



CAPHIA

**Annual Report**  
**2022-2023**



CAPHIA

COUNCIL OF ACADEMIC PUBLIC HEALTH INSTITUTIONS AUSTRALASIA  
Advancing Public Health Education, Research & Workforce Development



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COUNCIL OF ACADEMIC PUBLIC HEALTH INSTITUTIONS AUSTRALASIA

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# CHAIR'S REPORT

By Professor Rebecca Ivers, AM



It is my pleasure to provide my first Chair's Report as part of the 2022-2023 Annual Report of the Council of Academic Public Health Institutions Australasia. Thank you to immediate past Chair Professor Gregory Kolt, who provided many years of leadership, guiding us through the early COVID and a governance contemporisation which enables our continued growth.

This report is both an opportunity to reflect on our achievements over the last 12 months and to renew our commitment to improve the public's health by advancing public health education, research and workforce development.

A personal highlight was connecting with the CAPHIA community during events such as the World Congress in Public Health in Rome, and via the "virtual roadshow" with the Executive Director. These discussions once again reminded of the generosity and ingenuity of our community of practice, what we can achieve when we work together, and how much we gain when we're willing to share our expertise. CAPHIA contributes to our vision of a bold and adaptive public health workforce locally and globally. Preparing the public health workforce for the future has never been more important, and the essential role of public health educators in shaping the knowledge and skills of graduates has never been more apparent.

In April of this year we published our Call to Action: Public Health Education for a Sustainable Future and continue to advocate for additional investment in our public health workforce. Our work to develop the third edition of the CAPHIA competencies is ongoing and will be an important feature of our efforts over the next period to develop a best practice public health competency framework for Australasia. This is especially important given the work to professionalise and better support the profession.

We welcomed two new board members in 2023: Associate Professor Courtney Ryder to the CAPHIA Board of Directors as an appointed Director, Aboriginal and Torres Strait Islander Health and Professor Nancy Baxter, Director and Chair, Audit and Risk Committee. These appointments further strengthen CAPHIA's robust governance and make us better placed to represent the diversity of our Australasian makeup.

None of this would be possible without the dedicated work and commitment of the CAPHIA Board, CAPHIA staff and volunteers who have contributed to CAPHIA governance, events and initiatives.

Professor Rebecca Ivers, AM

# WHO WE ARE

CAPHIA is the peak organisation that represents **public health in universities and aligned organisations** that offer undergraduate, postgraduate programs and workforce development program, education and research in public health throughout Australasia.

## OUR PURPOSE

We maintain **high quality academic standards** in the education and development of public health practitioners and researchers.

We lead and represent **public health education** in the tertiary sector

We are a respected voice and **advocate** for the development of public health professionals and researchers within Australasia.

## OUR MEMBERS

**Full Membership** is open to universities teaching and researching public health.

**Affiliate Membership** is open to aligned organisations who support the objectives of CAPHIA.

All staff and current students of member organisations are eligible for member benefits.

## OUR STRATEGIC PLAN

### VISION

CAPHIA is the lead advocacy organisation for tertiary public health education, research and public health training and development in Australasia

### MISSION

To improve the public's health by advancing public health education, research and workforce development

### OBJECTIVES

To advance public health education and research, and to lead and represent public health in universities throughout the Australasian region

### Professional Development

CAPHIA will support capacity building and skills development for member organisations

### Advocacy

CAPHIA will promote and support the collective views of member institutions

### Partnerships & Networks

CAPHIA will support, facilitate and enhance networks and partnerships within and beyond Australasia

## Board of Directors



Professor Rebecca Ivers, AM  
University of New South Wales  
**Chair and Board Director**



Dr Julie Saunders  
University of Western Australia  
**Deputy Chair and Board Director**



Professor Nancy Baxter  
University of Melbourne  
**Board Director and Chair, Audit and Risk Committee**



Associate Professor Courtney Ryder  
Flinders University  
**Board Director and Director for Aboriginal Health**



Associate Professor Katherine Baldock  
University of South Australia  
**Board Director**



Professor Gregory Kolt  
University of Western Sydney  
**Board Director**



Professor Basia Diug  
Monash University  
**Board Director**



Dr Daniel Demant  
University of Technology Sydney  
**Board Director**



Professor Aziz Rahman  
Federation University Australia  
**Board Director**

## CAPHIA Staff



Holly Donaldson  
**Executive Director**



Casey Yates  
**Advocacy and Membership Coordinator**

# PROFESSIONAL DEVELOPMENT

We support capacity building and skills development for staff and current students from member organisations

- Free seminars, summits & workshops
- Public health competencies
- Advisory services for PH courses
- CAPHIA awards
- Teaching & Learning Forum
- Internships & networking opportunities

## Global Public Health Week: April 2-7 2023

CAPHIA contributed 4 live sessions & released resources to celebrate the inaugural GPHW, initiated by the **World Federation of Public Health Associations**. We supported capacity strengthening in key areas of public health and demonstrated our commitment to international collaboration and leadership.

