

IPEd.

Institute of
Professional Editors

Annual report

2023-24

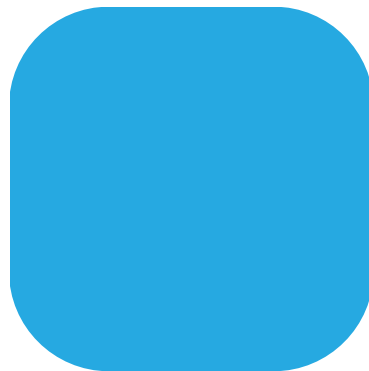
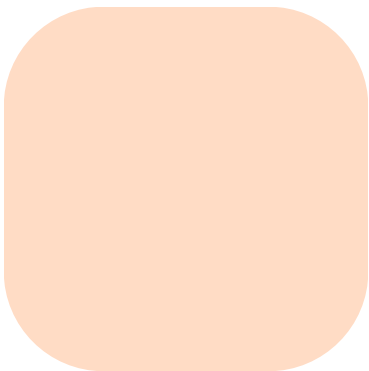
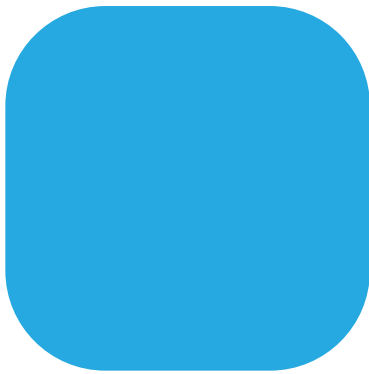
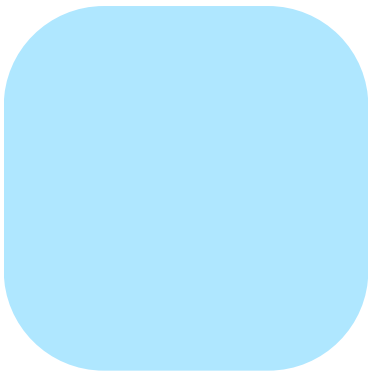
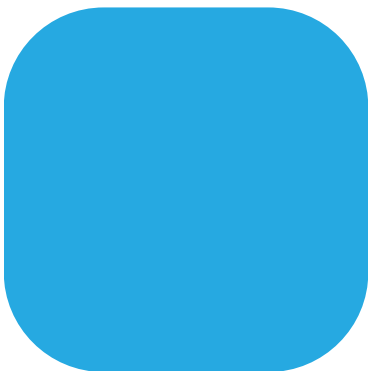


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Acknowledgement of country

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 association for editors in Australia and Aotearoa New Zealand, with around 1,330 members.

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.

IPEd operates an accreditation scheme that confers the postnominal AE (Accredited Editor). The postnominal DE (Distinguished Editor) was conferred on the core team 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.



Vision

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



Values

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

Branches and membership

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

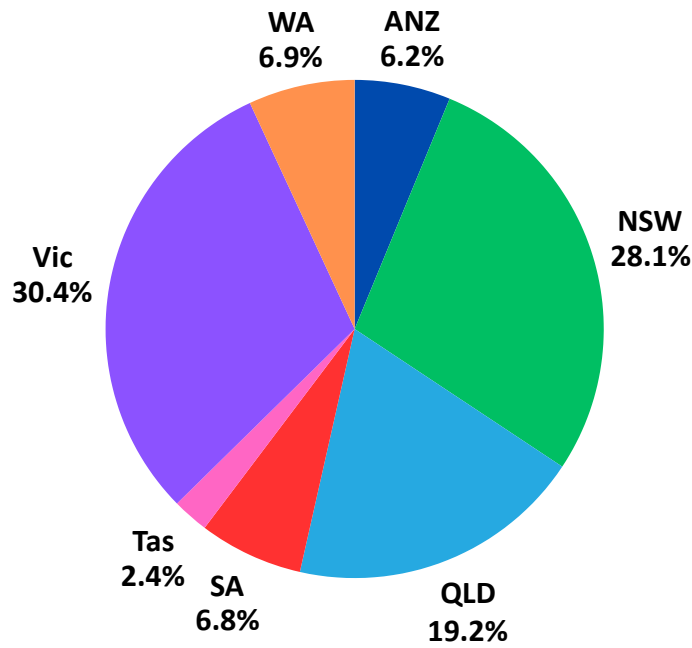


IPEd had 1,329 active members, both financial and non-financial, at 30 June 2024. This is 11 fewer members than at the same time last year. Of this number, 1,287 were active financial members – 19 fewer than at the same time last year. This change is mostly due to members retiring or moving away from the profession.

