors and look forward to collaborating with them in the future.

Mentoring program

28 mentoring pairs completed the 2024/25 NSW/ACT mentoring program. The 2025/26 program has 24 mentoring pairs.

Thanks and acknowledgment

I would like to thank my fellow Councillors and NSW Executive Officer, Alison Fellows who finished in the role in December 2024, for their time, commitment, and collaborative effort to achieve our FY24-25 goals.

Christopher Horn FCHSM CHE
New South Wales Branch President

Health Management Intern Program (HMIP) 2024–2025 New South Wales

The NSW HMIP 2025 cohort is made up of five first year and six second year interns placed in a range of NSW Health entities, Commonwealth (IHACPA) and other Health organisations.

First Years

- Umut Akturk – WentWest PHN
- Adam Albert – Independent Health and Aged Care Pricing Authority
- Lucy Carman – Justice and Forensic Mental Health Network
- Catherine Guan – Agency for Clinical Innovation
- Hisham Hoblos – WentWest PHN

Second Years

- Tiffany Ball – Mid North Coast Local Health District
- Monica Fajks – Far West Local Health District
- Anja Ivkovic – Macquarie Health
- Grace Jung – NSW Ambulance
- Karen Li – Macquarie Health
- Nicholas Minns – Far West Local Health District

We would like to acknowledge and thank the placement organisations for their ongoing support of the program and these interns.

Professional development

The HMIP Orientation day was held on 20th January 2025 at the Hall & Wilcox Lawyers offices. The first years attended for the morning to learn about the internship, the enrolment process with the current academic provider, Griffith University, and the ACHSM Competency Assessment tool and process.

The second year interns joined in the afternoon to become acquainted with the first year interns, and the cohort have developed an excellent supportive relationship.

The first professional development day was held in April with a face-to-face workshop on the Legal Aspects of Healthcare by Alison Choy-Flanigan, a partner at Hall and Wilcox.

Professional Development workshops for the rest of the year include the topics of leadership, engaging and influencing others, strategy and planning, achieving innovation in healthcare, resume writing and interview skills, career mapping, coaching and personal branding. We are also very grateful to Griffith University (our new University partner for the first-year interns) for generously delivering a number of professional development sessions this year.

The interns are looking forward to the 2025 Congress which is being held in Darwin this year.



NSW Branch Councillors, mentors, 2025 Graduating interns and current first and second year interns (L to R)

Standing – Karen Patterson, Nicholas Raymer, Umut Akturk, Karen Li, Anja Ivkovic, Rob Brown, Hisham Hoblos, Curtis Dickson, Christopher Horn, Olivia Sice, Peter Turner, Kelly Zhou, Andrew Newton, Nicholas Minns, Rhian Czech, Tiffany Ball, Peter Lam, Monica Fajks, Laura Zhang, David Lim

Front row – Adam Albert, Catherine Guan, Grace Jung, Leticia Whelan, Lucy Carman

Recruitment for the 2026 intake

Recruitment for the 2026 Program will commence in July, with a target of a minimum of ten first year Interns to commence in 2026. An invitation will be issued to all NSW Health entities to participate in the 2026 intake, in addition to encouraging current placement organisations to continue supporting the development of health leaders by again hosting an intern in 2026. This intake will also see the introduction of a new entry pathway targeted at experienced health managers who hold a clinical or corporate Masters qualification, but who have not completed studies in Health Management and Leadership.

Graduation

The Graduation Ceremony was held on Friday 4th April 2025 at Hall & Wilcox Lawyers function room where we celebrated the graduation of the 2023/24 cohort – Curtis Dickson, Htet Aung Kyaw, Olivia Sice and Kelly Zhou. The event was well attended by placement organisations, mentors, family members and friends. The Kevin Dodd Oration was given by Brad Astill, Chief Executive, Nepean Blue Mountains Local Health District. The Stan Williams Young Leader award was awarded to Curtis Dickson with the Graduates response provided by Olivia Sice.

Establishment of the ACHSM Early Career Health Managers Network

One of the outcomes of the 2024 evaluation of the HMIP was a recommendation to establish an Early Career Health Managers Network, to provide support and networking opportunities to health managers in the first ten years of their career. This Network has been established with the assistance of three 2024 HMIP graduates (Maleeha Altaf, Sophie Conrade, and Stephanie Kelly), who are very enthusiastic about the support we can provide to better support graduates of programs like the HMIP and those entering the health manager workforce. Three face to face Networking events have so far been convened (August, November and April), and there are over 60 students and managers on the contact list. These events have been generously sponsored by HESTA and Hall and Wilcox, and we are so grateful for their ongoing support and commitment to supporting our future health leaders.

Leticia Whelan

**NSW Health Management Intern Program (HMIP)
Relationship Manager**

Branches in Review

Australian Capital Territory

Branch Council

The ACT Branch Council for 2024/25 was:

Branch President:

Dr Tony Gill AFCHSM, CHM

ACT Board Director/Branch representative:

Angela Magarry FCHSM, CHE

Professional Development Coordinators:

Colonel Elisabeth Barnett FCHSM, CHE
Rachel Yates AFCHSM, CHM

Councillors:

Rosemary Kennedy LMFCHSM, CHE
Suzanne Greenwood MCHSM
Dr George Georgiadis AFCHSM, CHM
Antonio Di Dio AFCHSM
Ian Bull AFCHSM, CHM

Professional development

The ACHSM Branch of the ACT delivered high-quality events in the 2024/25 financial year. Event speakers and themes included:

Jo Cameron, Director, Research and Product Review, National Blood Authority spoke about an overview of the role of the National Blood Authority and how we manage supply and demand of blood and blood related products nationally and in the global context. This will include discussion around recent unprecedented demand for products, how we supply and fund them, and challenges faced during the pandemic and into the future.

Professor Michael Kidd AO FAHMS, Foundation Director, International Centre for Future Health Systems, University of New South Wales, Professor of Global Primary Care and Future Health Systems, University of Oxford discussed how this research, policy and advocacy centre will engage in health systems reforms with a specific focus on equity, hospital and primary care transformation, digital innovation, health workforce, climate change and future pandemic planning.

Dr Nicole Higgins, President, The Royal Australian College of General Practitioners (RACGP) spoke about competing interests, complexity of practice, workforce challenges, resource allocation, AI and Cybersecurity.

Dr Kerrie Aust FRACGP MChD BAu BSc DCH

General Practitioner and President of The Australian Medical Association (ACT) where Dr Aust discussed applying principles of emotional intelligence in the workplace to improve culture.

Terry Slevin, CEO, Public Health Association of Australia, discussed and reflect on the state of Public Health in Australia – it's progress challenges and opportunities.

ACHSM ACT networking event – Face to Face

Susi Tegen, Chief Executive, National Rural Health Alliance spoke about the National Rural Health Alliance looks at the whole picture about the health of rural communities, what is needed, what works and what needs further support. Local communities have the solutions to their health needs and with appropriate funding and prioritising, governments can be using what we know as a rural health expenditure deficit to build up rural communities, allow them to administer place based solutions and thrive.