4

Live sessions across 5 days

400

Attendees across Australasia and beyond

300

Views via our Vimeo channel



## 2023 CAPHIA Internship Program

4

Internships

>150

Applications received

We were pleased to provide four paid internships during the 2023 Calendar year. Undergraduate and postgraduate public health students applied from across Australasia and beyond and were of an extremely high caliber. We tailored their internships to meet each student's strengths and interests.

# PROFESSIONAL DEVELOPMENT

## CAPHIA Awards



# 2022 CAPHIA Awards

- > ECRs, ECAs
- > Individuals
- > Teams



Excellence in academic public health is celebrated annually to recognise and reward exceptional individuals and teams across our community.

### CAPHIA Medal

Professor Dragan Ilic – Monash University

### Scholarship-Informed Teaching and Learning

Team – La Trobe University

### Teaching Excellence

Team – The University of Queensland

Individual – A/Prof Stephanie Topp James Cook University

Early Career Academic – Dr Rimante Ronto Macquarie University

### Teaching Innovation

Team – The University of Queensland

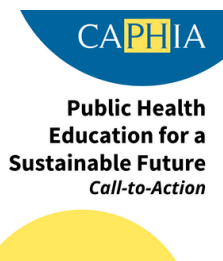
Individual – Dr Julie Saunders The University of Western Australia



## Resources

We continued to promote the programs of our members via the [Open-access Public Health Course Directory](#). Through our memberships with the World Federation of Public Health Associations and the Global Network for Academic Public Health, we also share handbooks, studies and curated information.

[vimeo.com/caphia](https://vimeo.com/caphia)



**Study Public Health**  
Find Public Health undergraduate and postgraduate degrees, short courses, training programs and more!

- > Location
- > Delivery mode
- > Accreditation status

[caphia.com.au/resources](https://caphia.com.au/resources)

# PROFESSIONAL DEVELOPMENT

## Early Career Academics Professional Development Series 2022

The 4-part professional development development series led by the Early Career Academics Committee showcased best-practice education strategies and taught participants how to embed them via workshops. The sessions culminated in a "promotion & application" panel.



## Educating our public health workforce

Capabilities > Knowledge >> Skills >>> Application

2023 CAPHIA Interns conducted a range of activities to help prepare for the CAPHIA Competencies Renewal including stakeholder mapping, co-design planning, and research of models, accreditation and self-regulation. They have also contributed to CAPHIA professional development initiatives.

**Sabrina Morrison** is a Meanjin-based tertiary educator for the University of Queensland. She is passionate about One Health, particularly the connections between climate change, food systems, and human health. She loves teaching and doing STEM outreach with high school students.



**Nga Viet Chu** is studying a Master of Public Health at the University of Melbourne, focusing on aged care and ageing population adaptation. Her professional aspiration is to strengthen community-driven and integrated healthcare models which will bring comprehensive benefits to both the older people of today and the older people of tomorrow.





# PROFESSIONAL DEVELOPMENT

## Communications

### Newsletters, website posts and social media



Across FY22-23 the CAPHIA community was kept up to date on global and local academic public health news, events, jobs and opportunities. Our online engagement continued to grow across platforms to provide timely information to members with multiple campaigns being run.



The **Meet our Leaders** campaign on [LinkedIn](#) and [Twitter](#) showcases our community, celebrates the diversity of academic public health and builds awareness of public health more broadly. This initiative was a direct result of the 2022 Heads of Schools Summit as part of a broader discussion around identity and bolstering the public health workforce across Australasia.



## Resources

We continued to promote the programs of our members via the [Open-access Public Health Course Directory](#). Through our memberships with the World Federation of Public Health Associations and the Global Network for Academic Public Health, we also share handbooks, studies and curated information.

[vimeo.com/caphia](https://vimeo.com/caphia)



CAP<sup>H</sup>IA  
**Public Health Education for a Sustainable Future**  
*Call-to-Action*

**400+ Courses**  
**Open Access**  
**Study Public Health**  
Find Public Health undergraduate and postgraduate degrees, short courses, training programs and more!

