



INSTITUTE OF PROFESSIONAL EDITORS

ANNUAL REPORT 2022–23



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Acknowledgment of Country

IPEd acknowledges the Traditional Custodians of the unceded lands throughout Australia and their connections to land, sea and community. We pay our respects to their Elders past and present.

IPEd acknowledges the unique place Māori have as tangata whenua of Aotearoa New Zealand.

About IPed

The Institute of Professional Editors (IPed) is the professional membership association for editors in Australia and Aotearoa New Zealand, with around 1,340 members (active, financial and non-financial).

IPed exists to advance the profession of editing and to support and promote editors. We aim to develop a strong organisation that supports a thriving membership by offering professional development opportunities, valuable member benefits and advocacy for the profession.

Our members play an important role in content development and publication. They work collaboratively with authors, writers and content creators to help them get their message across with greater clarity, elegance and insight.

IPed operates an accreditation scheme that confers the postnominal AE (Accredited Editor). The postnominal DE (Distinguished Editor) was conferred on the people who developed and delivered the initial accreditation exam, held in 2008.



Purpose

IPed exists to support editors through training, advocacy and promotion, because we are better together.



Mission

To advance the profession of editing through training, advocacy and promotion.



Values

We are collaborative, mutually supportive, inclusive, respectful, principled and committed to excellence. We celebrate our contributions and successes.



Vision

IPed is the trusted voice of professional editors, shaping communications of the future.

Branches and membership



IPEd has branches in Aotearoa New Zealand, New South Wales, Queensland, South Australia, Tasmania, Victoria and Western Australia.

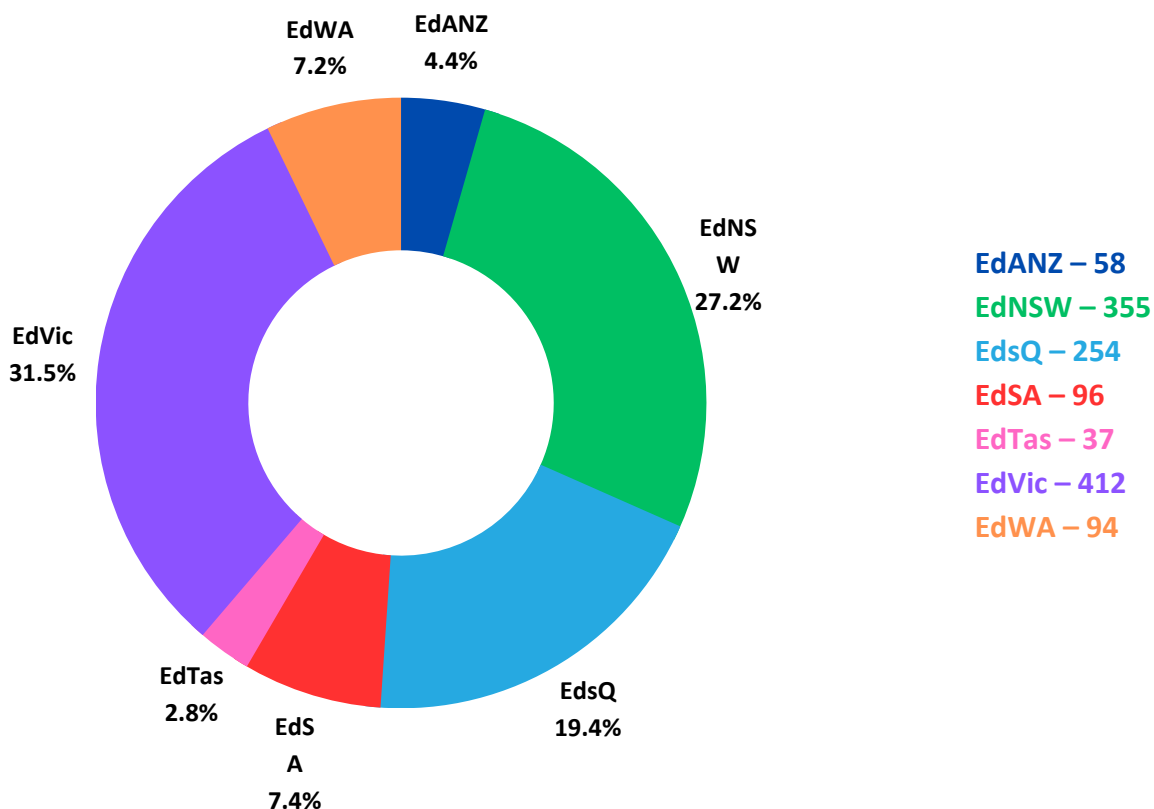
Total active, financial members at 30 June 2023 was 1306. This is 37 less members than at the same time last year.

Total active members, both financial and non-financial at 30 June 2023 was 1340 as shown in the chart below. This is 47 less members than at the same time last year.

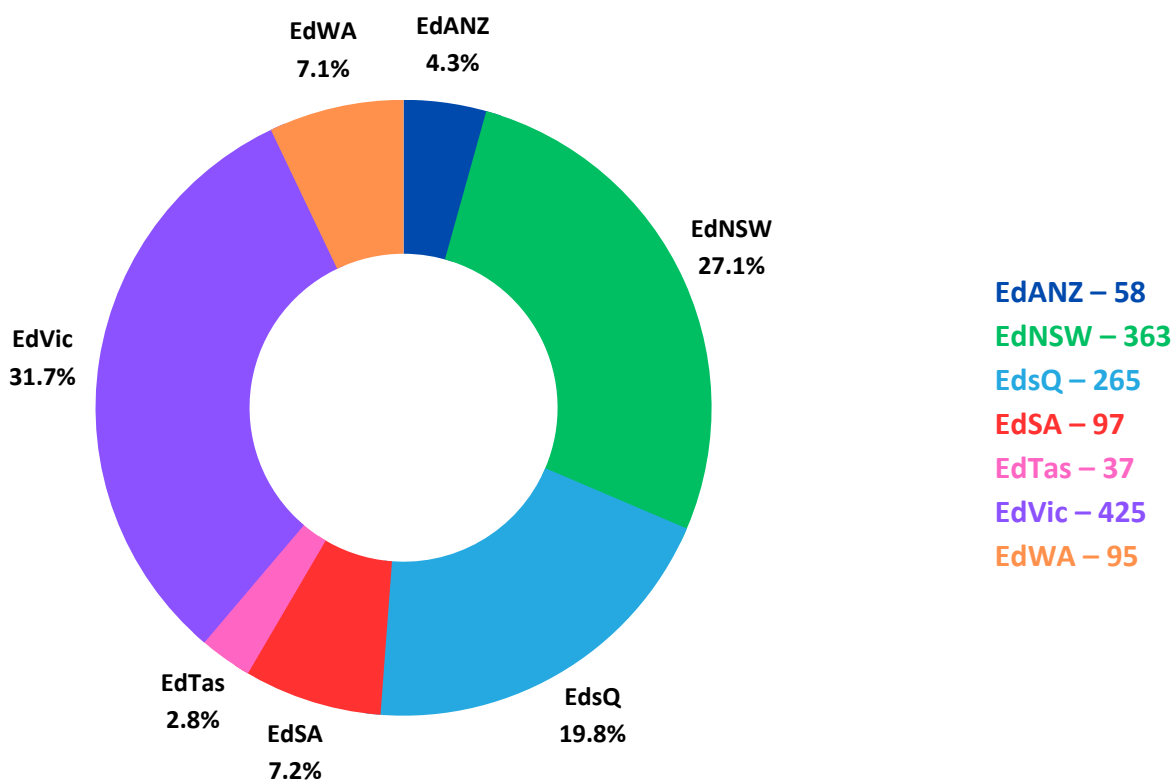
Note: Active, non-financial members are those whose memberships have expired for 30 days or more and who have not yet renewed their subscription but are still within their renewal period. These members become inactive (and non-financial) if their membership fees remain unpaid for more than 90 days since the membership expired.

The branches of IPEd and their member numbers are shown on the following pages.

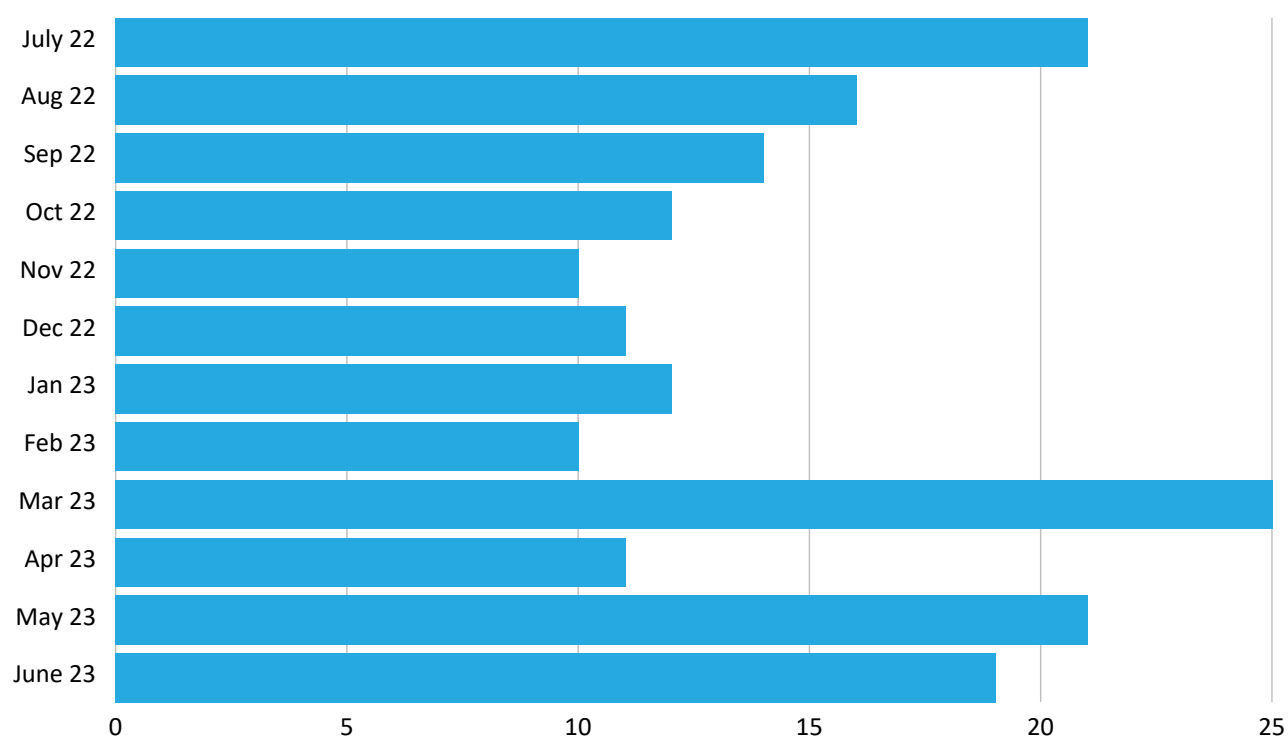
Active financial members by branch at 30 June 2023



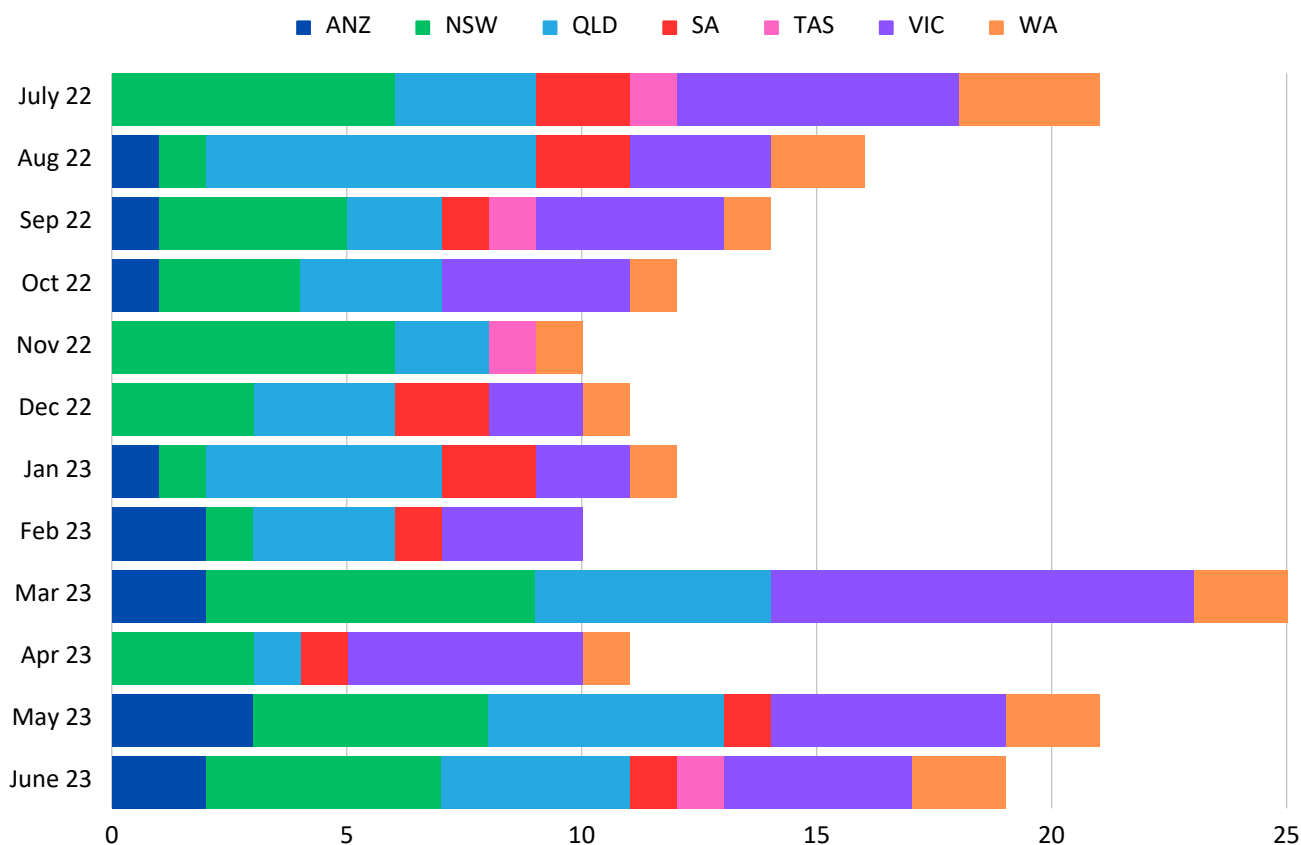
Active financial and non-financial members by branch at 30 June 2023



New members by month



New members by month by branch



Member benefits

Members are at the centre of everything we do at IPed. We exist to advance the profession of editing and to support and promote Australian and New Zealand editors.