The ACT branch council wishes to sincerely thank all those who contributed to the success of these events as presenters, organisers and audience members.

Branch sponsors

The ACT Branch continued their sponsorship agreements with HESTA during this reporting period. The ACT Branch thanks HESTA and Client Partnership Manager, Rachel Dobing, for their continued support and investment in our branch.

Mentoring program

The 2024/25 program has 28 mentoring pairs.

Thanks and acknowledgment

The Branch acknowledges the work of its Councillors for their time, commitment and collaborative effort to achieve our FY24–25 goals.

Dr Tony Gill AFCHSM CHM

Australian Capital Territory Branch President

Branches in Review

Victoria/Tasmania

Branch Council

Adam Stormont remained in the role as Branch President for 2024-25. Adam was supported by Mark Upton as Vice President, Adam Sacks as Treasurer and Nonie Chan as Secretary. Adam Stormont is also the Victorian/Tasmania representative on the Board of the College. Election of councillors this year saw an increase in the numbers of Councillor positions on Branch Council. In addition to those above John Kirwan, John Rasa, Paul Butler, Marg Way, Hayden Fletcher, Angela Jacob, Melita Ryan, Hannah Kennedy, Cassie Moore, Hanan Khalil, Hayden Fletcher, Usman Iqbal, Ahmed Gharib, Debra Benger, Colin Hackwood and Viney Joshi also provided invaluable direction of the Branch's activity. Also invited to the Council were the co chairs of the Emerging Health Managers special group Ren Cazar and Lucy Sutherland. We thank each Councillor for their contribution over the past year. During the year we also farewelled Scot Gibbings and Bruce Weston. We thank these Councillors for their contribution to Branch activities.

The Victorian/Tas Branch Council maintained its support of the College strategic priorities. Council was represented at the Colleges' Remote and Rural Health special interest group by John Kirwan and on the National Education Committee by John Rasa.

Professional development

Professional development is considered a major activity of the Branch and continues to be supported as an important service we provide to our members. In recognition of this, Council established an Event and Education Committee whose members were Hayden Fletcher (Chair), Hanan Khalil, Mark Upton, Usman Iqbal, Ahmed Gharib, Cassie Moore and Hannah Kennedy. This allowed the delivery of a series of strong professional development events assisting the advancement of professionalisation of health care management in a way that enhances membership value. The shift to online delivery of these events has helped the college grow new frontiers for expansion and influence. Webcasts were provided free to members where up to 600 people were registered for some webcasts. In addition, a series

of highly successful workshops were conducted. A total of five webcasts were held by the Vic/Tas Branch. In addition, two face to face Breakfast events were held during the year. The very successful December Face to Face Breakfast Forum presented by Euan Wallace, Secretary for Health Victoria, provided some thought provoking discussion. Our regional event was held in Traralgon this year with great success. Thanks go to Angela Jacob for her organisation.

Finally, thank you to the newly invigorated Emerging Health Managers Group who had a very successful networking event in June.

Fellowship program

Fellowship was gained by nine candidates in 2023. This year successful candidates were invited to receive their Fellowship at the National Congress in Brisbane in October. Congratulations go to Anne Allenby, Debra Bourne, Simonne Collins, Robert Forsythe, Lee Garwood, Jackie McLeod, Andrew Lovett, Harish Raj Narandaran and Mazdak Zamani.

A big thank you to Col Hackwood, Marg Way for a fabulous job in organising the material and Fellowship sessions.

Congratulations also go to Dr Rachel Pui Tse who obtained Fellowship via the RACMA dual recognition pathway and Michael Krieg who was awarded Fellowship via the Alternative Pathway.

The first Victorian/Tasmanian Branch Fellows dinner was held in March. Thirty two Fellows attended the dinner held at the RACV Club in Melbourne with Leigh Clarke, CEO of VHA being the guest speaker.

Fellows dinner held at the RACV Club in Melbourne.



Branch sponsors

The Victorian Managed Insurance Authority (VMIA) and HESTA have continued their partnership in sponsoring the Victorian/Tasmanian Branch this year and we thank them for their commitment towards ongoing support. We also thank Hall and Wilcox for their regular in-kind support of the Branch. In addition, the invitation for the Branch to participate in the seminars that they offer is greatly appreciated.

The contribution of these groups to the development of our health service managers, not only in sponsorship but also through injecting their expertise into conversations and networking opportunities for our managers, helps to create a richness in the College community and we look forward to continuing to build these relationships.

Mentoring program

The Mentoring Program continues to be very popular with Victorian members with a large number of people seeking the opportunity to be mentored by a senior member of the College. Thank you to Wendy Davis who coordinated the Program for Victoria/Tasmania and to Cody Yuen for Branch Council Mentoring liaison.

Awards and recognition

The Victorian/Tasmanian Branch would again like to acknowledge the hard work and efforts of all members over the last few years.

Thanks and acknowledgment

Thank you to all the members who supported the College through this year and kept in contact via our virtual webcasts. A special thanks to those who bravely made it to our early morning face to face breakfast events. In addition, thank you to the Branch staff for their support of the Branch.

Adam Stormont FCHSM, CHE
Victoria/Tasmania Branch President



Health Management Intern Program (HMIP) 2024–2025 Victoria

First Year Interns



Zaid Ahmed



Coleen Balanga



Rhylee Ford



Asha Rajai

HMIP’s principal aim is to develop future leaders for the health system and attract high-performing individuals to a career in health service management. This is achieved by offering graduates the opportunity to develop their knowledge and understanding of the health sector and skills relevant to health management. Throughout the two years of the HMIP, Management Interns are exposed to a variety of different workplace and educational opportunities. Interns complete three key components during the HMIP: academic, through attaining their Master of Health Service Management; professional development, through access to a series of ACHSM activities; and experiential component, through four, six-month placement rotations across a range of health organisations, something which is a unique feature to the Victorian HMIP.

We would like to thank the placement

organisations for their support, guidance, and development of the interns during their work placements. This year interns had six month rotations with Alfred Health, Barwon Health, Department of Health Victoria, Monash Health, Northern Health, VMIA, Gippsland PHN, Western Health, Peter MacCallum Cancer Centre and Safer Care Victoria. A big thank you also to the senior College members who mentored the interns.

Three interns graduated from the Program in December 2024. Congratulations to Kosta Katsaros, Jessica Lawless and Ling Tan. The interns graduated with a Masters in Health Service Management from Griffith University. Congratulations to Kosta who received an academic excellence award, the Ian Brand Prize from Griffith University for the best grade point average in a master’s course in health management.



Interns at the One day Conference in Melbourne March 2025 l:R Julie Owen EO Vic/Tas Branch, Zaid Ahmed, Asha Rajai, Coleen Balanga, Cherlyn Ngan, Rhylee Ford, Ben Hooppell, Ben Van, Sharnee Trehan Admin Officer Vic/Tas Branch

Much like previous years, recruitment for the 2025 program was highly competitive. A significant number of high quality applications were received, with an intake of four candidates being selected. The new interns come from diverse backgrounds – both clinical and non-clinical – and, along with the now second year Interns, made for a total of eight interns for 2024.