- Location
- Delivery mode
- Accreditation status

[caphia.com.au/resources](https://caphia.com.au/resources)

# ADVOCACY

We advocate for public health teaching, learning, and research - particularly for and with Indigenous and culturally and linguistically diverse people, to improve the health of Australasian people and their health systems.

- Government Consultations
- Written Submissions
- Position Statements
- Open Letters
- Social media campaigns
- Call for Action
- Peer-reviewed journal articles
- Research
- Advocacy capacity building



caphia.com.au

Written submission in response to  
**ROLE AND FUNCTIONS OF AN AUSTRALIAN CENTRE FOR DISEASE CONTROL**

### SUBMISSION FOCUS

CAPHIA's submission focuses on our core expertise: academic public health.



#### World Class Workforce:

Invest in developing a sustainable, scalable and highly-educated public health workforce by removing barriers to entry, barriers to practice and barriers to expertise.



#### Rapid Response to Health Threats:

Lead the National Preventive Health Strategy 2021-2023 and invest in enabling capabilities early to rapidly respond to existing and emergent health threats.



#### Leadership on Preventive Health:

Become the trusted independent, statutory body for Public Health and embed all domains/subspecialties via CDC structures, collaboration and advisory mechanisms.

Written Submission: [Australian Centre for Disease Control](#)



## OPEN LETTER

Victorian community health funding cuts: Saving now to spend more later will harm our communities

*"We are at great risk of losing the hard-earned gains over many decades on non-communicable diseases, injuries and prevention work because of the focus on the COVID-19 pandemic. We need investment in preventive health and health promotion, not defunding of critical upstream programs and services which save money in the long term..."*

**Now is the time to invest in the health of our communities, not further harm them."**

Open Letter: [Oposing Victorian Community Health Funding Cuts](#)

2023 CAPHIA Interns, contributed to CAPHIA Advocacy including on the Voice to Parliament and National Health and Climate Strategy and Draft National Consumer Strategy for Health and Wellbeing.



**Sharna Motlap** is a proud Aboriginal and Torres Strait Islander woman from the Mbabaram tribe and from Hammond Island. She is currently studying a Master of Public Health and Master of Health Research and aims to improve health outcomes in rural and remote Australia.



**Gem Allinson** is a Sunshine Coast local who is passionate about social inclusion and community. She is currently studying a Master of Public Health with the University of Queensland whilst working part-time as a Senior Physiotherapist for Queensland Health. Outside of study and work, she is an avid rock climber and hiker.



# Advocacy in Action

- The 'ask' > Invest in education of the public health workforce
- The outcome > A well-educated, sustainable, scalable and prepared workforce
- The impact > Enhanced prevention, promotion and protection for all

## 2022-2024 CAPHIA Advocacy In Action Plan

CAPHIA Advocacy is guided by the Action Plan, formed In late 2022 which had a primary focus on developing evidence-based recommendations to guide the formation of an Australian CDC. The CAPHIA submission and work informing it, explores the broader questions of what is needed to a) develop and b) invest in the public health workforce to ensure sustainable and effective health systems across Australasia.



## Deliverables



## Success Measures

- 1** Achieve consensus on priority areas and develop clear and compelling advice, original research and plain language communications to promote the CAPHIA position.
- 2** Have a seat at the table – we will be actively called upon to inform submissions, scope new initiatives, guide policy reform, respond to requests for tenders, etc.
- 3** Develop relationships and regularly meet with government officials and professional staff to identify and progress shared goals to further academic public health.
- 4** Build strong partnerships and networks with public health allies to co-deliver initiatives of mutual interest.
- 5** Are awarded funding, grants or similar to further the development of evidence-based academic public health.

Advocacy Campaigns: We scaffold our advocacy outputs with social media campaign, workshops and supporting resources to enable Action.

