



Tresillian[®]

It's in our nature to nurture



OUR VISION

**“Ensuring every child has
the best possible start in life”**

ANNUAL REPORT 2024

Our Cover

The cover of this Report features Tresillian Nurse Fiona Kelly with a mother and baby standing in front of the stairs where 'Land and Saltwater Connection' is also featured.

Land and Saltwater Connection

This painting by **Vickie Golding** features in the foyer of Tresillian Wollstonecraft and in the stairwell of the residential unit. The circular image on the land is a symbol of a meeting which here represents Tresillian and the building itself which stands on the traditional land of the Cammeraygal people of the Eora nation and saltwater connection. The symbols around the meeting place of young families in the community coming together to share support. The connection to the sea and sea life also gives a sense of peace and healing.



Acknowledgement of Country

Tresillian acknowledges Aboriginal and Torres Strait Islander People as the First Peoples of Australia. We acknowledge the Traditional Owners and Custodians of the land in the countries on which we live and work in NSW, the ACT and Victoria. We respect that Aboriginal and Torres Strait Islander People have lived in Australia for over

60,000 years and are recognised as having the oldest living continuous culture in the world, with unique languages and spiritual relationships to the land and sea. We pay our respects to Aboriginal and Torres Strait Islander Elders past and present and acknowledge all Aboriginal and Torres Strait Islander people living in the communities we serve.



Contents



Our Reach

- 2 Our Impact
- 3 The Communities we Serve
- 4 Our Services
- 7 Digital & Support Services



Our Directions

- 9 President's Report
- 12 CEO's Report
- 16 Our Ambassadors



Our Reports

- 18 Clinical Services
- 21 Parent-Infant and Early Childhood Mental Health Service (PIEC-MH) Service
- 23 Governance Risk & Performance
- 28 Financial Overview



Our Team

- 30 Our Executives & Board
- 34 Our Organisational Structure
- 36 Our Staff

About Us

This Annual Report outlines the operational and financial performance for The Royal Society for the Welfare of Mothers & Babies (now known as Tresillian Family Care Centres) from 1 July 2023 to 30 June 2024.

Incorporated by an Act of Parliament

The Royal Society for the Welfare of Mothers & Babies (known as Tresillian) was incorporated by an Act of Parliament in the state of New South Wales, Australia, in 1919.

Patron of Tresillian

Queen Elizabeth II pre-accession.

2024 Annual General Meeting

This Annual Report was presented at Tresillian's 106th Annual General Meeting, at 5pm on Thursday, 28th November on Level 3, Tresillian, 25 Shirley Road, Wollstonecraft. The Report can also be downloaded on the Tresillian website at tresillian.org.au.

Our thanks to the New South Wales, Tasmanian and ACT Governments for their significant support, along with the many Trusts, Foundations, Clubs and individual donors who have generously donated to Tresillian this year. We're also grateful to our sponsors including Explore and Develop Early Learning Centres, Bayer, Lindt Sprungli and Havenhall.





Our Impact

55,383

Nursing Contacts



21,466

Regional Day Services



7,482

Residential Admissions



4,128

Allied Health Services



11,534

Parent's Help Line

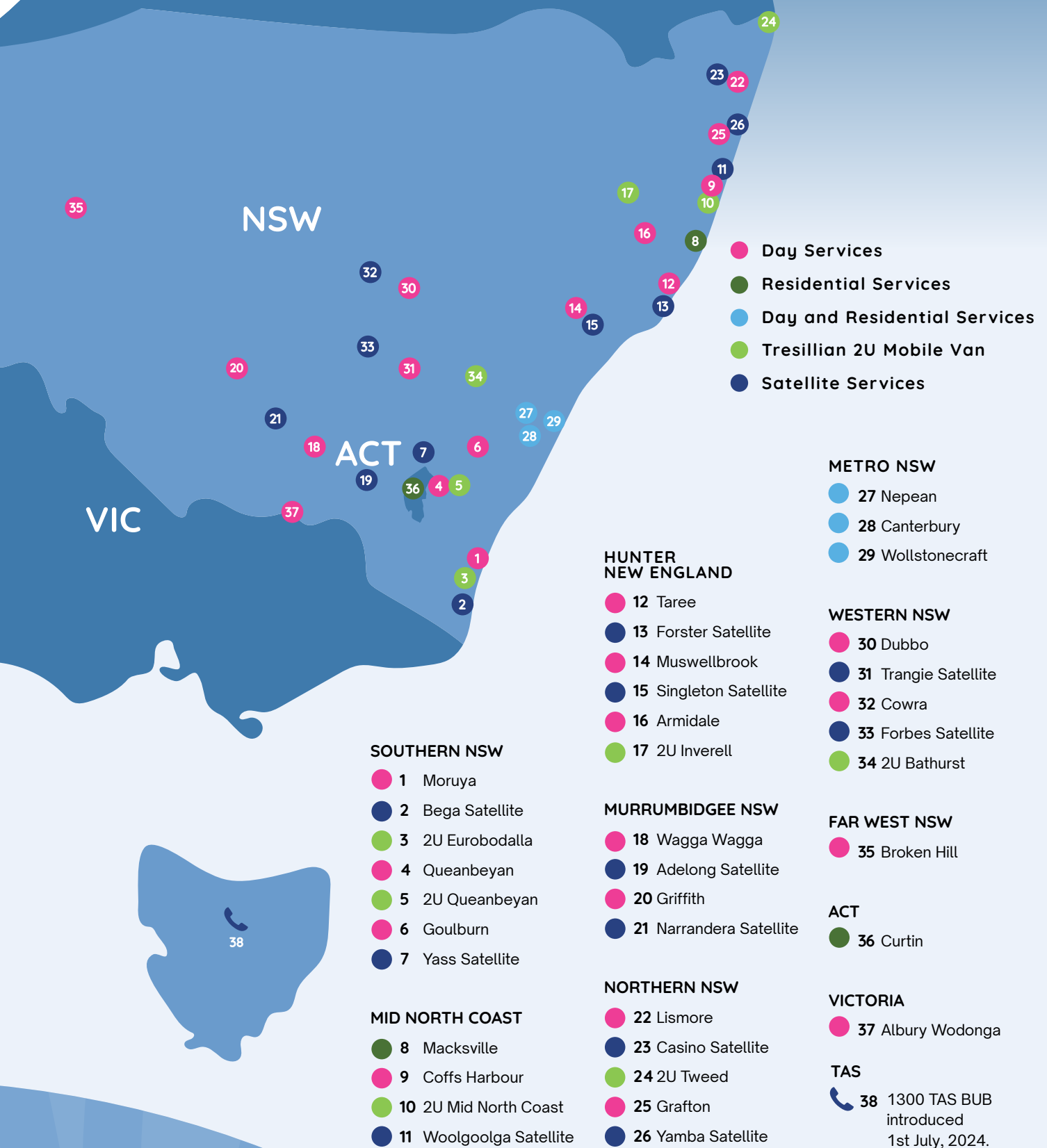


84,150

Total Contacts



The Communities We Serve



Our Services

Trusted, Accessible Support for Families



OUR MISSION

Tresillian is an early parenting service offering families guidance in the early years of their child's life; supporting parents with breastfeeding, nutrition and settling baby, as well as screening and supporting parents with their own mental health.





Day Services

Parents can either self refer via the Tresillian website or ask their health professional to provide a referral. Once a referral is triaged, the family are booked for a consultation with a Tresillian Nurse where they're able to talk through parenting concerns. Parents experiencing perinatal mental health issues also have the option for counselling support. They have the option of booking a virtual appointment, visiting a Tresillian Centre; meeting up with a Tresillian 2U Van in one of six regional locations, or participating in a parent education group. These are held virtually, at Tresillian Centres and in the community. Tresillian Day Services are located across NSW, the ACT and Albury Wodonga Victoria.



Residential Services Inpatient Residential Services

Tresillian's inpatient Residential services located at Canterbury, Nepean, Willoughby (until November 1st, 2023), Wollstonecraft, Macksville, and Curtin (ACT) are for parents experiencing more complex parenting challenges. Families live in for 4 nights/5 days. In most cases, parents have usually had a Day Service before admission to a Residential Unit. Psychology support is also available.



Virtual Residential Parenting Program (VRPS)

The VRPS is a free 'virtual' parenting program operating over 4 nights/5days enabling families to access parenting support from a Tresillian child and family nurse, GP, psychologist, or social worker from the comfort of their own home.

This service is available 24/7 making it ideal for those living in remote locations or with multiple children who would find it difficult to access face-to-face support at a Tresillian Centre.



Telehealth Virtual Consultations/Parent Groups

Tresillian's Virtual Telehealth consultations and parenting groups are available free of charge to families across NSW and the ACT. Parents can book in to group programs on the Tresillian website or obtain a referral for an individual consultation.



Face to Face Parent Groups

Group programs are also facilitated by Tresillian's child and family health nurses and psychologists in Tresillian Centres and the community. The groups operate during school terms and focus on topics such as 'Getting to know your baby', 'Supporting Sleep in new babies' and 'Postnatal Depression'.



Extended Home Visiting

Services offering intensive support for families with vulnerabilities impacting their parenting capacity.



The Education Professional Practice and Innovation Centre (EPPIC)

EPPIC provides a range of professional development initiatives to build the capacity of Tresillian's internal staff team along with delivering learning courses and Conferences to health professionals working in child and family health services.



Guthrie Early Learning Centre

Tresillian's only long day care Centre is based at Tresillian Wollstonecraft and has capacity for 42 children aged under 6 years.

Our friendly team are here to support your family!

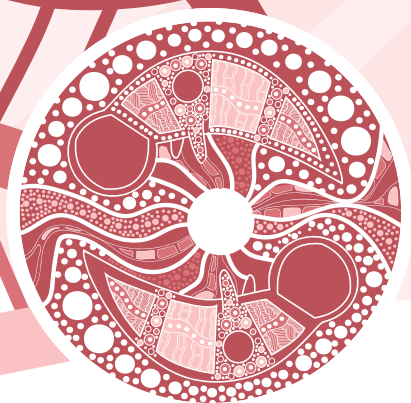
Book a visit to Tresillian:

- Visit tresillian.org.au, fill in the online contact form and one of our Nurses will call you back.
- Ask your local Child & Family Health Nurse or GP to refer you and your child.
- For advice on your child or the best service for your family, call the Tresillian Parent's Help Line on FREECALL 1300 272 736.



OUR VALUES

- Access
- Respect
- Partnership
- Integrity
- Excellence



Digital & Support Services



10K

Virtual Residential Parenting Service



79K

Facebook Community
@TresillianEarlyParenting



11K

SleepWellBaby App



14K

Instagram Community
#TresillianBaby



632K

Visits to tresillian.org.au



89K

YouTube Total Views
@TresillianBaby



A new era at Tresillian Wollstonecraft!

The opening of the new Tresillian Wollstonecraft facility on 1st December 2023 marked another exciting milestone in Tresillian's history.

The new Centre stands behind historic Carpenter House where Tresillian has been operating since 1940. It has also undergone a major restoration including an upgrade to the playground in Guthrie Early Learning Centre.

Pictured below is the family dining room with a view;
Pictured centre, a birds eye view of the new facility;
Pictured above, the Residential Unit.





Report from the President

DR NICK KOWALENKO

On behalf of Tresillian's Board of Directors, I'm pleased to present our 2023/2024 Tresillian Annual Report.

For over 105 years Tresillian's core priority has been to deliver specialist healthcare to families with a baby, toddler or pre-schooler. With demand at an all-time high, it's been imperative to continue to pro-actively advocate for more services, and ensure we have the infrastructure to meet the needs of future generations. Today, Tresillian is the largest provider of early parenting support services in Australia with 25 facilities across three states and expansion plans in Tasmania well underway.

A key highlight of the last year was the opening of Tresillian's new Wollstonecraft Centre on 1st December, 2023. It was a great privilege to welcome His Excellency, the Governor General, David Hurley and Mrs Linda Hurley, along with Dr Michael Holland, Parliamentary Secretary for Health, to officially open the facility. It was uplifting to hear His Excellency speak about his (and Mrs Hurley's) own experience as parents demonstrating a depth of understanding on how Tresillian's services support families.

The transformation of this Centre has been one of our key Strategic Priorities in the 2021-2024 Strategic Plan to 'realise the potential of the Wollstonecraft Centre in promoting health and wellbeing in the first 2000 days of

a child's life'. This purpose-built state-of-the-art facility for parents needing support with their baby or toddler has been built behind historic Carpenter House where Tresillian has been operating since 1940. The new facility provides a peaceful and welcoming experience for families while ensuring they have access to world class health care from a multidisciplinary clinical team including doctors, nurses and allied health specialists. In October, 2023, Tresillian's other North Shore property, at 2 Second Avenue, Willoughby, closed after 96 years with services and staff re-locating to Tresillian Wollstonecraft.

Tresillian remains committed to our Vision of 'ensuring every child has the best start in life' and this year we further prioritised strengthening our position both nationally and internationally, taking part in key global Conferences, and exploring new opportunities. In May 2024, we were delighted when the Tasmanian Government announced a \$9 million funding package to establish Tresillian's residential and day services in Launceston which are expected to be operational in 2025.



Pictured left is Tresillian Willoughby in 1930 and Fran Kenna, Nurse Unit Manager (centre) with staff at one of many farewells to the Centre.



