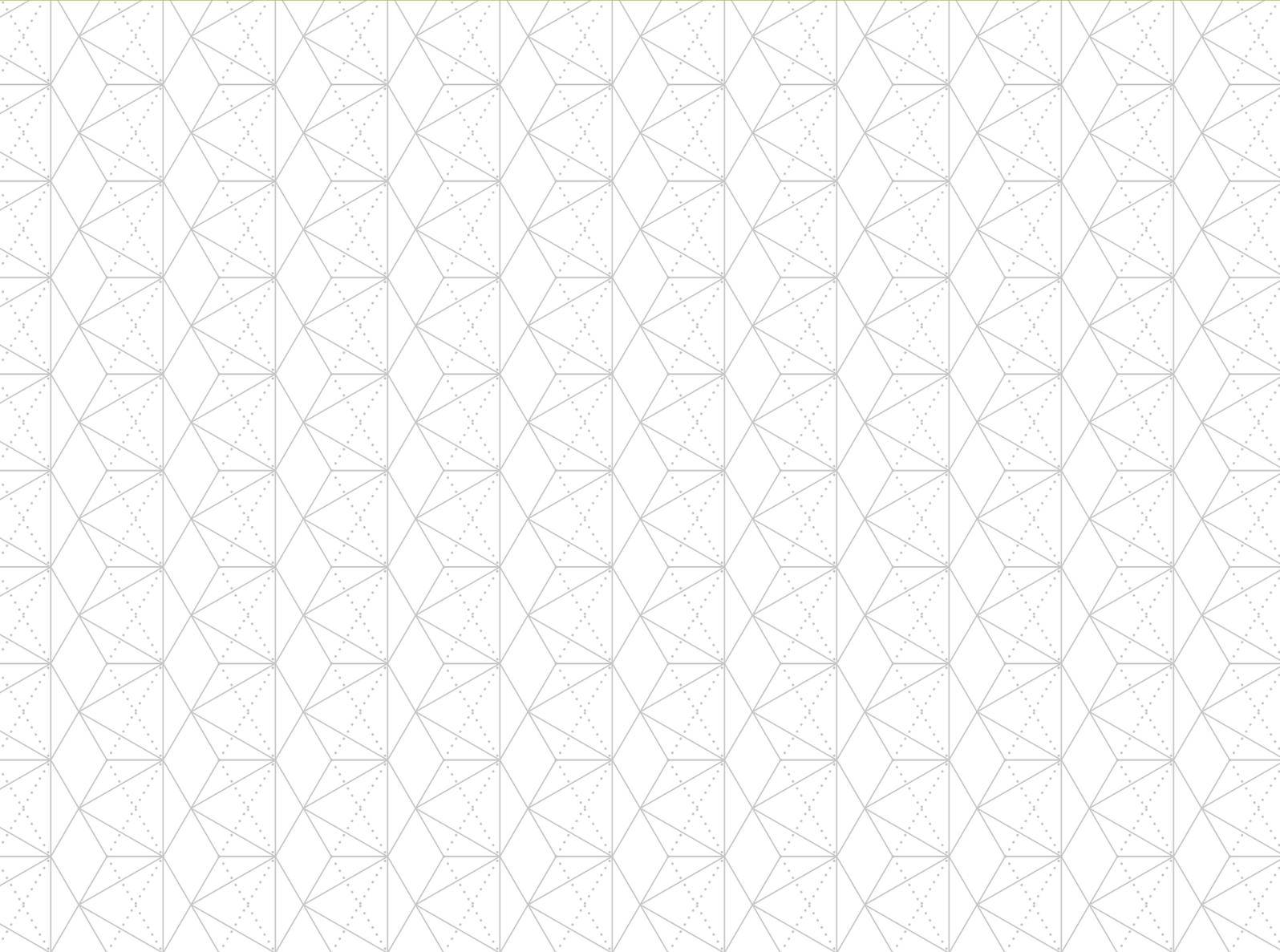




Australian College of Nursing

Modern Slavery Statement 2021



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INTRODUCTION

MODERN SLAVERY

Modern slavery is a term used to cover practices such as forced labour, debt bondage, forced marriage and human trafficking. It is a human rights violation and an exploitative crime with devastating consequences for the health and wellbeing of its victims.