Example - Call for Action: Public Health Education for a sustainable future

Peer Reviewed Article

Australian and New Zealand Journal  
of Public Health  
Volume 47, Issue 2, April 2023, 100042

Commentaries

Council of Academic  
Public Health Institutions  
Australasia, Public health  
education for a  
sustainable future 'Call to  
Action', 2021

Resources: Guide & Video

**Vision**  
For Australasia public health  
educators to work as a  
community of practice to co-  
create public health curricula  
that prepares a bold and  
adaptive workforce to lead  
public health action for a more  
sustainable and equitable  
future

**CAP<sup>H</sup>IA  
Public Health  
Education for a  
Sustainable  
Future**

[caphia.com.au/advocacy](http://caphia.com.au/advocacy)

Webinar & Workshop

**CAP<sup>H</sup>IA**

**Public Health Education  
for a Sustainable &  
Equitable Future**  
Workshop

Exploring and embedding CAP<sup>H</sup>IA's Call To Action

**A. PROF. JANE TAYLOR**  
UNIVERSITY OF  
SUNSHINE COAST

**A. PROF. SUE DEVINE**  
JAMES COOK  
UNIVERSITY

**PROF. ANNE ROIKO**  
GRIFFITH  
UNIVERSITY

**MS. DIONNE AMATO ALI**  
UNIVERSITY OF  
SUNSHINE COAST

ONLINE  
EVENT

12:30PM - 2PM  
6 APR 2023 (AEST)

FREE FOR  
GLOBAL PUBLIC  
HEALTH WEEK

REGISTER NOW  
[caphia.com.au](http://caphia.com.au)

We scaffold our advocacy outputs with social media campaign, workshops and supporting resources to enable Action. Example - Position Statement: Educating the Public Health Workforce

**Position Statement:  
Educating the Public Health Workforce**  
December 2022

**Background**  
The Council of Academic Public Health Institutions Australasia (CAP<sup>H</sup>IA) is the peak organisation that works to advance public health education and research and leads and represents public health in universities throughout the Australasian region. Across our member institutions, we represent thousands of public health educators, researchers, workforce developers and students.

**Document Purpose**  
The primary intent of this Position Statement is to articulate member views on principles for educating the Public Health workforce.

**POSITION STATEMENT  
EDUCATING THE PUBLIC HEALTH WORKFORCE**  
**Who employs the Public Health Workforce?**  
The practice of public health occurs in many local, national and international settings including, but not limited to:

- Government bodies leading and collaborating to develop and implement public health policies, programs and other initiatives for their constituents
- Social justice and welfare organisations addressing systemic inequalities;
- Non-profit/for-benefit organisations advocating for health improvements in specific populations, health conditions or diseases; and
- Academic institutions such as universities and research institutions.

**Find out more:** [caphia.com.au/advocacy](http://caphia.com.au/advocacy)

Vivian Romero and 43 others 2 reposts

# PARTNERSHIPS & NETWORKS

**We work with individual organisations and consortiums to represent and advocate for Australasian academic public health.**

## Global Network for Academic Public Health

As part of the Global Network for Academic Public Health (GNAPH), we endorsed the Roadmap and Action Plan to enhance the international capacity and capability of the public health workforce. CAPHIA nominated academics from member institutions to contribute to the World Health Organisation’s development of competencies and outcomes for the essential public health services.

GNAPH was one of the co-organizers for the World Congress on Public Health in Rome, May 2-6, 2023. The Network sponsored five sessions during the Congress and CAPHIA led one showcasing teaching innovations. CAPHIA Chair, Professor Rebecca Ivers AM signed the GNAPH constitution, officially establishing the Network.



## This is Public Health Global Grants

Three CAPHIA Member Institutions were awarded \$5,000USD matched funding for student-led projects to promote public health.

### Monash University

Topic: Public health careers  
Student Ambassador: Shivangi Shah

### The University of Western Australia

Topic: Increasing awareness of public health issues in low- and middle-income countries  
Student Ambassador: Neave Isabella Garland

### University of Wollongong

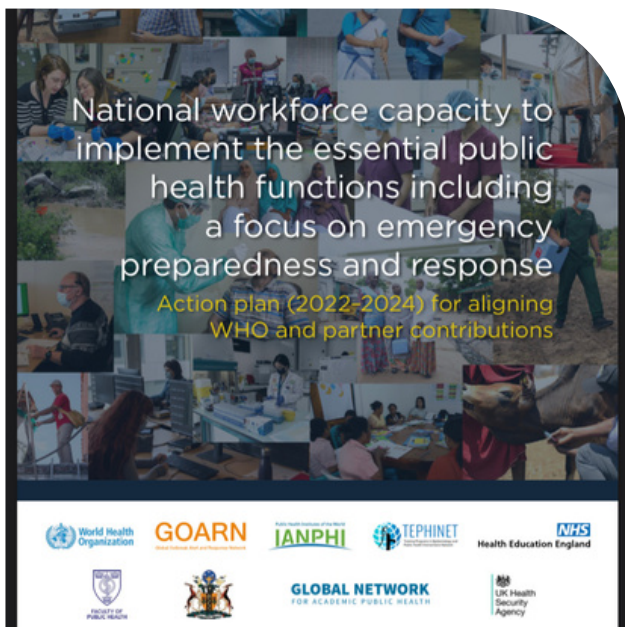
Topic: Say No to E-cigarettes-Vape free Campus  
Student Ambassador: Emma Lailles



# PARTNERSHIPS & NETWORKS

## Co-design & partner-delivered content

Through our events and governance bodies and working group we guide best-practice academic public health standards through collaborative design and consultation with our members. Through our social media platforms and newsletters we also curate resources and share opportunities within the academic public health community both locally and internationally.