IPed membership is open to editors engaged in all aspects of editing for online and print publishing and anyone with an interest in editing, publishing or a related field, including students. Becoming a member of IPed is a wonderful way to connect and engage with the industry but it also comes with a range of fantastic benefits.

Our promise to members.

Belonging to IPed helps you to:



Connect and collaborate with peers, experts and industry.



Develop your professional and business skills.



Be part of a supportive community.



Gain respect as a professional editor.



Accelerate your career.



Celebrate your profession.

Member services

We deliver on our promise through a range of services, benefits and events:

Accreditation scheme

The accreditation scheme enables editors to demonstrate their competence through an on-screen exam and ongoing professional development, thus offering clients and employers confidence in the skills of an editor they hire.

Advocacy

IPEd advocates for professional standards of editing practice, fair pay rates which reflect editors' skills and experience, and greater recognition of the value of the profession.

Branch network

IPEd branches in Australia and New Zealand hold events that include guest speakers, panel discussions, professional development workshops and networking meetings.

Conference

The IPed Editors Conference is a biennial event. The next conference will be held in 2025.

Editors Directory

Professional and Honorary Life Members of IPed can list their contact details and services they offer in the Editors Directory, which is available on the IPed website.

Resources

The member-only portal gives members exclusive access to a discussion board, online resources, book lists, articles and member discounts.

Awards and prizes

Editors can gain recognition for their work through IPed awards such as the Rosanne Fitzgibbon Editorial Award, the IPed Student Prize and the Janet Mackenzie Medal or through the Australian Publishers Association's Beatrice Davis Editorial Fellowship, co-sponsored by IPed.

Editing opportunities

Members are notified about permanent, contract and freelance editing opportunities.

Insurance

Members have access to discounted rates for professional indemnity and public liability insurance.

Mentoring program

The IPed Mentoring Program helps participants, both mentees and mentors, improve their knowledge and skills in a two-way learning experience.

IPed newsletter

IPed keeps members updated through a monthly online newsletter, *Gatherings*.

Professional development

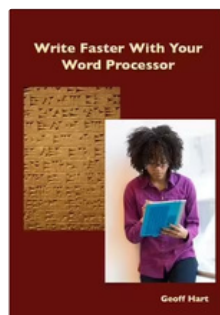
In addition to the workshops, meetings and events that branches hold, IPed has developed a suite of online professional development options in the form of webinars and online meetings.

Member discounts

Members can access discounts on the following publications, online courses and services, and events:



ProWritingAid



Australian manual of style



Professional
EDITORS
Guild

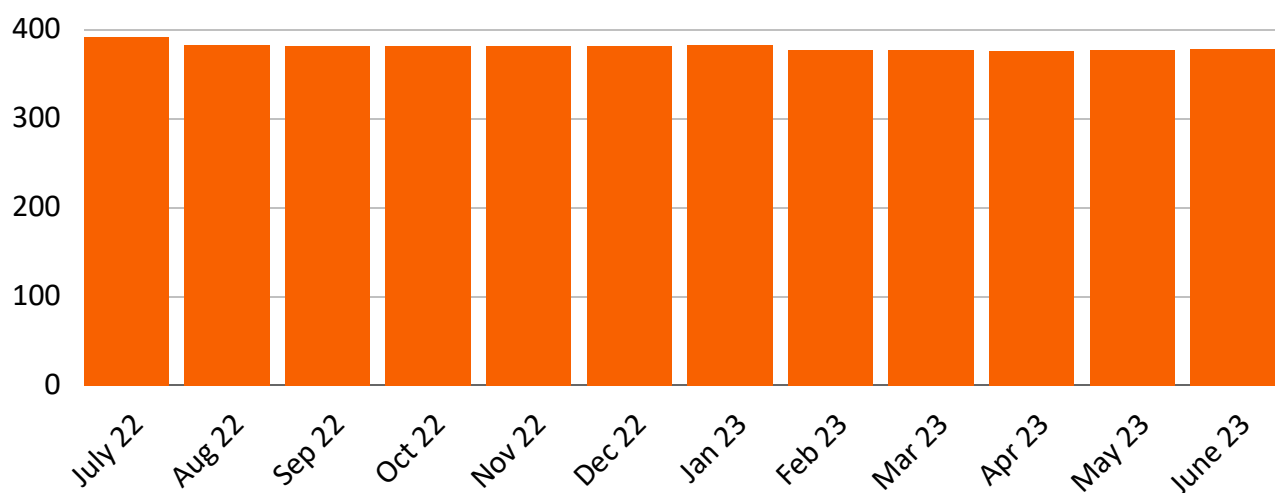
Editors directory subscriptions

The Editors Directory is a searchable list of freelance editors who are professional members of the Institute of Professional Editors.

There are currently 380 active Editors Directory subscriptions:



Editors directory subscriptions by month



From the CEO

As the world continued to grapple with COVID-19, IPEd reached out to our membership to provide support and assistance to those most in need. The 2022–23 financial year saw a plateau in membership numbers after an increase during the first year of the pandemic.

IPEd was well placed to continue delivery of the 2022 accreditation exam and our 2023 IPEd conference. We benefited from the experiences learned in the previous years and maintained policies and processes that enabled seamless execution of our key events and workshops throughout the year. Updates for all this work are contained in the body of this report.

Strategic plan 2023–2026

The Board met for a face-to face meeting on 15, 16 and 17 July 2022 to review IPEd's achievements and roadblocks to date; and identify issues, roadblocks, trends and opportunities for IPEd's 2023–2026 Strategic Plan.

With feedback following the 26 September 2022 Board meeting, the priorities for 2023–2026 are as follows:

Strengthening membership

- Develop membership acquisition and retention strategy
- Review membership benefits for individuals and corporates
- Improve membership services/delivery

Supporting the editing profession

- Develop an integrated professional development framework and program
- Coordinate and deliver professional development
- Grow the Mentoring Program
- Develop IPEd events and conferencing
- Awards and prizes to support editors
- Support IPEd branches
- Support to establish IPEd in New Zealand



Karen Lee joined IPEd six years ago when it first transitioned into a national, and now international, organisation. With qualifications in law, a decade-long stint in federal politics as a senior policy adviser and chief of staff, she also cultivated a passion for advocacy on behalf of refugees and asylum seekers in the not-for-profit sector. Karen is also a writer who lives in Brisbane with her husband, two children and a very active border collie.

Supporting a resilient organisation

- Embed diversity, equity and inclusion across IPEd
- Review ongoing structure of IPEd
- Stakeholder management and partnerships
- Monitor the development of artificial intelligence (AI) on the profession

Advocacy for the profession

- Research and campaign for fair pay scales for editors
- Advocacy, resource development and education
 - Academic resources
 - Style guides
 - Special Interest Groups
 - Promotion of editors and the profession

Standards

- Advocacy and education – Professional standards review
- Enhance accreditation opportunities for editors.

A fully detailed plan is currently in progress with input from the Chairs of Standing Committees and Working Parties, Branch Presidents and the Board.

Advocacy

In addition to the work of IPEd's Standing Committees and Working Parties, we have continued to work with peak bodies to raise issues that affect editors and to support our profession.

Australian Book Industry Awards (ABIA) – Publisher/Commissioning Editor

Ongoing advocacy with the Australian Publishers Association (APA) to recognise editors in the ABIA awards bore fruit in May 2023 with the addition of the Best Publisher/Commissioning Editor category.

The inaugural Best Publisher/Commissioning Editor Award recognised the importance of an editor or publisher who provides excellence in the support of their authors, and the acquisition and commission of new titles that not only meets the needs of the publishing house but enriches the Australian publishing landscape. As IPEd's CEO, I was also invited to be part of the judging panel. Jane Palfreyman (Allen & Unwin) was declared the winner on the night.

Supporting First Nations editors

In May 2023, IPEd partnered with the black&write!'s editor internship program run by State Library of Queensland. This national program provides professional development and networking opportunities for First Nations editors.

IPEd signed a memorandum of understanding for the next three years with black&write! and the State Library of Queensland. Under the partnership, IPEd will provide free membership

to black&write! intern editors. IPEd welcomed the first intern, Bianca Valentino, in late 2022 and in 2023 we welcomed Darby Jones and Georgia Anderson as members. This year, IPEd also provided a membership to Nadia Johansen, a black&write! junior editor who started as an editor intern in 2021.

Conference

The IPEd 11th Editors Conference, Futureproofing the Editing Profession, ran from 2 to 8 May 2023. A survey was undertaken on 22 March 2022 to take the pulse of the membership and to ascertain their appetite for a face-to-face or virtual event. The majority of responses favoured a virtual event due to the continuing uncertainty of COVID-19 impacts on security, health and family issues.

The conference was attended by 278 delegates from around Australia, Aotearoa New Zealand, South Africa, the United States of America, Canada, the United Kingdom and Europe.

A conference report will be available later in the year but early indications from formal and informal feedback are that the conference was a financial and professional success. These results bode well for the 2025 conference.

IPEd representation

As CEO, I represented IPEd as a member of Australian Publishers Association's (APA) Editorial Working Group overseeing the Residential Editors Program (REP) and the Beatrice Davis Editorial Fellowship (BDEF).

Beatrice Davis Editorial Fellowship (BDEF)

The BDEF provides a unique opportunity for a senior Australian editor to develop knowledge and expertise through a research project, and share the findings with peers and the wider industry.



The recipient of the Australian Publishers Association's 2022–23 Beatrice Davis Editorial Fellowship was Allen & Unwin's Sophie Splatt. Splatt's research project was chosen from a strong shortlist by the Australian Publishers Association's Editorial Working Group and former BDEF recipients.

Splatt was the 12th editorial fellow to be selected for this sought-after program, which benefits the entire Australian book community.

Left: Sophie Splatt was the recipient of the 2022–23 Beatrice Davis Editorial Fellowship.

Staffing

The work of IPEd would not be possible without the assistance and support of IPEd's office staff. Thank you to:

- Nicole Mathers, Board Secretariat and Administration
- Erin Rundle, Finance Officer
- Cat Van, outgoing Communication Officer
- Kirby Fenwick, incoming Communication Officer

We also receive tremendous support from IPEd's incredible volunteers who make up our Board, branch committees, standing committees, working parties and advisory groups to further IPEd's vision under the strategic plan.

I would like to especially thank Chair Ruth Davies for her support and to the members of the Finance and Risk Management Committee (FRM) Directors Peter Scott, Russell Noakes, Ruth Davies and Catherine Macdonald, and all staff for their ongoing advice and support. And to our passionate and engaged members, thank you for your feedback which helps IPEd to continually improve our processes and service to the membership and profession.



EdVIC

Chair's report

This past year has been a return to normal while adjusting to the changes that the pandemic has brought. At the beginning of this financial year, Australia and New Zealand were both coming off the peak of the main Omicron wave. We're still recovering from that shock.

The move to online events has significantly increased accessibility for many people, yet the lack of face-to-face contact time also has a cost, in terms of building connection with other editors. Early in 2022 we surveyed members about the preferred format of the 11th IPEd conference, and as a result of that feedback decided to go online again. We held a very successful event online in May 2023.

The end of 2022 also saw another shock, one that will affect the work we do. ChatGPT was launched first in November, then a stable release appeared in March 2023. Suddenly we had a lot of questions about how much this would affect the work of editors. We were fortunate to have Martin Delahunty speak about the issue at our conference in May, who assured us that, like other tools, ChatGPT will require us to adapt but also brings opportunities. Other conference speakers reminded us about the potential for this technology to further divide people and our responsibilities as editors to make sure diverse voices become not only heard, as we are currently working towards, but included in the source material of large language models.

On the Board this year we had some changes. In July 2022 we said goodbye to Tania Goodacre, Conference Director, who supported us as we moved from our first online conference in 2021 to setting up the next one. In September we appointed Vanaja Thomas as Membership Director. Vanaja joined us with more than 15 years experience with membership and not-for-profit organisations. Lan Wang stepped down as Editors Victoria Director at the end of her term in January 2023, and was replaced by Stephanie Holt, who had been president of Editors Victoria. Stephanie also stepped into the role of deputy chair and as the director for the Standing Committee for Professional Development.



Ruth Davies has been an editor for around 20 years, working mostly on research reports across subjects such as climate change, remote Australia, and agriculture and community development in Africa. She joined IPEd through Editors Queensland around 2008 and began volunteering in 2015. She stayed volunteering after finding the opportunities to make real change both for individual members and across the industry so rewarding.

In April 2023, Russell Noakes stepped down as Editors New South Wales Director and was replaced by Justine Dixon Cooper. Russell stays on in his role as company secretary.

I thank our directors for their wisdom and generosity of service to support IPed.

We have continued our work this year in diversity, equity and inclusion (DEI), using our membership of the Diversity Council of Australia to take the first step of developing a policy in consultation across IPed branches and other committees. We will roll this policy out with support from a DEI Director and have formalised DEI in our coming three-year strategic plan.

The awards and prizes program goes from strength to strength, with the IPed Student Prize awarded to Lauren Connell for her essay "Can Australia's trade publishing industry go green?" The Rosanne Fitzgibbon Editorial Award, given every two years, was awarded to Cathy Vallance for her work on *The way of dog* by Zana Fraillon. And IPed's most prestigious award, the Janet Mackenzie Medal, was awarded to Kerry Davies, for her outstanding contribution over 45 years to the editing profession and to IPed over many years, including five years as Chair of the Board.

Other standing committees and working parties have also been working to improve conditions for editors and the professionalism of the industry. The Pay and Conditions Standing Committee has compiled an important evidence base that will be used to lobby the Media and Entertainment Arts Alliance to support improved conditions for editors.

The IPed Standards Working Party will finalise the third edition of the standards in the coming year, after exhaustive work and a comprehensive review process. The professional standards of the industry are also supported through IPed's accreditation exam, which was sat by 60 candidates. Accredited editors now comprise 28% of IPed's total membership.

Apart from the ongoing support for members in terms of professional development, we also provided support for student members who can now have the first year after they graduate at the student members price, in recognition of the time it may take to find work or develop a client base.

Lastly, the Accessibility Initiative Working Party launched its *Books without barriers*, a resource for the book publishing industry that explains how to create born-accessible publications. This important book addresses the whole book publishing process, explaining the diverse ways people read and how to consider the needs of readers with print disability.

I have been privileged again this year to be the Chair of IPed and work with such a dedicated team of staff and volunteers who are all passionate about the profession of editing and our members.