The International Labour Organization estimated that 40 million people were victims of modern slavery worldwide in 2016, approximately 5.4 victims for every 1,000 people. The most prevalent form of modern slavery is forced labour, which disproportionately affects people in more vulnerable circumstances, such as children and young people, undocumented migrants, and those living in poverty.

The Modern Slavery Act 2018 (Cth) provides eight types of exploitation that meet the definition of modern slavery. They are:

- 1) trafficking in persons;
- 2) slavery;
- 3) servitude;
- 4) forced marriage;
- 5) forced labour;
- 6) debt bondage;
- 7) deceptive recruiting for labour or services; and
- 8) the worst forms of child labour.

The worst forms of child labour refer to slavery practices or hazardous work involving children.

ACN'S COMMITMENT

In June 2021, the Australian College of Nursing (ACN) registered with the Department of Home Affairs to voluntarily opt in to comply with the *Modern Slavery Act 2018* (Cth) (“the Act”) and is pleased to present its first Modern Slavery Statement, for the reporting period 1 July 2020 to 30 June 2021.

In 2019, ACN published a Position Statement on Modern Slavery, documenting its longstanding adherence to international standards on business and human rights. As a member of the International Council of Nurses (ICN), ACN endorses ICN’s position on *The Basics of What Nurses Need to Know on Human Trafficking* (ICN 2020); and supports the United Nation’s Universal Declaration of Human Rights to treat all people respectfully, humanely and with dignity.

ACN recognises the essential contribution of nursing to preventing modern slavery as evident in the World Health Organization’s (WHO) *Global Strategy on Human Resources for Health: Workforce 2030* (WHO 2015). ACN supports the WHO’s Sustainable Development Goals (SDG) that directly impact health across all countries irrespective of income status (WHO 2015). ACN supports the SDG target, which aims to address areas of inequality, specifically to “end abuse, exploitation, trafficking and all forms of violence against and torture of children”.

In May 2021, ACN engaged with Unchained Solutions Pty Ltd and began the process of understanding the issues of modern slavery, the requirements of the Act and how it applies to ACN’s operations and supply chain, and how in ACN’s advocacy role it could contribute to furthering the fight against this serious human rights violation.

This 2021 Modern Slavery Statement articulates the actions taken by ACN to understand and investigate the risk of modern slavery in its operations and supply chain.

ACN’s objective in reporting its actions in line with the Modern Slavery Act is to be as transparent as possible, demonstrate leadership to the nursing profession and provide an opportunity for the wider health care sector to learn from its experiences, as other organisations implement their own approaches.

ABOUT ACN

ACN GOVERNANCE

ACN (ABN 48 154 924 642) is a public company limited by guarantee, registered as a not-for-profit organization. ACN's mission is to shape health and advance nursing.

ACN reported an annual consolidated revenue of \$24.9M for the 2021 financial year. Its membership includes Enrolled Nurses (EN), Registered Nurses (RN) and Midwives registered with the Nursing and Midwifery Board of Australia. ACN also offers Associate membership to anyone with an interest in the nursing profession.

ACN is governed by a dedicated Board of Directors. The Board comprises Directors elected from, and by, the membership of ACN and two Independent Directors appointed by the Board.

The Board is responsible for ensuring that ACN has an appropriate corporate governance structure. ACN will achieve its mission of Shaping Health, Advancing Nursing through six pillars, one of which is Social Impact. ACN is committed to highlighting the beneficial impact nurses have upon society. The organisation will lead by example through its voluntary reporting and transparent review of ACN's supply chain to ensure all members of the community know it is committed to eradicating modern slavery. [Read more.](#)

ACN MANDATE

ACN was established by its members to cultivate and maintain the highest principles of nursing and health care by:

- a) Facilitating the education and continuing professional development of nurses and other health care professionals;
- b) Providing opportunity for and administering grants, trusts and awards to further nursing and health professional scholarships;
- c) Contributing to a professional framework that enhances the practice, leadership and progression of nursing and health care nationally and internationally;
- d) Initiating, encouraging and supporting research to seek solutions to issues and problems relevant to nursing and health care practice and the health of the community in general and taking action on such problems and issues;
- e) Fostering and maintaining links with other nursing and allied organisations or relevant groups through co-operation or affiliation;

- f) Acting in an advisory role and providing a consultative service on the process and outcomes of nursing and health policy development and research at national and state levels in order to improve the health care of the community.