## WHO Competency & Outcomes Framework

CAPHIA representatives who have been chosen to join the team to review the WHO Global Competency and Outcomes Framework for the Public Health and Emergencies Workforce:

### Principal Peer Reviewer

- Dr Linda Murray (Massey University)

### SME Peer Reviewer

- Dr Jonathan Hallett (Curtin University)
- Adjunct Associate Professor Lois Myer (University of New South Wales)
- Dr Helen Keen Dyer (Central Queensland University)



## Local and global partnerships



# Our Members Institutions



# FINANCIAL REPORT

By Professor Nancy Baxter



This report represents the finances of CAPHIA for the period of July 2022 to June 2023. CAPHIA has three main forms of revenue, these are Full Memberships (\$182,742.72), Affiliate Memberships (\$5,454.54), and Teaching and Learning Forum income (\$8,385.46).

Memberships from institutions remain our biggest source of revenue with Full Member (fee paying) paying \$6,000 including GST and Affiliate Members paying \$3,000 including GST. Three Full Member Institutions had their fees waived in the 2022/2023 year.

The major expenses for CAPHIA are salaries, the Teaching and Learning Forum and major programs - including travel for advocacy work, such as engaging in the Australian Centre of Disease Control consultation. Staff salaries including superannuation and oncosts were \$163,100.72. All expenses are in line with budgeted projections and have seen CAPHIA well-resourced to continue to grow.

CAPHIA offered a range of free development opportunities to staff and current students of member institutions in the 2022/2023 membership year, demonstrating continued enhancement of CAPHIA's activities. This included the 2023 CAPHIA Internship program and the 4-part Professional Development Series hosted by the Early Career Academics and Postgraduate Students Subcommittee. Free masterclasses were also hosted to celebrate the inaugural Global Public Health Week in April 3 - 7, 2023.

The organisation had a total equity of \$257,988.48 at 30 June 2023 including \$246,703.24 of retained earnings and \$11,285.24 in surplus. CAPHIA is in a strong financial position. Our cash reserves are healthy and are at expected levels. We are now in a position to leverage some of the retained earnings for strategic initiatives in coming years - such as the development and consultation of the CAPHIA Competencies Third Edition.

CAPHIA's accounts 2022/2023 financial period were prepared on the basis of statutory requirements with an independent audit completed in October 2023.

Professor Nancy Baxter





# FINANCIAL REPORT

By Professor Nancy Baxter

## Profit and Loss FY22-23

Income		
Membership Income		\$182,727.42
Affiliate Membership		\$5,454.54
Forum Income		
Australian Forum Income	\$8,385.46	
<b>Total Income</b>		<b>\$196,567.42</b>
<b>Gross Profit</b>		<b>\$196,567.42</b>
ADMINISTRATION		
Office expenses		\$5,273.15
Financial management		\$675.00
Telephone		\$763.68
Website Design		\$2,509.09
Employment Expenses		
Staff Salaries	\$130,480.73	
Superannuation	\$13,700.48	
Oncosts	\$18,919.54	
CAPHIA PROGRAMS		
Awards and Prizes	\$1,172.23	
Forum expenses		
Travel	\$9,046.28	
Other Expenses	\$14.73	
<b>Total ADMINISTRATION</b>		<b>\$182,554.91</b>
<b>Operating Profit</b>		<b>\$14,012.51</b>
<b>Total Other Income</b>		<b>\$0.00</b>
<b>Net Profit/(Loss)</b>		<b>\$14,012.51</b>