Governance and management

IPed is governed by a Board of up to 10 directors comprising one director appointed by each branch and additional directors appointed by the Board, usually for specialist skills.

Branch-appointed directors serve two-year terms, whereas directors appointed by the Board serve terms of up to two years. Directors appointed by Branches may only serve a maximum of three consecutive terms, while Board-appointed Directors can be reappointed to serve further terms at the Board's discretion. The role of the Board is to manage the business and affairs of IPed, in accordance with the IPed Constitution and the *Corporations Act 2001* (Cth).

Branch-appointed Directors

▶ Aotearoa New Zealand

Currently vacant

▶ New South Wales

Russell Noakes

(appointed 2 December 2019; resigned 11 April 2023)

Justine Dixon Cooper

(appointed 12 April 2023)

▶ Queensland

Ruth Davies AE

(appointed 11 November 2019)

▶ South Australia

Melanie Dankel AE

(appointed 3 November 2020)

▶ Tasmania

Gordon Campbell AE

(appointed 3 November 2020)

▶ Victoria

Lan Wang

(appointed 3 November 2020; resigned 29 January 2023)

Stephanie Holt AE

(appointed 2 February 2023)

▶ Western Australia

Catherine Macdonald AE

(appointed 17 August 2020)

Board-appointed Directors

▶ Finance

Nick Pilavidis

(appointed 8 April 2019; resigned 5 July 2022)

Peter Scott

(appointed 15 May 2022; resigned 5 July 2023)

Hana Krskova

(appointed 28 June 2023)

▶ Conference

Tania Goodacre

(appointed 3 November 2020; resigned 5 July 2022)

Currently vacant

▶ Membership

Vanaja Thomas

(appointed 27 September 2022)

Linda Nix AE, Accreditation Board Chair, continued to attend Board meetings in a non-voting capacity. Linda was replaced by Charlotte Cottier AE as Accreditation Board Chair on 2 January 2023.

Standing committees and working parties

The IPed Board can set up committees of directors and other members. Standing committees and working parties can be established to oversee and report on continuing operations. IPed's branches work with members to deliver networking and professional development opportunities that are based on location; other focused or strategic areas of work are conducted by the chairs and members of IPed's standing committees and working parties.

In the 2022–23 financial year, IPed had eight standing committees and two working parties delivering key objectives under IPed's strategic plan.

Annual general meeting

IPed's Annual General Meeting (AGM) was held on 21 November 2022 via Zoom with 52 members and staff in attendance, as well as auditor Vishal Modi from Nexia. IPed patron Roly Sussex was an apology. Apologies were also received from 13 members and staff.

Members voted on acceptance of the minutes of the 2021 AGM, confirmation of director appointments, acceptance of financials and the annual report. A total of 26 votes were received prior to the AGM with the majority of attendees voting in-person. All were confirmed by the tellers as eligible voting members. All motions were in favour of acceptance.

The AGM was followed by a member update and forum led by the IPed CEO, Karen Lee. Many thanks to all who attended or participated in the AGM.



EdNSW

IPEd organisational chart

Board

Chair: Ruth Davies AE (EdsQ)
Company Secretary: Russell Noakes
Deputy Chair: Stephanie Holt (EdVic)
Finance: Hana Krskova (Board-appointed)
Conference and Events: vacant
Membership: Vanaja Thomas (Board-appointed)
 ANZ Director: vacant
 Catherine Macdonald (EdWA)
 Melanie Dankel (EdSA)
 Gordon Campbell (EdTas)
 Justine Dixon (EdNSW)

Standing Committees and Working Parties

Academic Editing (SCAE)
 Chair: Emily Finlay AE

Accreditation Board (AB)
 Chair: Charlotte Cottier AE

Awards and Prizes (SCAP)
 Chair: Carol Goudie AE and
 Judy Gregory

Communication and Style (CSSC)
 Chair: Christine Atkinson

Finance and Risk Management (FRM)
 Chair: Peter Scott

Mentoring
 Chair: Elizabeth Beach AE

Pay and Conditions (PCSC)
 Chair: Kerry Davies AE

Professional Development (SCPD)
 Chair: Ian Mathieson

Accessibility Initiative (AIWP)
 Chair: Julie Ganner AE

IPEd Standards (ISWP)
 Chair: Sharon Lierse

Staff

Chief Executive Officer
 Karen Lee

Membership and Operations
 Nicole Mathers

Finance Officer
 Erin Rundle

Communications Officer
 Catherine Van

Branch Committees

Aotearoa New Zealand
 President: Vacant

New South Wales
 President: Vacant

Queensland
 President: Glenine Hamlyn AE

South Australia
 President: Sumudu Narayana

Tasmania
 President: Sabine Borgis AE

Victoria
 President: Margaret Trudgeon AE

Western Australia
 President: Jess Gately

Finance and risk management

The Finance and Risk Management (FRM) Committee assists the IPEd Board to fulfil its corporate governance and statutory responsibilities about financial reporting, internal control, risk management and audit functions.

FRM members at 30 June 2023 were Board Chair Ruth Davies AE, Finance Director Peter Scott, Finance Officer Erin Rundle, Director and Company Secretary Russell Noakes, CEO Karen Lee and Director Dr Catherine Macdonald.

During the 2022–23 year, IPEd’s volunteer workers were covered by its association liability, voluntary workers personal accident and public liability insurance policies.

Financial statements

Operating statement

Income for the year was \$419,873 and IPEd ended the year with a deficit of \$3,384 vs a budgeted deficit of \$20,311 (2022 \$17,209 deficit).

IPEd’s revenue was mainly driven by membership fees, IPEd conference, accreditation renewals and branch events. And with overall expenses under budget and through good attendance to branch professional development (PD) and meetings, conference, exam and SCPD events, the full-year results across IPEd were better than budgeted.

Honoraria of \$5,640 was paid to Board members and Chair. The Accreditation Board and IPEd Board approved an honorarium of \$4,250 to the Accreditation Board Chair, \$1,000 to the Deputy Chair and \$794.04 to the Budget Officer.

More specifically in terms of the top sources of income, membership and joining fees were \$219,143 (\$219,270 in the financial statements includes AMOS fees), the conference and Brisbane Writers Festival combined generated \$61,466 with accreditation income amounting to \$44,311, branch meetings and professional development achieving \$31,677 and Editors Directory fees accounting for \$19,677.

A total of \$872 was received as royalties for Janet Mackenzie’s title *The Editor’s Companion*, bequeathed to IPEd by Janet and which IPEd has decided to direct to future educational activities and promotion.

Balance sheet

The bank balance at 30 June 2023 was \$456,481 (2022 \$458,918). At that date IPEd had receivables of \$210 (2022 \$0.00). Total IPEd assets were \$473,575 (2022 \$490,795).

At 30 June 2023, IPEd had liabilities of \$233,313 (2022 \$246,999), including Contract liabilities of \$166,495 (2022 \$184,734).

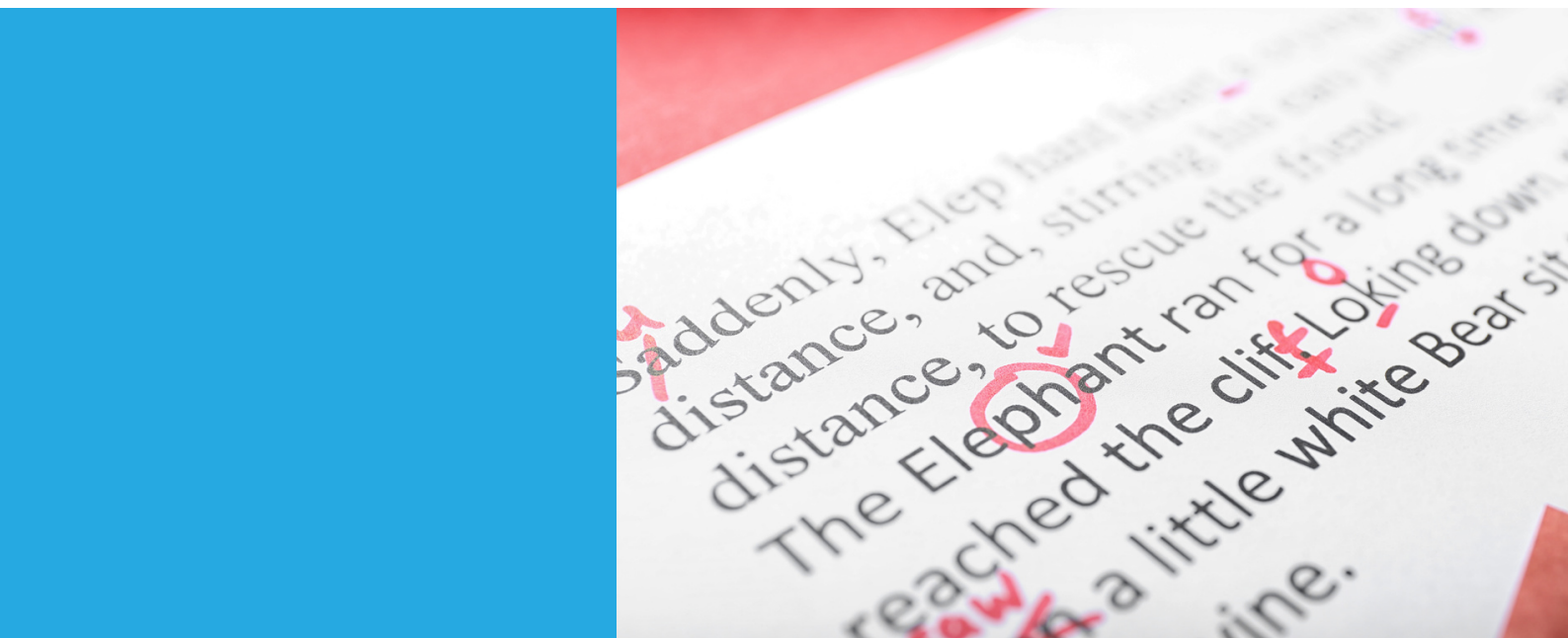
At 30 June 2023, members' equity totalled \$240,262 (2022 \$243,796). That comprised current year earnings of -\$3,384, \$113,633 in branch reserves, \$13,310 in Janet Mackenzie reserved funds and \$116,703 in retained earnings.

Budget for FY 2023–24

The 2023–24 budget of a surplus of \$551.00 was approved by the Board at its meeting on 5 June 2023.

We plan to achieve this surplus result by holding the first IPEd Symposium and by offering more PD events to members, with all budget expenses relating directly to the costs of running the organisation and providing members with events and services.

Notwithstanding the rising costs of goods and services in the recent months, IPEd continued to maintain its membership fee structure, and we will not be raising membership fees in the 2023–24 financial year.

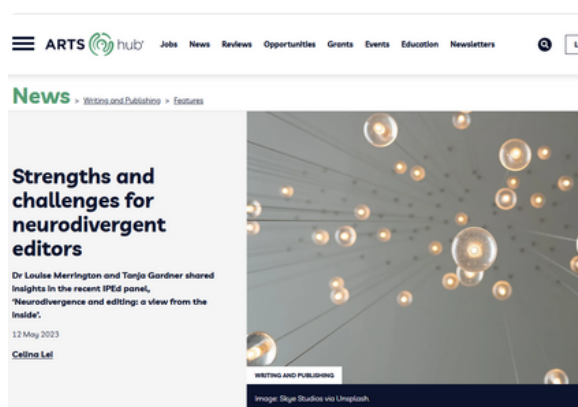


Communications

The central pillars of IPed's internal and external communications include the IPed website, IPed social media channels and the monthly newsletter, *Gatherings*.

These pillars are complemented by the member-only portal, media releases and the development and nurturing of positive and reciprocal relationships with related organisations including, media.

By implementing a strong, yet flexible, communications strategy, we contribute to building a strong organisation, support our membership and promote IPed as the trusted voice of the profession. We will continue to build on this work in the 2023–24 financial year.



Gatherings

IPed's monthly IPed-wide newsletter, *Gatherings* is a valuable resource for members that contains news, general interest stories, branch updates, events and more. Highlights from the year include a series of profiles on First Nations editors thanks to our MOU with the black&write!'s editors internship program and the launch of *Books without barriers*. Three advertisers booked advertisements for *Gatherings* issues that ran in the 2022–23 financial year.

Website

Working closely with the standing committees and working parties, regular updates are made to the website, including establishing new pillar pages. One of note this year was the page for *Books without barriers*, which featured downloadable versions of the essential resource.

Website statistics 2022–23

When comparing April to June 2023 with the same period last year, Google analytics show that we are receiving more clicks and more impressions. Popular pages over the last year include 'About editing > Editing course', 'About editing > Editors pay rates' and 'Find an editor'. Most website visitors are based in Australia, followed by the United States and New Zealand.

Social media

Across the year, a range of IPEd initiatives and programs and branch events were highlighted and promoted on our social media channels. Among the highlights were the promotion of the AIWP accessibility survey, a series on Accredited Editors to promote the AE registration and various awards including the Janet Mackenzie Medal, Beatrice Davis Editorial Fellowship, events and the conference. We also leveraged our social media channels to nurture our relationships with related organisations and media.

Social media statistics

All IPEd social media channels enjoyed growth in the past year. The exception was Twitter, which is likely due to the changing landscape for that particular channel. Our Facebook community grew from 1,476 at the end of June 2022 to 1,572 at the end of June 2023. On Instagram, our follow count increased from 260 to 380 in the same period. We enjoyed a sharp rise in numbers on LinkedIn, growing from 1,250 to 1,818. On Twitter, we saw a slight decrease from 1,604 to 1,590 followers.



AUTHENTICITY READING

Presenter: Crystal Shelley

Identifying microaggressions in editing, using conscious language and best practices for working with clients.



Local news >



Davies awarded 2023 Janet Mackenzie Medal

22 May 2023 Books+Publishing

The Institute of Professional Editors (IPEd) has announced Kerry Davies as the winner of the 2023 Janet Mackenzie Medal for services to editing.

Davies has worked in publishing and communications since 1977. She has worked on more than 300 publications and

KEYNOTE ANNOUNCEMENT

Associate Professor Sandra Phillips
Western Sydney University



**"Better books:
Cultural intelligence
and Indigenous
strengths in editing"**



Media releases

IPEd distributes media releases to mainstream and specialist publications to spread information about IPEd's projects, announcements and opportunities. Several media releases were issued in the past year and we enjoyed media coverage across a range of platforms including ArtsHub, Books + Publishing, Publisher Perspectives, *The Star Weekly* newspaper, the *Midland Express* newspaper, the Australian Publishers Association, Australian Society of Authors, the Copyright Agency, the Australian Disability Clearinghouse on Education and Training and Inclusive Publishing.