The Board monitors the Reconciliation Action Plan (RAP) and is pleased the CEO, Rob Mills, has championed this initiative. Already Aboriginal and Torres Strait Islander people are accessing our services in greater numbers than previously and while we have taken the first steps there's much to be done. We are indebted to our dedicated Aboriginal health workers for helping us engage more effectively with the youngest members of their communities.

In the last financial year 84,150 contacts were made with a Tresillian service, an increase on last year, demonstrating a growing demand for early parenting support services. Tresillian nurses are highly skilled and trained to identify the risk of perinatal mood disorders, complementing the specialist care provided by our Allied Health team. The Board's Strategic Plan highlighted a focus on Mental Health and to accommodate this growing need we appointed Psychiatrist, Dr Alice Dwyer, to the position of Medical Director Perinatal Infant and Early Childhood Mental Health in August 2023.

During National Perinatal Mental Health Week, Tresillian again partnered with Marymead CatholicCare and the Perinatal Wellbeing Centre to deliver The First 1000 Days Conference in the ACT on Monday, 13th November, 2023.

It was another highly successful event with the theme 'Supporting our Diverse Communities' bringing together close to 300 researchers and clinicians from a range of disciplines in the field of perinatal mental health care.

The 2023 Annual General Meeting was held for the first time in the new Education Centre at Tresillian on Level 3 at Wollstonecraft. The annual Gidget Foundation Australia Scholarship was announced and awarded to two nursing staff: Carolyn Healey RN, from Tresillian Macksville and Catherine Grinberg RN from Tresillian Nepean who received funding to complete a Graduate Certificate Course in Mental Health. Gidget Foundation Australia continue to partner with Tresillian delivering valuable allied health services to families across regional Centres.

The new Education Centre on Level 3 at Tresillian Wollstonecraft is proving a valuable resource and has already hosted a number of special events.

- On 7th November 2023, we welcomed members of the NSW Health Services Association (HSA) for their Annual Ministerial Meeting. Guests included The Hon. Ryan Park MP, Minister for Health, The Hon. Minister Rose Jackson MP, Minister for Mental Health and Susan Pearce AM, Secretary NSW Health, who spoke passionately about delivering better healthcare outcomes for families.

We arrived at Tresillian feeling confused and anxious parents and left with a positive mindset and the right tools to help us adjust to life with a newborn.

- On 15th & 16th November 2023 we hosted the Annual General Meeting of key agencies from the Australasian Association of Parenting and Child Health (AAPCH).
- On 12th December 2023, a thank you event for our Volunteers hosted by CEO was held to acknowledge their dedication during the year.
- On 20th December 2023, The Tresillian Team Building Day was held at the Centre for the first time with close to 200 staff members attending.
- On 4th April 2024, we welcomed health professionals based on the North Shore to tour the new Wollstonecraft Centre. The event attracted GP's, child and family health nurses, paediatricians, obstetricians, and allied health workers from both the private and public sector who were incredibly impressed with the new facility.

Fundraising remains an important part of our strategy to engage supporters both online and in person. Campaigns such as 'Thanks a Tresillian' were staged on our digital channels in December and June, and in person events included our inaugural State of Origin lunch, held on 7th July, 2023 at Canterbury Leagues Club. Around 150 guests attended who were treated to a highly entertaining afternoon with speakers, including Daryl Brohman, Phil Gould and Paul Langmack. In addition, the annual Tresillian Charity Golf Day attracted significant

interest with close to 80 golfers gathering at Long Reef Golf Club, Collaroy on 31st May, 2024. Our thanks to Paula Screnci and the Friends of Tresillian for their support. We're also grateful to Tresillian Ambassador, Sarina Andaloro for presenting her story on motherhood and to Warwick Waugh, who emceed the event. Funds raised were directed to our Centres.

We are incredibly grateful to our loyal corporate supporters and our deepest thanks to Bayer, Explore & Develop Learning Centres, Havenhall and Lindt Sprungli. To the many individuals and private companies who also chose to generously donate to Tresillian, thank you! It's also timely to note that Tresillian was a recipient of funds from the Club Grants program including Canterbury Leagues and Penrith Panthers. Your support will continue to make a life changing difference for generations to come.

On closing, my sincere thanks to our Board of Directors for their remarkable service and particularly to our diligent Building Committee board members who oversaw the delivery of our state of the art premises at Wollstonecraft within budget and on time! This couldn't have been achieved without the tireless efforts of the Tresillian's leadership team.

My sincere thanks is due for the outstanding care delivered every day across all Tresillian's family care services by our committed staff, putting families first and leading with kindness.

The First 1000 Days Conference ACT held on 13th November, 2023.





Report from the CEO

ASSOCIATE PROFESSOR ROB MILLS

YEAR IN REVIEW 2023-2024

Building Foundations for Future Generations

In what marked another exciting milestone in our history, Tresillian Wollstonecraft was officially opened on 1st December, 2023. We were honoured to welcome the Governor General, His Excellency David Hurley and Her Excellency, Mrs Linda Hurley, together with Dr Michael Holland MP, Parliamentary Secretary for Health, who together unveiled the plaque. The opening was a great celebration attracting over 100 guests, including local member Felicity Wilson MP, Bronnie Taylor MLC and Tresillian Ambassadors, Sarina Andaloro and Yvonne Weldon.

The new Centre includes a state-of-the-art 14-bed Family Residential Unit operating seven days a week where parents and their baby (or toddler) can live in for a 5-day/4-night period with rooms available for parents with a disability or those with multiple children; along with

seven Day Service rooms for individual consultations and an area for Parenting Groups. A rooftop Education room with expansive views across Sydney Harbour has already been well utilised.

Our thanks to the construction team including Team 2 Architects, Project Manager MostynCopper and our Builders HPAC. The design is sympathetic to the beautiful location, a peaceful environment ensuring the family's experience is not 'institutional'. Some standout features include an imposing artwork by local Aboriginal Artist, Victoria Golding which has been replicated in other areas, along with a magnificent quilt designed by members of QuiltNSW and paintings by Sydney artist, Georgina Hart. As part of the redevelopment, historic Carpenter House at the front of the site, has also undergone a major restoration.

The official opening of the new Tresillian Wollstonecraft on 1st December, 2023. From L to R: Dr Nick Kowalenko, President, Felicity Wilson MP, Dr Michael Holland, Parliamentary Secretary for Health, His Excellency, the Governor General, David Hurley, Rob Mills, CEO and Mrs Linda Hurley unveiling the plaque.





On 6th July 2023, the Minister for Health, The Hon. Ryan Park MP together with Helen Dalton MP, officially opened the Tresillian in Murrumbidgee Family Care Centre, Griffith. They're pictured here with (NUM) Lynne Shelton (far right), CEO Rob Mills, and a local mother and baby.

In October 2023, historic Tresillian Willoughby in 2 Second Avenue, closed its doors for the last time with all services moving to our Wollstonecraft Centre. The old 'Queen Anne' style mansion was built in 1904 and purchased by Tresillian in 1927 for £4,200. Originally known as 'Tresillian North', the Centre left a great legacy supporting generations of parents with specialist advice and support.

To mark the end of an era in Willoughby, several farewell celebrations were held. My thanks to our dedicated staff and volunteers who spent many hours sifting through 96 years of Tresillian's archives which were housed on the premises, uncovering iconic pieces including baby clothes and layette patterns, old baby weighing scales (using weights), and cane bassinets. We plan to display these at Carpenter House, Wollstonecraft for all to enjoy.

Advocating for families

Over the last five years we have been in discussion with the Tasmanian Government regarding the establishment of services in Tasmania. In a major announcement, on Mother's Day, (12th May 2024), Tasmanian Premier Jeremy Rockliff announced a \$9M package to launch Tresillian services across the state commencing with the establishment of a Parent's Help Line (1300 TAS BUB) from 1st July, 2024. A 4-bed residential unit and day services will follow in the Launceston Health Hub. These are expected to be operational by mid 2025.

Tresillian was delighted to be part of the inaugural Parliamentary Friends Parents and Babies forum held at Parliament House, Canberra on 7th August 2023. A presentation was made on the challenges faced by new parents and how Tresillian helps, giving political decision-makers the opportunity to gain vital insights into the work

of early parenting services. The event was supported by the Parliamentary Friends Group Co-Chair's Dr Mike Freeland MP, Dr Monique Ryan MP and Dr David Gillespie MP.

At a regional level, on 6th July 2023, Minister for Health and Minister for Regional Health, The Hon. Ryan Park MP together with Member for Murray, Helen Dalton MP officially opened the Tresillian in Murrumbidgee Family Care Centre at Griffith. We also welcomed several state and federal MPs interested to learn more about Tresillian's services including the Federal Deputy Leader of the Opposition the Hon. Sussan Ley MP who visited the Albury Wodonga Health Centre; Federal Member Fiona Phillips MP visited Tresillian in Southern Moruya and ACT Minister for Health Rachel Stephen-Smith MLA toured the Tresillian in QEII Family Centre, in Curtin, ACT. On Friday, 8th December 2023, Her Excellency, the Honourable Governor of New South Wales, Margaret Beazley visited Tresillian in Southern, Goulburn.

Digital Innovation

This year in partnership with the NSW Ministry of Health, we launched a 10-bed Virtual Residential Parenting Service (VRPS) to meet the needs of those families who for a number of reasons, such as those living in some regional areas, are unable to access our face-to-face services. Parents can log in from home and seek advice on their child from a Tresillian Nurse over five days and four nights. This model of care is at the heart of our Strategic Priority to 'Increase accessibility'.

To further streamline the referral process, a new Tresillian website (tresillian.org.au) was launched in April 2024. Its many features also focus on accessibility and include: a video on the home page that instantly describes how Tresillian supports parents; a 'Text to Audio' button; and



On 12th May (Mother's Day) 2024, Tasmania Health Minister Guy Barnett MP (second from left) announced the planned establishment of Tresillian services in Launceston, Tasmania. Pictured above far left, Simon Wood Parliamentary Secretary for Health, Rob Mills, Tresillian CEO & Dr. Jerome Muir Wilson

'Book a Visit' button linking to an easy step-by-step guide on how to self-refer. Colour coded parenting resources help speed up searches on topics such as 'Breastfeeding', there's Virtual Tours of every Centre and a dynamic map showing Tresillian locations.

As a result of an improved user experience, we've seen an extraordinary increase in traffic to the site and referrals to Tresillian.

Parents continue to have free access to the SleepWellBaby (SWB) App, developed in partnership with Tresillian by Sleepfit. The App has now had over 86,000 downloads. Tresillian's clinical team work closely with SleepFit so families can share their saved SWB data on admission to Tresillian.

Tresillian's Reconciliation Action Plan (RAP)

In other news, our RAP continues to demonstrate our genuine commitment to recognising, respecting, and celebrating the cultures, histories, and contributions of Aboriginal and Torres Strait Islander peoples. It provides a structured framework for meaningful engagement and collaboration, guiding us in fostering a workplace that values diversity, promotes cultural awareness, and supports social equity. We are dedicated to fostering an environment of understanding, respect, and inclusivity for Aboriginal and Torres Strait Islander peoples. This commitment is reflected in our proactive efforts to

implement our Reconciliation Action Plan (RAP), which provides a structured approach to integrating cultural awareness and supporting meaningful engagement. Through continuous education, partnership building, and transparent reporting, we strive to contribute to a more equitable and inclusive work community.

In staff news, we appointed Natalie Jennings as our Principal Aboriginal Health Worker. Natalie is based in our Tresillian in Manning Family Care Centre, Taree, and has already been proactively engaging staff in a variety of activities to celebrate the history, culture, and achievements of Aboriginal and Torres Strait Islander peoples. NAIDOC Week and the annual COOEE Festival were good examples, allowing us to deepen our understanding of First Nations cultures and strengthen our relationships with Indigenous communities. By participating in these events, we not only contribute to national reconciliation but also enhance our organisational culture by embedding principles of inclusivity, respect, and shared value, ultimately creating a more cohesive and engaged workforce.

We are also committed to enhancing employment opportunities for Aboriginal and Torres Strait Islander peoples, with a focus on improving recruitment, retention, and career development. By providing targeted support and mentorship, we aim to build a workforce that is both diverse and inclusive. Our RAP is anchored in a profound respect for the cultures, histories, and contributions of Aboriginal and Torres Strait Islander peoples.

Strengthening our Workforce Culture

The health & wellbeing of our Staff and creating a strong positive culture continue to be a high priority at Tresillian. A central feature of this program has been the monthly 'CEO Chats' where I address all staff and invite questions on activities happening across the organisation. These sessions have proven extremely successful, and we see consistently high engagement.

Staff are also encouraged to mark special events such as NAIDOC Week, Harmony Day, RUOK Day and International Nurses Day by celebrating with their peers over morning tea or lunch.

An annual activity is the Tresillian Team Building and Planning Day. This year we held the event at Tresillian Wollstonecraft on 21st December 2023. A highlight was acknowledging staff for their professional contribution to the organisation. Our congratulations to the Centralised Intake Unit, who took out the team award while Employee of the Year went to Lynne Richards, Receptionist at Tresillian Wollstonecraft. Managers of the Year were Leanne Daggar, Director Clinical Operations, Fran Kenna, Nurse Unit Manager Tresillian Wollstonecraft and Rachel Plumbe, Health Information Manager. The Tresillian Virtual Choir was another integral part of the day, enjoyed by all.