Note: Active non-financial members are those whose memberships have been expired for between 30 and 90 days without renewal. After 90 days, members become inactive if their membership fees remain unpaid.

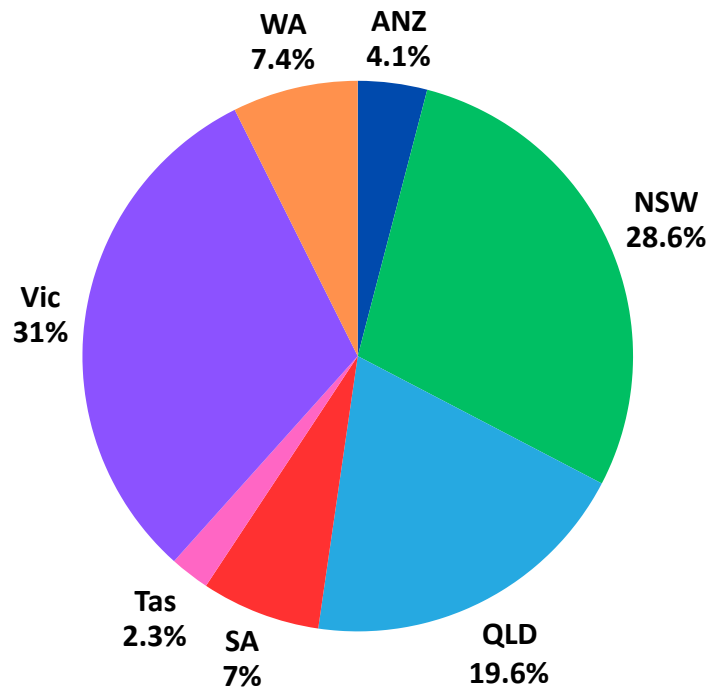
The branches of IPEd and their member numbers are shown on the map and chart on the following page.

Active financial members by branch at 30 June 2024:



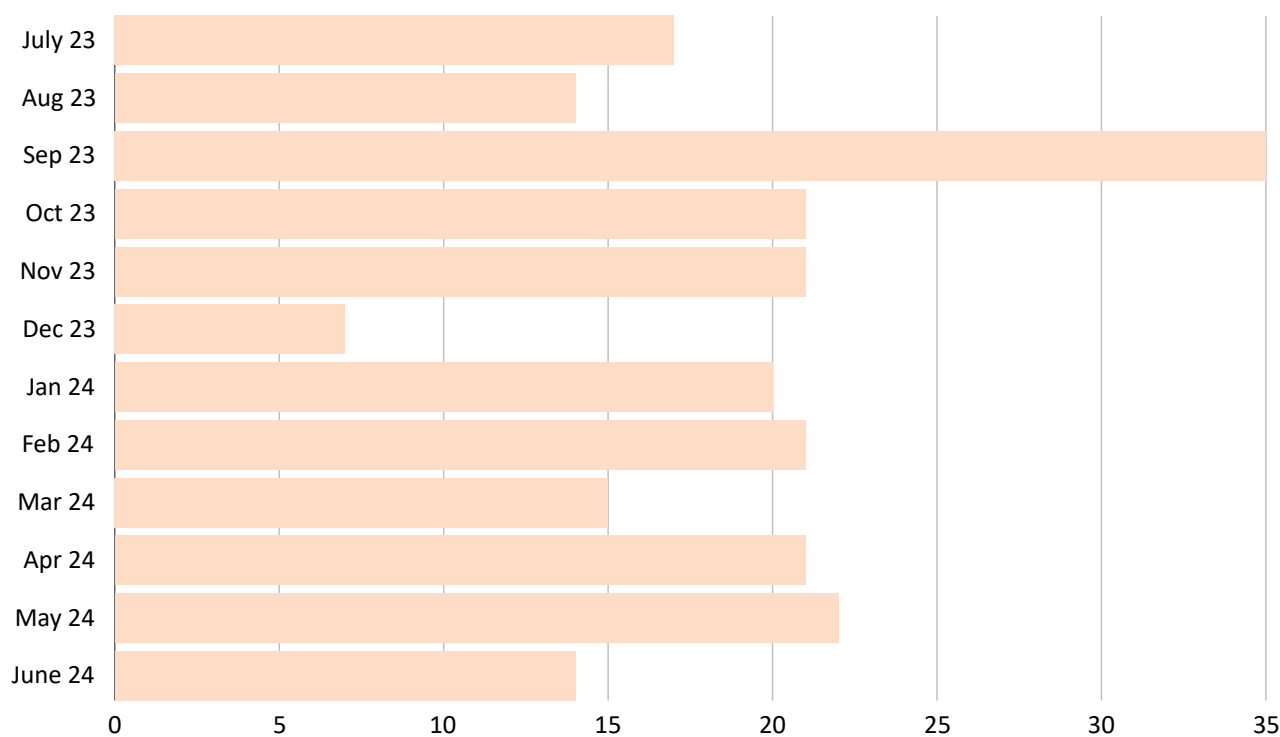
EdANZ: 52 EdNSW: 370 EdsQ: 253
EdSA: 89 EdTas: 31 EdVic: 401 EdWA: 91