ACN ORGANISATION STRUCTURE

In 2021, the Board approved ACN's Strategic Directions for 2022–2026.

ACN MISSION

Shaping Health, Advancing Nursing

ACN will work to achieve its mission through its six pillars. They will be ACN's foundation over years to come and enable innovation and stability.

ACN'S SIX PILLARS

BEHAVIOUR	EXAMPLES
ADVOCACY	We will advocate for the issues that matter to our profession and the health of all Australians to make real and lasting change for today and generations to come.
COMMUNITY	We will support an engaged and contributing community of nurses – at all stages and levels of their career – inclusive of a strong band of supporters, volunteers, health professionals, media and government.
EDUCATION	We will train, educate, inspire and mentor nurses, with constant access to world-class information, research and evidence, and foster the intellectual rigour required of professionals making health care decisions.
LEADERSHIP	We will prepare nurses to lead. We will facilitate opportunities for nurses to make a difference and grow, to expand career options and horizons to reach their utmost potential.
POLICY	We will demonstrate how health and professional care can be enhanced through the expertise and experience of nurses via developing, debating, responding, publishing, promoting and commissioning good policy.
SOCIAL IMPACT	We are inclusive and here for all nurses and their place in society. We will actively strive to develop respect and appreciation for nurses and improve the beneficial impact nurses have on our society and to protect the environment we all share.

ABOUT ACN

ACN operates in Australia and has an online presence worldwide. The registered office is in Canberra with an additional office in Sydney.

ACN is led by the Chief Executive Officer, who implements the strategy approved by the Board.

ACN has three core operational areas:

- Education
- Engagement
- Professional Practice

These areas are supported by ACN's corporate support functions.

The organisational structure is illustrated below.



ACN's employees are based across Australia and are directly employed by the Australian College of Nursing group on either permanent fixed term or casual employment agreements.

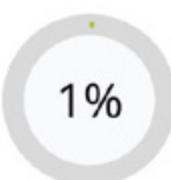
ACN's workforce also extends to self-employed contractors.



82% of ACN's workforce is made up of full-time employees



17% of ACN's workforce is made up of part-time employees



1% of ACN's workforce is made up of casual employees

SHAPING HEALTH, ADVANCING NURSING

“ACN will be a force to be reckoned with, known for our strengths in advocacy, respected for our influence and our political savviness, appreciated for our responsiveness to members and to broader industry issues, and found at the fore in the health and aged care debate.” - Adjunct Professor Kylie Ward FACN, Australian College of Nursing Chief Executive Officer

ACN supports its members to be the best they can be by keeping them informed, connected and inspired. ACN is committed to its mission of ‘Shaping Health, Advancing Nursing’ to enhance health care and strongly believes that all nurses, regardless of their job title or level of seniority, can be leaders.

ACN's membership, events and higher education services allow nurses at all levels to stay informed, connected and inspired. ACN is excited to lead change and by bringing together thousands of extraordinary nurses from across the country, it will build a strong collective voice for nursing and command the respect and recognition the profession deserves.

ACN advocates on behalf of the nursing profession

As a professional nursing organisation, ACN advocates at state and federal levels with ministers and health departments and provides valuable insight and recommendations from a nursing perspective. ACN is the Australian member of the ICN and advocates for the profession at both national and international level.

The expertise of ACN's members helps to shape health care and aged care policies

ACN provides a collective voice for the nursing profession by utilising its members' experience and knowledge to provide input to health and aged care debate and policy. ACN provides opportunities for its members to shape position statements about important aspects of nursing, aged care and health care delivery to all Australians.