2023 Tresillian Team Building Day Team of the Year - Centralised Intake Unit.

In the Community

Representation in local communities is pivotal to our role as an organisation serving families with young children. As well as a presence at the major metropolitan Parents, Babies and Children's Expos, our regional Centres were well represented in similar activities at a local level. These opportunities help raise awareness of our services amongst new and expectant parents.

Acknowledgments

It's been another, exciting, productive and outstanding year at Tresillian. To our Board members, your wise counsel and support have been welcomed especially during the commissioning and construction phase of Tresillian Wollstonecraft. To our staff, thank you for your dedication and commitment to providing specialist quality care that is underpinned by evidence-based research and practice. To our volunteers, who selflessly give up their time throughout the year, assisting at our Centres, or helping with the staging of events, your generosity and friendship has touched the lives of many.

We also acknowledge the ongoing support from our partners at Local Health Districts where our services are located across NSW, ACT and Victoria.

Special thanks to Dr Teresa Anderson AM, the Executive and Board of Sydney Local Health District, along with the Chief Executives of the various Local Health Districts where Tresillian Centres are situated.



Our Ambassadors



Erin Molan

Erin Molan is an Australian TV and Radio presenter. She worked on the breakfast program as a co-presenter on 2DayFM; she has her own show 'Erin', on Sky News and is a columnist for The Daily Telegraph. Molan is also the proud designer and owner of a world-first baby range, 'By Erin'. She is passionate about politics, national security and foreign affairs and uses her platform to support countless charities and causes, including Bowel Cancer Australia, Dreams2Live4, Syd2Camera and promoting Tresillian.



Sarina Andalaro

Sarina Andalaro is an investigative journalist for 7NEWS. She and husband Anthony are parents to two year old Luca. Luca is a sweet and outgoing toddler who loves buses and garbage trucks. The Andalaro family is passionate about promoting Tresillian's early parenting services. Sarina said *"The nurses at the Canterbury Centre were such an incredible support, when Luca was a baby. Luca is now a champion sleeper."*



Yvonne Weldon

Yvonne Weldon is an independent councillor for the City of Sydney. She is a proud Wiradjuri woman, maintaining strong ties to her homeland of Cowra. With 30 years experience working in key government and Aboriginal organisations driving positive reform in health, education and child protection, Yvonne also serves as Deputy Chair of the Metropolitan Local Aboriginal Land Council, Deputy Chair of the NSW Australia Day Council and Board member of Domestic Violence NSW and Redfern Jarjum College.

“

The staff are an amazing wealth of knowledge, support and guidance, given with warmth, empathy and compassion. We feel very lucky to have access to this service!

”





Report on Clinical Services

ASSOCIATE PROFESSOR, JENNY SMIT BSC (NURSING);
M PUBLIC HEALTH; M BUSINESS & TECHNOLOGY;
M FORENSIC MENTAL HEALTH; GAICD

Ten years ago, at the Team Building Day I used the spiderweb as an allegory for Stewardship, Interconnectedness and Strength; and I was delighted that there were so many fine examples of those domains for this report.

Stewardship is the responsible overseeing and protection of something considered worth caring for and preserving. The employee surveys gave us feedback about insufficient staffing in the residential units. To care for the wellbeing of the workforce so we undertook a

review of staffing levels and were reassured to find that, when we are fully staffed, we have the same staffing levels as the tertiary public hospitals. This review progressed to an update of the After-Hours Escalation Policy which introduced a Nursing Hours Per Patient Per Day Calculator for use in the residential units by frontline staff to underpin staff replacement procedures and protect reasonable workloads.

Stewardship also reduced the documentation involved in the residential unit admission process and reduced duplication to free up time to complete the NCAST Assessment. The interconnectness of the administration staff to help streamline the process, feedback from the families about their admission process, support from clinical informatics to facilitate direct entry into the electronic health record with new templates; and great leadership from the nursing/midwifery team helped complete this project. This has also had flow-on positive effects to the day services teams.

The role of assessment and care planning (embedded in the admission process), to scaffold resilience and recovery for families is captured beautifully by the Clinical Nurse Consultants in their poster on Resilience and Recovery through Curiosity and Playfulness which was awarded best poster at the SLHD Nursing and Midwifery Innovation and Research Symposium 2023.

Fun fact about the spider's web is that it is so strong, not just because its silk is five times as strong as the same weight of steel, but because of its complex structure.

Remarkably, when a single strand breaks, the overall strength of the web increases. Examples of this strength and interconnectness are the occupancy rate project for the residential units and the recruitment project for Wollstonecraft.





Two years ago, in July 2022 our occupancy rate was 60%; and as of June 2024, it is 78% and climbing. This was a result of an enormous amount of whole-of-business process redesign, workforce surge strategies and close monitoring by the Brains Trust group. We are so much stronger for this break-strand experience.

We needed to recruit twelve full time equivalent nurses/midwives to commission the Wollstonecraft Residential Unit's (WRU) 14 bedrooms seven days a week. The project reviewed workforce redesign to include midwives, refined professional development programs to support novice clinicians and innovative recruitment initiatives that included website redesign for careers and a slider from the website to advertised positions. It took the whole-of-business 'web-strength and interconnectness' to fully commission the WRU on 22 April 2024.

Simultaneously the Nepean Residential Unit reduced its bed state from 20 to 14 bedrooms with high acceptance of the changes by all the staff. The standardisation of the Sydney metro based residential units is a 'web'-design for strength.

It is stewardship that underpins the bi-annual road trips of senior clinical managers to the regional teams to gain a better understanding of the unique challenges the teams face and to offer support to


Resilience & Recovery

through curiosity and playfulness

Curiosity and play are embedded in care and interventions provided to parents admitted to **Tresillian's Residential Units**.

We build a profile of what might be 'getting in the way' of positive early parent-infant relationships, using the below tools.

The aim is to promote resilience and recovery in the perinatal period through curiosity and playful connections.



1 Parenting Confidence Self Assessment Tool
Use as a Parent (Maat) - Jan-July 2023

12% IMPROVEMENT in Parental Confidence after a 4-night Tresillian Residential Stay

Scan to view Self Assessment Tool



2 Edinburgh Postnatal Depression Scale (EDPS)
July 2023 - Feb 2024

30.8% → **7.4%**


score 13 or higher is associated with higher levels of infant attachment score positive harm to self or actions on to a Tresillian Residential Unit

3 Postnatal Risk Questionnaire

52% Disclosed 2-3 psychosocial risk factors that may impact on early parenting relationship



1 in 3 reported Birth Experiences, working memory, and/or Clinical Health or Lifestyle Issues

Scan to view Postnatal Risk Questionnaire



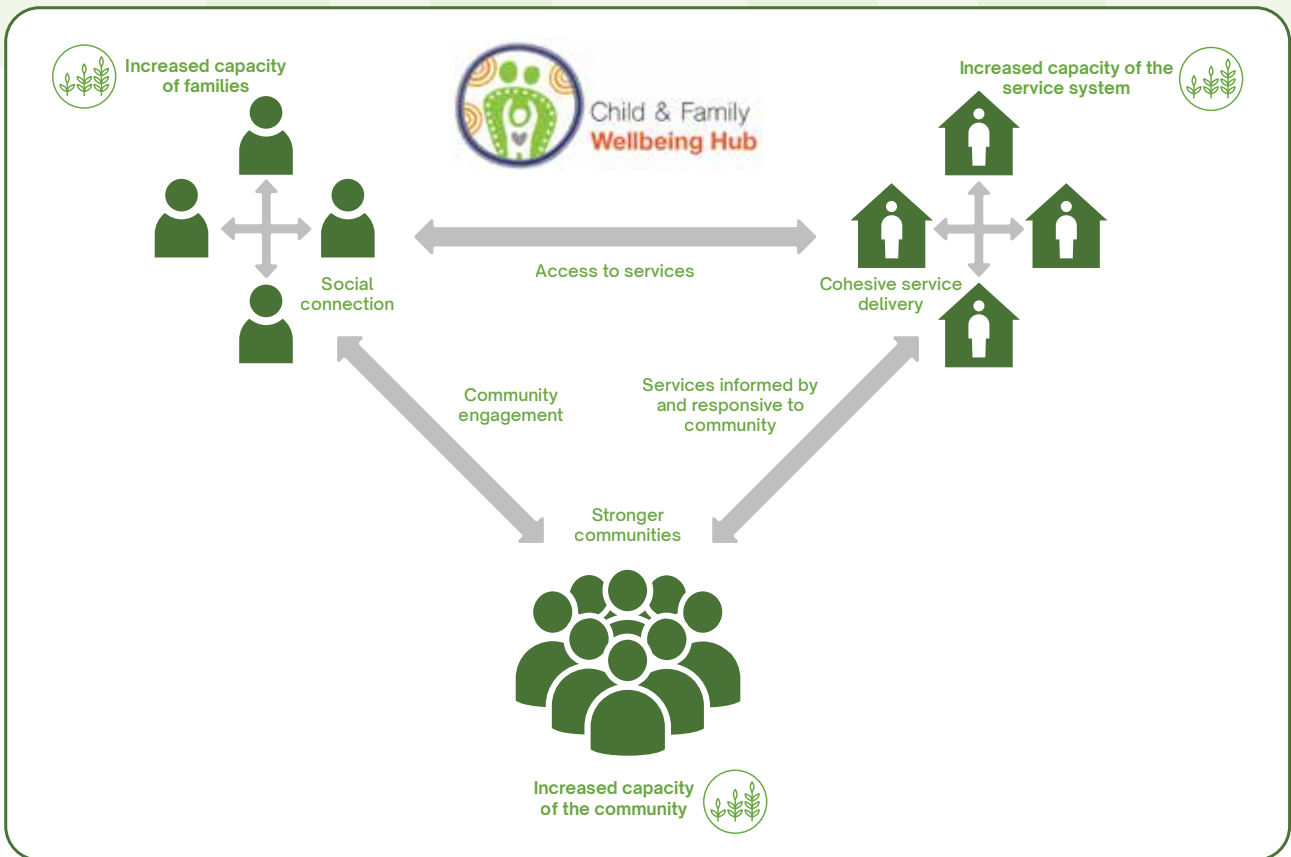
4 NCAST Parent-Infant Engagement Observational Feeding Assessment

Scan to watch observation video

optimise our engagement with families. The value of this is evidenced in improved activity in most of the new regional centres in the second half of the year.

The team of early childhood educators and teachers at the Guthrie Early Learning Centre are hardworking and committed to the children of the centre which is reflected in the rating of Exceeding the National Quality Standard. Each day for the Guthrie children is one of safety, fun, growth; and confidence to be themselves and proud of it. They showcase respect for Aboriginal culture daily, celebrate world events such as the Matilda's women's

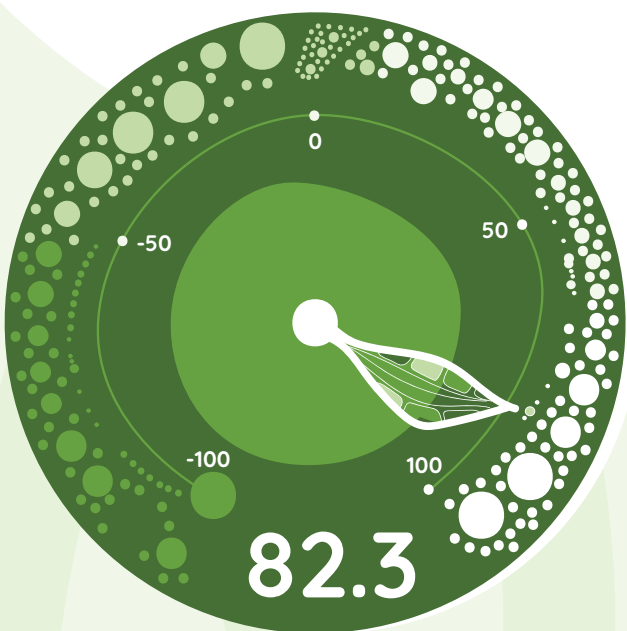


soccer team and win the North Sydney Council’s Garden Competition Awards for an amazing 5th time – this time noting the work-around with the potted garden (the real garden space was subsumed temporarily in the capital works for WRU). What a great example of being stronger for this break-strand experience.

Finally, to note two additional stellar examples of stewardship, interconnectedness and strength: the

PIEC-MH team who have gone from strength to strength (see separate segment); and the Child and Family Wellbeing Hub No Wrong Door in Grafton, Northern NSW, supported by the consortium of Tresillian, Northern NSW Local Health District, North Coast Primary Health Network and Bulgarr Ngaru Medical Aboriginal Corporation.

What a very good year! Thank you, Team Tresillian.



WORLD CLASS NET PROMOTER SCORE 2023-2024

The Net Promoter Score (NPS) is an index ranging from -100 to 100 that measures the willingness of customers to recommend a company’s products or services to others.

The NPS Score for Tresillian Day Services was 82.3

What does the survey ask?

Clients are asked “Based on your recent experience how likely are you to recommend us to your family and friends?”

Depending on the ratio (from 0-10), parents (clients) are invited to explain their experience with Tresillian.