Job alerts and member updates

In support of members, we regularly distribute updates, job alerts, surveys and special event notices to keep members informed of potential opportunities to further their professional development.

Activities

The 11th IPEd Editors Conference

The 11th IPEd Editors Conference was held between 2 and 9 May as a virtual event. Some 278 delegates attended the conference, including 269 full registrations, nine day registrations, two complimentary registrations and 66 workshop participants. While sponsorship figures were low, we were pleased to report that three delegates took up bronze sponsorship. The conference generated \$59,925.95 after expenses.

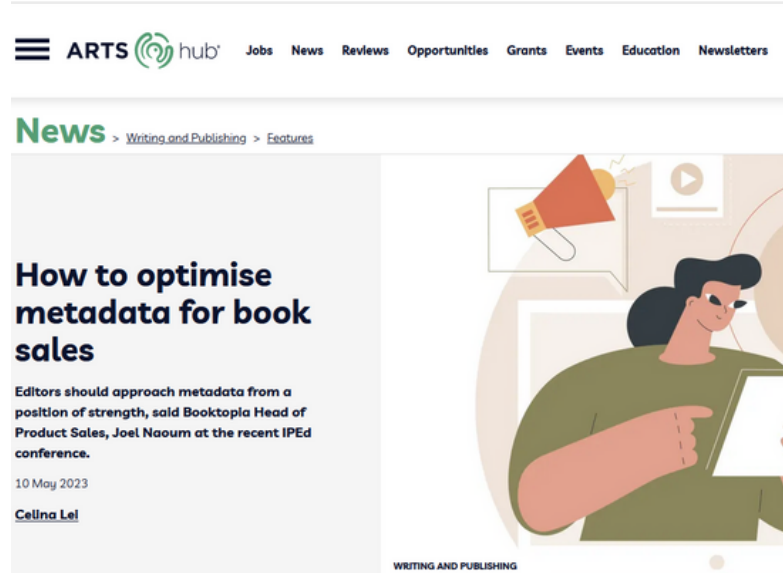
Formal and informal feedback from delegates has been overwhelmingly positive. The extended value of the conference for IPEd and delegates cannot be overestimated. A survey was sent to the membership on 20 May 2023 and closed on 31 August 2023.

Five streams were developed under the theme 'Futureproofing the editing profession':

- Accessibility and usability
- Collaboration
- Embracing change and learning new things
- Technology
- Futureproofing different types of editing.

Across each stream were a range of presentations from keynotes, panel discussions, presentations and special interest group (SIG) discussion rooms.

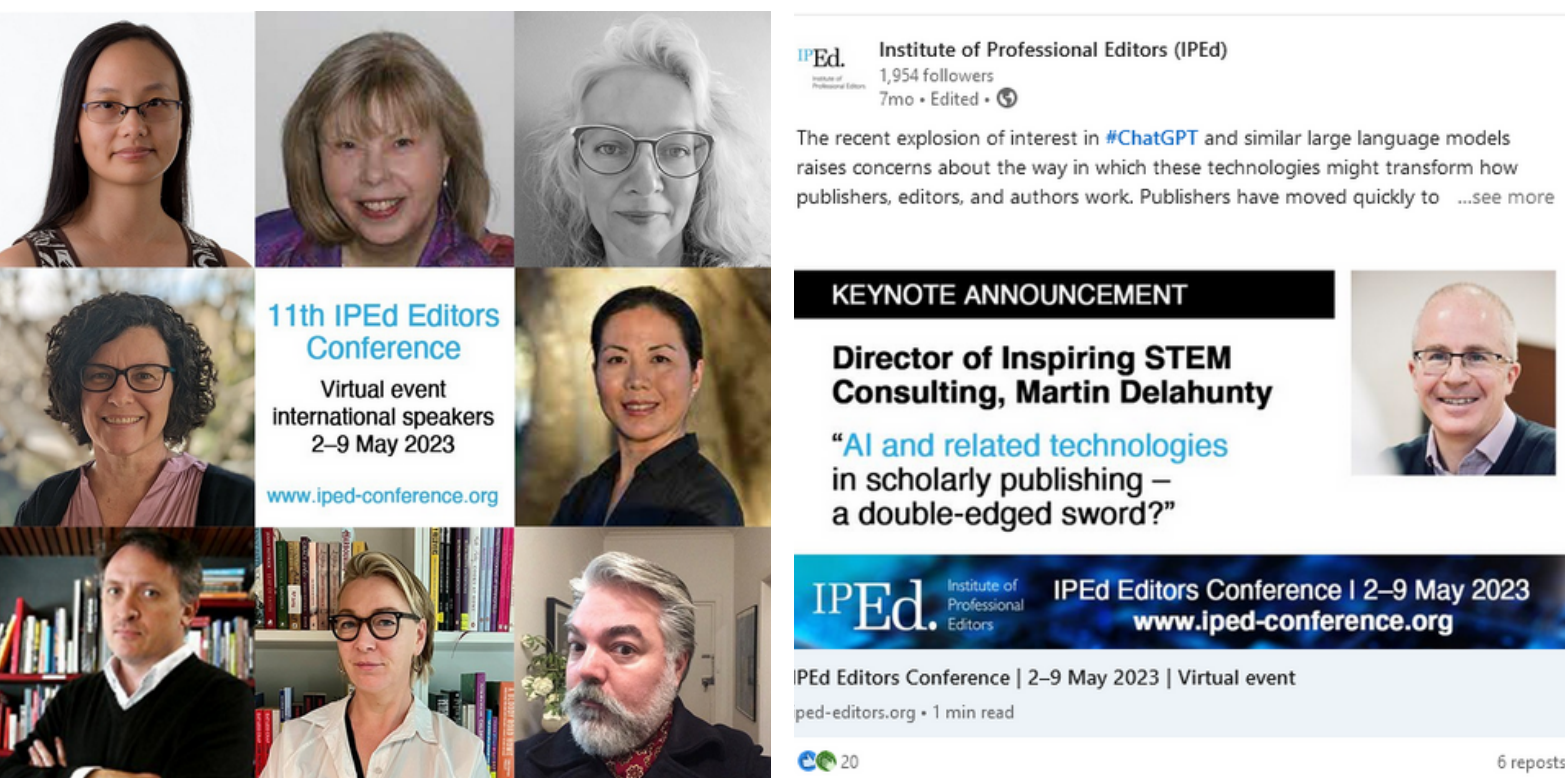
The [conference program](#) is available on IPEd's website.



Accessibility was front of mind when confirming the program and presentations. Delegates were able to access any session without having to choose between two being held at the same time. Additional sessions were also held at the end of each day for delegates to get together to discuss aspects or issues raised in presentations during the day.

The two discussion panels (international affiliate organisations and the publishers) were very well received. The international affiliate session was pre-recorded to take into consideration the time zones of Canada, UK and South Africa.

The conference started with four 3-hour workshops. Two were held in the morning and two in the afternoon. Each workshop was capped at 30 places. The workshops had a wide editing focus, such as editing for new and emerging editors, and strategies on changing mindsets that get in the way of implementing a marketing strategy to get a steady supply of enquiries.



Standing committees

Academic editing

The Standing Committee on Academic Editing (SCAE) develops and leads a program of activities that provide resources and support for editors in academic editing, with initiatives and activities designed to implement the priorities in the current IPEd strategic plan, including liaising with the Standing Committee on Professional Development (SCPD), establishing mutual understanding with universities and other stakeholders on the role of academic editors and supporting the work of IPEd's Pay and Conditions Standing Committee (PCSC) on fair rates of pay for editing.

Accreditation Board

Accreditation offers editors a mechanism to demonstrate their competence against IPed's *Standards for editing practice* and provides potential employers with confidence in the skills of the editors they hire. The Accreditation Board (AB) is responsible for developing, promoting and administering IPed's accreditation scheme, including the accreditation exam. AB members are volunteers appointed for two-year renewable terms. Each member must be an Accredited Editor (AE) or Distinguished Editor (DE).

Awards and prizes

IPed's awards program is designed to promote excellence in the field and raise the profile of editing and editors. The program is coordinated by the Standing Committee on Awards and Prizes (SCAP). Through SCAP, IPed supports and recognises the work of Australian and New Zealand editors, offering several awards to members and students and sponsoring the Beatrice Davis Editorial Fellowship.

Communication and style

The Communication and Style Standing Committee (CSSC) provides advice on improving the promotion of IPed, streamlines communication between branches and with members, supports the IPed Communication Officer to deliver IPed's strategic communication objectives, provides advice on and navigates broad issues of style and, as requested by the Board or CEO, provides communication advice on sponsorship and events.

Mentoring

The IPed Mentoring Program provides important professional development opportunities for editors. Mentees and mentors enter into a partnership that aims to help mentees improve their editing knowledge and skills, while giving experienced editors the opportunity to share their professional advice and feedback. In helping individual mentees to meet their goals, mentors bring benefits to the editing profession as a whole by increasing overall skill levels and fostering a sense of collegiality.

Professional development

The Standing Committee for Professional Development (SCPD) ensures and supports the delivery of relevant, equitable and cost-effective professional development to all IPed members. The SCPD aims to develop and oversee a PD framework with short-term and long-term programs and maintain a PD register of all branch PD events. The SCPD is made up of volunteer IPed members from across Australia and New Zealand.

Pay and conditions

The Pay and Conditions Standing Committee (PCSC) was formed on 26 September 2022, superseding the Pay Rates Working Party (PRWP). The establishment of the PCSC engendered an increased focus on conditions alongside pay rates. The PCSC researches and reviews editorial pay rates – freelance and in-house – and sets and maintains a range of sustainable pay rates. The PCSC addresses issues surrounding working conditions and related matters of editorial business and ethical practice.

Working parties

Accessibility initiative

The objectives of the Accessibility Initiative Working Party (AIWP) are to research and create resources for editors on how to ensure readers with print disability can perceive and understand published materials irrespective of the sense – vision, hearing or touch – they use to read them. “Print disability” is a term used to describe any visual, perceptual or physical condition that creates an inability to read, or a difficulty in reading, standard print materials. Creating accessible publications therefore involves considering not only how content appears visually, but also how it sounds and feels when read in audio and tactile formats.

IPEd Standards

The IPed Standards Working Party (ISWP) formed in May 2021 to manage the review and updating of the current edition of IPed’s Standards for editing practice. Members of the ISWP review the merits of submissions on changes to the current edition received from IPed members and the wider publishing industry. The ISWP will publish the revised Standards digitally and investigate the feasibility of publishing in print. It is anticipated that the third edition will be completed by November 2023.



EdANZ

Academic editing

Despite the Chair position remaining vacant until early 2023, members of the Standing Committee on Academic Editing (SCAE) have continued to work in support of the academic editing profession.

Activities in 2022–23

Members have completed two book chapters, “Providing guidance to professional editors on editing theses: the Australian experience” and “‘Please can you proofread my thesis?’: Exploring initial student enquiries for thesis editing in Australia”, forthcoming in the book *Proofreading and editing in student and research publication contexts: International perspectives* published by Routledge. The chapters, by Charlotte Cottier AE and Dr Rhonda Daniels AE, will provide guidance on thesis editing for students and editors.

The SCAE has undertaken a review of university funding for thesis editing, the findings of which were released to members in the July 2023 issue of *Gatherings*. A review of university guidelines for thesis editing was conducted at the same time. We have made changes to the Academic Editing section of the IPED website to provide an overview of the various types of work in which academic editors may be involved, to demonstrate that the profession has a much broader scope than thesis editing alone. A public resource on the value of academic editing has also been added to the website.

Members have contributed to professional development initiatives; most notably, Charlotte Cottier presented “Academic editing from a freelance copyeditor’s perspective” to a sellout audience. Finally, in February 2023, the committee welcomed new member Dr Gaye Wilson (EdNSW) and new Chair Dr Emily Finlay (EdVic). With regular bimonthly meetings planned, the SCAE is looking forward to a productive and engaging year ahead.

Plans for 2023–24

The SCAE will continue to develop public resources for the academic editing community, and to work with the new Communications Officer



Dr Emily Finlay AE is the newly appointed Chair of the SCAE and a Melbourne-based academic editor. She works for the Development Studies Association of Australia as Managing Editor of the journal Development in Practice (Taylor & Francis) and has a background in literature and philosophy. She is delighted to be a professional member of IPED and part of the SCAE and looks forward to working closely with the committee members to continue their work in supporting academic editors.

to develop the Academic Editing section of the IPEd website. We will continue to develop professional development proposals, to promote the value of academic editing and to advocate for fair pay for academic editors. Current projects underway include a database of in-house freelance publishing contacts for academic book copyediting and proofing and a public resource on the difficulties of converting theses to books. As part of the forthcoming review of the IPEd *Standards for editing practice*, the SCAE will review the *Guidelines for editing research theses*.

Academic Editing Standing Committee members

- ➡ **Dr Emily Finlay AE (EdVic)**
Chair
- ➡ **Dr Rhonda Daniels AE (EdNSW)**
- ➡ **Dr Justine McNamara AE (EdNSW)**
- ➡ **Dr Gaye Wilson (EdNSW)**
- ➡ **Charlotte Cottier AE (EdsQLD)**
- ➡ **Affiliate Associate Professor Anne Hamilton-Bruce (EdSA)**



Accreditation Board

The Accreditation Board (AB) oversees the IPed accreditation scheme, one of IPed's largest programs, run by several teams totalling around 65 volunteers and supported by IPed staff.

The two main components of the accreditation scheme are an accreditation exam held approximately every two years and renewals of accreditation for existing Accredited Editors (AEs) based on a five-yearly cycle from the year they become accredited.

Governance and finance

AB members are volunteers appointed for two-year renewable terms. Each member must be an AE or a Distinguished Editor (DE). There were several changes in membership of the AB during 2022–23 (see Table 1). EdANZ, EdNSW and EdSA appointed new delegates, while the EdTas delegate position is currently vacant. The positions of AB chair, deputy chair and finance officer also changed, with Charlotte Cottier AE taking over as chair from Dr Linda Nix AE on 1 January 2023.

For FY 2022–23, the AB had a larger than budgeted surplus for accreditation renewals and professional development activities (e.g. exam-related webinars and training for the exam team). The accreditation exam resulted in a smaller surplus than budgeted because of the lower number of candidates than expected (noting that some exam development expenses fell into the previous financial year). Our IPed-funded expenses were also less than budgeted, mainly because some costs have been carried over to the next financial year. As a result, the deficit of –\$417.29 for FY 2022–23 is much lower than budgeted (–\$2245.34). After adding in the carried-over costs, the AB has budgeted for a small surplus in FY 2023–24.