Active financial and non-financial members by branch at 30 June 2024

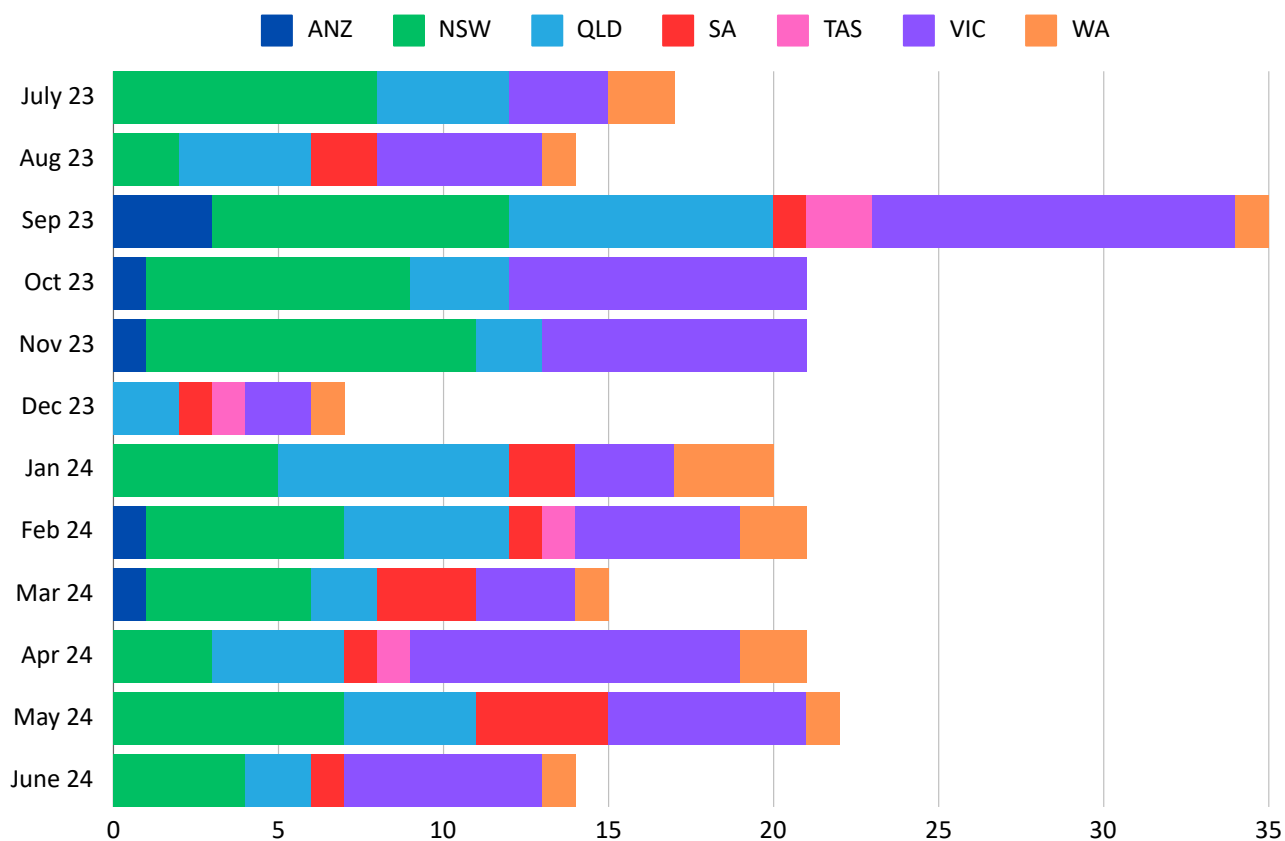


EdANZ: 54 EdNSW: 380 EdsQ: 261
EdSA: 93 EdTas: 31 EdVic: 412 EdWA: 98

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
- accelerate your career
- gain respect as a professional editor
- be part of a supportive community
- celebrate your profession.

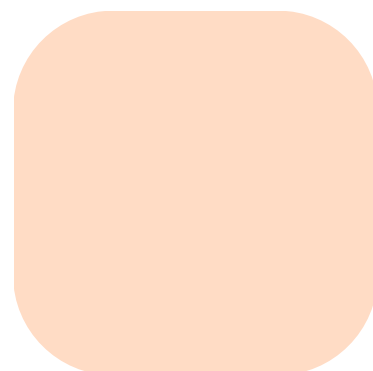
We deliver on our promise through a range of benefits:

Accreditation scheme

We manage an accreditation scheme that offers a mechanism for editors to demonstrate their competence against our IPEd standards for editing practice and provides employers with confidence in the skills of the editors they hire. The accreditation scheme has two elements: an accreditation exam and a commitment to ongoing professional development through a five-yearly review and renewal. The last accreditation exam was held in August 2024 and the next one will take place in 2026.

Advocacy

We advocate for professional standards of editing practice, fair pay rates that reflect editors' skills and experience, and greater recognition of the value of the profession.



Professional development

We develop and host online professional development opportunities and resources to address training needs within the profession.

Editors directory

We administer the Editors Directory on our website, where IPEd's Professional and Honorary Life members can list their contact details and the services they offer.

Branch network

IPEd branches in Australia and New Zealand host events (both in person and online) that include presentations by guest speakers, panel discussions, professional development workshops, networking meetings and social gatherings.

Conference

We present a major biennial conference that provides editors with opportunities to learn and connect. The 11th IPEd Conference was held in 2023. The 12th IPEd Conference will take place in 2025.

Awards and prizes

We coordinate several awards, including the Janet Mackenzie Medal, which recognises the outstanding achievements and contributions of a current or past IPEd professional member. The Rosanne Fitzgibbon Editorial Award and the IPEd Student Prize recognise and celebrate excellence in editing. We also sponsor industry awards, including the Australian Publishers Association's Beatrice Davis Editorial Fellowship.

Mentoring program

We run a mentoring program that pairs editors with experienced and approachable mentors to share knowledge, advice and skills in a two-way learning experience.

Job opportunities

We share permanent, contract and freelance editing opportunities with members.

Insurance

We provide members with access to discounted rates for professional indemnity and public liability insurance.