Report from the Parent-Infant and Early Childhood Mental Health (PIEC-MH) Service

The Parent-Infant and Early Childhood Mental Health (PIEC-MH) Service made significant strides throughout the last financial year under the leadership of Alice Dwyer, Tanya Crawford and Ann De Belin (the Clinical Leadership Team). Guided by Tresillian’s vision that ‘every child has the best possible start in life’, the Clinical Leadership Team and Mental Health Clinicians maintained a strong focus on the following four core components of the PIEC-MH model:

1. Eligibility criteria and referral processes
2. Multidisciplinary, collaboration, and interprofessional relationships
3. Infant and child-centred practice
4. Training and resources required for success

1. Eligibility criteria and referral processes

The Clinical Leadership Team is committed to ensuring that the generosity of Tresillian’s investment in the mental health and wellbeing of families is optimised with maximum impact. To achieve this, the team reviewed the referral practices within Tresillian to avoid duplication of resources and prioritise those with the greatest need and vulnerability for access to specialist mental health care. As a result, the service’s capacity to provide ongoing therapeutic care has significantly increased, giving the most affected parents a better chance to recover. This also improves the likelihood that the next generation will achieve socioemotional milestones and develop secure relationships with their caregivers.

In the 2023-24 financial year, 1,828 parents or carers received a service from the PIEC-MH team, including psychiatry services. There was a 28% increase in ongoing therapy provided to families, and consequently a reduction in the number of families who received only one mental health appointment. The chart below shows the growth in follow-up appointments with families over the last two financial years by each quarter. The overall activity of the PIEC-MH team also increased by 11% overall from the 22-23 FY to the 23-24 FY.

2. Multidisciplinary, collaboration, and interprofessional relationships

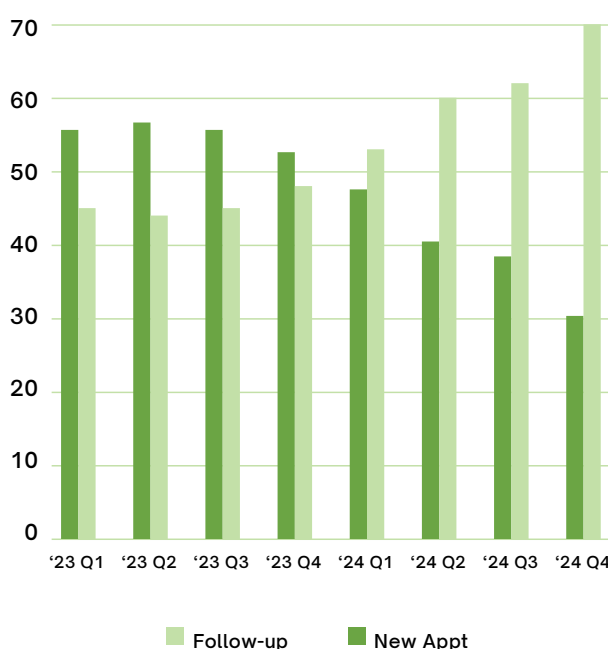
The Clinical Leadership Team, alongside Mental Health Clinicians, have worked closely with the Centralised Intake Unit and Nursing Unit Managers to strengthen collaborative care coordination for families, particularly

those with complex needs, to ensure timely assessment, intervention and support is provided throughout the client journey. Families with trauma histories, multiple psychosocial challenges, pre-existing mental health concerns, and heightened risk are identified early, allowing for additional planning to tailor interventions that foster resilience, and improve long-term outcomes for both parents and children.

Another significant highlight of the past financial year has been the increased collaboration and development of interagency relationships by the ACT ForWhen Navigator playing a pivotal role in promoting the ForWhen service. This concerted effort has not only raised awareness of the service but also led to a 151% increase in referrals to ForWhen. By strengthening partnerships with key stakeholders, the ACT ForWhen service has reached more families in need, ensuring they receive timely and appropriate support, including referring families to QEII residential and day services.

Additionally, the Clinical Leadership Team worked with Mental Health Clinicians to review their position description and expand the eligibility criteria of the role

Growth in Ongoing Therapeutic Care¹



¹Excluding the Grafton Wellbeing Hub, Macksville Residential unit and the ForWhen service.

to include suitably trained and experienced clinical nurse specialists and occupational therapists. The PIEC-MH team now includes staff from both professional groups, in addition to psychologists, social workers and psychiatrists/psychiatry registrars.

3. Infant and child-centred practice

The PIEC-MH team introduced “story time” as a trial in the Canterbury residential unit, driven by the creativity and enthusiasm of Ann De Belin. This new initiative has quickly become a favourite among families, who enjoy the group session that introduces storytelling, singing and movement to promote early brain development, foster bonding and enhance parent-child interactions. The positive feedback from parents and the obvious enjoyment of the children demonstrates the value of this engaging activity in supporting development and emotional connection. Story time has now been introduced at Nepean and Wollstonecraft will soon follow.

4. Training and resources required for success

The PIEC-MH team’s infant and young child mental health practice has been further enhanced by a successful application for a Health Education and Training Institute (HETI) grant to train in the Marte Meo method, under

the expertise of Dr Lauren Keegan. The Marte Meo method is a video-based intervention technique that focuses on enhancing communication and interactions between caregivers and children to support healthy development and strengthen relationships. The training took place over two weekends during March and June 2024. The team relished the opportunity to come together at Tresillian Wollstonecraft’s magnificent rooftop Education centre and engage in video analysis of parent-infant/child dyads interacting in everyday activities. Supporting parents to recognise, understand, and respond to their child’s cues, as well as knowing when to lead and when to follow, is now more deeply integrated into clinical practice.

The PIEC-MH team has also provided support and training to nursing colleagues on areas of mental health theory and practice and led the way with staff support, psychoeducation and self-care in the aftermath of the Bondi Junction critical incident and events such as RUOK Day.

Looking ahead, the PIEC-MH team is focused on embracing new challenges and innovations in the coming year, striving to continuously refine and improve the service to better meet the evolving needs of families and work in close collaboration with our colleagues so that every child has the best start in life.





Report on Governance, Risk and Performance

MARIE DICKINSON, EXECUTIVE DIRECTOR
GOVERNANCE, RISK AND PERFORMANCE

Workforce changes

This year has seen some staff turnover in the Education team with the appointment of a new administrative support officer the Education Professional Practice and Innovation Centre (EPPIC). Rizwan Faiz commenced on September 2023 taking over from Vickie Xanthos who took up an opportunity to join the marketing and communications team. Rosa Maidment, the Nurse Educator for the southern region, was successful in obtaining a role as the Senior Nurse (SNF) Co-ordinator in Southern Health. Rosa's skill and dedication to mothers and babies will be an asset to this team and we wish her well in her new role. Nicole Fleming, Nurse Educator at Tresillian QEII in ACT was also successful in gaining and appointment with the NSW Health SNF program. Nicole will certainly be a loss to the education team at QEII.

We were successful in appointing a new Health Information Manager (HIM) to support the increase in service demands following Tresillian's expansion. Recruitment for an additional HIM was successful with Rizza Mason joining the team in September 2023.

Quality and Safety

Work commenced on the move to using Tendable, Tresillian's current corporate audit platform, for all Tresillian audits. From July 2024 Clinical audits will also be using the platform.

The Governance Support Manager, (GSM) Rebecca Love, has assisted clinical services to update and improve of the Health Professional Referral pages and Courses and Bookings. This has resulted in a new improved experience for health professionals when referring clients and clients booking groups. With the update to the website, staff have been provided with the latest version of Umbraco which has provided an improved experience. In addition, Rebecca worked closely with the Marketing and Communications team to update the new Tresillian Website with the site going

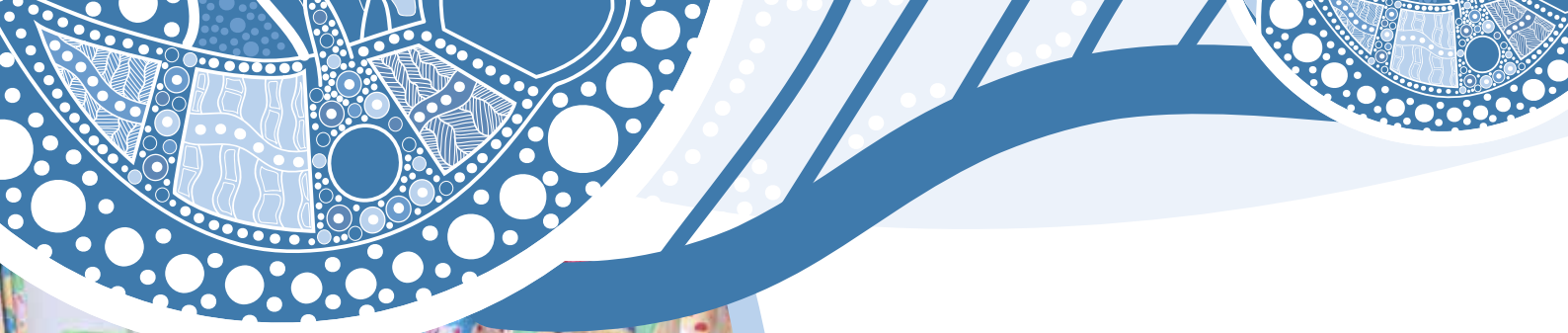
live in early April 2024. This work involved assisting with the integration of the above in this new platform.

Tresillian continued with the development of relationships with local indigenous communities. Tresillian Nepean was invited to attend the Cooe Festival in July, a Western Sydney community based annual event organised by Link Up Aboriginal Corporation. The GSM assisted with co-ordinating the event to showcase our services, network and connect to this community.

QEII

Tresillian QEII prepared for its accreditation under the 2nd Edition of the National Standards in April 2024. The accreditation outcome was successful thanks to the support provided by the Quality and Safety Officer (QSO), Madeleine Hornby and the team at QEII. All standards assessed met requirements – no recommendations were received. The QSO has been moving forward with the suggestions made from the Assessment. QEII has also seen an overall increased compliance with scheduled audits and data collection of the results.





Client Satisfaction

Client satisfaction remains high across all areas of the service. Tresillian reported overall satisfaction rates of 91.2% for the period July 2023 - June 2024. Residential services reported overall satisfaction rates of 89.3% for the period, Day Services clients also reported high levels of overall satisfaction for the same period, reporting overall satisfaction rates of 93.8%. Satisfaction for Tresillian QEII residential clients remained high with 91.2% reporting overall satisfaction with the service received.

Health Information and Clinical Informatics

There was an increase in education on the management of health records during the 2023-24 year as changes in the external environment required upskilling of staff to ensure that they understand the changes that were occurring. Posters and brochures were sent to each site along with the uploading of documents to My Health Records, so that staff and consumer were aware of the process, and their rights and responsibilities in this new space. Inservice's were also delivered to staff on privacy and how to manage to requests for access to clinical information by family members.

Tresillian metro residential services transitioned to a "paper-light" clinical record as Tresillian moves towards a fully paperless clinical record. There has

been significant work undertaken to review and transition clinical forms into the eMR as part of the move to a fully electronic record.

Work was undertaken to create an online client registration portal to collect relevant demographic information from clients ahead of their attendance, removing the need for a fillable PDF. Revised Umbraco referral forms were implemented with new a question to ensure the family is aware and in agreement to the referral. Parent information is also now located solely on the parent pages of the referral rather than the initial page that contains the referrers details and are contained within the new client registration portal for ease of access by staff.

QEII

Work has been undertaken to ensure that all Tresillian QEII Digital Health Record Forms (DHR) forms are in line with Tresillian requirements. This was completed in conjunction with ACT HD DHR/Digital Solutions. To support ongoing compliance with administrative processes out of hours, QEII nursing staff learned how to complete an administrative discharge process in Epic for when clients leave out-of-hours. QEII inpatient encounters can now be coded remotely.

Education Professional Practice and Innovation Centre (EPPIC)

EPPIC has continued to provide continuing education and professional development opportunities for both Tresillian nurses and Child and Family Health nurses across New South Wales. This has been inclusive of our regional Local Health District partners, private organisations such as Early Childhood Health Centres, not for profit organisations, and other New South Wales government services. Education activity steadily increased over the year with 825 education sessions provided across the state, an increase of 56.5% when compared to the previous year. These were provided to over 4,300 attendees, which was an increase in service provision of 32.6% during 2023-24, when compared to the previous year.

Other achievements this year have included:

- Review of Corporate Orientation.
- Extension of monthly continuing education sessions for clinical staff, inclusive of a journal club and clinical education series.
- Appointment of Tresillian's first Clinical Nurse Educator (Kimberley Lyes) at Wollstonecraft to provide clinical education and facilitation to nursing staff, with additional focus on orientation, mandatory education requirements, and unit continuing education.
- Establishment of the Education and Professional Practice Committee to provide a collaborative and multidisciplinary approach to education across Tresillian.
- Merging of the New Graduate and Transition to Specialty Practice nursing programs to an Early Career Child and family Health Nursing program, to support recruitment and retention and to provide an education experience based on the individual needs of our novice nursing workforce.
- Ongoing partnership with the University of Technology with the provision of clinical placements and clinical facilitation of Post Graduate Child and family Health nurses.