This year the interns had the opportunity to attend the Congress in Brisbane. The opportunity to have breakfast with the Board Directors of the College was appreciated.

The dedicated HMIP Professional Development masterclasses continued this year. In addition to attending both the National and Victorian/Tasmanian Branch webinars, Interns also had a number of exclusive sessions aligned to domains in the Competency Framework. The framework is used to ensure Interns

develop the skills and qualities, over the two year program, that are required to be a high-performing health service manager.

Feedback over many years has indicated that Interns value the opportunities the Program provides for networking across the system. Due to its success last year, we organised another online “speed networking” event where second year interns got to meet leaders from the various health sectors they were interested in. Each intern had three 15 minute sessions with three leaders at each session. This gave the interns a speedy introduction to a range of leaders from levels and organisations.

Julie Owen AFCHSM, CHM
Executive Officer
Victoria/Tasmania Branch



HMIP Masterclass presented by Adj Prof John Rasa

Second Year Interns



Ben Hooppell



Cheryln Ngan



Ben Van

Branches in Review

Northern Territory

Branch Council

Membership

The NT Branch Council membership for 2024/2025, comprises Professor Leonard Notaras (President), Lisa Vermeulen (Treasurer – retired June 2025), Linda Lukitsch, Justine Glover (Secretariat), Allison Grierson, Pieter Walker, Theresa Clasquin, Maja VanBruggen, Sarah Griffin and Bernie Cummings.

The NT Branch currently has **60 members**, comprising **26 Fellows, 16 Associate Fellows, 13 financial members** and **5 student members**—reflecting a 5% increase in total membership. Notably, new member uptake has more than doubled, rising from 10 in 2024 to 21 in 2025—an increase of 110%. A key focus for the year ahead will be expanding both student and general membership across the Territory.

Events

The NT Branch hosted a successful **End-of-Year AGM and Christmas Function**, attended by the ACHSM National President, the newly appointed **Chief Minister of the Northern Territory**, distinguished guests, and over 40 participants (Photo 1).

Professor Yvette Roe, Director of the **Molly Wardaguga Institute for First Nations Birth Rights at Charles Darwin University**, delivered a powerful keynote address. She highlighted the critical role of First Nations-led research in achieving sustainable improvements to the health and wellbeing of Aboriginal and Torres Strait Islander peoples.

Governance

The **NT Branch Strategic Plan** and revised **Terms of Reference** were formally endorsed by the NT Board in **June 2025**.

Fellowship Program

The 2024 ACHSM Fellowship Program was a success, with four Northern Territory members conferred as Fellows:

- **Dr Matthew Sharland** – Head, Orthopaedic Department, Royal Darwin Hospital
- **Meredith Neilson** – Director, Intergovernmental Relations, National Critical Care and Trauma Response Centre
- **Dr Peter Cosman** – Director, Surgical Services, Royal Darwin Hospital
- **Dr Ruth Derkenne** – Senior Rural Medical Practitioner, Population and Primary Health Care, NT Health

These members were officially conferred as **2024 NT Fellows** at the **ACHSM Health Leadership Congress** in Brisbane (Photo 2).

In 2025, **Dr Felix Ho**, Public Health Registrar at NT Health, has commenced his Fellowship journey through the **SA/VIC Fellowship Program**.



Photo 1. Attendees at the NT ACHSM Branch Council AGM and Christmas Function, including National and NT Presidents and special guests.

Thanks and acknowledgment

The Council extends sincere thanks to all members for their ongoing commitment to promoting ACHSM and for championing the benefits of membership across the Territory.

Special acknowledgments go to:

- **Lisa Vermeulen**, for her tireless contribution as Treasurer over the past seven years.
- **Maja Van Bruggen**, for her valuable input into the NT Fellowship Program and her role in shaping the upcoming National Congress.
- **Pieter Walker** and **Allison Grierson**, for their leadership in developing the NT Internship Program.
- **Justine Glover**, for coordination of NT Board and Council meetings.
- **Jeremy Chin** and **Theresa Clasquin**, for their ongoing stewardship of the **Certified Health Executive (CHE)** program and support for the NT Fellowship pathway.

The Council is deeply grateful for the dedication, leadership and collaboration of all involved.

Prof Leonard Notaras AO FCHSM, CHE
Northern Territory Branch President



Photo 2. 2024 NT Fellows conferred at the ACHSM Health Leadership Congress.

Branches in Review

Queensland

Branch Council

The Queensland Branch provided a dynamic and impactful program of learning and professional development over the year. This encompassed a wide range of educational activities, personal and career growth sessions, mentoring support, Fellowship preparation and progression as well as opportunities for professional networking. Many of these sessions were delivered via webinars, enabling members and colleagues throughout Queensland to engage regionally, nationally and internationally.

As a result of the Branch Council elections held in early 2025, several Counsellors renominated and were reappointed and we also welcomed four new Branch Council members – Alex Carrasco, Gunther Degraeve, Nicolie Jenkins and Rex O'Rourke.

Professional development

Over the course of the year, the Branch hosted a diverse range of skill-building and learning initiatives, offered through both online and face-to-face formats. The digital sessions enabled participation from members and colleagues improving access as well as providing recordings of sessions.

The Branch's program included –

- Jean Courtney and Jennifer Anderson from The Joint Commission (USA) – *Leadership, Accreditation and Improvement in Healthcare* webcast
- Rosemary Calder and Tracey Johnson *Getting Australia's Health on Track - Priority Policy Actions for a Healthier Australia* forum and webcast
- Aileen Helsel Carillion Clinic (USA) *Exploring Healthcare Innovations for a Better Tomorrow* webcast
- Sandeep Reddy *AI in the Context of Health Service Delivery: Leadership, Ethics and Strategic Action* webcast
- Michael Walsh Queensland Director-General Queensland Health *DG 2024 Budget Breakfast* forum and webcast

Queensland Branch and members contributed to the planning and facilitation of the ACHSM



Annual Asia-Pacific Health Leadership Congress – Sustainability that was held in Brisbane in 2024.

Fellowship program

Several Queensland and international members actively engaged in the Fellowship learning and development opportunities throughout the year. Emeritus Professor Anneke Fitzgerald continued in her role as Queensland Study Coordinator, with Dr. Jennifer Koziol serving as Deputy Fellowship Coordinator. During the year, Dr. Koziol was appointed Assistant Chief Examiner (Fellowship) for the College and stepped down from her role in this Branch program. We extend our sincere appreciation to Jennifer for her significant contributions to this important initiative. Professor Sharon Mickan and Professor Sandeep Reddy joined Emeritus Professor Fitzgerald, contributing to the delivery of another highly successful Fellowship program.

Five new Queensland Fellows were admitted to Fellowship on examination: Sayed Khadri, Katie Lyndon, Rhonda Morton, Tanya Trevena and Peter Wood. Dr Eugene Wong was admitted as a Fellow via the RACMA alternative pathway.

The State Branch Council extends sincere congratulations and a warm welcome to our new Fellows.