## Balance Sheet FY22-23

Assets		
Current Assets		
Cash On Hand		
Westpac Cheque Account	\$160,453.57	
Term Deposit - 396849	\$91,700.43	
Computer Equipment - at cost	\$1,088.18	
<b>Total Cash On Hand</b>	<b>\$253,242.18</b>	
<b>Total Current Assets</b>	<b>\$253,242.18</b>	
<b>Total Assets</b>		<b>\$253,242.18</b>
Liabilities		
Current Liabilities		
Trade Creditors	\$1,057.77	
GST Liabilities		
GST Collected	\$854.84	
GST Paid	-\$6,658.46	
GST Balancing	-\$0.45	
<b>Total GST Liabilities</b>	<b>-\$5,804.07</b>	
<b>Total Current Liabilities</b>	<b>-\$4,746.30</b>	
<b>Total Liabilities</b>		<b>-\$4,746.30</b>
<b>Net Assets</b>		<b>\$257,988.48</b>
Equity		
Retained Earnings	\$246,703.24	
Current Year Surplus/Deficit	\$11,285.24	
<b>Total Equity</b>		<b>\$257,988.48</b>



# AUDITOR'S REPORT

George Neale & Associates

## Independent Auditor's Report

To the Executive Committee of CAPHIA

I have audited the accompanying financial statements of the Council of Academic Public Health Institutions of Australia Incorporated comprising the Profit and Loss Statements for the period ended 30 June 2023 and the Balance Sheet as at 30 June 2023.

In my opinion:

- a. the financial statements are properly drawn up;
  - i. so far as to give a true and fair view of the matters required by sub section 72(2) of the Associations Incorporation Act 1991 to be dealt with in the accounts for the financial years reported on;
  - ii. in accordance with the provisions of the Act; and
  - iii. in accordance with proper accounting standards.
- b. proper accounting and other records have been kept by the association
- c. the audit was conducted in accordance with the rules of the association.

George Neale  
FCPA  
Director

# EXECUTIVE DIRECTOR REPORT



By Holly Donaldson

What a year! CAPHIA continues to grow from strength to strength with our local and global networks and partnerships, lifelong education and advocacy initiatives. Thank you to all the wonderful academics, students and the broader public health community who contributed to our 2022-2023 Program of Work. CAPHIA would not be the leader in academic public health without hundreds of hours volunteered by our members. In particular, the CAPHIA Board of Directors, who collaboratively steer the organisation to deliver our ambitious [2021-2024 Strategic Plan](#) with modest resources.

Identity continues to be a theme which we are both exploring and promoting. The Academic Development Working Group - Chaired by Professor Basia Diug and Professor Janaki Amin (Jul-Dec) and Professor Aziz Rahman (Jan-June) have continued to champion, reward and recognise excellence in academic public health with the CAPHIA Awards. These awards are crucial as part of answering the question many pose - "*who is the public health workforce and what do they do?*". The awards are one mechanism as part of a broader initiative to build awareness. Awareness leads to understanding, understanding is needed to attract funding and funding is needed to scale our impact.

In FY22-23 we were afforded many opportunities to advocate for public health issues and for academic public health itself. The Advocacy in Action Consultation Group, Chaired by Professor Rebecca Ivers (July - Dec) Associate Professor Jane Crawley (Jan - June) led the development of a range of advocacy initiatives. These included the consultation in response to the establishment of the [Australian Centre for Disease Control](#), a [Position Statement on Educating the Public Health Workforce](#) as well as open letters and social media campaigns. These initiatives were supported by the CAPHIA Interns in 2023 as part of our commitment to support the next generation of public health leaders.

Advocating for public health is all our responsibility. The 2021 Teaching and Learning Forum Steering Committee, Chaired by Associate Professor Jane Taylor, published a [Call to Action: Public Health Education for a Sustainable Future](#). This is a great example of the thought leadership of the CAPHIA community.

The commitment, energy and expertise of our Early Career Academics and Postgraduates Students (ECAPS) Committee is one of our greatest assets. Led by Dr Sophia Lin, ECAPS hosted a [professional development program](#) "*By Us, For Us*" to assist in evidence-based career progression which meets a real need in our academic community.

It was delightful to meet many of you in person at the World Congress on Public Health in Rome and virtually across the year. As many of you know, I love to connect to understand your public health journey and identify ways to showcase your work. If you have an idea, a question, or simply want to know more about CAPHIA, please reach out via [caphia@caphia.com.au](mailto:caphia@caphia.com.au). We are always open to enhancing our existing offerings and exploring new ways of advancing public health education, research and workforce development.

Thank you for all the work you do to improve the public's health locally and globally. I greatly appreciate your generosity of spirit and commitment to improving health for all.

CAP<sup>H</sup>IA

COUNCIL OF ACADEMIC PUBLIC HEALTH  
INSTITUTIONS AUSTRALASIA

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