QEII

Mandatory training that realigned with that of Canberra Health services and transition to Human Resources Information Management (HRIMS), saw improved compliance through the year. Provision of education sessions increased by 23.5% in 2023-24 compared with the previous year and saw an additional 110% throughput of staff.

Work Health & Safety

COVID-19 restrictions have now eased at Tresillian, and we have settled back into our pre-COVID routine. We remain however always vigilant in our approach to infection control and encourage all our clients and visitors to practice hand hygiene when visiting our sites.

Tresillian metropolitan facilities have once again done very well in the Work Health and Safety audit, gaining a score of 92%. The audit was conducted by Work Health and Safety Managers from Sydney Local Health District, all of whom were very impressed with Tresillian's commitment to work health and safety and infection control. The new building at Wollstonecraft was of special interest for the auditors who were very impressed with the modern amenities.



Research

Tresillian Family Care Centres is committed to supporting, undertaking, and disseminating research that increases knowledge about child and family health and contributes to the development of evidence-based services for children and families. Research at Tresillian focuses on children from birth to school age and their families, and child and family health service delivery.

Tresillian works in partnership with several universities across New South Wales and with other research departments in the Sydney Local Health District. Tresillian is committed to extending research partnerships and collaboration, and to embedding research into all service delivery and publishing results (Strategic Plan 2021-2024).

Key research partners

Tresillian is currently engaged in research partnerships with the following entities:

- University of Technology, Sydney
- Sydney University
- Macquarie University
- Charles Sturt University
- Southern Cross University
- La Trobe University
- Woolcock Institute
- University of Wollongong
- Sydney Local Health District
- Northern NSW Local Health District
- Bulgarr Ngaru Aboriginal Medical Corporation
- Healthy North Coast (PHN)

“

The nurse who supported us was so friendly and made me feel very comfortable when I was feeling quite anxious about breastfeeding. I came away being able to breastfeed my baby much more successfully thanks to the help I received at Tresillian.

”



Current Research

1. Hawthorne, J. Yu, N., Fairbrother, G. Azar, M., Ryan, L., Ozbek, S., Maxwell, A-M. *Effectiveness of a mindfulness meditation-based intervention among post-natal mothers attending an early parenting service.*
2. Sherwood, J., Grant, J., Dutton, P., Maxwell, A-M., Davis, D., Nigro, O., Johnson, L. *A community co-designed evaluation of the First 2000 Days Program and Child and Family Wellbeing Hub in Grafton NSW.*
3. Opie, J., McIntosh, J., Hooker, L., De-Belin, A., Smit, J., & Maxwell, A-M. *My Early Relational Trust-Informed Learning (MERTIL) for Parents: Understanding parental and practitioner perspectives before and after a brief attachment-informed and trauma-informed online teaching module.*
4. Gordon, C., Appleton, J., Denney-Wilson, E., Brown, N., Grant, J., Maxwell, A-M., Rahimi, M., Ma, R. *Maternal and infant mental health and sleep study.*
5. Katz, I., Chow, J., Blunden, L-A., Thomson, C., Macvean, M., Sartore, G., Cann, W., Avdagic, E., Tani, M. *Virtual Residential Parenting Services: Evaluation.*
6. Maxwell, A-M., Wallbank, A., De-Belin, A., Mon, A. M. *Investigating early discharge in a residential parenting service.*
7. Appleton, J., Denney-Wilson, E., Cheng, H., Reilly, N., Taki, S., Stockton, D., De-Belin, A., & Maxwell, A-M. *Evaluation of the Tresillian SleepWellBaby app for impact, acceptability, and efficacy of screening, digital support, and stepped care.*
8. Bailey S., Hutchinson M., Stockton D., & Cormick, J. *Tresillian 2U - The early years parenting service longitudinal study*
9. Dickinson M., Duffield C., Travaglia J., & Bichel-Finlay J. *Acceptability and responsibility for quality in healthcare*
10. Maxwell, A-M., Crane, M., McMahon, C., Lao, J. *Enhancing resilience in the early parenting workforce & harnessing expertise for intervention redesign.*
11. Stockton D., Dickinson M., Appleton, J. *Travaglia J, Debono D: Tresillian Regional Family Care Centres: Building stronger families and communities.*

Publications

Appleton, J., Stockton, D. A., Dickinson, M., & Debono, D. (2024). Improving outcomes for regional families in the early years: Increasing access to child and family health services for regional Australia. *International Journal of Environmental Research and Public Health*, 21(728). <https://doi.org/10.3390/ijerph21060728>

Carroll, A. J., Appleton, J., & Harris, K. M. (2023). Child sleep problems, maternal sleep and self-efficacy: Sleep's complicated role in maternal depression. *Journal of Sleep Research*, 1–7. <https://doi.org/10.1111/jsr.14005>

Wallbank, A. (2023). Twinkle twinkle little star – a Tresillian case discussion. *Australian Journal of Child and Family Health Nursing*, 20(2), 10-12. <https://doi.org/10.33235/ajcfhn.20.2.10-12>.

Conference Presentations

NATIONAL

Appleton, J., Cheng, H., Maxwell, A-M., Reilly, N., Taki, S., Butt, D., Coy, M., De-Belin, A., & Denney-Wilson, E. (2023, September 7-9). *The impact and efficacy of a mHealth infant sleep support program* [Poster presentation]. The Australasian Marcé Society and Helen Mayo House Joint Perinatal Mental Health Conference, Adelaide, SA, Australia.

De-Belin, A. & Wallbank, A. (2023, September 7-9). *Resilience and recovery through curiosity and playfulness: Tresillian's clinical service model redesign* [Poster presentation]. The Australasian Marcé Society and Helen Mayo House Joint Perinatal Mental Health Conference, Adelaide, SA, Australia.

Dutton, P. (2023, November 13). *Reaching out and reaching in: A community co-designed child and family wellbeing hub* [Conference presentation]. The First 1000 Days Conference, Canberra, ACT, Australia.

Dwyer, A. & Maxwell, A-M. (2023, September 7-9). *Childhood trauma vs lifetime trauma: Understanding their impact on depression and parenting self-regulation in an early parenting services cohort* [Conference presentation]. The Australasian Marcé Society and Helen Mayo House Joint Perinatal Mental Health Conference, Adelaide, SA, Australia.

Dwyer, A., Maxwell, A-M., Lim Gibson, S., & Isobel, S. (2023, September 7-9). *Right service? Right place? Right time? Examining admission data to shed light on service needs* [Poster presentation]. The Australasian Marcé Society and Helen Mayo House Joint Perinatal Mental Health Conference, Adelaide, SA, Australia. Winner: Best Poster award.

Saberi, E., Davis, D., Dutton, P. (2023, November 13-15). *Reaching out and reaching in: A community co-designed child and family wellbeing hub* [Conference presentation]. 3rd Asia Pacific Conference on Integrated Care, Sydney, NSW, Australia.

Wallbank, A. & De-Belin, A. (2023, November 7). *Resilience and recovery through curiosity and playfulness: Tresillian's clinical service model redesign* [Poster presentation]. SLHD Nursing and Midwifery Innovation and Research Symposium, Sydney, NSW, Australia. Winner: Best Poster award.

INTERNATIONAL

Dwyer, A., Coventry, L., McLean, L., Chavasse, F., Sved Williams, A., Keightley, P., & Mah, B. (2024, May 19-23). *Emerging solutions for complex trauma and perinatal and infant psychiatry* [Combined symposium presentation]. Royal Australian and New Zealand College of Psychiatrists' (RANZCP) 2024 Congress, Canberra, ACT, Australia.

Kowalenko, N., Culjak, G., Hoehn, E., Mills, R., Dwyer, A., Smit, J., Maxwell, A-M., Brann, P., Crawford, T., & De-Belin, A. (2024, June 5-7). *Steps towards national routine outcome measurement in specialist infant mental health services in Australia* [Poster session]. World Association for Infant Mental Health (WAIMH) Interim World Congress, Tampere, Finland.

Kowalenko, N., Mills, R., Smit, J., De-Belin, A., Dwyer, A., & Crawford, T. (2023, July 15-19). *Travelling with families: Mapping and responding to mental health complexity in an early parenting service* [Poster presentation]. World Association for Infant Mental Health 18th World Congress, Dublin, Ireland.

Kowalenko, N., Mills, R., Smit, J., Dwyer, A., Crawford, T., & De-Belin, A. (2023, July 15-19). *Tresillian's Perinatal, Infant and Early Childhood Mental Health (PIEC-MH) model of care: Themes and processes* [Conference presentation]. World Association for Infant Mental Health 18th World Congress, Dublin, Ireland.





Financial Report

PETER QUINN, CHAIR: FINANCE, AUDIT AND PERFORMANCE COMMITTEE

Operations

For the year ended 30 June, 2024, Tresillian Family Care Centres reported an operating surplus of \$7,750,986. This surplus includes the net proceeds from the sale of 2-6 second avenue, Willoughby of \$9,600,000.

Total Revenue for the year is at \$47,221,690 and our Gross revenue from operations was \$37,125,656 this year an increase of 1.5% on the previous year.

Total expenditure this year was \$39,470,704 an increase of 10.9%.

Highlights for this year included:

- The completion of the Wollstonecraft development. The final cost of the Wollstonecraft development was \$16.1M, originally budgeted at \$16.4M. This is extremely pleasing, given the much-publicised increase in building and construction costs over the period,
- The settlement of the 2-6 Second avenue, Willoughby Sale,
- The refurbishment of the Guthrie Early Learning Center Playground,

- The investment in the new Tresillian Website and,
- We have successfully discharged our debt to Westpac during this financial year.

State of Resources

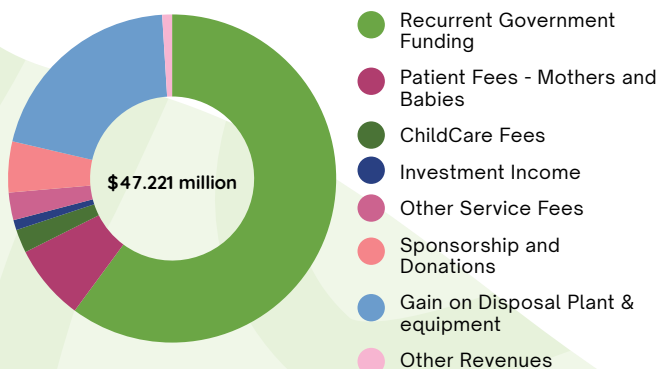
The current assets being cash, short-term investment and receivables amounted to \$14,037,635, an increase of \$1,703,821 or 13.8%.

Current liabilities being accounts payable, contract liabilities and employee leave entitlements decrease by \$1,352,591 to \$13,178,438 or by 9.3%.

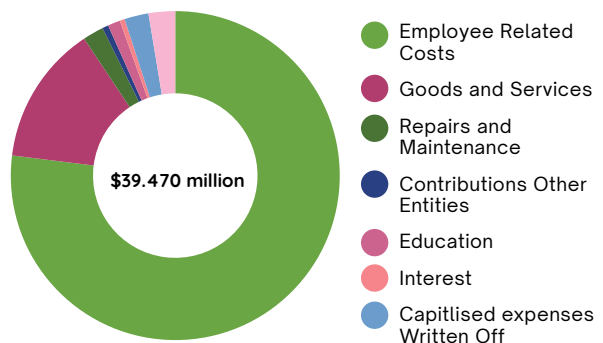
As the largest provider of early parenting services in Australia, Tresillian continues to rely on the generous support of NSW Health, ACT Health and our corporate partners, and donations from members of the general public. The funding and support play a major role in helping Tresillian continue to deliver outstanding services to families.

I would also like to thank my colleagues on the Tresillian Board, including the Finance, Audit and Performance Committee.

Where our Money came from



How our money was used





Financial Performance and Position

The table below is a summary of our Income, Expenditure and Financial Position for the Year Ended 2024 with comparative.

	2024	2023	Increase/(Decrease)
	\$	\$	\$
Total Revenue	47,221,690	36,992,937	10,228,753
Total Expenses	39,470,704	35,586,018	3,884,686
Net Surplus /(Deficit)	7,750,986	1,406,919	6,344,067
Current Assets	14,037,635	12,333,814	1,703,821
Non - Current Assets	18,670,857	15,628,277	3,042,580
Total Assets	32,708,492	27,962,091	4,746,401
Current Liabilities	13,178,438	14,531,029	(1,352,591)
Non-Current Liabilities	203,260	1,855,254	(1,651,994)
Total Liabilities	13,381,698	16,386,283	(3,004,585)
Net Assets	19,326,794	11,575,808	7,750,986

Revenue over last 6 years

2024	2023	2022	2021	2020	2019
47,221,690	36,992,937	33,164,104	28,558,985	28,158,437	22,116,574

Net assets over the last 6 years

2024	2023	2022	2021	2020	2019
19,326,794	11,575,808	10,168,889	9,030,479	8,125,717	7,247,017

Tresillian Family Care Centres financial records for the year ended 30 June 2024 were audited by Grant Thornton Australia in accordance with Australian Accounting Standards and the Australian Charities and Not for Profits Commission (ACNC) Regulation 2013. A full copy of Tresillian Family Care Centres Annual Financial Report is available free of charge by writing to The Chief Executive Officer, Tresillian, Locked Bag 1003, Campsie, NSW, 2194 or direct from the ACNC website www.acnc.gov.au.