Awards and recognition

Branch Council, in conjunction with the Australia Day Council, made an Australia Day award in recognition of professional contribution to the College and the profession through its **Australia Day Achievement Medallion** awarded to **Dr. Mark Mattiussi** (top left).

Graham Hyde FCHSM (Hon) was awarded the **Meritorious Professional Service Award** in 2024 (bottom left).

Academic achievement recognition awards were also made by Branch Council this year:

Griffith University – Sister Angela Mary Doyle Award

Leah Agustin and Grace (Qiuhong) Sim

Griffith University – Michael Kalimnios Award

Amy O'Hara

Griffith University – Allan Cripps Award

Tory Wilkinson and Katherine Munro

QUT University – ACHSM Jack Richards Memorial Award

Georgia Isaacs

QUT University – ACHSM Duncan Palmer Memorial Award

Kalyani Devi Midathana



Branch sponsors

The Branch Council gratefully acknowledges the HESTA team in Queensland for their direct support in advancing the Branch's professional development efforts. We offer our sincere thanks to HESTA Super Fund for their ongoing sponsorship.

Mentoring program

Dr. Dennis Campbell led the College's Mentoring Program for Queensland with great success. His outstanding contributions are highly valued by the Branch Council. This initiative, dedicated to professional and career development, provided strong support and guidance to our mentees under his leadership. We extend our sincere gratitude to the more than 10 senior and experienced members

who served as Mentors who supported the Mentees within the program this year who have all been part of this positive and successful program.

Appreciation and acknowledgment

Tracey Silvester, Executive Officer for Queensland and a College Fellow, played a key role in maintaining the Branch's activities and strengthening links across the sector. Her efforts helped connect members with health, aged care, and social services, as well as with students and professional peers. The Branch Council sincerely thanks Tracey for her commitment and valuable contributions.

Dr Mark Avery FCHSM, CHE

Queensland Branch President

Branches in Review

South Australia

Branch Council

We held our 2025 Annual General meeting for SA Branch Council in April.

At the first SA Branch meeting following the AGM the executive members were confirmed.

President: Jo Glover FCHSM, CHE, CHIA, MSc

Vice President: Mark Brommeyer AFCHSM CHM

At the General meeting we welcomed a new member: Katherine Winton, MHRMgt, GAICD, CHIA, MCHSM, Prosci Certified Change Practitioner

Christine Dennis and Renee Giannopoulos stepped down from the Council February 2025.

We thank Renee for her role on the council and the impact she made in her time on the council.

We thanked Christine for her tremendous commitment over many years in so many roles. Her knowledge will be greatly missed.

We thank all Branch Council members for their commitment to ensuring the SA Branch provided quality professional development and leadership support to our members.

Professional Development

We were fortunate to be able to offer more events in late 2024 and early 2025 and promote the National Office events to our members through bi-monthly newsletters.

Our events summary:

August 2024: Combined event: Mentoring teams finishing and new teams introduction.

November 2024: End of Year Networking Event. Announced our New Chat with CEO Series starting in 2025. A wonderful way to finish off the year.

January 2025: Fellowship Program Information Night

February 2025: Breakfast with Hon Chris Picton MP, Minister for Health and Wellbeing

March 2025: CEO Leadership Exchange: Dr Robyn Lawrence

April 2025: AGM and Dinner with Guest Speaker: Professor Nicola Spurrier, Lead of the Climate Change and Executive Group.

April 2025: Mentoring Mid - Program Event.

April 2025: Digivate Health Webinar

May 2025: CEO Leadership Exchange: Emma Poland

May 2025: CEO Leadership Exchange: Dr Emma McCahon

May 2025: Certification Information Webinar

June 2025: CEO Leadership Exchange: Bronwyn Masters

June 2025: One Day Conference: Health and Care Unlocked: Skills, Systems and Connections

Fellowship Program

ACHSM SA Branch acknowledges the six 2024 SA candidates and congratulates them on their successful results and welcome them as Fellows of ACHSM:

1. Dr Madhan Balasubramanian, Senior Lecturer in Health Care Management, Flinders University
2. Dr Neill Kling, Director Medical Services, Barossa Hills Fleurieu Local Health Network
3. Ms Kyra Maher, Director Workforce Strategy and Improvements, SA Health
4. Ms Kirsty Delguste, Executive Director Officer for Ageing Well, Department of Human Services SA
5. Ms Heidi Silverston, Director Clinical Leadership and Team Effectiveness Unit, Clinical Collaborative, Department for Health and Wellbeing
6. Dr Emily Kirkpatrick, Non-Executive Director, Medical leader, Managing Director@ EKology Group.

Thank you to Suzanne Delaney for her continued support of this program. It is greatly appreciated.

Branch sponsors

We are very grateful and indebted to our sponsors for their continued support:

Platinum Sponsor: SA Health – supporting our One Day Conference and Professional Development Program.

Silver Sponsor: HESTA – thank you Rebecca Anasson for your commitment to ACHSM – SA Branch.

Lead Sponsor: Healthcare Logic – a new sponsor for 2024/2025. Welcome and thank you for your support.

Professional Development Sponsors: Celsus, Flinders University (Health Care Management), Personify Care and Digivate Health – thank you for your ongoing support.

In-kind Sponsor: St Andrew's Hospital.

Mentoring program

We were delighted with the continued level of interest in 2024/2025.

Seven new teams met in August for an introductory orientation session and came together again in March for a networking event that included a presentation on “Your Personal Career Development Journey” with guest speaker Liz Hlipala, from Hardy Group.

Both events were attended by members of the SA Branch Council and provided valuable opportunities for networking and professional development.

We thank Heidi Silverston and Suzanne Delaney for their work in leading the program, it is greatly appreciated.

Awards and recognition

At the 2024 ACHSM Annual Congress in Brisbane Christine Dennis was awarded the ACHSM Gold Medal Award.

The Gold Medal Award is given for “Outstanding leadership and recent achievements in the provision of health services in Australasia”.

Our long association with Healthcare Management at Flinders University continued in 2025.

The ACHSM SA Branch Health Management Prize was awarded to **Ms Deborah Sander**.

Congratulations, we were able to personally recognise Deborah's achievement at our Annual One Day Conference in June 2025.

Thanks and acknowledgement

We extend sincere thanks to our SA members who continue to support our local activities and enable us to achieve our learning and development.

goals. We also acknowledge the support we receive from the National Office and the ACHSM leadership team.

A/Prof Jo Glover FCHSM, CHE, MSc
South Australia Branch President



Associate Professor Christine Dennis LMFCHSM CHE receiving the Gold Medal for 2024 with President Dr Neale Fong FCHSM, CHE



Left to right: Christine Dennis, Ruth Derkenne (NT), Len Notaras (NT), Kyra Maher (SA), Jo Glover (SA), Neill Kling (SA), Meredith Neilson (NT), Madhan Balasubramanian (SA), Peter Cosman (NT)

Branches in Review

Western Australia

Branch Council

WA's membership continues its impressive upward trajectory, now ranking second nationally in the number of paid members—just behind VIC—and proudly boasting the second highest number of Fellows across the country.