Resources

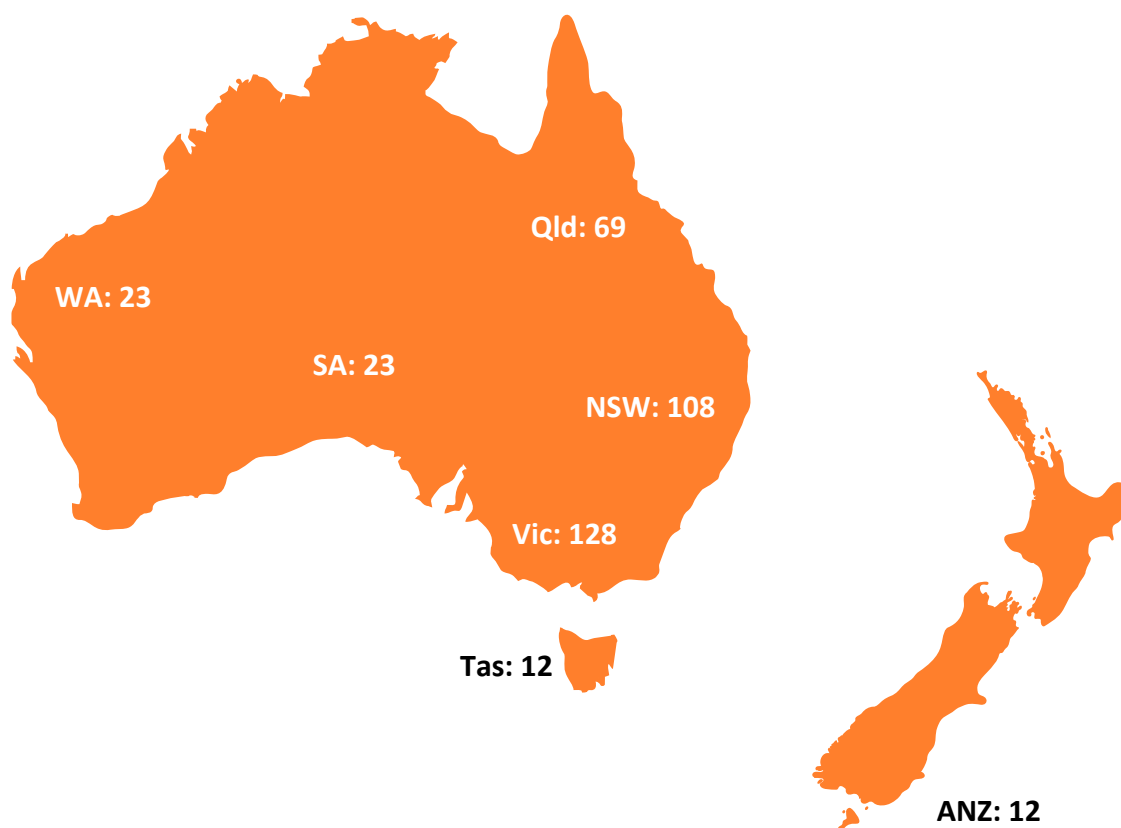
We manage a member-only portal that gives exclusive access to a discussion board, online resources, book lists, articles and discounts.

IPEd newsletters

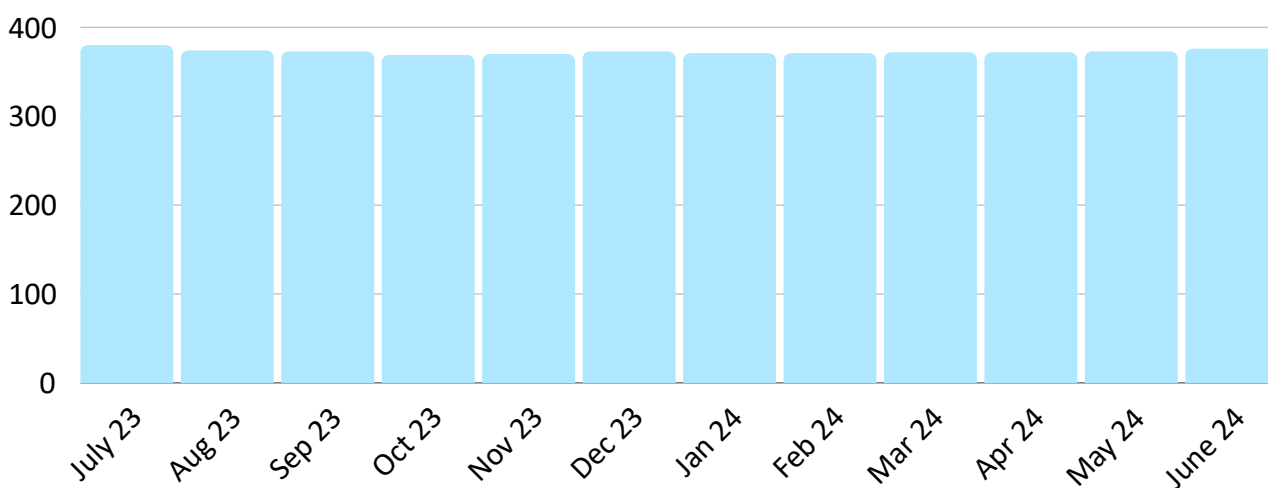
We keep members updated on our advocacy and events, industry trends and news and opportunities and resources through our monthly newsletter, *Gatherings*, and our weekly events bulletin.