TRESILLIAN EXECUTIVE TEAM



Chief Executive Officer

Adjunct Associate Professor Rob Mills
RN, RM, MPH and FAICD

Robert is a Registered Nurse and Midwife with over 35 years' experience working in the speciality field of maternal & child health and early parenting services. He holds a Masters of Public Health. Rob has been the CEO at Tresillian since 2013 and during his tenure has rapidly expanded the service. Additional Centres have opened in regional NSW, Victoria and the ACT. Furthermore, Tresillian services will open in Launceston Tasmania in May, 2025. Rob is on the Board of the Australasian Association of Parenting and Child Health Inc.; the Dean's Advisory Board University of Technology Sydney (UTS); the PREPARE Foundation (Birthing Dads) and the NSW Health Services Association Board. He is an Adjunct Associate Professor of Industry with the University Technology Sydney (UTS), a Fellow of the Australian Institute of Company Directors (AICD) and is an accredited Assessor with the Australian Council on Healthcare Standards (ACHS).



Executive Director Clinical Services

Associate Professor Jenny Smit
B.Sc (Nursing), MPH, MBT, MFMH, GAICD

Jenny has 24 years' experience in the management of hospital, nursing and corporate services with particular expertise in project management, safety and quality accreditation systems. Projects such as the implementation of the National Quality Framework within the early childhood sector and commissioning new services and facilities prepared her well for her current position where she has been responsible for the planning and development needs of the nursing, medical, social work, psychology and early childhood education services at Tresillian for the last 10 years.



Executive Director Finance

Jeffrey Taylor
MComm, FIPA

Jeff has over 27 years experience in the finance/accounting sector, the last 22 in various senior financial management roles. During this time, he has worked in and developed an extensive all round knowledge of the operational aspects of a large not for profit organisation. Jeff holds a Master of Commerce and is also a Fellow of the Institute of Public Accountants. He has managed and controlled all financial operations at Tresillian for the past 9 years.



Executive Director Governance, Risk and Performance

Marie Dickinson
B.App.Sc (Biomedical), MIHM

Marie has a background in the biomedical sciences with additional qualifications in International Health Service Management and has undertaken roles in corporate management and quality management in the acute, non-acute and mental health services. Marie is the chair of the Quality and Safety Committee of the Australasian Association of Parenting and Child Health. She currently oversees the Governance, Risk and Performance portfolio for Tresillian. In addition, Marie is an assessor against Australia's National Safety and Quality Health Service standards for the Australian Council on Healthcare Standards. She is currently undertaking a PhD at the University of Technology Sydney.



Tresillian Board



President

Dr Nick Kowalenko

MB, BS, FRANZP, MAICD

Board Director 2003-current
Elected President 2013-current
Member: Tresillian Governance, Audit and Risk Committee 2014-current

Dr Nick Kowalenko is a child and youth Psychiatrist with senior clinical leadership, research and education roles, and is committed to promoting the emotional health and well-being of families. He's advised governments, consumer organisations and health service leaders about the most effective early intervention strategies to support parenting under stress. Nick is also the Deputy Chair of Emerging Minds, an international Faculty member of Zero to Three (USA) and provides multidisciplinary education and training internationally.



Vice President

Natalie Boyd

BA (Mass Comm)

Board Director 2006-current
Elected Vice-President 2015-current
Chair: Tresillian Marketing, Advocacy & Fundraising Committee 2018-current
Member: Willoughby & Wollstonecraft Redevelopment Project 2021-2024

Natalie Boyd is a management consultant working across a range of sectors and geographies. Before establishing her own business, she was the Managing Partner in a leading Australian consultancy. With more than 20 years' experience, Natalie is a respected specialist in communications and engagement, with clients including commercial and government entities. Her expertise continues to support the growing footprint of Tresillian services.

She is passionate about building resilience in individuals, families and communities and Tresillian's role in making a significant contribution to thousands of Australian families. Natalie has chaired several Board Committees, including being a Board representative on the Willoughby and Wollstonecraft redevelopment project. She is currently the Chair of the Marketing, Advocacy & Fundraising Committee.



Director

Peter Quinn

B.Bus CA, ACIM, FAICD, CFP

Board Director 2008-current
Chair: Tresillian Finance, Audit & Performance Committee 2008-current

Peter Quinn is director and principal of Quinn Financial Planning, and director and co-founder of The Quinn Group, an integrated accounting, legal and financial planning practice. Peter is a qualified chartered accountant and a specialist financial adviser. With more than 30 years experience, Peter is considered an expert in a number of areas including business management, asset management, taxation, financial planning and strategic advice. As well as contributing to the Tresillian Board, Peter is also the Chair of the Finance, Audit and Performance Committee. He is committed to ensuring young families are aware of the help that organisations such as Tresillian can provide.



Director

Mick O'Driscoll

Project Management (P.Grad.Dip)

**Dip Arch Tech, GAICD
Board Director: 2019-current
Member: Tresillian Finance,
Audit & Performance Committee
2020-current**

Mick O'Driscoll is a Head of Infrastructure Development at Calvary HealthCare. He has over 25 years' experience in development in the construction industry across a range of sectors. He has specialised in the health sector over the last 15 years. His expertise in this area are assisting Tresillian in consolidation, growth and creating integrated solutions that enhance their care services.



Director

Pamela Longstaff

BEC, LLB, Exec MBA, GAICD

**Board Director: 2020-current
Member: Tresillian Finance,
Audit & Performance Committee
2020-current**

Pamela Longstaff is a commercial lawyer and executive leader with 20+ years' experience in roles spanning legal advisory, governance and management, policy and strategy, regulatory affairs and government relations. She is a Fellow of the Governance Institute of Australia, a graduate of the Australian Institute of Company Directors, and currently Company Secretary and Head ESG for Soul Patts, an ASX Listed diversified investment house.

Pam has served in leadership roles in health focussed not-for-profit organisations, including Juvenile Diabetes Research Foundation and Glycemic Index Foundation. She received the NSW Premier's North Shore Woman of the Year Award in 2020 recognising her community and fundraising leadership. Pam is thrilled to contribute to Tresillian's valuable work supporting new parents.



Director

Adjunct Associate Professor

Troy Trgetaric

**B.App.Sc (HIM), M.P.H, Juris
Doctor, GAICD**

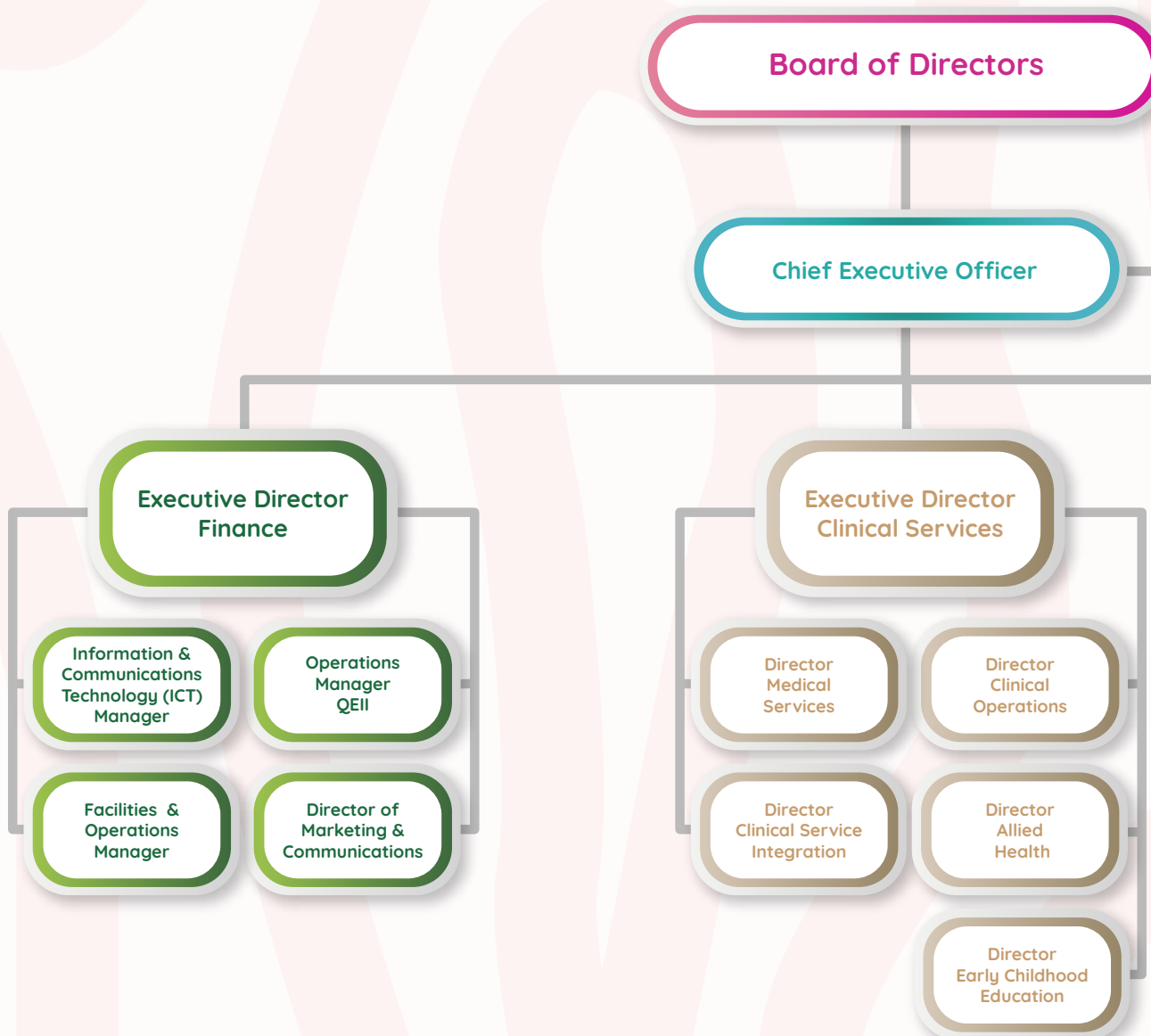
**Board Director: 2020-current
Chair: Tresillian Governance & Risk
Committee 2020-current
Member: Tresillian Marketing,
Advocacy & Fundraising Committee
2021-current**

Troy is currently employed as the Executive Director Hospitals for the Royal Rehab Group, where he provides leadership in the management of the Group's hospital services at Ryde and Petersham. Prior to this role, he was the General Manager of Calvary Health Care, Kogarah and he also managed Wagga Wagga Base Hospital for over three years. Before appointment to the Board, Troy was employed as the Director of Corporate Services at Tresillian Family Care Centres for five years.

Troy is an admitted Solicitor in NSW and spent several years working at the Attorney General's Department (NSW) and the NSW Crown Solicitor's Office. Previously, Troy has worked in large metropolitan hospitals in and around Sydney as an Assistant Director for Community and Allied Health, Business Manager and Health Information Manager.

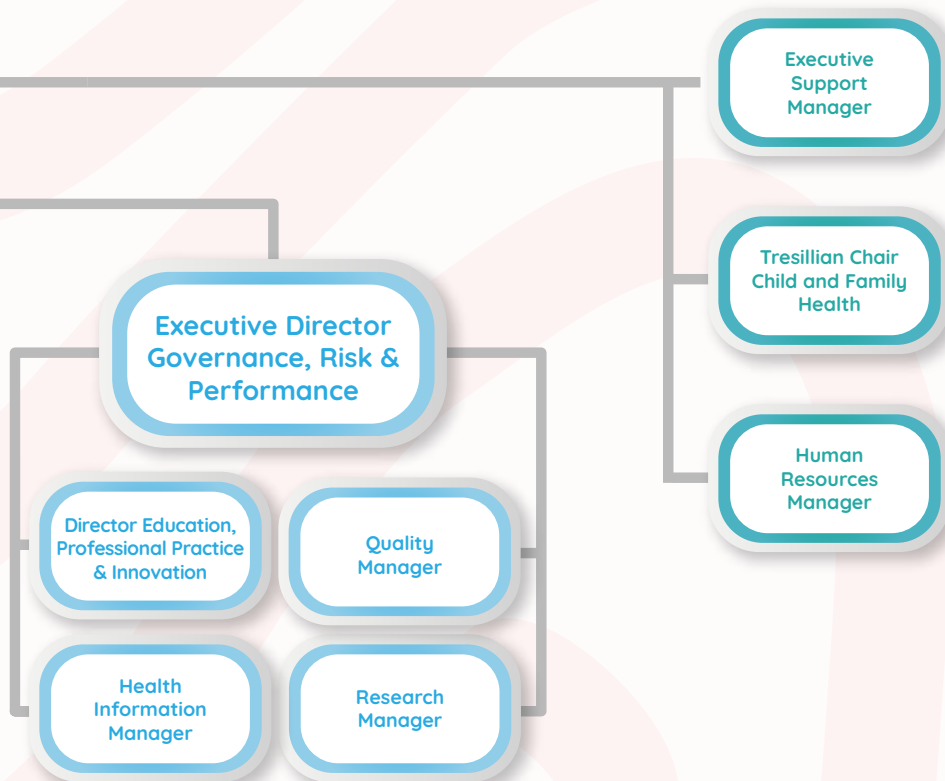
Pictured above from L to R:
Board members, Peter Quinn, Mick O'Driscoll and President Dr Nick Kowalenko with, His Excellency, the Governor General David Hurley MLC and Her Excellency, Mrs Linda Hurley, Board Directors Pam Longstaff and Natalie Boyd, Rob Mills CEO and Director Troy Trgetaric.