Accreditation exam

The IPed accreditation exam aims to assess candidates' knowledge and skills against the IPed *Standards for editing practice* and is a test of competence rather than excellence.

In June and July 2022, the AB updated procedures and ran training for venue and remote invigilators for the exam, which was held on



Charlotte Cottier AE has a background in business and research administration and specialises in copyediting for academics, research students and independent authors of fiction and non-fiction through her freelance editing business. She joined the IPed Accreditation Board in 2021 and was appointed chair in January 2023.

Monday 22 August. Adjustment requests were approved for several candidates to ensure they were not disadvantaged during the exam. Sixty candidates sat the exam (55 at venues and 5 remotely) and 32 passed, a pass rate of 53%.

Prompted by feedback from exam candidates in 2022 and previous years, and following analysis of the 2022 exam results and a review of the draft revised IPed *Standards for editing practice* by the AB and the exam team, the AB has decided to make several changes to the structure, content and pass requirements of the exam. These changes will be communicated via the IPed website and other avenues and implemented for the next exam to be held on Monday 12 August 2024.

At the end of 2022, the exam lead assessor, who had been in the position since 2008, handed over the role to an experienced member of the assessment team. There have also been some changes to the writing team, with a team of six in place to write the 2024 exam.

Accreditation renewal

In 2022, 32 of 49 remaining AEs from the 2012 cohort successfully applied to renew their accreditation, a renewal rate of 65%. Of those who gave a reason for not renewing, most cited retirement or a career change. One cited the cost of IPed membership and the irrelevance of AE status to in-house editors.

At the end of 2022, a total of 503 editors had achieved accreditation since the first exam in 2008, with 372 of those (74%) being current AEs.

In May 2023, AEs from the 2008 and 2018 cohorts (66 and 50 current AEs, respectively) were invited to renew their accreditation, with applications due by 31 July.



Focus for 2023–24

The AB will continue to focus on broadening the appeal, accessibility and uptake of accreditation. Activities will include:

- revising and updating the sample exams and answer guides
- exploring the financial, cultural and other barriers to sitting the exam and ways to overcome them
- updating the exam preparation syllabus and running exam preparation workshops
- promoting accreditation and the exam through Gatherings, social media, industry media releases and other means.

Accreditation Board members

▶ **Charlotte Cottier AE** (EdsQ)

Deputy chair until December 2022;

Chair from January 2023

▶ **Helen Bradford AE** (EdANZ)

finance officer until November 2022;

resigned October 2022

▶ **Susan Pierotti AE** (EdVic)

▶ **Dr Eve White AE** (EdTas)

until April 2022

▶ **Elizabeth Beattie AE** (EdANZ)

from January 2023

▶ **Dr Catherine Macdonald AE** (EdWA)

Deputy chair from January 2023

▶ **Dr Linda Nix AE** (EdNSW/Skills-based NSW)

chair until December 2022;

finance officer from December 2022

▶ **Ted Briggs AE** (Skills-based ACT)

▶ **Amanda Webster AE** (EdSA)

from August 2022

▶ **Dr Louise Merrington AE** (EdNSW)

from April 2023

Awards and prizes

IPed's awards program is designed to promote excellence in the field and raise the profile of editing and editors. The Standing Committee on Awards and Prizes (SCAP) coordinates IPed's awards program.

In 2022–23, SCAP included Carol Goudie AE (Co-Chair), Dr Judy Gregory (Co-Chair), Ann Philpott and Dr Jennifer Rowland.

SCAP thanks the many IPed members who served as judges for our awards and prizes in 2022–23.

Rosie Award

The Rosanne Fitzgibbon Editorial Award, known as the Rosie, is awarded biennially. The award recognises excellence in editing, as demonstrated in one published work. The award honours Rosanne Fitzgibbon, who was a founding member of the then Society of Editors (Queensland) in 1990. Rosie, as she was known, was also a Distinguished Editor and winner of the inaugural Beatrice Davis Editorial Fellowship, in 1992.

The 2023 Rosie was awarded to Cathy Vallance, a senior editor at University of Queensland Press, for her editorial work on Zana Fraillon's middle-grade verse novel *The way of dog*. The judges said Vallance's work on *The way of dog* demonstrated great sensitivity and skill in her undertaking of a complex brief: to work with the author to refine a poetic verse novel with



Above: Cathy Vallance, a senior editor at University of Queensland Press. Image: Supplied.



Dr Judy Gregory is a Brisbane-based writer and editor who specialises in translating complex concepts into plain language. She has been on the Standing Committee for Awards and Prizes since 2021.



Carol Goudie AE is an editor based in Naarm (Melbourne). She has worked in-house in book publishing and has operated her own business for the past decade. Her work spans the education and trade publishing, social enterprise and not-for-profit sectors. She has been on the Standing Committee for Awards and Prizes since 2018.

an animal as the protagonist. They commented: “Vallance honed voice and character through her edits, and played a significant role in shaping the story.”

Vallance accepted the award at a session of the 11th IPed Editors Conference on 3 May.

Janet Mackenzie Medal

IPed’s Janet Mackenzie Medal, known as the Mackenzie, is a service award given to an outstanding professional editor who has lifted the standard of the editing profession and/or given exemplary service to IPed. The Mackenzie is IPed’s highest award and honours Janet Mackenzie DE (1947–2018). Janet was an Honorary Life Member and founding member of Editors Victoria and served IPed in many capacities over many years.



Above: Kerry Davies AE, the 2023 Janet Mackenzie Medalist. Image: Supplied.

The Janet Mackenzie Medal for 2023 was awarded to Kerry Davies AE. Kerry has more than 40 years of professional experience as an editor and journalist. She has worked in publishing and communications since 1977, mostly as a freelancer. Kerry is well known to many IPed members. She first served on the Editors Queensland committee briefly in 1995, before moving to New South Wales. Returning in 2004, she served for six years as its president from 2010 and Queensland director for IPed from 2013. She has also been active in a number of IPed’s working parties and standing committees. Kerry was IPed Board Chair from 2015 to 2020, and oversaw IPed’s transition to its current structure in 2016. In 2013, Kerry was made an Honorary Life Member of IPed in recognition of her significant contribution to the profession and to IPed.

IPEd Student Prize

The IPEd Student Prize acknowledges excellent work by a student of editing. The prize is open to any tertiary-level student enrolled in an editing or publishing program at a New Zealand or Australian tertiary institution. The prize is awarded annually for a piece of work submitted as part of the requirements for a tertiary-level qualification with a focus on editing.

The 2023 IPEd Student Prize was awarded to Lauren Connell, a student in the Master of Writing and Publishing program at RMIT University. Connell was awarded the prize for her essay *Can Australia's trade publishing industry go green?* Her essay has been published on the IPEd website.



Left: The 2023 IPEd Student Prize was awarded to Lauren Connell, a student in the Master of Writing and Publishing program at RMIT University. Image: Supplied.

The judges awarded an honourable mention to Elena Perse (Curtin University) for her editorial letter, assessment and reflection about an educational textbook. The judges also shortlisted an additional three entries: Catherine Davis (University of New England), for an industry profile; Kathryn James (RMIT University), for an edited magazine feature; and Amy Pringle (Macquarie University), for an essay about digital humanities and the future of editing.

Standing Committee on Awards and Prizes members

- ▶ **Carol Goudie AE** (EdVic)
Co-Chair
- ▶ **Dr Judy Gregory** (EdsQ)
Co-Chair
- ▶ **Ann Philpott** (EdVic)
- ▶ **Dr Jennifer Rowland** (EdNSW)

Communication and Style

The role of the CSSC is to provide advice on improving promotion of IPed, streamline communication between branches and with members, support the IPed Communication Officer to deliver IPed's strategic communication objectives, provide advice on and navigate broad issues of style, and as requested by the Board or Chief Executive to provide communication advice on sponsorship and events.

CSSC meets every six weeks with subcommittees and working groups meeting between CSSC meetings as needed. CSSC has subcommittees and working groups focused on specific projects. These are the website redevelopment, IPed Style Guide, website proofing, environmental scanning, fiction style guide, IPed marketing, and developing profiles of Honorary Life Members for *Gatherings*.

The IPed Style Guide working group has focused on two projects – IPed documentation (Christine Atkinson, Bridget Blair and Julia Sudull) and website application (Christine Atkinson, Julia Sudull, Bridget Blair, Ted Briggs as well as Jo Tayler and Karen Guest). The group also reviews feedback and queries on the IPed Style Guide.

The website redevelopment project group is Christine Atkinson as CSSC member, plus technical experts Jo Tayler and Rebecca Fletcher. This year the group has been implementing changes endorsed by the Board last year and from the IPed Style Guide group. The group has started removing unnecessary or inaccessible images from the website.

The fiction style guide group is not a formal subcommittee of CSSC; however, members Kerry Davies and Florence Nunens represent CSSC. This group has been working on a gap analysis for existing Australian and New Zealand style guides, but paused work when the Chicago Manual of Style announced it was developing a fiction style guide. The group is now reviewing the new guide to determine whether this resource is sufficient for IPed members' needs.



Christine Atkinson is the Chair of the CSSC and immediate past president of EdsQ. She has been a member of the EdsQ committee since 2017 after joining the Queensland conference committee to take on the communication role. When not doing IPed business she is the communication manager for a large public health organisation.

The environmental scanning group comprises Ann Philpott, Nigel Brew, Kristilee Ransley and Nigel Brew. They have been reviewing Australian style guides and manuals which when complete will be a useful resource to assist IPed members in identifying which guides provide advice for specific types of editing work. The group also developed an article for Style Hub on the use of commas.

The IPed marketing working group is Ann Philpott and Julia Sudull. The group started in late 2022. They have been reviewing existing IPed collateral to be updated and developing new material requested by branches and standing committees.

The Honorary Life Members profiles project group includes Kerry Davies and Ted Briggs. The group has reviewed IPed's list of HLMs to identify those who have already been profiled and future profile opportunities.

Communications and Style Standing Committee members

➡ **Christine Atkinson** (EdsQ)
Chair

➡ **Bridget Blair** (EdVic)

➡ **Ted Briggs AE** (ACT)

➡ **Geoff Dawson** (EdNSW)

➡ **Julia Sudull** (EdsQ)

➡ **Kristilee Ransley** (EdVic)

➡ **Catherine Van** (IPed)

➡ **Ann Philpott** (EdVic)
Deputy Chair

➡ **Nigel Brew** (EdNSW)

➡ **Kerry Davies AE** (EdsQ)

➡ **Vicki Snowdon** (EdNSW)

➡ **Florence Nulens** (EdVic)

➡ **Angela Rogerson AE** (EdWA)



Mentoring

The IPEd Mentoring Program is a professional development opportunity for mentors and mentees alike.

Mentees get the chance to build on their editing knowledge, improve their skills and learn from experienced practitioners, while mentors benefit from a renewed appreciation of their own skillset and the opportunity to share insights and knowledge with a new generation of emerging editors. Mentoring brings significant benefits to the editing profession as a whole, by increasing overall skill levels and creating connections between editors at different career stages.

Program improvements

In September 2022, we introduced mini-mentorships for applicants seeking help on a specific topic or wanting to work on a particular skill. We were keen to offer a lower priced option to attract students and others who may not be able to invest in a full mentorship. So far, we've had nine applicants opting for a shorter mentorship, which is around 50% of all applications received.

We've also started pairing mentees and mentors from across IPEd rather than within their home branch. Now that more and more people are comfortable interacting with others on Zoom, it's easier and faster to find the perfect match for each applicant no matter where they're located. In fact, since introducing the change, around half of all mentorships now involve people from different branches.

Mentoring activity

At the start of 2022–23, 15 mentorships were in place. During the year, 14 new mentorships were started and 18 ended. The number of new mentorships was a little down on the previous year, but completions almost tripled. This was due to the introduction of shorter mini-mentorships, and the fact that some of the mentorships that had extended over the COVID-19 period came to a close.

The program currently has 32 active mentors who specialise in a range of editing areas. We thank them all for their contribution to the program, and particularly acknowledge Kaaren Sutcliffe AE,



Elizabeth Beach AE is a copyeditor, proofreader and writer, specialising in plain language editing. After a long career in the research, government and academic sectors, she made the switch to full-time editing in 2020. She has been a member of the Editors NSW branch committee since June 2021 and has chaired the IPEd Mentoring program since April 2022.

Linda Nix AE, Sally-Anne Watson-Kane, Michèle Drouart AE, Judy Gregory, Sally Asnicar and Rhonda Daniels AE who have taken on more than one mentee in the past year.

Focus for 2023–24

Over the next 12 months, the committee will continue to be guided by the suggestions and feedback we receive from program participants. We'll continue to streamline our administrative procedures, implement some new marketing initiatives, recruit new mentors (particularly those working in fiction) and investigate opportunities to establish mentorships with external partners.

Mentoring Program committee members

- ➡ **Elizabeth Beach AE** (EdNSW)
Chair
- ➡ **Anne Golding-Ross** (EdsQ)
until Feb 2023
- ➡ **Catherine Schwerin** (EdWA)
until Feb 2023
- ➡ **Adele Anderson AE** (EdSA)
- ➡ **Margaret Trudgeon AE** (EdVic)
- ➡ **Sheelagh Wegman AE** (EdTas)
- ➡ **Kaaren Sutcliffe AE** (Canberra Society of Editors)



Pay and conditions

The Pay and Conditions Standing Committee (PCSC) was formed on 26 September 2022, superseding the Pay Rates Working Party (PRWP). The establishment of the PCSC engendered an increased focus on conditions alongside pay rates.

Change to standing committee

In September 2022, the IPEd Board approved the Pay Rates Working Party (PRWP) becoming the Pay and Conditions Standing Committee (PCSC), recognising the matters we have been dealing with since 2019 are ongoing.

Kirsten Rawlings stood down from the committee in June due to full-time work and other IPEd commitments. We are very grateful to Kirsten for her excellent research and analytical skills and advice.

Evidence base for changing the Book Industry Award

The Book Industry Award (BIA) sets minimum rates of pay for editors in book publishing, which are very low compared with salaries paid to editors in other workplaces. Rates paid to in-house editors in book publishing, a highly feminised industry, also set a low bar for freelance rates paid by publishers. We released the draft evidence base to members in April 2023. Our 2021 report on the member survey on work and income provided valuable initial data, with additional research, particularly from Rhonda Daniels and Kirsten Rawlings, into the publishing industry and history of the award.

There are clearly solid arguments to increase these award rates but a case must be put to the Fair Work Commission (FWC). While individuals covered under the BIA can apply to the FWC, IPEd itself cannot apply to the FWC as it is not a union. The Media, Entertainment and Arts Alliance (MEAA) is the union that represents editors in the book industry. MEAA is exploring other options under new industrial legislation, as well as options to set minimum rates for freelancers. We are discussing with MEAA how our two organisations can work together on this campaign.