ACN nurtures the nurse leaders of today and tomorrow

ACN is committed to encouraging, educating and supporting nurses, so they can develop and grow their skills, confidently take a leadership role in health care or aged care and provide the essential professional, economic and clinical perspectives that can shape care models. ACN is an information hub for its members and offers them a number of convenient and valuable tools including career development, leadership skills development, networking and library services.

ACN is an accredited Institute of Higher Education for

ABOUT ACN

qualified nurses

As an educational organisation, ACN's postgraduate, continuing professional development (CPD) and training courses are renowned for equipping nurses with further knowledge of their chosen specialty and extending their clinical skills. ACN also develops customised education courses to meet organisational training needs.

MEMBERSHIP

As a member-based organisation, ACN's Fellows and Members are its primary focus. Their engagement in its advocacy and representation work see ACN involved in key policy areas, not just at the Commonwealth level, but across all jurisdictions.

Affiliation packages have been specifically developed to fit the needs of organisations that are committed to supporting their nurses. Affiliates are provided with the opportunity to tap into the wide range of networking and support services, providing their nursing staff with the opportunity to grow their career and develop their individual leadership potential.

EDUCATION

ACN is an Institute of Higher Education and is registered and accredited by the Tertiary Education Quality and Standards Agency for the delivery of higher education courses. ACN is also a Registered Training Organisation approved to deliver nationally accredited training with the Australian Skills Quality Authority.

ACN is recognised for providing courses with strong clinical focus and evidence-based practice.

POLICY AND ADVOCACY

Through advocacy and representation, ACN demonstrates the leadership that nurses can bring to Australian health care. ACN is committed to ensuring that the expertise and experiences of nurses are represented in policy development throughout the Australian health and aged care systems.

EVENTS

ACN conducts a range of major events and conferences focused on nursing practice, professional aspects and clinical education. Through participation in an ACN event, nurses are empowered to expand their scope of skills, network with like-minded professionals and be involved in influencing and shaping the profession and its practice.

The National Nursing Forum

The National Nursing Forum (NNF) is ACN's signature annual leadership and educational event bringing together nurses, students and other health professionals both nationally and internationally. The NNF seeks to inform and inspire delegates through exceptional keynote speeches, specialty concurrent streams and many networking opportunities.

ACN Nursing & Health Expo

The ACN Nursing & Health Virtual Expo connects visitors with a range of organisations including hospitals, health care services, educational institutions and specialty nursing groups.

SCHOLARSHIP ADMINISTRATION

For over twenty years, ACN has administered a range of scholarships for undergraduate and postgraduate courses in aged care, nursing and midwifery as well as scholarships for Aboriginal and Torres Strait Islander students studying entry-level health courses on behalf of the federal and state and territory governments.

INSTITUTE OF LEADERSHIP



ACN's Institute of Leadership supports nurses at all career stages to extend their leadership skills and confidence. ACN strongly believes that all nurses, regardless of seniority or job title, are leaders. ACN is committed to supporting all nurses to realise and reach their full leadership potential.

ACN's Institute of Leadership offers a range of leadership development opportunities, from CPD short courses to formal leadership programs, to allow nurses to boost their leadership skills and progress their careers.

ABOUT ACN

AUSTRALIAN COLLEGE OF NURSING FOUNDATION



The Australian College of Nursing (ACN) Foundation’s mission is to ensure Australian nurses have access to educational, research, advocacy and leadership opportunities that will keep them highly skilled and at the cutting edge of health care delivery. The ACN Foundation aims to support nurses by acknowledging that a nurse’s education is an integral part of their lifelong learning.