Organisational Structure





Tresillian's annual Team Building and Planning Day was held at Tresillian Wollstonecraft for the first time on 21st December, 2023.



Our Staff Team

CHIEF EXECUTIVE OFFICER

Adjunct Associate Professor Rob Mills

EXECUTIVE DIRECTOR CLINICAL SERVICES

Adjunct Associate Professor Jenny Smit

EXECUTIVE DIRECTOR FINANCE

Jeffrey Taylor

EXECUTIVE DIRECTOR GOVERNANCE, RISK & PERFORMANCE

Marie Dickinson

DIRECTOR MEDICAL SERVICES

Dr Joyce Leong

MEDICAL DIRECTOR PERINATAL & INFANT MENTAL HEALTH

Dr Alice Dwyer

DIRECTOR CLINICAL OPERATIONS

Leanne Daggar

DIRECTOR CHILD and FAMILY MENTAL HEALTH & WELLBEING SERVICES

Tanya Crawford

DIRECTOR WORKFORCE, LEARNING & DEVELOPMENT

Katherine Schaffarczyk

DIRECTOR HEALTH INFORMATION

Rachel Plumble

DIRECTOR MARKETING & COMMUNICATIONS

Ann Paton

DIRECTOR GUTHRIE EARLY LEARNING CENTRE

Jaclyn Stewart

OPERATIONAL NURSE MANAGER (Metro)

Jeanette Dries

OPERATIONAL NURSE MANAGER (Regional)

Rachael McLean

PROJECT MANAGER INTEGRATION & EVALUATION

Debrah Davis

PRINCIPAL ABORIGINAL HEALTH WORKER

Natalie Jennings

Meet our Metropolitan Staff

NURSING UNIT MANAGERS (Metropolitan)

Fran Kenna – Wollstonecraft Residential

Sue Bruhm – Nepean Residential

Amanda Bamford – Canterbury Residential (Acting NUM)

Angela Drummond – Nepean Day Services

Kate Mejaha – Canterbury Day Services

Kylie Choi – Wollstonecraft Day Services

Glenda Goodwin – Virtual Residential

Parenting Service (VRPS)

Jennifer Leece – Parenting Access

Services

MANAGERS

Dr Anne-Marie Maxwell, Research Manager

Rita Fenech, Executive Support Manager

Victoria Hardin, Nurse Manager, Rostering,

Recruitment & Retention

Pina Filippone, Human Resources Manager

Barbara John, Work, Health & Safety/

Infection Control Coordinator

Rizza Chua Mason, Health Information

Manager

Rebecca Love, Governance Support

Manager

Alex Caruana, Facilities & Operations

Manager

WORKFORCE, LEARNING and DEVELOPMENT

Hayley Briggs, Nurse Educator

(Canterbury)

Judy Kotowski, Nurse Educator

(Wollstonecraft)

Kelly Stone, Nurse Educator (Sustaining

NSW Families Program)

Mary McDonald, Nurse Educator (Nepean)

Janice Wright, Nurse Educator (Regional)

Rosa Maidment, Nurse Educator (Regional)

Emma Monagle, Nurse Educator (QEII)

Nicole Fleming, Nurse Educator (QEII)

CLINICAL NURSE CONSULTANTS

Alison Wallbank, CNC Child & Family

Health

Ann DeBelin, CNC Perinatal & Infant Mental

Health

CLINICAL

Allison Buckley, Endorsed Enrolled Nurse

Allison Weatherall, Registered Nurse

Amanda Bamford, Registered Nurse

Angie Epstein, Registered Nurse (casual)

Anita Trimboli, Registered Nurse

Anne Kennedy, Registered Nurse (casual)

Anne Partridge, Registered Nurse

Anne-Louise Young, Clinical Nurse

Specialist

Brenda Jones, Registered Nurse

Brianna Mitchell, Registered Nurse

Brooke Wade, Registered Nurse (resigned

January 2024)

Carina Olivos, Endorsed Enrolled Nurse

Carol Davidson, Registered Nurse

Carolyne, Nancarrow, Registered Nurse

Catherine Beer, Endorsed Enrolled Nurse

Catherine Cunningham, Registered Nurse

Catherine Grinbergs, Registered Nurse

Catherine O'Brien, Registered Nurse

Catherine Sulfaro, Registered Nurse

Cheryl Madden, Endorsed Enrolled Nurse

Christine Simpson, Registered Nurse

Claire Pascoe, Registered Nurse

Clare Saw, Registered Nurse

Claudia Caceres, Registered Nurse (casual)

Danu Wilson, Registered Nurse

Deborah Brittain, Endorsed Enrolled Nurse

Deborah Franklin, Registered Nurse

Debra Ross, Registered Nurse

Donna Carr, Registered Nurse

Eleisha Garland, Enrolled Nurse

Elizabeth Coster, Endorsed Enrolled Nurse

Elizabeth Fulton, Registered Nurse

Elizabeth Hand, Endorsed Registered

Nurse

Elizabeth Moore, Registered Nurse

Elizabeth Shields, Clinical Nurse Specialist

Ellie Squibb, Registered Nurse

Emily Choker, Registered Nurse (resigned

February 2024)

Emily Masson, Registered Nurse

Emma Lane, Registered Nurse

Erin Fisher, Registered Nurse

Fiona Cave, Registered Nurse

Fiona Kelly, Registered Nurse

Gabrielle McGloin, Registered Nurse

(casual)

Gail Day, Registered Nurse

Gillian Ross, Registered Nurse

Gina Kentzopoulos, Mothercraft Nurse

Heather Johns, Registered Nurse

Heather Kerrigan, Registered Nurse

Hilary Wolfe, Registered Nurse

Iman Chehab, Registered Nurse

Jane Kabanoff, Registered Nurse

Jane Montague, Registered Nurse

Jane Williams, Registered Nurse

Janelle Daley, Registered Nurse

Janelle Wright, Registered Nurse

Janelle Yang He, Registered Nurse

Jasmine Kbar, Registered Nurse

Jasmine Maher, Enrolled Nurse

Jazmyn Cunningham, Endorsed Enrolled

Nurse

Jennifer Hartmann, Registered Nurse

Jennifer O'Neil, Registered Nurse

Jenny Hulls, Registered Nurse

Jessica Funda, Registered Nurse

Jessica Iglesias, Registered Nurse

Judy Tripodi, Clinical Nurse Specialist

Julie Apps, Mothercraft Nurse

Katharine Findlay, Registered Nurse

Katherine Chapuis, Registered Nurse

Katherine Cramery, Clinical Nurse

Specialist

Katherine McGovern, Mothercraft Nurse

Kathleen Yarwood, Registered Nurse

Kathryn Wotton, Registered Nurse

Kay Watts, Registered Nurse

Kerry Gemmill, Registered Nurse

Kerry Hartley, Registered Nurse (casual)

Kim Everson, Registered Nurse

Kimberley Lyes, Clinical Nurse Specialist

Kristie Dominguez, Registered Nurse

Kylie Bending, Registered Nurse

Lana Shaw, Registered Nurse

Leesa Heslop, Registered Nurse

Linda Adeline, Registered Nurse

Lisa Bentley, Endorsed Enrolled Nurse

Lisa Hardwidge, Enrolled Nurse (casual)

Lorelle Roberts, Endorsed Enrolled Nurse

Lynn Pickersgill, Registered Nurse

Mahalia Rivera, Registered Nurse

Majella O'Brien, Clinical Nurse Specialist

Mary Pollard, Mothercraft Nurse

Megan Sena, Clinical Nurse Specialist

Melinda McCarthy, Enrolled Nurse

Melissa Richardson, Enrolled Nurse

Meredith Grant, Registered Nurse

Michelle Dowling, Mothercraft Nurse

Michelle Leto, Registered Nurse

Ming Ji, Registered Nurse

Nadica Gannon, Clinical Nurse Specialist

Nalini O'Brien, Registered Nurse

Naomi Blacker, Registered Nurse

Nicole Newham, Clinical Nurse Specialist

Nisha Wilson, Transition to Specialty

Practice



Above: CEO Rob Mills, with staff as they farewell Tresillian Willoughby for the last time in October, 2023.

Below: Some of the team from Tresillian's QEII Family Centre, ACT.



Noeleen Horswell, Registered Nurse
 Nouha Kammoun, Registered Nurse
 Pam Burne, Registered Nurse
 Parmjit Kaur, Enrolled Nurse
 Patsy Quealy, Registered Nurse
 Pauline McKeown, Registered Nurse
 Philip Dimech, Registered Nurse
 Rebecca Hellstrom, Registered Nurse
 Robyn Murray, Registered Nurse
 Rosemary McCowage, Registered Nurse
 Sally Price, Registered Nurse
 Sally-Mae Mullane, Endorsed Enrolled Nurse
 Sarah Espley, Registered Nurse
 Sarah Hurley, Clinical Nurse Specialist
 Sarah Smith, Registered Nurse (casual)
 Seoyeon Park, Registered Nurse
 Sharon Donaldson, Registered Nurse
 Sharon Sinclair, Endorsed Enrolled Nurse
 Shelley Foster, Registered Nurse
 Sherrian Price, Registered Nurse (casual)
 Sonja Griggs, Clinical Nurse Specialist
 Stacey Thompson, Registered Nurse (casual)
 Sue Adams, Endorsed Enrolled Nurse
 Sue Bemmer, Registered Nurse
 Sue Mansfield, Registered Nurse
 Sue Priestley, Endorsed Enrolled Nurse
 Susan Barabas, Registered Nurse
 Susan Mayall, Clinical Nurse Specialist/
 Clinical Informatics Officer
 Susan Portors, Clinical Nurse Specialist
 Susan Quinn, Registered Nurse (casual)
 Susan Rebolledo, Registered Nurse
 Suzanne Bullen, Clinical Nurse Specialist (resigned September 2023)
 Suzie Murphy, Mothercraft Nurse
 Tameka Wade, Registered Nurse
 Taneil McLachlan, Registered Nurse
 Tania Campanale, Registered Nurse

Tania Young, Endorsed Enrolled Nurse
 Tracey Bryan, Registered Nurse
 Tracy Day, Endorsed Enrolled Nurse
 Tracye Hughes, Mothercraft Nurse
 Trudy Kelly, Registered Nurse
 Wilma Simmons, Endorsed Enrolled Nurse
 Yongcui Ma, Registered Nurse

VIRTUAL RESIDENTIAL PARENTING SERVICE

Glenda Goodwin, Acting Nurse Unit Manager
 Denise McCann, Registered Nurse
 Kay Watts, Registered Nurse
 Kirsten Gridley, Social Worker
 Jane Kabanoff, Registered Nurse
 Janelle Wright, Registered Nurse
 Meredith Grant, Registered Nurse
 Ming Ji, Registered Nurse
 Nicola Penn, Registered Nurse
 Robyn Murray, Registered Nurse
 Sharon Donaldson, Registered Nurse
 Trisha Cant, Registered Nurse
 Vanessa Hahn, Registered Nurse
 Ashlee Pickering, Administration Officer

PARENT INFANT and EARLY CHILDHOOD MENTAL HEALTH CLINICIANS

Tanya Crawford, Director Child & Family Mental Health & Wellbeing Services
 Joanne Robinson, Psychologist (resigned February 2024)
 Lynne Ryan, Clinical Psychologist
 Mary Attard, Psychologist (retired February 2024)
 Radmila Vucic, Psychologist (resigned December 2023)
 Rebecca Hart, Clinical Psychologist
 Selin Ozbek, Clinical Psychologist
 Yvette Aiello, Clinical Psychologist

Anna Sukadana, Social Worker
 Debbie Leishman, Social Worker (resigned February 2024)
 Jamille Abou Raad, Social Worker
 Jane West, Social Worker
 Joanna Hawthorne, Social Worker
 Kirsten Gridley, Social Worker
 Kylie Chappell, Social Worker
 Leah Crawford, Social Worker
 Lisa Knight, Social Worker
 Margaret Booker, Social Worker
 Melissa Azar, Social Worker
 Paula Fuschini, Social Worker
 Rathi Ramanathan, Social Worker
 Sarah Wood, Social Worker
 Suzanna Lawrence, Social Worker
 Ashlee Perry, ForWhen Care & Connect Navigator

PSYCHIATRY REGISTRARS

Dr Chloe Boateng (Metro)
 Dr Genevieve Pfeiffer (Metro)
 Dr Justin Wang (Metro)
 Dr Vivienne Lee (Metro)
 Dr Michael McLean (Regional)
 Dr Nicolas Ramley (Regional)

MEDICAL STAFF

Dr Joyce Leong, Paediatrician (VMO)
 Director Medical Services
 Dr Anju Aggarwal, General Practitioner (VMO) NSW Metro
 Dr Anthony Epstein, Paediatrician (VMO) NSW Metro
 Dr Carrie Yang, General Practitioner (VMO) NSW Metro
 Dr David Hartshorn, Paediatrician (VMO) NSW Metro
 Dr Penny Field, Paediatrician (VMO) NSW Metro
 Dr Shereena Sinnayah, General Practitioner (VMO) NSW Metro