Editors Directory

The Editors Directory has 375 active subscriptions:



Editors directory subscriptions by month



From the CEO



I am pleased to present the annual report for the Institute of Professional Editors (IPEd), reflecting a year of significant achievements and impactful contributions to the editing profession. It was a year of remarkable progress and resilience, driven by our collective commitment to advancing the profession across Australia and New Zealand.

Our new strategic plan for 2023–26 was launched with the following key priorities:

- Enhancing professional development and accreditation
- Expanding advocacy and outreach efforts
- Strengthening member engagement and support
- Fostering a culture of inclusion and diversity
- Ensuring financial sustainability and operational efficiency.

In March this year, we proudly released the new edition of *IPEd standards for editing practice*, a milestone achievement that sets a benchmark for excellence in our profession. These standards provide a comprehensive framework that sets out the core competencies, scope of editorial work and ethical guidelines essential for professional editors. They serve as a valuable resource for our members, to ensure consistency and quality across the industry. The development of the new edition involved extensive consultation with industry experts and IPEd members, reflecting our commitment to upholding the highest standards in editing practice. This initiative underscores IPEd's dedication to professional development and our role in leading the editing profession towards greater recognition and respect. This work would also not have been possible without the fortitude of the IPEd Standards Working Party.

Our advocacy efforts extended to promoting fair remuneration and working conditions for editors. By advocating for equitable pay scales and professional recognition, we have been working to ensure that editors receive the respect and compensation commensurate with their expertise and contributions. Amidst external challenges and economic fluctuations, our advocacy work remains a cornerstone of IPEd's mission. We are grateful

for the steadfast support of the members of our Pay and Conditions Standing Committee, whose commitment to our advocacy initiatives has been instrumental in leading this charge. Initiatives are gearing up in 2 other areas as well: artificial intelligence (AI) and diversity, equity and inclusion (DEI). This year, we have set up two new working parties dedicated to these crucial areas.

The Working Party on Artificial Intelligence (WPAI) will focus on understanding and navigating the implications of AI technologies for the editing profession. The working group has begun drafting its terms of reference and identifying key focus areas, including the potential impact of large language models on editorial work.

Similarly, the Diversity, Equity and Inclusion Working Party (DEIWP) will be dedicated to enhancing diversity and inclusion within IPEd and the broader editing community. The DEIWP is in the process of drafting the terms of reference to guide its work.

Through these initiatives, IPEd reaffirms its dedication to fostering an inclusive, forward-thinking environment that embraces technological advancements and champions diversity within the editing profession.