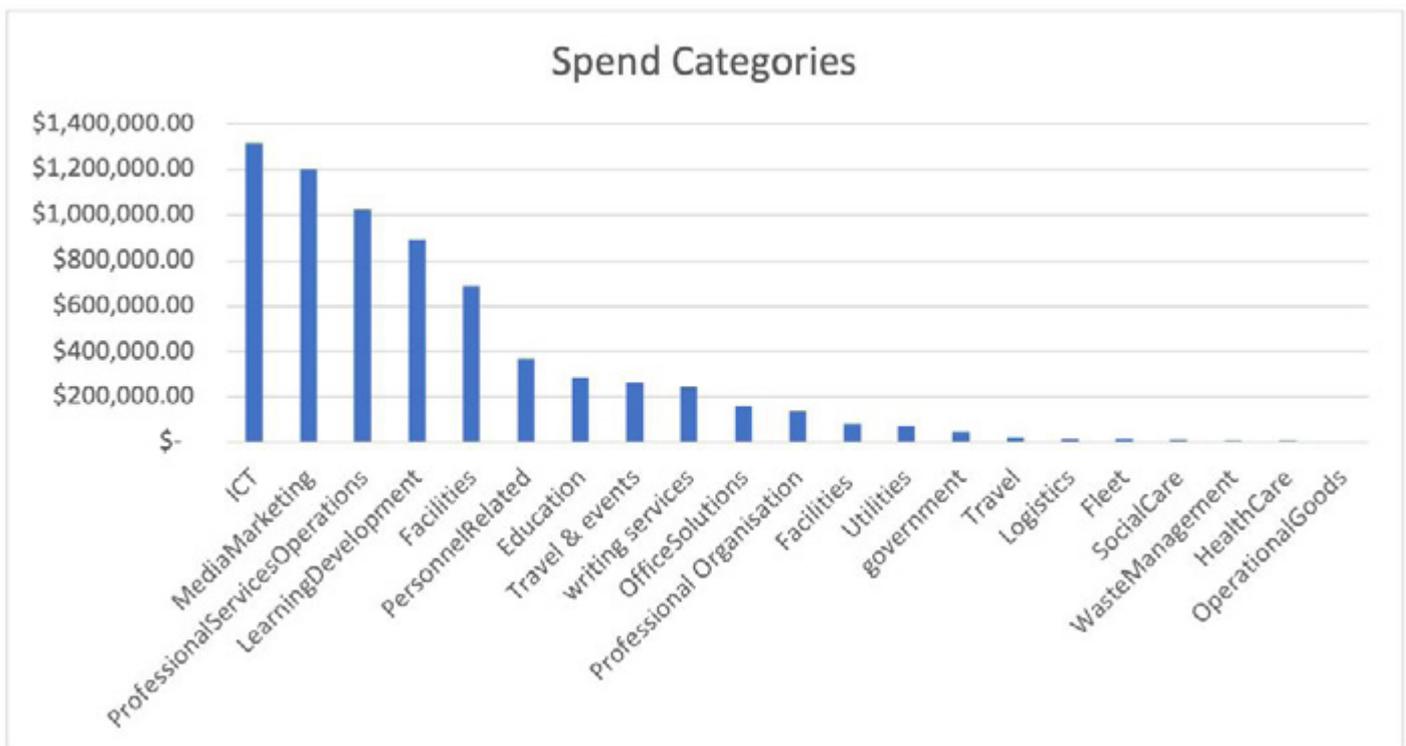
The ACN Foundation helps enable Australian nurses and the nursing profession to achieve the highest level of nursing excellence through raising funds from corporations, individuals and private trusts, and foundations.

ACN Foundation Policy Fellows Program

Launched in 2019 by the ACN Foundation, the program is Australia’s first nursing-specific health policy fellowship. It demonstrates a commitment from the ACN Foundation to invest in the nursing profession and improve health outcomes for all Australians. Undertaking the program provides the next generation of nursing leaders with the knowledge and skills to positively influence health policy development and implementation in Australia and internationally.

ACN SUPPLY CHAIN

ACN has performed an analysis of its accounts payable data for the reporting period and identified the following spend categories:



RISK OF MODERN SLAVERY PRACTICE

RISKS IN ACN OPERATIONS

The risk in ACN's operation is remote. However, ACN sees an opportunity to contribute to the cause by using its education platform to provide members with the tools to recognise and report suspected instances and support survivors' recovery.