Kerry Davies AE has been a professional editor for more than 40 years, much of it freelance, for publishing companies in Sydney, Melbourne and Brisbane, as well as educational institutions, government departments, non-profits, and independent authors and students. She became an Accredited Editor in 2011 and is an Honorary Life Member. She has served as a director and chair of the IPEd Board and as President of Editors Queensland, and was the 2023 recipient of IPEd's Janet Mackenzie Medal for outstanding service to the editing profession.

Working with self-employed editors: A guide for clients

We released this [client guide](#) in May 2023, having refined it through invaluable member feedback, with special thanks to Justine Dixon Cooper, during review in 2022–23. The guide is designed to help self-employed editors and their clients work together. It details what constitutes fair and acceptable professional practice and lays out principles for preventing or solving problems in the editor–client relationship. In 2023–24, we will approach industry bodies to adopt the client guide as a code of practice.

Website updates to pay rates, salary tracker and new resources for employee editors

We reviewed the fair pay rates for self-employed editors in 2022, on the [public website](#), and updated information in the member portal (with another revision in the second half of 2023). From anecdotal evidence, the fair pay rates are helping self-employed editors and clients, including some managing editors who contract freelancers, to appreciate the real cost – and value – of editing.

We added a new page about [pay rates for employee editors](#) in the member-only portal, including links to interesting articles published online, such as in *The Conversation*, the draft evidence base on the BIA and the salary tracker, which is now being updated in real time, rather than every six months. Former PRWP member Sally Asnicar still keeps the tracker updated, adding editing jobs that advertise a salary, as they come to our attention. It is noted that most book publishers do not advertise salary levels.

We published eight articles in *Gatherings* during 2022–23, including a summary of the 2021 survey results on self-employed editors' income and work hours in the November 2022 [Gatherings](#).

Pay and Conditions Standing Committee members

► **Kerry Davies AE** (EdsQ)
Chair

► **Dr Rhonda Daniels AE** (EdNSW)

► **Kirsten Rawlings AE** (EdVic)
until 12 June 2023

► **Marisa Wikramanayake** (Media, Entertainment and Arts Alliance – MEAA)

Professional development

The Standing Committee for Professional Development had 10 meetings from July 2022 to June 2023. The remit of the committee is to ensure and support the delivery of relevant, equitable and cost-effective professional development to all IPEd members.

On our committee this year, Co-Chair Jess Gately stood down and Ian Mathieson became Chair. We have seen good growth in the membership of the committee, and the skills and experience these people bring to it. We welcome the designation of an IPEd Director with responsibilities for PD, and her participation in committee proceedings. Establishing this linkage has added value to our contribution to IPEd. We're planning a recruitment drive to gather additional resources both for the committee and for support in workshops, while providing opportunities for IPEd members to gain experience across a range of PD facets. In the past year we've clarified the scope of PD delivery for branches and SCPD, ensuring that the PD delivery roles of SCPD operate in parallel with and in support of the branches. We've standardised fees and workshop-presenter agreements.



Ian joined IPEd in 2019 having established as a freelance editor following retirement. During his professional career as a business consultant, he had extensive experience in writing and some in editing. Ian has written a large number of business reports and submissions and has published six books with a business and personal development focus. He values his IPEd professional membership and has enjoyed contributing as EdsQ Events Officer and Co-Chair of SCPD.

Online event
5 April 2023



STRUCTURAL EDITING: FICTION

Nicole O'Shea, freelance editor and former HarperCollins editor

How to navigate a manuscript and adopt a sensitive editorial approach

IPEd. Institute of Professional Editors

Online event | 6 September 2022



DEFAMATION LAW FOR EDITORS



How to **manage the risks** of defamation litigation

Presented by Arts Law Centre of Australia
Solicitor Aditya Vasudevan

IPEd. Institute of Professional Editors

Online event:
Recorded sessions +
Live Q&A on
12 October



AUTHENTICITY READING

Presenter: Crystal Shelley

Identifying microaggressions in editing, using conscious language and best practices for working with clients.

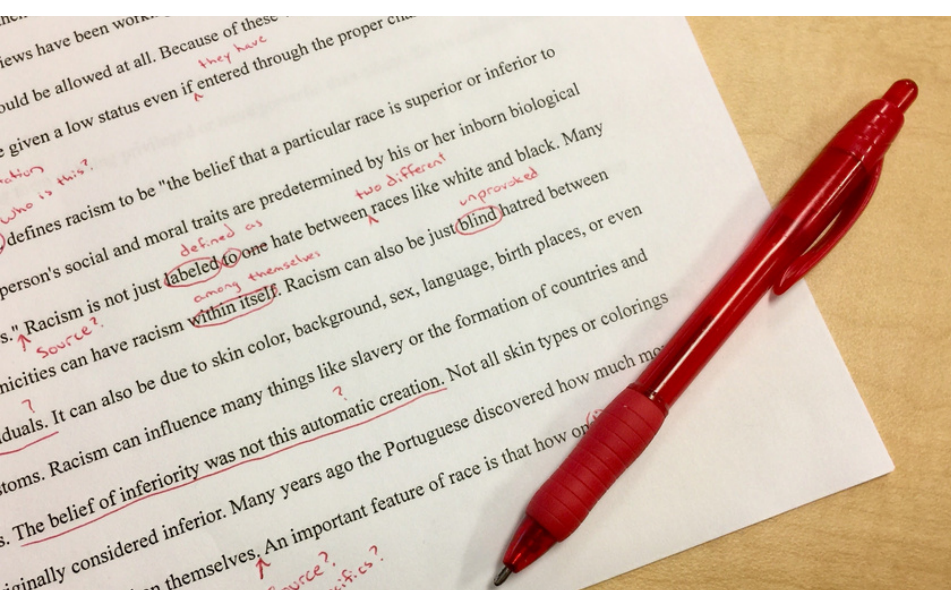
IPEd. Institute of Professional Editors

We presented four workshops in 2022–23 (all two-part) and have planned a further seven for the six months July to December 2023. We're initiating a library of resource sheets for members, initially to be derived from workshops and speaker presentations.

I extend our thanks to the members of the committee who not only provide the bulk of the professional development for their own branches, but who sit on this committee to share their expertise and knowledge and to organise and deliver PD. Planning and running events and workshops is no small task, and to run as many as we are committing to do is a testament to the committee members' passion and dedication to the profession. We look forward to the year ahead as we continue to build on one another's experiences to lift the quality of professional development across the organisation.

Standing Committee on Professional Development members

- ➡ **Ian Mathieson** (EdsQ)
Chair
- ➡ **Caroline Arnoul** (EdVic)
- ➡ **Jess Gately** (EdWA)
until April 2023
- ➡ **Debby Hicks** (EdNSW)
- ➡ **Stephanie Holt AE** (EdVic/IPed board)
- ➡ **Kerrie LeLievre** (EdSA)
- ➡ **Margaret Trudgeon AE** (EdVic)
- ➡ **Liam Selby** (EdWA)



Accessibility Initiative

The objectives of the Accessibility Initiative Working Party (AIWP) were to research and create resources for editors on how to ensure readers with print disability can perceive and understand published materials irrespective of the sense – vision, hearing or touch – they use to read them.

Considering the needs of readers with print disability requires thinking beyond reading as a visual activity. This has consequences for the way editors edit.

After two and a half years of research and writing, Julie, Agata, Kayt and Maryanne completed work on *Books without barriers: a practical guide to inclusive publishing* in time to launch it at the 11th IPed conference in May. The guide is available for free download from the IPed website in a choice of formats.

Books without barriers explains the many different ways in which books can be experienced. It outlines the barriers to reading that people with disability may experience if their needs are not supported, and describes how to avoid creating these barriers at each stage of the publishing process. The guide was written with support from the Copyright Agency Cultural Fund and is co-published by IPed and the Australian Publishers Association.

The first draft of the manuscript for the guide was reviewed by trade and educational publishers, academics, alternative-format providers, IPed committees, and other organisations and individuals with an interest in accessible publishing, as well as by AIWP members Cathy Nicoll and Brenda Gurr. The feedback the authors received was detailed and led to some important revisions. A full list of reviewers is provided in the guide, and the authors thank them all heartily for their invaluable support.

Julie, Agata, Kayt and Maryanne also wrote an extensive paper on their research and the key findings that informed their advice in *Books without barriers*. They presented key points from the paper at the



Julie Ganner AE is a freelance editor with over 30 years experience in the publishing industry. She is IPed's representative to the Australian Inclusive Publishing Initiative (AIPI) and co-author of [Inclusive publishing in Australia: an introductory guide](#) (AIPI 2019). Julie established the Accessibility Initiative Working Party in late 2019 to build on the work of the AIPI by researching and creating editorial standards, information resources and training on publishing practices that address the needs of readers with print disability.

11th IPed conference in May, and also at the annual conference of the Round Table on Information Access for People with Print Disabilities in Sydney.

News articles on *Books without barriers* were published by the Australian Publishers Association, the Copyright Agency, the Australian Disability Clearinghouse on Education and Training and Inclusive Publishing in May, and ArtsHub and Publishing Perspectives in June. An extract from the IPed conference paper was also featured in Books+Publishing.

The Accessibility Initiative Working Party was wound up on 30 June, as the tasks set out in its terms of reference are now complete. However, Julie, Agata, Kayt and Maryanne intend to develop further training on accessibility for editors and publishers over the coming months, based on the advice in *Books without barriers*.

Accessibility Initiative Working Party members

- ➡ Julie Ganner AE (EdNSW)
Chair
- ➡ Agata Mrva-Montoya (EdNSW)
- ➡ Maryanne Park AE (EdVic)
- ➡ Kayt Duncan (EdsQ)
- ➡ Cathy Nicoll AE (EdNSW)
- ➡ Brenda Gurr AE (EdVic)



BOOKS without barriers

A practical guide to
inclusive publishing

Julie Ganner AE
Dr Agata Mrva-Montoya
Maryanne Park AE
Kayt Duncan

IPed. Institute of
Professional
Editors
AUSTRALIAN PUBLISHERS ASSOCIATION

IPEd Standards

The IPEd Standards Working Party (ISWP) was formed in May 2021 to revise IPEd's *Standards for editing practice* for a third edition.

Initial changes, completed in December 2022, were based on submissions received from IPEd members and committees. ISWP then called on consultants from First Nations and Māori perspectives, for diversity, equity and inclusion, and for accessibility for people with print disability, which we received between January and May 2023. Once we have responded to these reviews the revised draft will be sent to the IPEd Board, the Accreditation Board and other committees for review and then to members for final feedback and ratification.

Activities in 2022–23

- ISWP completed the first draft of revisions from IPEd committees and members by the end of 2022.
- The working party has also supplied feedback on IPEd policy documents.
- We hired external consultants to review the wording from First Nations and Māori perspectives, for diversity, equity and inclusion, and for accessibility for people with print disability. Those revisions will be completed by July 2023.
- Updates have been published in *Gatherings* from time to time.
- Sharon Lierse presented an update on the progress of the *Standards* at the IPEd Conference in May 2023.
- It is envisaged that our work on the third edition will be completed and ready for publication by November 2023.

IPEd Standards Working Party members

➡ **Dr Sharon Lierse** (EdVic)
Chair

➡ **Kerry Davies AE** (EdsQ)

➡ **Justine Dixon Cooper** (EdNSW)

➡ **Sue Pavasaris AE** (EdNSW)
Until May 2023

➡ **Paula Wagemaker** (EdANZ)
Until May 2023

➡ **Dr Joely Taylor AE** (EdVic)
Deputy Chair, until May 2023

➡ **Julie Ganner AE** (EdNSW)

➡ **Marja Stack AE** (EdANZ)

➡ **Linda Nix AE** (EdNSW)
Until March 2023



Dr Sharon Lierse joined IPEd in 2013 after returning to Australia from working in Malaysia. She was an Associate Professor in Education at a university in which the languages used were Bahasa Melayu, Mandarin, Arabic and English. A highlight of her role was supervising theses for PhD and master degree students, which highlighted the importance of the role of the thesis editor in relation to the supervisor and the examiner. In September 2022 she moved to Finland where she has been working as an international university researcher.

Branches in action

IPEd has seven branches across Australia and New Zealand. Each branch plays an important part in realising IPEd's broad aims to:

- promote editors and editing
- foster excellence in professional editing standards
- provide training and professional development to editors
- allow editors to exchange ideas and disseminate information
- act as a link between their members and organisations or individuals seeking editorial help



EdTas



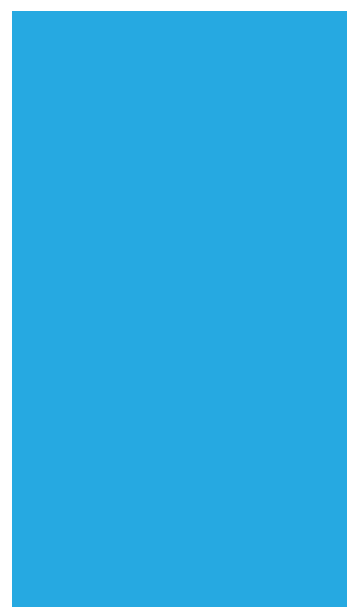
EdsQ



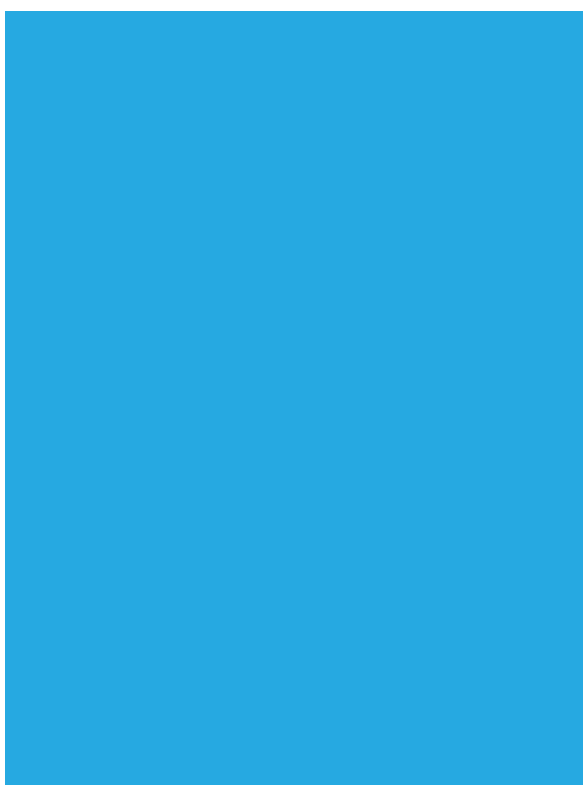
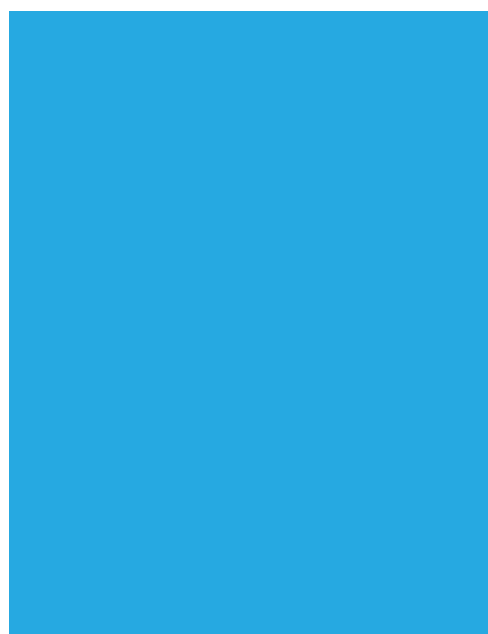
EdWA



EdSA



EdVic





Editors Aotearoa New Zealand

Overview of 2022–23

Editors Aotearoa New Zealand (EdANZ) had a quieter year this year with a reduced committee. At our ABM in October 2022, we farewelled some of our longstanding and hard-working committee members. Thank you to Susi Bailey, Bella Mae, Alison Wilson, Helen Bradford AE and Marja Stack AE for all their hard work. We went into the year with vacancies on the committee, notably the branch president role. We welcomed Beverly Clunies-Ross to the committee, who joined as our secretary, and Jane Matthews continued her role as newsletter coordinator. Elizabeth Beattie AE joined the Accreditation Board as our EdANZ delegate.