Under the continued leadership of Dr Neale Fong as President and Colin Young as Treasurer, the Branch remains in strong hands. We extend our sincere thanks to the dedicated council members who served throughout 2024/2025: Karen Bradley, Erica Davison, Renee de Prazer, Kim Gibson, Fleur Gilroy, Karen Gullick (retired), Karen Horsley, Mary Miller, Ben Noteboom, Pam O’Nions, Suzanne Robinson, Elizabeth Rohwedder, David Russell-Weisz, Catherine Stoddart, Patricia Whalley (retired), and Kerry Winsor.

State Leadership Conference

The 2025 WA Leadership Conference broke attendance records with 470 delegates gathering at the Perth Convention and Exhibition Centre for

a full day of thought leadership, collaboration, and bold ideas under the theme **“THINK BIG”**. The one-day event reaffirmed the commitment of WA’s healthcare leaders to shaping a responsive, resilient, and future-ready system.

The day began with an official opening address by the freshly appointed Minister for Health; Mental Health, Hon. Meredith Hammat MLA, setting the tone for a program packed with expert insights and visionary thinking.

Next, Dr Bernadette Eather (Chief Nurse and Clinical Services Director, Ramsay Health Care Australia) presented on the healthcare landscape, exploring both its current challenges and emerging opportunities.

In a compelling keynote, Prof Euan Wallace (Former Secretary, Department of Health Victoria) shared a powerful reflection titled *THINK BIG: Sewing Machines, Healthcare and Purpose*, illustrating how purpose-driven thinking can reshape the sector.

The *Leading Health Care Organisations* panel was



Left: Dr Neale Fong FCHSM CHE and Hon Meredith Hammat BA MIR MLA (Minister for Health) at the 2025 WA Leadership Conference (27 May)

Above: 2025 WA Leadership Conference

facilitated by Karen Bradley and featured deep insights from Renae Lavell (Executive Director WA, Silverchain), Robert Toms (Chief Executive, North Metropolitan Health Service), Judith Barker ASM (Chief Executive Officer, Royal Flying Doctor Service WA), and Tina Chinery (Chief Executive Officer, St John of God Subiaco Hospital).

Later, in the *Achieving Excellence in Your Profession* panel, facilitated by Dr Neale Fong, attendees heard from leaders across diverse fields including Tim White OAM (Coordinator of Classical Music, WAAPA), Rhiannon Clarke (Paralympian Sprinter), Peta Slocombe (Chief Executive Officer, Performance Story), and Prof Carlo Marra (Pro Vice-Chancellor, Faculty of Health Sciences, Curtin University).

Emotional intelligence expert Amy Jacobson delivered a keynote on the value of self-awareness and connection in leadership, urging attendees to lead with empathy and resilience and accept change.

The *Emerging Health Leaders Panel*, facilitated by Renee de Prazer (Service Director, Osborne Park Hospital), spotlighted the perspectives of rising leaders including Luke Dix (Acting Executive Director, Fiona Stanley Fremantle Group), Vidoula Uckiah (Manager, Project Delivery and Change Management, WAPHA), and Millie Stewart (Director of Nursing and Midwifery, Kimberley Health Service, WACHS).

Thank you to all our concurrent session speakers who covered the diverse topics of:

- So, you want to sit on a Board? Understanding governance.
- Should healthcare organisations prioritise investment in AI today?
- Emotional Intelligence Workshop
- All things innovation: 7-minute slammers.

The day concluded with a moving keynote titled *The Art of Resilience – My Leadership Journey*, delivered by Kim Collard (2024 Aboriginal West Australian of the Year; Male Elder of the Year, NAIDOC Awards), who reflected on leadership through the lens of culture, community, and perseverance.

The 2025 WA Leadership Conference once again proved to be a critical event for reflection, shared learning, and forward momentum as the sector continues to evolve.

A special congratulations to the worthy recipients of the 2025 ACHSM WA Excellence Awards:

President's Award for Excellence in Health

Leadership: Kerry Winsor (Regional Director, WA Country Health Service South-West).

Mentor Award: Dr Erica Davison (Senior Manager Stakeholder Engagement, WA Primary Health Alliance).

Rising Star Award: Tammie Joseph (Operations Manager West Kimberley, WA Country Health Service).

(Continued on next page)



Recipients of the 2025 ACHSM WA Excellence Awards from left to right Fleur Gilroy FCHSM CHE, Kerry Winsor FCHSM CHE, Dr Erica Davison FCHSM CHE, Tammie Joseph MCHSM and Ben Noteboom FCHSM CHE

Branches in Review Western Australia (cont.)

Professional development

It's been a dynamic year in WA, with our annual events presenting great topics and expert speakers, designed to strengthen our members leadership skills.

Dr Karen Luxford (Group CEO, Australian Council on Healthcare Standards) visited WA and spoke on the future of Safety and Quality Assessments and what that means for healthcare organisations moving forward.

ACHSM WA partnered with the South Metropolitan Health Service's (SMHS) Care to Lead program for a Health Leaders Networking Evening. It was a unique opportunity for College members and SMHS emerging leaders to be exposed to professional development networks and the benefits of continued professional development.

The guest panel included Dr Barbara Biki (A/ Deputy Director of Clinical Services, Armadale and Kalamunda Health Services), Mark Cawthorne (Executive Director Corporate and Finance, SMHS), Ben Noteboom (Executive Director, Royal Perth Bentley Group) and Renee de Prazer (Services Director, Osborne Park Hospital).

It was great to feature mental health on the program, hearing from WA's Mental Health Commissioner, Maureen Lewis, on mental health reform and shaping the future of mental health.

These events underscore our commitment to facilitating continuous learning and professional development within our community.

Regional One-day Leadership Forum

The Regional One-day Leadership Forum was proudly hosted in Port Hedland, located in the heart of the Pilbara region. The Forum was very well attended, with over 120 leaders present. This milestone reflects the growing impact and relevance of the forum in supporting leadership development across regional and remote communities. A special thank you to the Pilbara team for their outstanding promotional efforts, which played a key role in the event's success. The forum continues to be a valuable platform for spotlighting local leadership, sharing regional insights, and addressing the unique challenges faced by health leaders in rural Western Australia. We extend our sincere thanks to our event partners, the WA Country Health Service and Rural Health West, for their ongoing support in making this important event possible each year.



WA Health Leaders Networking Evening – Beyond Care to Lead: Exploring development opportunities with ACHSM

The Morning Network

The Morning Network is a quality resource for WA members, providing them an opportunity to learn from and network with executive health leaders in an intimate setting. The events continue to be delivered via a mix of face-to-face and MS Teams, which has increased their popularity and following.

Hosts included: Clare Mullen (Executive Director, Health Consumers' Council WA), Valerie Jovanovic (Chief Executive, Child and Adolescent Health Service), Francine Eades PSM MAE (Area Director Aboriginal Health, East Metropolitan Health Service), Learne Durrington (Chief Executive Officer, WA Primary Health Alliance), Kellie Blyth (Executive Director, Peel Health Campus) and A/ Prof George Eskander (Executive Officer, Clinical Performance and Transformation, Department of Health WA).