RISKS IN ACN SUPPLY CHAIN

With 99% of ACN's first-tier suppliers based in Australia and 83% providing services, it is likely that the potential to be linked with or contribute to modern slavery in ACN's supply chain sits beyond the first tier of its supply chain and most probably outside of Australia's national borders.

With that in mind, ACN's focus of actions is to strengthen the understanding of its suppliers' supply chain and raise their awareness of the issue, as well as strengthening ACN's supplier on-boarding process. This entails two specific areas of due diligence:

- 1) Engagement with suppliers in the two categories of spend representing the higher risk (information technology products and promotional goods).
- 2) Improvement of the due diligence and supplier governance processes.

SUPPLIER RISK ASSESSMENT

A review of ACN accounts payable data and categorisation of the spend allowed an assessment based on the following risk factors.

SECTOR AND INDUSTRY RISKS

Certain sectors and industries may have high modern slavery risks because of their characteristics, products and processes. For example, mining, textiles and fashion, fishing, electronics, cleaning, and agriculture are recognised as high-risk industries globally.

PRODUCT AND SERVICES RISKS

Certain products and services may have high modern slavery risks because of the way they are produced, provided or used. For example, bricks, cobalt, cotton and rubber are recognised as high-risk products globally. Similarly, services that involve lower wages, manual labour, casual/seasonal workers with little or no qualifications such as cleaning may have high modern slavery risks.

GEOGRAPHIC RISKS

Some countries may have higher risks of modern slavery, including due to poor governance, weak rule of law, conflict, migration flows and socio-economic factors like poverty.