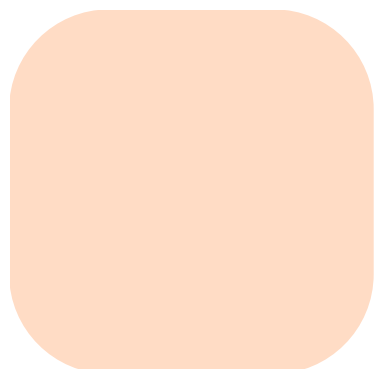
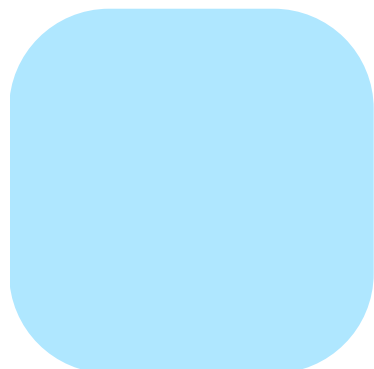
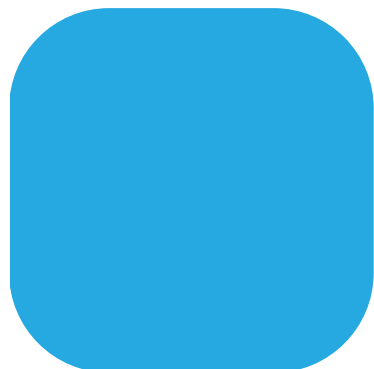
These challenges have reinforced our commitment to sustainable growth and strategic investment in initiatives that benefit our members and the editing community at large.

Challenges and responses

Throughout the year, we faced several challenges that impacted our financial standing, including temporary fluctuations in funding and operational costs.

However, our prudent financial management and support from our dedicated members have ensured stability and resilience. These challenges have reinforced our commitment to sustainable growth and strategic investment in initiatives that benefit our members and the editing community at large.

This year, IPEd experienced a financial deficit of \$15,878. The contributing factors to this deficit were from the following areas:



- Investment in uninterrupted service to members: Increased costs associated with backfilling staff on personal and annual leave were necessary to ensure continuity in our services and support for our members. Covering staff on leave ensures that membership enquiries and volunteer-run programs receive uninterrupted attention and support.
- Cyber insurance: We adopted cyber insurance to protect the organisation against potential digital threats, ensuring the security of our members' data and our operational integrity.
- Scholarships for members to participate in national awards and prizes: We decided to support one member to attend the Residential Editorial Program (the publishing industry's major biennial opportunity for select mid-career editors) this year. We believe support like this is vital for freelance members who may not have backing from a publishing house to attend and participate in such programs.

Despite the financial challenges, IPEd made significant strides in advancing our strategic goals and supporting our members. Our focus on professional development, advocacy and inclusion positions us as a leader in the editorial profession. We remain dedicated to providing the best possible support and development opportunities for editors, ensuring that IPEd continues to thrive and grow.

Acknowledgements

I extend my heartfelt thanks to our members, volunteers and staff for their unwavering dedication and contributions throughout the year. Together, we have achieved remarkable progress, and I look forward to continuing this journey with you.



Karen Lee
CEO



Karen Lee joined IPEd 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.

From the Chair

I am pleased to share with members a report on the activities and focus of the IPEd Board over the 2023–24 year, the first year of our current strategic plan.

This period was also significantly shaped by:

- a cautious return to some face-to-face activities for members
- the impacts of Covid and cost-of-living pressures on member capacities, needs and preferences
- the rapid development and ascendancy of AI and associated technologies impacting our profession
- growing awareness of the complexity of improving inclusion and diversity within our organisational, professional and editorial practices.

We listened, always and attentively, to IPEd’s members, whether their views were conveyed formally through members surveys, reports from our branches and standing committees, or correspondence; through feedback on IPEd’s conference and other PD offerings; or through informal discussions in person and online.

The Board’s key role is in managing governance, setting policy, and appointing and overseeing the small team of staff who work with such drive and dedication to support the organisation and its members. The directors are also active as members of branch committees (as branch-appointed directors) or working with staff on relevant initiatives (for Board-appointed directors), and often sit on additional IPEd standing committees or working parties, bringing a wealth of experience and connection to their various volunteer roles.

Two longstanding IPEd projects provided a major focus and cause for ongoing celebration during this year. The *IPEd standards for editing practice* (published March 2024) and the landmark *Books without barriers* guide (published April 2023) were significant achievements. We are overjoyed at the positive reception for each of these, including the awards and global recognition for Books without barriers. Each of these projects was undertaken by an IPEd-wide working party, reporting to the Board, and they are already having a significant impact on the industry as a whole. While the working parties have now been wound up, the launch of these publications



was the beginning of a new phase of work. These are purposeful and ambitious works; fulfilling their purpose requires ongoing promotion, advocacy and training, which the Board is committed to support.