Thank you to Fleur Gilroy and Pam O'Nions for coordinating a full and diverse program each year.

Fellowship program

WA's Fellowship Program continues to thrive, attracting a strong and committed group of participants each year. Thanks to the dedicated support of Elizabeth Rohwedder, Karen Gullick, Kerry Winsor, and Ben Noteboom, the WA Branch proudly welcomed five new Fellows this year—bringing our total to an impressive 103.

We warmly congratulate these new Fellows on their achievement. Looking ahead, six Associate Fellows are currently preparing for their final assessment ahead of Congress in Darwin. We wish them every success as they approach this important milestone in October.

Branch sponsors

The WA Branch has fantastic relationships with its sponsors who understand the importance of building, supporting and recognising health leadership in such a large and remote state. A special thank you to our 2025 Leadership Conference sponsors, whose support allows the event to be the best value for money conference in the state. A special thank you to the WA Department of Health, St John of God Health Care, Ramsay Health Care, HESTA, WA Country Health Service, East Metropolitan Health Service, South Metropolitan Health Service, North Metropolitan Health Service, Silver Chain, Curtin University, Royal Flying Doctor Service WA, Lockton, Rural Health West.

Thanks and acknowledgement

A sincere thank you to the WA State Branch Council for their ongoing dedication and volunteer hours. Their commitment ensures WA's professional development calendar continues to evolve—delivering greater relevance, impact, and recognition each year.

We also extend our appreciation to the speakers who generously volunteered their time and expertise over the past year, playing a vital role in the growth and development of our membership.

[Dr Neale Fong FCHSM, CHE](#)
Western Australia Branch President

Branches in Review

Aotearoa

National Council

The National Council has met monthly and held an online planning day in November 2024. Progress with the Strategic Plan priorities was the main agenda item and we reconfirmed that the focus for Council continues to be building the value we offer to our members and to the promotion of leadership and management knowledge, skill and competence in the health and disability sectors. We agreed to develop a focus on emerging leaders so we can better assist them as they embark on their leadership journey.

Key achievements during 2024/25 year

1. **Membership:** The growth in membership in the previous year was very encouraging however with the number of redundancies and changes at Te Whatu Ora, combined with the tight economic situation, we anticipated a drop in overall membership numbers. We now have 115 members.
2. **ACHSM – Aotearoa Kaumātua:** Our kaumatua, Mr Brian Emery continued to give significant support and guidance to the National Council. He was present to support our past President, Cathy Cooney who presented at the Brisbane Conference, and to the College President, Dr Neale Fong during his visit to Auckland in April 2025.
3. **March Conference 2026:** A conference committee has been developed, and we await confirmation of the date and venue in Auckland where the one day conference will be held. The organising committee consists of David Waters and Dave Nicholl who both did a fantastic job organising the last conference, with the addition of Christine Clark, Tamzin Brott and Jan Adams to the committee. Save the date notices will be available shortly.
4. **Visit of Dr Neale Fong April 2025 (Photo 1):** Neale is the ACHSM College President and visited New Zealand to meet with senior leaders in health in New Zealand. Together with Tamzin Brott, Neale and I met with Dr Lester Levy, Commissioner of Te Whatu Ora, who was

interested in the College and in how it can help prepare Te Whatu Ora managers. We also met with Dr Corina Grey, the newly appointed Director of Public Health and Sir Colin Tukuitonga, both of whom were interested in how the College may help their public medicine trainees develop leadership and management skills. We have also had an indication that Audrey Somerson, the new Director General of Health will meet with us later in the year once she has settled into her new role.

We held an evening session on leadership with Neale (Photo 2), and Carolyn Cooper, the Aged Care Commissioner (Photo 3), which was attended by members for Auckland regions.

5. **Journal Club:** Veronique Gibbons has continued to organise the journal club and speakers, and we thank her for her tireless commitment to this. She has organised some excellent speakers this year and the journal club continues to be popular with members. A big thank you to Veronique and the Journal Club Working Group, and Erica Jones of ACHSM for their work to make this happen every month.

The Journal Club is held each month between February – November, last Wednesday of the month, 4.30-5.30pm - attendance at the Journal Club attracts 1 CPD point. We have also held one webinar in 2025, with one planned for August (Sir Ashley Bloomfield) and one for November (Dr Jalal Mohammed).
6. **Te Whatu Ora Leadership Development Institute:** Despite the amount of work put into the RFP response, we were informed in March 2025 that Te Whatu Ora had changed their approach and will now work with one provider to focus on leadership development. The ACHSM in Australia provided significant resource to the



Photo 1



Photo 2



Photo 3

Whakatauki:

Whāia te iti
kahurangi, ki te
tuohu koe me he
maunga teitei.
Pursue that which
is precious, and do
not be deterred by
anything less than
a high mountain.

The ACHSM- Aotearoa purpose:

Together we
advocate, grow,
and inspire health
leaders for better
health outcomes
for all in Aotearoa.

RFP response and we were very grateful for their help and support.

7. **Certification and Mentorship:** We continued to run the certification and mentoring programmes with ACHSM providing administrative support to our Branch. We are keen to encourage people to enrol in the certification programme as a key foundation

step for on the membership pathway. Certification provides an excellent opportunity to become familiar with the College Competency Framework.

8. **College Career Pathway:** The “Career Pathway” graphic can be found on the Aotearoa section of the College website.
9. **ACHSM – Aotearoa Silver Fern Award:** Jalal Mohammed was the worthy 2024 recipient of the Silver Fern award which was presented to him in person at the Brisbane Congress.
10. **Aotearoa Section of the Website:** ACHSM-Aotearoa Branch section has a section on the ACHSM website – the video to reflect our brand story is at link https://youtu.be/qOl8lmAQ_AY
11. **Communication to Members:** The National Council has continued to publish quarterly e-newsletters. These are available in the Aotearoa section of the website.
12. **Incorporated Societies Act 2022:** The ACHSM – Aotearoa Constitution was updated and approved at the 2024 AGM. Following this, we re-registered as an Incorporated Society to meet the 2022 legislative changes.

Fellowship

We had two successful fellowship candidates in 2024 (another 100% success result) plus one candidate who became a Fellow via the alternate pathway. The two successful candidates were presented with their Fellowships at the Brisbane

Congress. In 2025 we have one Fellowship candidate with the oral examination to be held virtually prior to the Darwin October 2025 Congress.

We sincerely appreciate the time, support, and guidance our Fellowship Coordinator, Dr Jagpal Benipal gives to Fellowship candidates with 2-4 weekly study group sessions across a 6+ month period. Thank you also to Janet Keys, for assisting Jagpal with the candidates.

ACHSM support

During the year ACHSM has continued to provide us with excellent guidance and back-office support including the circulation of information to members. This includes maintenance of the Aotearoa section of the ACHSM Website, and technical assistance with the Journal Club and Webinars and circulation of the quarterly Newsletter to Aotearoa members. We have recently enjoyed support from the new membership Manager, Todd Shipp and thank him for his support as we have contacted members who have not yet renewed their membership.