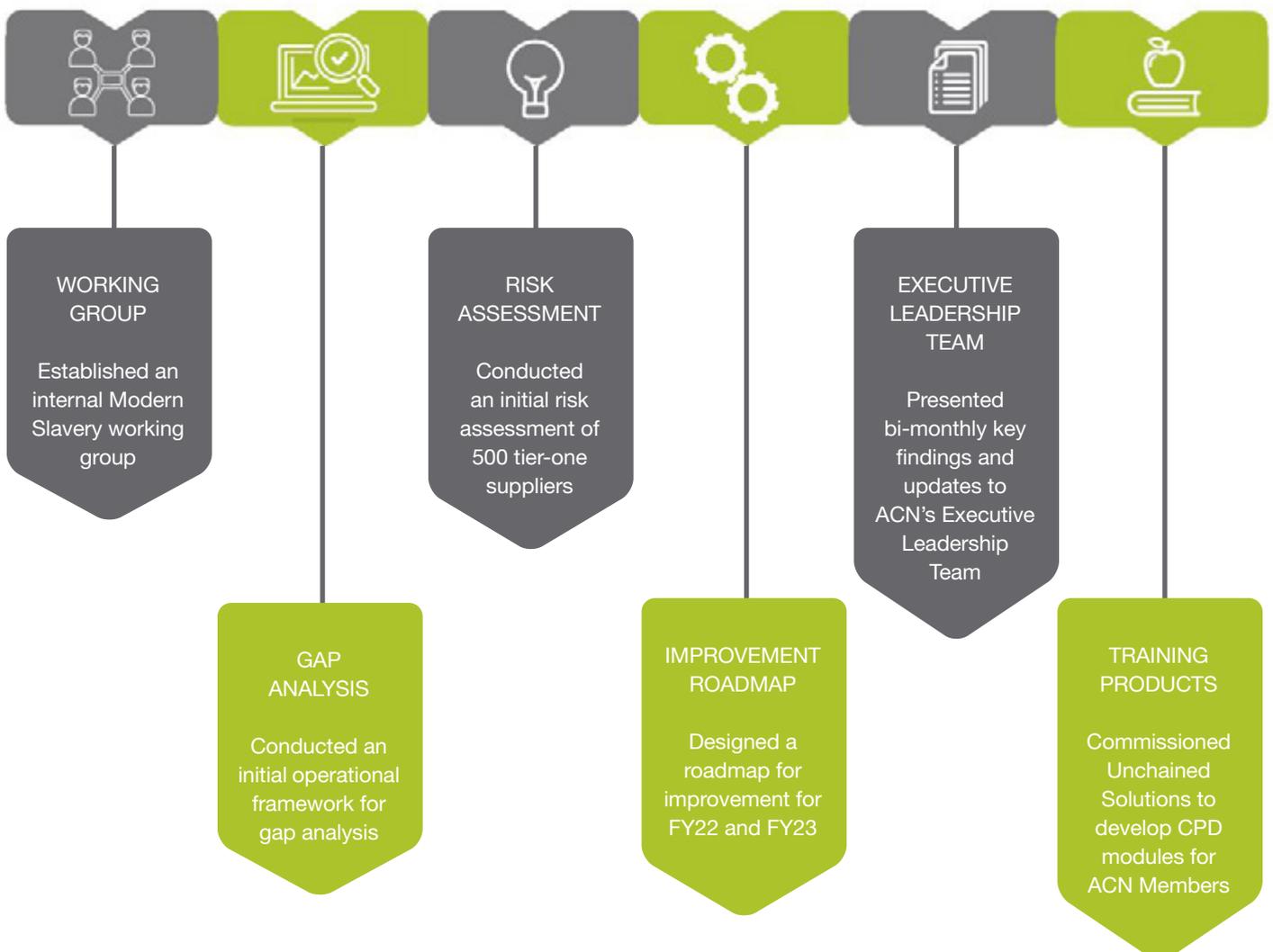
ACTIONS TAKEN

ACN'S OBJECTIVES

During the 2021 reporting period, ACN formed a working group with three objectives:

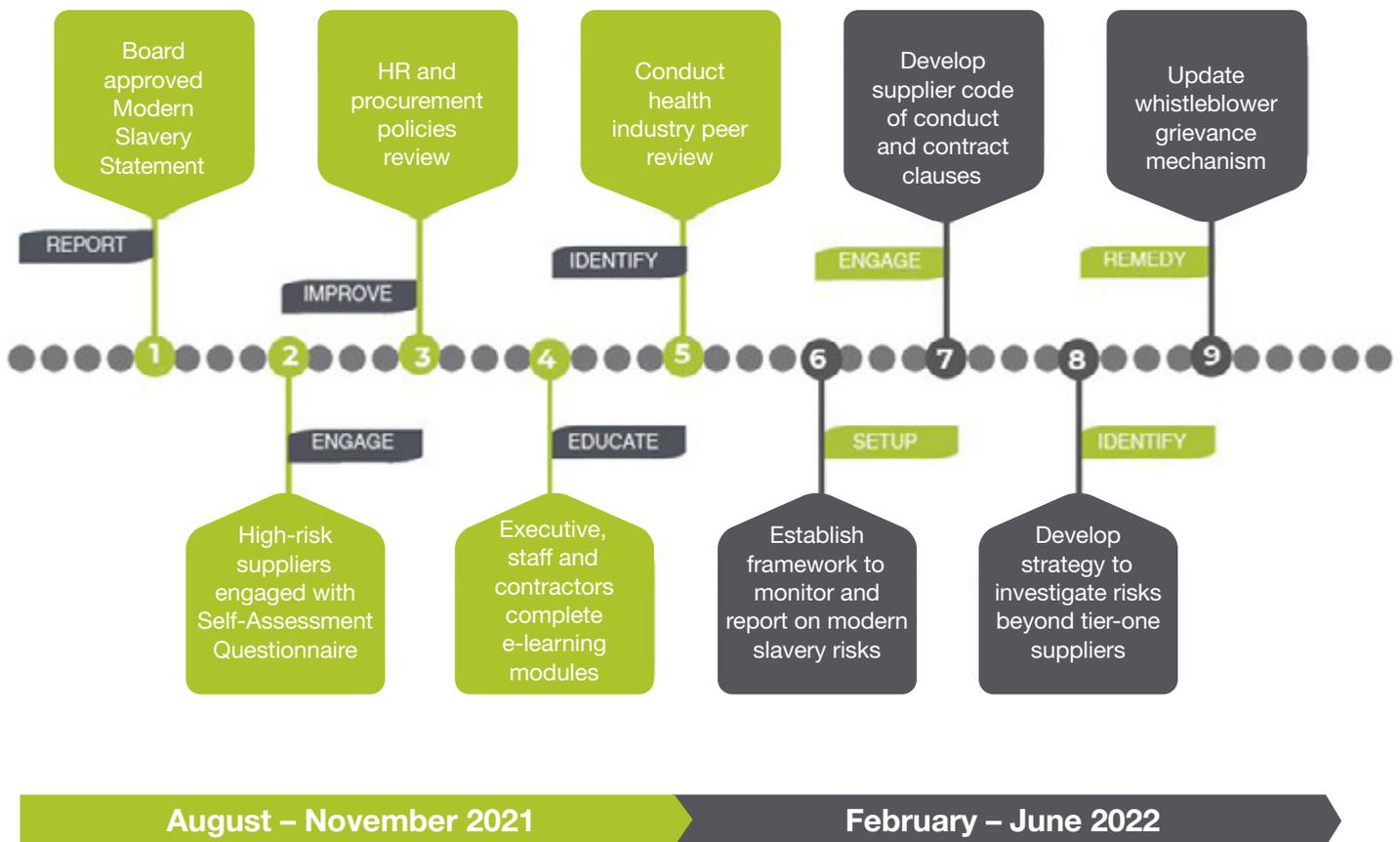
- 1) To assess the potential for ACN to cause, contribute to, or be directly linked to modern slavery through its operations and supply chains,
- 2) To develop a roadmap for establishing meaningful actions to combat the issue, and
- 3) To assess the risk in the first-tier supply chain.