Accreditation

We had just one member register for the accreditation exam in August 2022. Deborah Shaw sat the exam remotely and passed. We now have seven accredited editors in New Zealand. We hope to increase the number of registrations for 2024 and will work with our Accreditation Board delegate to promote the exam in the lead-up to the exam in 2024.

Conference

IPEd held its second online conference in May. It was great to see so many Aotearoa New Zealand presenters, including the very well received talk ‘Neurodivergence and editing: a view from inside’ co-hosted by Tanja Gardner. Over two presentations, Theresa Crewdson and Odessa Owens did a fantastic job of showing off Whitirea’s publishing program and new micro-credentials.

Despite the conference being online and limiting our chances for conversations between sessions, we had a small Facebook group chat running during the conference. We also held dinners in Christchurch and Nelson. Thank you to Susi Bailey, for organising the Nelson dinner, and Joan Gladwyn, for hosting the Christchurch dinner.

And a huge thank you to Meredith Thatcher AE for all her hard work on the conference committee. She did an amazing job helping to put the conference together.



Deborah Shaw joined IPed in March 2020 and the IPed committee in December 2021. She edits adventure narratives and master and PhD theses.

Website

We added links to Aotearoa New Zealand-specific resources in the members-only section of the IPEd website, such as *Te Aka Māori Dictionary* and *Guidelines for Māori Language Orthography*.

Standards for editing practice

Marja Stack AE and Paula Wagemaker spent the year working on the review of the IPEd *Standards for editing practice* review. A huge thank you to Marja and Paula for their efforts. Paula stepped down in May, and Marja continues to represent EdANZ as the update enters its final stages.

Looking ahead

Following the wonderful talks at the conference by Theresa and Odessa, we aim to build on our existing relationship with Whitirea, and we continue to build our connections with publishing stakeholders in New Zealand.

We will be promoting the 2024 accreditation exam and encouraging EdANZ members to register.

We also aim to have more EdANZ members join the committee and join IPEd standing committees and working parties. We'd love to have more New Zealanders offering their voices and perspectives to the work that IPEd does.

From everyone on the committee, thank you for your continued membership, and we look forward to seeing you online and in-person over the coming year.

Editors Aotearoa New Zealand 2022–23 committee

➡ Vacant

President

➡ Deborah Shaw AE

Budget Officer

➡ Joan Gladwyn

Website and Membership Coordinator

➡ Jane Matthews

Newsletter Coordinator

➡ Beverly Clunies-Ross

Secretary

➡ Marja Stack AE

Social Media Coordinator, until February 2023

➡ Deborah Shaw AE

Social Media Coordinator, from February 2023

Ex-officio

➡ Helen Bradford AE

Accreditation Board delegate, until October 2022

➡ Elizabeth Beattie AE

Accreditation Board delegate, from January 2023

Editors New South Wales

The Editors New South Wales (EdNSW) branch committee rallied together this year to keep things running smoothly despite being without a president or vice-president for the 12 months. We shared presidential responsibilities and took turns to chair meetings and represent the branch at IPEd events.

Of course, we were helped by our longstanding administrative officer Susie Pilkington, who continued her steadfast support of the committee until her retirement in June. After 14 years involvement with IPEd and EdNSW, we will certainly miss Susie, not least her deep corporate knowledge, wise counsel and wry humour! We wish her all the best in her post-IPEd life.

This year we've been delighted to see the return of our social networking events in Sydney and further afield. We've met for dinners and drinks in Sydney city, and there have been social catch-ups in Bathurst, Leura, Gosford, Chatswood and Coffs Harbour, with members appreciating the opportunity to meet face to face with their fellow editors.

Our program of online professional development opportunities has been a highlight this year. We held a panel discussion on growing one's freelance business and a presentation on self-care for editors. We welcomed speakers from the Arts Law Centre of Australia and the Australian Government Department of Education, who gave presentations on defamation law and how to obtain editing work for government departments. Continuing the government theme, we invited the editor of the Australian Government *Style Manual* to give us an update, and Dr Linda Nix AE presented a talk on using grammar effectively. Both of these were very well attended.

We'd like to thank our hardworking branch committee members and delegates to the national committees:

- Budget officer Russell Noakes kept a close eye on our budget and ensured we stayed within our limits. As the EdNSW IPEd director he also updated us on the workings of the IPEd Board before Justine Dixon Cooper took his place in April.



Julie Ganner AE is a freelance editor with over 30 years experience in editing and editorial and production management. She is currently Branch Secretary for EdNSW and a member of the IPEd Standards Working Party. Julie's past IPEd positions include Chair of the Accessibility Initiative Working Party (202–23), EdNSW Branch President (2017–20), Style Manual Steering Group member (2017–21), Accreditation Board delegate (2015–17), IPEd Councillor (2014–16) and Assistant Manager (2016, during the transition to a national organisation).



Elizabeth is a copyeditor, proofreader and writer, specialising in plain language editing. After a long career in the research, government and academic sectors, she made the switch to full-time editing in 2020. She has been a member of the EdNSW branch committee since June 2021 and has chaired the IPEd Mentoring program since April 2022.

- Secretary Julie Ganner AE organised our committee meetings and the annual branch meeting, including the election process for new committee members. She also acted as primary contact for the committee in the absence of a branch president.
- Presentations coordinator Kai Jensen AE did a sterling job of curating a diverse program of presentations, liaising with presenters and chairing the online events.
- Zoom assistant Kirsty Arnold supported Kai and helped the presentations run smoothly by collating audience questions and helping attendees with technical issues.
- News writer Paul Anderson wrote reports of all the committee meetings and social events, which kept members fully informed about EdNSW happenings.
- News editor Elisabeth Thomas collected and edited our news items for *Gatherings* and represented us on the Communications and Style Standing Committee.
- Member liaison officer Kaaren Sutcliffe AE welcomed all our new members to EdNSW and invited them to participate in our events. She stepped down in March.
- Mentoring coordinator Elizabeth Beach AE encouraged and supported mentor–mentee relationships for the branch.
- Accreditation Board delegate Linda Nix AE kept us fully informed about the 2022 accreditation exam and the Accreditation Board’s initiatives. She was replaced by new delegate Louise Merrington AE in April.
- Networking coordinator Olivia Wroth coordinated our program of regional lunches to bring together members living outside of Sydney.
- Professional development officer Debby Hicks joined the committee in July. She has begun participating in meetings held by the Standing Committee of Professional Development, and aims to get our workshops program up and running again soon.

Editors New South Wales 2022–23 committee

► Vacant

President

► Julie Ganner AE

Secretary

► Russell Noakes

Budget Officer

► Elisabeth Thomas

News Editors

► Paul Anderson

News Writer

► Olivia Wroth

Networking Coordinator

► Kai Jensen AE

Presentations Coordinator

► Kaaren Sutcliffe AE

Member Liaison Officer,
until March 2023

► Caroline Hunter

Zoom Support,
until September 2022

► Kirsty Arnold

Zoom Support,
from September 2022

► Meredith McGowan

Professional Development,
until June 2023

► Debby Hicks

Professional Development,
from June 2023

► Susie Pilkington

Administration and Events,
until June 2023

Ex-officio

► Russell Noakes

Director, until April 2023

► Justine Dixon Cooper

Director, from April 2023

► Elizabeth Beach AE

Mentoring Coordinator

► Linda Nix AE

Accreditation Board delegate,
until April 2023

► Louise Merrington AE

Accreditation Board delegate,
from April 2023

Editors Queensland

The lack of volunteers for positions on the Editors Queensland (EdsQ) Committee has thwarted some of our plans in the past year, but we are happy about positive developments nevertheless.

The number of active (financial and non-financial) IPEd members affiliated with EdsQ was 265 at the end of June, which was five down on the previous year's figure of 270. In the coming months we will consider strategies to increase membership. We are very pleased that three editing trainees at the State Library of Queensland's black&write! program have become members and look forward to communication with them, and the senior editor, Grace Lucas-Pennington, in the future.

Despite being unable to implement all of our planned events, EdsQ's overall surplus for 2022–23 was \$3,345.64. This positive result is in part due to two very well attended speaker events held in February and April of 2023 (more below).

In early 2023, we set up a new events team after Ian Mathieson stepped down as EdsQ Events Coordinator in mid-2022 (but helped out until the end of the year). Kayt Duncan remained to help out with technical issues and the recordings. We split up the responsibilities of the events coordinator role to encourage members with limited time to participate. Unfortunately, injury and other personal circumstances saw two of the new recruits leave the team by May 2023. One new person, Linden George AE, has joined us in an administrative capacity.

After Ian Mathieson stepped into the role of Chair of the Standing Committee for Professional Development (SCPD), EdsQ had no representation on the SCPD. No PD workshops have taken place in the past financial year.

One member of the events team organises social events in Brisbane. EdsQ hosted an end-of-year dinner in December, an annual picnic in January and a conference dinner in May, as part of the rolling conference dinners in all branches. Conference dinners were also held in the sub-branches of Toowoomba and the Sunshine Coast. A 'Christmas in July' lunch was held at the end of July.



Glenine learned editing in Germany in the nineties in an educational publisher producing English textbooks for German secondary schools. In earlier years she had taught English and German in Queensland. Glenine lived in Germany for 24 years. After publishing, she worked in overseas aid, returning to Australia in 2004 to an ecumenical position. Six years later, Glenine returned to editing, becoming an Accredited Editor in 2014 and a NAATI-certified translator (German to English) in 2019.

The following Branch speaker events were held (all online) in 2022–23:

Date	Topic	Presenter	Registrations
August 2022 (ABM)	Playing our part to end the book famine	Kayt Duncan	35
September 2022	Editors in science communication: the people, the job, the boundaries	Sarah Cole	37
November 2022	A basic overview of audiobook editing	Simone Feiler	46
February 2023	Academic editing	Charlotte Cottier AE	102, with 27 recordings sold
April 2023	Structural editing of fiction	Nicola O'Shea	c. 100

Despite the difficulties in finding (and keeping) volunteers, EdsQ continues to be represented strongly in IPEd standing committees and working parties.

At the Conference dinner, longstanding member and IPEd volunteer Kerry Davies AE was awarded the Janet Mackenzie Medal for her tireless work for IPEd. EdsQ says 'AMEN!'

We have been working to enliven regional sub-branches in Queensland. IPEd members are scattered across our large state, with most of them in Brisbane in the south-east corner. Regional contacts are therefore very important. Two sub-branches have existed for some years: Sunshine Coast and Toowoomba. A new, small group has met once on the Redcliffe Peninsula, and members in the Gold Coast region are keen to connect. The President is working with members there to set up links between them. Interest has been expressed in a group covering the area south-west of Brisbane; this has yet to be followed up. Attempts to connect members in and around Cairns with each other have begun. These efforts work best with a local champion leading the connections.

At present, there are no IPEd mentors affiliated with EdsQ. The branch has directed a number of enquiries to the IPEd website. Editors Queensland currently has no Mentoring Coordinator; however, Liz Beach, Chair of the IPEd Mentoring Program, has advised us to wait for some possible structural changes in the Mentoring Program before we try to recruit someone.

Issues that have been discussed within the EdsQ Branch Committee over the past year include how to attract and keep volunteers, how to make student membership attractive, and how to promote IPEd among students of editing and communication.

Editors Queensland 2022–23 committee

➡ **Glenine Hamlyn**

President

➡ **Christine Atkinson**

Vice President

➡ **Paul Vander Loos**

Secretary

➡ **Kerry Davies**

Budget Officer

➡ **Janet Hou**

Executive Member

➡ **Julia Sudull**

Communications

➡ **Linden George and Kayt Duncan**

Events

➡ **Glenine Hamlyn**

Affiliates Liaison

Regional Coordinators

➡ **Lisa Hill**

Regional Coordinators – Sunshine Coast

➡ **Cheryl Malone**

Regional Coordinators – Gold Coast

➡ **Paul Vanderloos**

Regional Coordinators – Mackay

➡ **Deborah Cook**

Regional Coordinators – Hervey Bay

➡ **Tonia Grundy**

Regional Coordinators – Toowoomba

Ex-officio

➡ **Ruth Davies**

Director

➡ **Charlotte Cottier AE**

Accreditation Board delegate



Editors South Australia

In this post-COVID-19 era, Editors South Australia (EdSA) has focused on offering a variety of face-to-face events to provide our members with opportunities to reconnect with their peers. We continue to embrace the benefits of Zoom, with our online book clubs and ‘in conversation’ speaker series attracting highly engaged participants.