I record my heartfelt thanks to the members of the National Council, who continue to give their time and energy to ensuring our branch stays strong and relevant. Their passion and commitment to the College is unwavering and they give of their time, voluntarily and willingly. Special thanks to Thérèse Jeffs for her work as our Treasurer and to Cathy Cummings our Branch Secretary.

Finally, my sincere thanks to Cathy Cooney who has stepped down from the National Council at the AGM, after nine years of dedicated service, support, enthusiasm and focus. Cathy has agreed to be an ex-officio member, which we greatly value.

My first year as president has been one of learning, and the support from the Aotearoa National Council, and colleagues at ACHSM has been invaluable. I am excited for the year ahead and preparing for the one day conference in Auckland, March 2026.

Ngā mihi nui ki a tatou katoa.

Jan Adams
FCHSM, CHE
ACHSM Aotearoa President

Branches in Review

Hong Kong College of Health Service Executives (HKCHSE)

Branch Council

Hong Kong College of Health Service Executives (HKCHSE) is committed to achieving excellence in health care in Hong Kong through the advancement of professional and ethical standards in health care management. It strives to meet its goals underpinned by the vision and mission of the College. It also seeks to collaborate closely with local and overseas professional bodies and tertiary education institutes.

Professional development

SHAPE – Society for Health Administration Programs in Education

Hong Kong College of Health Service Executives has continued to be an Affiliate Member of the Society for Health Administration Programs in Education (SHAPE), in which Dr. Arthur SHAM represents the College as liaison person. The International Health Conference was held on 8-9 July 2024 in Hong Kong and online. The theme of the Conference was “Healthcare system sustainability: Implications for healthcare management, education and research.” The latest international symposium was held from 30-June to 2 July 2025 at James Cook University Singapore and online with the theme of “Shaping health management practice, education, and research in the ever-changing environment.”

Participating in the ACHSM Congress

As one of the branches of the ACHSM, we formed a delegation to attend the 2024 Annual Conference of ACHSM, which was held from 23 to 25 October 2024 in Brisbane, Queensland, Australia. 2024 was ACHS’s 50th Anniversary, and this event has been Australasia’s premier gathering of healthcare leaders and decision-makers, providing a platform

to share experiences in health leadership and transformation, clinical governance, and digital healthcare services. During the Congress, six out of twelve Hong Kong fellows, along with two fellows who graduated in 2020, participated in the Conferment Ceremony.

We proudly acknowledge our Hong Kong fellows, Dr LIU Shao-haei, Mr Raymond CHING, and Dr Eris HO, for their outstanding oral and poster presentations during the Congress.

Professional seminars and forums

HKCHSE participated in nine health forums and seminars organized by the College of Professional and Continuing Education (CPCE) – SHAPE of the Hong Kong Polytechnic University, serving as a supporting organisation, as well as an affiliate partner of Business of Healthcare Advisory Zone at the Asia Summit on Global Health 2025. Two visits to Zuellig Automation Warehouse and Forward Living were also organized in May and June 2024 respectively. All participants appreciated the educational activities and visits, which enhanced their knowledge of the latest healthcare trends, technology, and services.

Collaboration with the Greater Bay Area (GBA)

Through collaboration with the GBA Healthcare Group, the Hong Kong College of Health Service Executives conducted a foundation health service management training program from August to December 2024 for twenty doctors and nurses practising in primary health services.

Fellowship program

Twelve candidates enrolled in the Dual Fellowship Program of 2024/25 and participated actively in bi-weekly Study Group Meetings with main-theme presentations, talks delivered by guest speakers and class discussions on case studies. A senior fellow mentor will support each candidate. Candidates will go through a mock examination before their viva examination on 7 and 8 August 2025 in Hong Kong. Their Fellowship Conferment Ceremony will take place on 9 August 2025.

Newsletter

One newsletter was published to keep our members posted the latest news and activities about the College and Health Service Management. The President's message highlights the latest development of the Primary Healthcare Blueprint and shared his views and suggestions to enhance its implementation.



HKCHSE Annual General Meeting 2024 – Appointment of New Executive Council Members (2024/25 – 2025/26)



2024 HKCHSE Fellowship Conferment Ceremony on 24 August

(Continued on next page)

Branches in Review

Hong Kong College of Health Service Executives (cont.)

College events 2024/2025

(1 July 2024 to 31 July 2025)

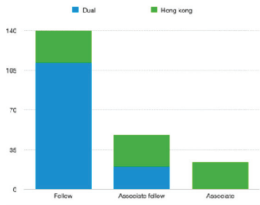
Date	Event
8-9 July 2024	CPCE-SHAPE Health Conference 2024 #
24 Aug 2024	Annual Conference 2024
19 Oct 2024	Visit to Ventria Residence
7 Dec 2024	"Health Policy Forum Series 3 – Moving with the Healthcare Reform" #
13 Dec 2024	HKCHSE Members' Night 2024
11 Jan 2025	"Primary Healthcare Sharing Forum –Building Community and Social Capital for a Healthy City Experience from Yau Mong" #
8 Feb 2025	"CAHMR Health Services Management Seminar Series No.1 - Crisis within Healthcare Organisations" #
15 Feb 2025	"Seminar on Ensuring Equitable and Universal Access to Primary Healthcare Services cum Workshop on Addressing Barriers and Disparities" #
22 Feb 2025	"CAHMR Health Services Management Seminar Series No.3 - Equity in Healthcare" #
25 Feb 2025	Seminar on Innovative Long Term Care Model - The Case of Yee Hong in Canada
12 April 2025	"CAHMR Health Services Seminar Series No.7 Artificial Intelligence in Applications" #
24 May 2025	Visit to Zuellig Automation Warehouse (Tuen Mun Westlink)
26-27 May 2025	Participating as an Affiliate Partner of Business of Healthcare Advisory Zone at the Asia Summit on Global Health
6 June 2025	"Seminar on Empowering the Primary Healthcare Workforce cum Workshop on Effective Primary Healthcare" #
28 June 2025	Visit to Forward Living (迎進生活)
4-5 July 2025	CPCE-SHAPE Health Conference 2025 #

HKCHSE participating the events and serving as a supporting organisation

Membership

Year	Fellows	Associate Fellows	Associates	Total
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24/25	140	48	24	212
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MEMBERSHIP	DUAL	HONG KONG
FELLOW	112	28
ASSOCIATE FELLOW	20	28
ASSOCIATE	0	24

as at 30 May 2025

Dr. MA Hok Cheung FHKCHSE, FACHSM
HKCHSE President



Visit to Ventria Residence on 19 Oct 2024



2024 Members' Night and Celebrating the 20th Anniversary of HKCHSE on 13 December



2024 CPCE-SHAPE Health Conference on 8-9 July

Treasurer's Report

2024–2025 Financial Year



Michael Palassis

AFCHSM, B COM, LLB, GR DIP
APP FIN, M APP FI, F FIN

TREASURER

On behalf of the Board, I am pleased to present the financial report for the year ended 30 June 2025. We have delivered an operating surplus of \$237,003 from a turnover of \$4.1m.