The key to success is to place the safety of people first in all that ACN does, beyond the facilities it manages or operates from, embedding human rights into the fundamental frameworks and structures that enable the business to thrive. To this end, ACN has endeavoured to assess modern slavery risk across five main areas: governance, procurement, supply chain, human resources, customers and stakeholders.



2021 POSITIVE ACTION ROAD MAP

To build on initial work to understand the nature of modern slavery risk in its operations and supply chain, ACN will undertake the following steps in year ending 30 June 2022.



MODERN SLAVERY ASSESSMENT REPORTING CRITERIA

MODERN SLAVERY ASSESSMENT REPORTING CRITERION

Identify reporting entity page 2 - 3

Describe the entity's structure, operations and supply chain Page 3 - 6

Describe risks of MS practices in operations and supply chain Page 6 - 7

Describe actions taken by reporting entity Page 8 - 9

Effectiveness of actions NA

Consultation process NA

Include other information relevant NA

This first annual Modern Slavery Statement 2021 marks the start of the organisation's journey to engage, assess, address and monitor modern slavery risks and to take positive actions.

It has been reviewed and approved by Australian College of Nursing Board of Directors on 6 December 2021.

Signed



Professor Christine Duffield, RN PhD FACN
ACN President

GLOSSARY

ACN	Australian College of Nursing
CEO	Chief Executive Officer
COO	Chief Operating Officer
CPD	Continuing professional development
EN	Enrolled nurse
FY	Financial year
HR	Human resources
ICN	International Council of Nurses
ICT	Information and Communication Technology
NMBA	Nursing and Midwifery Board of Australia
NNF	National Nursing Forum
RN	Registered nurse
SDG	Sustainable Development Goals
WHO	World Health Organization

REFERENCES

Australian Government Department of Home Affairs (2020) 'Criminal justice', Department of Home Affairs, Australian Government, accessed 17 December 2021

ICN (International Council of Nurses) (2020) Human Trafficking The basics of what Nurses need to know https://www.icn.ch/system/files/2021-07/Human%20Trafficking%20Pamphlet_ENG.pdf, ICN, accessed 17 December 2021

WHO (World Health Organization) (2015) Global strategy on human resources for health: Workforce 2030 [link this], WHO, accessed 17 December 2021