Membership

EdSA’s membership has stayed steady at approximately 100 members, and as of June 2023 we had 97 members. Our membership strategy has always been to support new members through a personalised welcome email, and we now follow this up with a six-month check-in to ensure our new members are making the most of their membership. Our membership officer Melanie Dankel also offers them a phone call in case they have any questions or ideas they would like to share. For our recent social events (including our conference dinner and our Adelaide Hills regional lunch), new members were personally invited to attend and we offered to assign them a ‘buddy’ so they had a friendly face looking out for them. Our most recent event had two new members attend, which has been very encouraging.

Events and professional development

As our strategic focus in 2022–23 was on reigniting member engagement post-COVID-19, our events have primarily centred on social networking. They have included ‘in conversation’ speaker events with authors, online book club meetings, social drinks with Writers SA, an end-of-year picnic and drinks/dinner, the traditional Writers’ Week breakfast, the conference dinner and a lunch in the Adelaide Hills. The ‘in conversation’ speaker events and online book clubs have fostered a community of attendees from across Australia and Aotearoa New Zealand, with several coming to multiple book club meetings.

While the in-person events in 2022 tended to have fewer attendees, the Writers’ Week breakfast, the conference dinner and especially the Adelaide Hills lunch in 2023 appealed to both new members and members beginning to re-engage with live events post-COVID-19 restrictions. We continue to build our relationship with Writers SA,



Sumudu Narayana is a freelance editor based in Adelaide who specialises in fantasy, general fiction and romance. She joined IPEd in 2018 to learn more from her peers, but soon found herself fully engaged with various committees and projects. As President of Editors South Australia she is passionate about working with, and learning from, her peers and contributing to the broader editing landscape.

and having recently updated our memorandum of understanding we look forward to co-hosting social and professional development events with them in 2023–24.

2022–23 budget and finance reports

The table below shows the main IPEd-funded expense categories, the budget allocated and the expenditure as at end June 2023. It is clear from the totals that branch spending is well under budget.

IPEd funded expenses	Approx. budget	Expenditure at end June 2023
Honoraria	\$1,000	\$600
Branch awards and prizes	\$276	\$188
Branch advertising	\$0	\$34
TOTAL	\$1,276	\$822

Our branch ran a total of 12 events this year. Ten of these were ‘social’ events that the branch delivered on a cost-recovery basis and which did not require funds to be outlaid.

As at the end of June 2023, speaker events have made a surplus of \$126 vs a budgeted surplus of \$114.

The branch originally budgeted income from PD at \$1,200. Income and expenses for that activity were not generated in this financial year. In 2021–22 it was determined by IPEd that the SCPD would offer more PD and workshops.

EdSA has \$14,669 in reserved funds after allocating \$144.50 on the committee dinner.

For 2023–24, EdSA has requested \$2,220 for general running costs, as outlined below.

IPEd-funded expenses	Approx. budget
Honoraria	\$1,340
Annual Branch Meeting	\$220
Catering	\$360
PR, awards and prizes	\$300
TOTAL	\$2,220

A big thank you to Deb Coleman-George for managing our budget this year in conjunction with Erin Rundle.

Strategic planning

Strategic planning is key for the EdSA committee as it helps us focus our time, energy and resources on our identified priorities. This year we continued to work on the critical goal of member engagement. Our aim was to encourage more members to attend events, and thus we offered a wide variety of choices (coffees, lunches, picnics, library tours), held a welcome to new members drinks event and expanded our offerings regionally. We hope that through greater engagement and community spirit, we can get more volunteers on the committee (or to assist with discrete tasks), and joining IPed-wide standing committees and working groups to continue our historically robust representation on these committees, and generally get excited about what we can achieve together!

Your branch committee

I would like to say a sincere thank you to the 2022–23 EdSA committee: Jo Vabolis (vice-president and secretary), Kerrie Le Lievre (events), Melanie Dankel (membership), Deb Coleman-George (budget), Mike Lim (communications) and Bridgett McDonald (general member). Without your support, positivity, commitment and willingness to give your time to IPed, we would not be able to achieve all that we have this year.

I would also like to acknowledge Adele Anderson (Mentoring), Amanda Webster (Accreditation Board), Kerrie Le Lievre (Standing Committee for Professional Development) and Melanie Dankel (IPed Board).

Overall, this has been a rewarding and productive year for the South Australian branch of IPed, and we continue to be proud of the contribution we make to our broader IPed community. We look forward to new endeavours and to more connections with our editor peers.

Editors South Australia 2022–23 committee

Sumudu Narayana

President

Jo Vabolis

Secretary

Deb Coleman-George

Budget Officer

Melanie Dankel

Membership

Kerry Le Lievre

Events

Mike Lim

Communications

Bridgett McDonald

Committee member

Ex-officio

Melanie Dankel

Director

Amanda Webster (Qld-based)

Accreditation Board delegate

Adele Anderson

Mentorship



Editors Tasmania

This has been a relatively quiet year for Editors Tasmania (EdTas). Our events calendar over the past year has focused more on local in-person events, with limited success. We have spent some time discussing the challenges of maintaining, let alone growing, a small committee, engaging with new and existing local members around the state, as well as offering interesting IPEd-wide events. It is somewhat consoling that this challenge is shared by other branches and continues to be discussed at board level.

Our ABM was held via Zoom in October 2022, accompanied by an entertaining speaker presentation by Irish-Tasmanian author Philip Blake. No new nominations were received for membership of the branch committee. The four incumbent committee members – Sabine Borgis, Sheelagh Wegman AE, Alex Sutherland and Catherine Munro AE – retained their positions/roles and we shared tasks as needed and practical. Gordon Campbell AE, our branch director, has continued to attend our monthly meetings ex officio, which has been very valuable. Dr Eve White AE continued to serve as our Accreditation Board delegate until May 2023 and we thank her very much for fulfilling this important role and accompanying candidates through the accreditation exam. We are currently still looking for a replacement, including the possibility of a non-Tasmanian branch member representing Tasmania on the AB.

In August 2022 we held an IPEd-wide Zoom Cuppa titled ‘Pathways to Editing’, where three of our members shared their different journeys to the editing profession. It was attended by about 30 participants. We had hoped to be able to organise another similar event; however, this has not yet eventuated.

In late November 2022 we held an early Christmas lunch, again at Sue Scott AE’s farm in Tunnack in the northern Midlands. It was attended by six members and three partners, who enjoyed home-cooked food, lively conversation and a stroll around the farm with Sue and her husband Greg, our generous hosts.

In late March, eight members gathered for an informal morning tea get-together at the Rivulet Café in South Hobart. It was an opportunity



Despite a background in environmental science, Sabine’s love of language led her to work as a sessional Hansard subeditor at the Tasmanian Parliament for 10 years and voluntarily edit a magazine for an NGO to gain basic experience in editing. After completing a graduate certificate in editing and publishing in 2019 she became a freelance editor to broaden her scope and skills. She first joined Editors Tasmania in 2009, rejoined IPEd in 2018 and soon became involved in the Tasmania branch committee.

to catch up in a relaxed atmosphere in a spacious venue. We hope to do this more often.

On Wednesday 3 May, EdTas held its conference dinner at the historic Crescent Hotel, North Hobart, with a company of seven. We enjoyed wholesome meals and lively conversation about the conference so far, which some of us were attending, as well as many other topics. Gordon's quiz on etymology was both entertaining and educational.

On 13 May 2023 we again held a stall at the annual Tassie Indie Author Book Fair at the Brooke Street Pier on the Hobart waterfront. This provided an opportunity to meet and talk with authors directly and encourage them to engage with an editor, or discuss their experience of working with editors.

Although we had planned to hold our traditional in-person winter solstice book chat in June 2023, because of unusual work and other commitments of several committee members, we were unable to organise it this year.

Thank you to my fellow branch committee members and the IPed staff who have helped keep us going in the past year.

Editors Tasmania 2022–23 committee

▶ Sabine Borgis

President

▶ Alex Sutherland

Secretary

▶ Sabine Borgis and Alex Sutherland

Communications

▶ Sheelagh Wegman AE

Mentoring

▶ Sheelagh Wegman AE and Alex Sutherland

Events

▶ Catherine Munro

Committee member/Facebook administrator

Ex-officio

▶ Gordon Campbell AE

Director

▶ Dr Eve White AE

Accreditation Board delegate, until May 2023

Editors Victoria

Editors Victoria (EdVic) remains committed to presenting quality professional development (PD) programs and social events, with the committee opting to reduce the number of offerings across all categories, due to a general abundance of online offerings from other branches. Attendance figures remained steady for events and cuppas, and PD sessions sold out quickly, resulting in repeat sessions being offered.

Professional development and social events

The branch ran two extremely popular PD workshops: Hilary Cadman's 'Editing Tools to Boost Your Productivity' (twice) and 'Narrative non-fiction' with Nadine Davidoff (three times). A grammar workshop was also planned, but had to be postponed till later in 2023. Planning is well underway for a number of future PD workshops.

The branch held four online events. October saw the return of the highly popular panel event featuring three member editors-turned-writers, hosted by Stephanie Holt and this time featuring Sarah Lovesy, Carole Lander and Jay Carmichael. Poet and 2022 Stella Prize winner Evelyn Araluen had to postpone her planned December appearance, but presented a thoughtful talk in April on poetry, editing and publishing from an Indigenous perspective. In May, the branch hosted an in-person IPed Conference get-together at a city bar; and for our July ABM our Events Officer secured Rev. Glenn Loughrey to speak on The Voice.

A range of topics featured in the four online cuppas held over the year. In 'Ask an Editor', editing students asked a panel of three committee members questions related to editing; in November, a cuppa on editing for community, government and NGO organisations saw some lively discussion. This was followed up in March by 'Editing poetry: nothing to be afraid of', where poet Andy Jackson gave great insights and information on the craft; and in May we held a warming cuppa on conference reflections.

Committee changes

The committee year began with slightly reduced numbers and some positions remained unfilled, and there were some further departures



Margaret Trudgeon AE became President of EdVic after Stephanie Holt stepped down in early 2023. A long-term member, Margaret served as secretary from 2020, before becoming vice-president and mentoring coordinator in 2022, and has also assisted with IPed accreditation exams since 2018. A freelance editor for 25 years, she mainly works on educational and art books.

over the term. Jake Egan's role as Administrative Officer ended in August; then after switching to the IPed board as Victorian delegate, Stephanie Holt AE stepped down as President in early 2023; Secretary Charles Houen resigned in April due to ill health, and towards the end of the term Marie Pietersz announced her departure from Events after five years. We thank each of them for their outstanding contributions to EdVic, as they all worked tirelessly to fulfil the requirements of their roles.

Margaret Trudgeon AE took over as President, while also looking after the Vice-president role and Victorian Mentoring Coordinator position; Bridget Blair AE continued as Communications Officer, while also taking on secretarial duties; Caroline Arnoul remained as PD Officer; Susan Pierotti AE as Accreditation Board Representative and Jenn Zabinskas as events subcommittee member, along with new members Bonnee Crawford (PD subcommittee) and Cai Bardsley (Student Adviser). Cai is staying on a while longer while we recalibrate the position to match the academic year. Thank you to everyone for all your hard work and extra assistance over the course of the year.

Editors Victoria 2022–23 committee

➡ **Stephanie Holt AE**
President, until February 2023

➡ **Margaret Trudgeon AE**
Vice president

➡ **Bridget Blair AE**
Secretary, from April 2023

➡ **Bridget Blair AE**
Communications

➡ **Marie Pietersz**
Events

➡ **Cai Bardsley**
Student Adviser

➡ **Vacant**
Projects and outreach

Subcommittees

➡ **Caroline Arnoul and Bonnee Crawford**
Professional Development

➡ **Marie Pietersz, Stephanie Holt AE and Jenn Zabinskas**
Events

➡ **Bridget Blair AE**
Communication

➡ **Margaret Trudgeon AE**
President, from March 2023

➡ **Charles Houen**
Secretary, from July 2022 to March 2023

➡ **Vacant**
Budget Officer

➡ **Jake Egan**
Administrative Officer, until August 2023

➡ **Caroline Arnoul**
Professional Development

➡ **Vacant**
Inclusion and access

Ex-officio

➡ **Lan Wang**
Director, to February 2023

➡ **Stephanie Holt AE**
Director, from March 2023

➡ **Susan Pierotti AE**
Accreditation Board delegate

➡ **Margaret Trudgeon AE**
Mentoring



Editors Western Australia

The 2022–23 financial year gave the Editors Western Australia (EdWA) committee a chance to step back and take stock of our programs and start planning for the future. With structural changes within the IPed framework, the committee began looking at our own role within the organisation and how we can better support our members.

I want to extend a huge thank you to my fellow committee members Catherine Macdonald AE, Catherine Schwerin, Cheryl Bettridge AE, Angela Rogerson AE, Kerry Coyle AE, Josephine Smith AE and Michelle Smith. Their tireless efforts have helped bring EdWA back to life and I cannot thank them enough for their hard work. We also welcomed Liam Selby to the committee in the final throes of the year and we're excited to have him working on professional development with us.

We launched the year's professional development program with Advanced Word for Windows with Denise Tsagaris, took a deep dive into Copyediting Fiction with Nicola O'Shea, sat in on a wonderful discussion between editor and author Susan Midalia and emerging editor Casey Mulder, and got a crash course in Accessibility Editing with Maureen Shelley. Additionally, we held an in-person cuppa on the author–editor partnership with Lynn Allen.

Socially, we met at The Island for a Christmas lunch with existing, new and prospective members enjoying the festive cheer, as well as a conference drink catchup at The Shoe to discuss all the fascinating topics of the first day.

Members of the committee spoke to a huge range of writers at this year's The Business of Being a Writer seminar run by Fremantle Press, which was an awesome opportunity to connect with writers in need of editors and promote IPed as a starting point for finding experienced and reliable partners for them to work with.

This sort of advocacy will be the focus for EdWA moving forward, as we concentrate on connecting our members with prospective clients and industry partners in a range of different events, presentations and networking opportunities.



Jess Gately is a freelance editor from Perth who loves speculative fiction. She has been President of Editors WA since 2020, sits on the board for the Small Press Network of Australia and teaches at Curtin University. She is dedicated to strengthening the relationships between editors and their industry partners as well as welcoming new and emerging editors into the fold.

If you have ideas for industry bodies or advocacy work you think the committee could pursue to help editors like yourself, we'd love to speak to you. And as always, if you have questions, suggestions or general feedback, feel free to get in touch with me at edwa.president@iped-editors.org

Here's to another great year.

Editors Western Australia 2022–23 committee

▶ **Jess Gately**

President

▶ **Josephine Smith**

Secretary

▶ **Angela Rogerson**

Budget Officer

▶ **Brooke Burke**

Presentations

▶ **Liam Selby**

Events

Ex-officio

▶ **Catherine Macdonald**

Director

▶ **Catherine Macdonald**

Accreditation Board delegate

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