We are thankful for our members' unwavering support, which has allowed us to maintain steady revenue from membership fees [\$713,230 in FY25 and \$692,871 in FY24].

Other key highlights include:

1. The Annual Asia Pacific Leadership Congress event was held in Brisbane, generating a revenue of \$859k and a surplus of \$323k. The event attracted 666 registrations, well above our forecast figures.
2. In March 2025, 210 health management professionals attended the One-Day Health Leadership Conference in Melbourne, resulting in a surplus of over \$50k.
3. In May 2025, the WA Branch organised the well-received and prosperous yearly State Leadership Conference. The event drew over 460 healthcare leaders and executives and resulted in a surplus of \$133k.

4. ACHSM continues to improve its online education program and provide members with informative webcasts on various topics of interest. ACHSM's income from professional education activities has been on a steady rise, reaching \$773K in the current fiscal year, slightly down from \$788K in FY24.
5. In FY25, there was decrease in sponsorship revenue for the branches from \$237K in FY24 to \$199K, Annual Congress sponsorship increased from \$157K in FY24 to \$227K in FY25. We want to express our gratitude to our financial and in-kind sponsors, as their continued support enables ACHSM to enhance its capabilities in developing and providing affordable professional development and learning opportunities for our members.
6. Our overall expenditure rose by 9.8% compared to FY24 mainly due to another new Cohort for the WACHS Leads Program.
7. In FY25, we established a further three term deposits for various periods and earned an interest income of \$108k.
8. In FY24, grant funding from the Victoria Department of Health ceased. The final \$81k of funding has been utilised for Rural Placements.

A summary of the financial results includes:

- 96% (95% FY24) of revenue is derived from:
 - Professional Development Events \$773k (\$788k FY24)
 - Trainee Management Programs \$1,561k (\$1,236k FY24)
 - Program Grants \$81k (\$81k FY24)
 - Annual Congress \$859k (\$592k FY24)
 - Membership Fees \$713k (\$692k FY24)
- 98% (97% FY24) of expenditure was incurred from:
 - Employee Benefits \$1,185k (\$1,083k FY24)
 - Administration Expenses \$476k (\$415k FY24)
 - Professional Development Expenses \$346k (\$345k FY24)
 - Annual Congress Expenses \$536k (\$397k FY24)
 - Trainee Management Program \$1,308k (\$1,192k FY24)

The results compared favourably to budget.

Item	Budget	Actual	Variance
Income	\$ 3,918,008	\$ 4,155,915	+\$237,907
Expenditure	\$ 3,860,620	\$ 3,918,912	+\$58,292
Net Surplus	\$ 57,387	\$ 237,003	+\$ 179,616

Events arising since the end of the reporting period

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations or the situation of the Company in future financial years.

Future development and results

There are no likely developments that will affect the expected results from operations in future years known at the date of this report.

Please note that the accounts provided in this Annual Report are summarised and the full FY25 Financial Statements are available on the ACHSM website.

Financial Report

Australasian College of Health Service Management

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2025		
	2025 \$	2024 \$
REVENUE		
Trainee management programs	1,561,058	1,236,162
Membership fees	713,230	692,871
Educational activities	772,978	788,413
Program grants	81,342	81,342
National Congress	859,939	592,276
Advertising and sponsorship	29,200	53,600
Interest income	89,940	93,308
Other revenue	48,228	17,223
TOTAL INCOME	4,155,915	3,555,195
EXPENDITURE		
Administration expenses	476,004	415,765
Congress expenses	536,677	397,759
Depreciation	42,283	68,169
Distribution to overseas branches	11,355	11,801
Educational expenses	346,459	344,951
Employee benefits	1,185,102	1,083,624
Interest expense	8,412	11,616
Lease payments for short-term and low-value assets	4,548	4,661
Trainee management scholarships	1,308,072	1,192,480
TOTAL EXPENSES	3,918,912	3,530,826
NET SURPLUS FOR THE YEAR	237,003	24,369
Income tax expense	-	-
SURPLUS AFTER INCOME TAX	237,003	24,369
Other comprehensive income	-	-
TOTAL COMPREHENSIVE INCOME	237,003	24,369

**STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2025**

	2025 \$	2024 \$
CURRENT ASSETS		
Cash and cash equivalents	3,475,101	3,376,745
Trade and other receivables	107,636	328,731
Other assets	189,336	175,455
Total Current Assets	3,772,073	3,880,931
NON-CURRENT ASSETS		
Financial assets	11,588	11,588
Property, plant, and equipment	14,369	25,637
Right-of-use assets	82,591	111,742
Intangible assets	–	–
Total Non-Current Assets	108,548	148,967
TOTAL ASSETS	3,088,621	4,029,898

CURRENT LIABILITIES		
Trade and other payables	319,750	306,818
Provisions	249,654	226,980
Lease liabilities	29,424	25,847
Other liabilities	1,166,466	1,540,556
Total Current Liabilities	1,765,294	2,100,201
NON-CURRENT LIABILITIES		
Provisions	27,613	49,562
Other liabilities	64,322	93,746
Total Non-Current Liabilities	91,935	143,308
TOTAL LIABILITIES	1,857,229	2,243,509

NET ASSETS	2,023,392	1,786,389
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EQUITY		
Accumulated Funds	2,023,392	1,786,389
TOTAL EQUITY	2,023,392	1,786,389

Financial Report

Australasian College of Health Service Management

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2025	
	Accumulated Funds \$
Balance as at 1 July 2023	1,762,020
Surplus for the year	24,369
Other comprehensive income	–
Total comprehensive income	24,369
Balance as at 30 June 2024	1,786,389
Balance as at 1 July 2024	1,786,389
Surplus for the year	237,003
Other comprehensive income	–
Total comprehensive income	237,003
Balance as at 30 June 2025	2,023,392

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2025		
	2025 \$	2024 \$
Cash flows from operating activities		
Receipts from members, grants and others	4,301,384	3,921,218
Interest received	108,057	93,308
Payments to suppliers and employees	(4,300,879)	(3,602,831)
Interest paid	(8,412)	(11,616)
Net cash provided by operating activities	100,150	400,079
Cash flows from investing activities		
Dividends received	70	76
Payments of property, plant and equipment	(1,864)	(19,857)
Payments for intangibles	–	–
Proceeds on sale of property, plant and equipment	–	245
Net investment in term deposits	(1,100,000)	(1,400,000)
Net cash used in investing activities	(1,101,794)	(1,419,536)
Cash flows from financing activities		
Net cash provided by financing activities	–	–
Net change in cash and cash equivalents	(1,001,644)	(1,019,457)
Cash and cash equivalents at beginning of financial year	1,976,745	2,996,202
Cash and cash equivalents at end of financial year	975,101	1,976,745



Australasian College of Health Service Management

PO Box 959, Ryde NSW1680

Tel +61 2 8753 5100 | Fax +61 2 9816 2255 | www.achsm.org.au