Dr Sue Messner, Psychiatrist (VMO) NSW Metro
 Dr Vicki Phan, General Practitioner (VMO) NSW Metro
 Dr Wendy Allen, Paediatrician (VMO) NSW Metro
 Dr Ashutosh Aggarwal, Paediatrician (Staff Specialist) NSW Metro
 Dr Kerry Brown, Paediatrician (Staff Specialist) NSW Metro
 Dr Sean Mahon Daly (Child and Adolescent Psychiatry) NSW Metro
 Dr Kristen Pigram, General Practitioner (VMO) NSW Regional
 Dr Laura Brien, General Practitioner (VMO) NSW Regional
 Dr Rebecca Tallis, General Practitioner (VMO) (locum) NSW Regional
 Dr Vivienne Tedeschi, General Practitioner (VMO) (locum) NSW Regional
 Dr Kate Molinari, General Practitioner QEII ACT
 Dr Libby Goodchild, General Practitioner QEII ACT
 Dr Labdhi Mehta, General Practitioner QEII ACT (locum)
 Dr Gillian Riley, General Practitioner (CMO) (locum) (resigned December 2023)

GUTHRIE EARLY LEARNING CENTRE

Jaclyn Stewart, Director & Early Childhood Teacher
 Antonella Panuccio, Early Childhood Teacher
 Fiona Zeller, Early Childhood Teacher
 Jane LeGras, Early Childhood Teacher
 Rajita Balami, Early Childhood Teacher
 Rashi Shrestha, Early Childhood Teacher
 Viorica Abbanah, Early Childhood Teacher
 Karen Meguyer, Diploma Trained Educator

Katerina Kodos, Diploma Trained Educator
 Mojgan Pakrou, Diploma Trained Educator
 Nicole Pickering, Diploma Trained Educator
 Pooi Ching Wong, Diploma Trained Educator
 Rosita Van Looy, Diploma Trained Educator
 Valerie Crosa, Diploma Trained Educator
 Vivienne (Huimin) Zhang, Diploma Trained Educator
 Byung Ok Kim, Certificate III Trained Educator
 Chloe Kiriakidis, Certificate III Trained Educator
 Sheryl Salvatera, Cook

CORPORATE/ADMINISTRATION SERVICES

Justyna Poniatowski, Executive Assistant
 Rizwan Faiz, Education Support Officer, Workforce Learning & Development
 Vickie Xanthos, Marketing & Events Co-ordinator
 Nancy Currenti, Clinical Support Officer
 Ashlee Pickering, Administration Officer (VRPS)
 Roxanne Carswell, Graphic Designer & Marketing Co-ordinator
 Hildegard Withers, Senior Clinical Coder
 Janina Esquivel, Clinical Coder
 Tyrone Fegradoe, Accounts Officer
 Amarjeet Singh, Finance Assistant
 Angela Goodwin, Administration Officer
 Brittany Egan, Administration Officer
 Gemay Hare, Administration Officer
 Hayley Campbell, Administration Officer
 Jamileh O'Dwyer, Administration Officer
 Joanne Wright, Administration Officer

Lynn Richards, Administration Officer
 Melissa Whale, Administration Officer
 Pauline Thums, Administration Officer
 Silvia Wittwer Malisano, Administration Officer
 Josephine Palumbo, Administration Officer (casual)

CHEF

Rakesh Bassi (Wollstonecraft)

DOMESTIC STAFF

Alpay Hassan
 Anne Thomas
 Cindy Nguyen
 Elisha Mackay
 Emily Aquino
 Filomena De Gois
 Isabella Parisi
 Janice Whitticker
 Jatinder Gill
 Josephine Kibanoff
 Napaporn Laosirisamai
 Siham Yakubian
 Susan Morgan
 Tae Sung Kim

VOLUNTEERS

Alexandra Amon
 Alison Murray
 Ann Jarvis
 Jacqueline Stene
 Jeannie McKenzie
 Jennifer Coleman
 Jill Jenkins
 Leonie Kindred
 Louise Surman
 Sandy Matthews

The team from Tresillian Nepean getting into the Christmas Spirit!



Meet our Regional Staff

TRESILLIAN ARMIDALE & TRESILLIAN 2U MOBILE SERVICE INVERELL (NSW)

Trudie Laffan, Nurse Unit Manager (retired October 2023)
Desiree Archer, Registered Nurse
Helen Murtagh, Registered Nurse
Maree Burr, Administration Officer

TRESILLIAN 2U MOBILE SERVICE (INVERELL), NSW

Leanne Kelly Aboriginal Health Worker

TRESILLIAN IN COFFS HARBOUR & TRESILLIAN 2U MOBILE SERVICE, (MID NORTH COAST) NSW

Monica Carlton, Nurse Unit Manager
Elise Bartlett, Registered Nurse
Jess Torrens, Registered Nurse
Kristen Potter, Registered Nurse
Lynne Jackson, Administration Officer

TRESILLIAN IN WESTERN (COWRA), NSW

Rochelle Longhurst, Nurse Unit Manager
Eleanor Wills, Registered Nurse
Kiara Wilson, Administration Officer
Carol Lynch, Administration Officer

TRESILLIAN IN GOULBURN, NSW

Kerry Ennis, Nurse Unit Manager
Julie Wigmore, Registered Nurse
Patricia Abello-Rodriguez, Administration Officer

TRESILLIAN IN WESTERN (GRIFFITH) NSW

Lynne Shelton, Nurse Unit Manager
Karen Garzoli, Registered Nurse
Melina Tropea, Administration Officer

TRESILLIAN IN CLARENCE (GRAFTON), NSW

Christine Fyson, Acting Nurse Unit Manager
Katie Dobbin, Nurse Unit Manager (on extended leave)
Annalise Kelly, Registered Nurse
Rebecca Peterson, Registered Midwife
Debbie Metcalfe, Administration Officer

TRESILLIAN 2U MOBILE SERVICE (MACKSVILLE), NSW

Delya Smith, Aboriginal Health Worker (resigned May 2024)
Lesley Mackenzie, Registered Nurse
Megan Carroll, Registered Nurse

TRESILLIAN IN WESTERN (DUBBO), NSW

Marsha McBroom, Nurse Unit Manager
Sally Swan, Registered Nurse
Lyndal Walton, Administration Officer

TRESILLIAN IN BROKEN HILL, NSW

Elizabeth Hand, Registered Nurse

TRESILLIAN IN LISMORE, NSW

Tamara Hojer, Nurse Unit Manager
Nurit Kopolovich Hadad, Registered Nurse
Sandra Neal, Administration Officer

TRESILLIAN 2U MOBILE SERVICE (TWEED), NSW

Suzanne McDonald, Registered Nurse
Victoria Peake, Registered Nurse IBCLC

CHILD AND FAMILY WELLBEING HUB (GRAFTON), NSW

Paul Dutton, Clarence First 2000 Days Program Manager
Jess Rogers, Aboriginal Health Worker 1st 2000 Days Care Coordinator
Rathi Ramanathan, Social Worker

TRESILLIAN MACKSVILLE RESIDENTIAL UNIT, NSW

Carol Donnelly, Acting NUM/Registered Nurse
Carolyn Healey, Registered Nurse
Janelle Ussher, Registered Nurse
Lisa Fisher, Registered Nurse
Megan Carroll, Registered Nurse
Nicole O'Sullivan, Registered Nurse
Samantha Franco, Registered Nurse
Shelley Foster, Registered Nurse
Susan Brown, Registered Nurse
Frances Talbot, Administration Officer

TRESILLIAN IN SOUTHERN (QUEANBEYAN), NSW

Michelle Stedman, Nurse Unit Manager
Chloe Mayer, Administration Officer

TRESILLIAN IN MANNING (TAREE), NSW

Rachel Starrett, Nurse Unit Manager
Belinda Matthews, Aboriginal Health Worker
Cassie Callinan, Registered Nurse
Michelle Lewers, Registered Nurse
Simmy Coronel, Registered Nurse
Donna Duffy, Administration Officer

TRESILLIAN IN SOUTHERN, MORUYA & TRESILLIAN 2U (EUROBODALLA), NSW

Kylie Murgatroyd, Nurse Unit Manager
Emma Gooden, Child & Family Health Nurse
Kate Tiller, Child & Family Health Nurse
Sasha Stewart, Aboriginal Health Worker
Alison Thomas, Administration Officer

TRESILLIAN IN MURRUMBIDGEE (WAGGA WAGGA), NSW

Karen Griffin, Nurse Unit Manager
Alison Wilkin, Administration Officer (from May 2024)
Ann Falepau, Administration Officer (resigned May 2024)

TRESILLIAN IN MUSWELLBROOK, NSW

Kerry Inder, Nurse Unit Manager
Cherylee Thomas, Registered Nurse
Emily Achurch, Registered Nurse
Ruth Rauber, Registered Nurse
Michelle Hudson, Administration Officer

ALBURY WODONGA HEALTH TRESILLIAN PARENTS AND BABIES SERVICE, VIC

Angela James, Nurse Unit Manager (resigned April 2024)
Amanda Foster, Registered Nurse
Chantel East, Registered Nurse
Robyn Corser, Registered Nurse
Sharyn Brown, Administration Officer

Meet our Team at Tresillian's QEII Family Centre, ACT

MANAGEMENT and ADMINISTRATION STAFF

Melissa Ryan, Centre Manager
Madeleine Hornby, Access & Allocation Coordinator/ Quality & Safety Officer
Susan Hewson, Access & Allocation Coordinator
Janette Baker, Corporate Support Services Supervisor
Norma Taylor, Payroll Officer
Debbie Tibbles, Administration Officer
Isabella Robinson, Administration Officer
Renee Lancaster, Administration Officer
Shelby Roberts, Administration Officer
Sonja Mingay, Administration Officer

MEDICAL STAFF

Dr Kate Molinari, General Practitioner
Dr Libby Goodchild, General Practitioner
Dr Labdhi Mehta, General Practitioner (locum)
Dr Gillian Riley, General Practitioner (CMO) (locum) (resigned December 2023)

ALLIED HEALTH STAFF

Ashlee Perry, ForWhen Care & Connect Navigator
Lisa Knight, Social Worker

WORKFORCE, LEARNING & DEVELOPMENT


Emma Monagle, Nurse Educator (QEII)
Nicole Fleming, Nurse Educator (QEII)

CLINICAL STAFF

Annie Schofield, Registered Nurse/ Registered Midwife (casual)
Christine Patterson, Registered Nurse/ Registered Midwife (casual)
Jane Barnett, Registered Nurse/ Registered Midwife
Karen Ashleigh, Registered Nurse/ Registered Midwife (casual)
Kerry Harley, Registered Nurse/Registered Midwife (casual)
Mary-Ellen Hirst, Registered Nurse/ Registered Midwife (resigned December 2024)
Natalie Flegg, Registered Nurse/ Registered Midwife
Sally Muddiman, Registered Nurse/ Registered Midwife
Sharlene Sheehan, Registered Nurse/ Registered Midwife (casual)
Victoria Caton, Registered Nurse/ Registered Midwife (resigned March 2024)
Ada Ochayi, Registered Nurse
Carole Vogel, Registered Nurse
Ebony Barnes, Registered Nurse
Gina Essuman, Registered Nurse
Keelin Howe, Registered Nurse
Kristi Hermann, Registered Nurse
Paddy Winslade, Registered Nurse
Rebecca Hallam, Registered Nurse (casual)
Rebecca Love, Registered Nurse
Shizue Koma, Registered Nurse
Stephanie Smith, Registered Nurse
Tanya Fuller, Registered Nurse
Winnie Wanjohi, Registered Nurse
Pierina Lucchesi, Registered Midwife (casual)
Sue Travis, Registered Midwife (casual)
Bernadette Reardon, Enrolled Nurse
Dimple Jina, Enrolled Nurse
Jenna Coelli, Enrolled Nurse
Jessica Rushbrook, Enrolled Nurse
Josephine Green, Enrolled Nurse
Pema Choden, Enrolled Nurse

CLIENT SERVICES ASSISTANTS (Housekeeping and Food Services)

Anna Kotini (casual)
David Pearce
Debbie Ogwu (casual)
Dijana Kubic
Frosso Papadogiannis
Rajendra Ayer
Tijan Manandhar



Even a small donation can make a big difference to a family in need of support and parenting advice.

DONATE TODAY



tresillian.org.au/donate





Tresillian®

It's in our nature to nurture

Head Office

Tresillian Canterbury
McKenzie Street Belmore 2192
t: (02) 9123 8800
e: tfcc-marketing@health.nsw.gov.au

Tresillian 2U Mobile Early Parenting Services

Bathurst, Inverell, Mid North Coast,
Eurobodalla, Tweed, Queanbeyan

Tresillian Family Care Centres are located in:

NSW:

Armidale, Broken Hill, Canterbury,
Coffs Harbour, Cowra, Dubbo, Grafton,
Griffith, Goulburn, Lismore, Macksville,
Moruya, Muswellbrook, Nepean,
Queanbeyan, Taree, Wagga Wagga,
Willoughby, Wollstonecraft

VIC:

Albury Wodonga

ACT:

Curtin



For advice from a Tresillian Nurse!

Tresillian's Parents Help Line

FREECALL 1300 272 736

In Tasmania

FREECALL 1300 TAS BUB

tresillian.org.au