

## Frequently Asked Questions (FAQs)

### General

- **What is the rationale for the unification? What are the long term goals of the new organisation?**  
 Our vision is to provide a single, focussed voice for the nursing profession within Australia. Our long term objectives will be developed by the Transitional Board, however at a high level our primary objectives are to leverage the capabilities, size and scale of the two Colleges to:
  - offer value for money for all members,
  - grow educational services nationally,
  - have a greater influence in health and policy debate; and
  - establish an economically sustainable, unified College which will enable investment to support future growth.
  
- **What is the unification strategy – plan and timing?**  
 The member vote will occur on 30 November. Following a successful member vote the unification would take place on 1 July 2012. From this point we would operate as a single entity. All contracts, assets and employees that are able to be transferred to the new entity would do so with an effective date of on or around 1 July 2012. We would aim to have the majority of members transfer their membership so they would be members of the new entity on or around 1 July 2012.
  
- **Why does this process take so long?**  
 From a legal and transitional standpoint there are a lot of activities that need to happen between now and 1 July 2012 to ensure a successful unification. We want to make sure that we make the right decisions and this will take some time. We reassure all members, staff, students and other stakeholders that we will be operating as 'business as usual' during this process.
  
- **What will the new entity be called?**  
 The working name for the new entity is 'New College'. Following a successful member vote the name of the new College would be determined by the Transitional Board.
  
- **What format will the member vote take? What date will it be held? What if I cannot attend to vote in person?**  
 The member vote will be held on 30 November 2011. The timing and location of the physical vote for each College will be issued with the disclosure information that will be posted to you at least 30 days before the vote. You will have the option of sending a proxy vote by reply paid postage, to reach your College no later than 5.30pm EST 28 November 2011.

- **If the member vote is not successful what will happen?**  
We are working towards a successful member vote and believe that the unification will take place. However, a positive member vote is required for the unification to happen. If a successful vote is not achieved in both Colleges, each College would need to make individual decisions about their future directions.
- **What views and opinions will the new College represent?**  
The views and opinions of the new College will not be different to the current views of the separate Colleges as there is already significant alignment. The rationale for the unification of TCoN and RCNA is to create one single, stronger, more focused and sustainable voice for the nursing profession within Australia.
- **What opportunities exist for me to contribute my ideas?**  
Management is committed to openly and honestly informing all members, staff and stakeholders of progress and milestones throughout the unification process. We value and want your views. We appreciate the feedback so far and encourage you to continue to provide your views. Please provide feedback through the usual channels through both Colleges. Please contact us if there is anything you are not clear about.
- **Will the contracts that are currently serviced be the same after 1 July 12?**  
There will be no change to existing contracts as far as we can predict. As these contracts expire leading up to and after 1 July 2012, any new or renegotiated contracts would reflect the date of the establishment of 'New College'. We do not foreshadow any significant risk to these contracts.
- **TCoN have a higher value of assets than RCNA/RCNA have a greater number of members/TCoN have a larger surplus – how is this fair if the unification is supposed to be equal?**  
We will consider both Colleges as being equal for the unification. This is vital for the success and sustainability of the new College. All of the assets and liabilities of each College would be transferred into the new entity over time. All revenue would be treated as revenue to the new organisation. We will be presenting high level pro-forma financial information within the documentation that will be issued to you before your member vote. As both existing Colleges are not-for-profit entities any future surplus of the New College (also a not-for-profit entity) will be reinvested into the organisation to enhance and improve member services and education into the future. The unification will assist in de-risking income generation for both Colleges and improve financial stability as a unified entity going forward.

#### **Member specific**

- **What material will I receive in order to make a decision?**  
You will receive a Members Disclosure Package through the post 30 days before the member vote. This will have a lot of information about the unification and should provide answers to most of your questions. Please contact either College if you have further questions.
- **Will I be a member of a new entity or continue to be a member of my current organisation?**  
If you transfer your membership (via the transfer forms in the membership disclosure package) then you will be a member of the new College from or around 1 July 2012. Up until this date you will remain a member of your current College. You will not be offered membership in your current College from or around 1 July 2012.

- **Will I still have the same membership fees and benefits?**  
Yes, for the near future. One of our aims is to continue to offer the services to our members during the pre and post member vote period until the New College is established on or around 1 July 2012.

Once we have brought the Colleges together, our focus will be on improving and expanding our service offering. As we review this, we will be assessing what this means in terms of the membership structures and fees and how these may change to ensure value for money for each member, at each stage of their career – recognising that needs and use of our combined services may change over that time. New College will continue to offer our members and stakeholders a high level of customer service which will draw on the expertise and knowledge within both Colleges.

- **I don't want to be a member of the new College – how can I cancel my membership?**  
You can cancel your membership via the usual channels.
- **How can I be sure the good practices of my College will be retained?**  
New College will retain best practices from both Colleges and combine these to create a more efficient organisation. It is expected that current TCoN practices would form the basis of educational services and RCNA practices would form the basis of government lobbying and policy making. We will all work together to create the most effective organisation that best serves our members and our stakeholders.