Another ongoing project throughout the year was systematic consultation with branches, standing committees, volunteers and members about their experience within IPEd. Our goal is to improve our processes and consider the most effective model for an organisation that is now well-established as Australia and New Zealand’s leading organisation for editors and their associates. In particular, we were keen to hear how administrative burdens could be eased and communication improved across the various branches, committees and working parties that are the heart of the organisation. Some improvements have been rolled out during the year, while others are being considered by the Board.

As a board, we hold robust and regular conversations about where IPEd and the profession are heading, while being mindful of the need to be rigorous in financial monitoring and realistic in financial predictions and assumptions.

Associated with this has been a renewed focus on members and outreach, including ways to attract, retain, support and recognise members, both as editors and as IPEd volunteers. We know our current structures are delivering for members and the profession, but there is sometimes frustration and confusion that might be addressed by rethinking business as usual.

As a board, we hold robust and regular conversations about where IPEd and the profession are heading, while being mindful of the need to be rigorous in financial monitoring and realistic in financial predictions and assumptions. What might IPEd and the profession look like in five years time? What makes our members excited to be editors, or work alongside them? What gives us pride in our shared endeavours? Our Board-appointed membership and finance directors have led much of this work, alongside the working editors who fill the branch-appointed director roles.

The most significant activity within the Board itself was the planned transition of the chair’s role, effective November 2023, from Ruth Davies AE to Stephanie Holt AE. Ruth and the previous deputy chair, Lan Wang, had worked carefully with the Board to design a structured transition process and a model for future renewal. Ruth has continued to sit on the Board as the Queensland

director, providing practical support and wise counsel as the immediate past chair, and pursuing select Board projects.

During this year we welcomed a new finance director (Hana Krskova, appointed 28 June 2023) and farewelled Gordon Campbell AE, the Tasmanian director. The Tasmanian director position remained vacant for the remainder of this term. The New Zealand director position was also regrettably vacant for the duration of this term. Ongoing and (it transpires) positive efforts were made to recruit new branch-appointed directors for Tasmania and New Zealand.

Our longstanding company secretary, Russell Noakes, also notified us of his intention to step down from that role and reduce his work, while continuing to provide his invaluable advice on request and to support recruitment of a new company secretary. We welcomed Rian Gabor as a volunteer to provide the Board with interim secretarial support. Recruitment of a new company secretary remained a priority.

As we look ahead, we are excited about our new working parties, initiated during 2023–24, one addressing AI and one supporting DEI initiatives. We look forward to the invigorating learning, networking and outreach that will come with our next conference, the planning for which is already well advanced. And we commit to continued advocacy for our profession as a whole, and for the value of editors and editorial work.



Stephanie Holt AE,
Chair



Stephanie Holt AE currently combines freelance editing with an ongoing role with the History Council of Victoria. A former Meanjin editor, she taught and coordinated editing programs at RMIT University for almost 20 years. Her specialist editing (and writing) areas are sport, the arts and Australian history.

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 can serve up to three consecutive terms of two years. Directors appointed by the Board serve terms of up to two years and can be reappointed at the Board's discretion. The role of the Board is to manage the business and affairs of IPEd, in line with the IPEd Constitution and the Commonwealth Corporations Act 2001.

Branch-appointed Directors

Aotearoa New Zealand

- Vacant July 2023 to June 2024

New South Wales

- Justine Dixon Cooper (appointed 12 April 2023)

South Australia

- Melanie Dankel AE (appointed 3 November 2020)

Queensland

- Ruth Davies AE (appointed 11 November 2019)

Tasmania

- Gordon Campbell AE (appointed 3 November 2020, resigned 6 November 2023)

Victoria

- Stephanie Holt AE (appointed 2 February 2023)

Western Australia

- Catherine Macdonald AE (appointed 17 August 2020)

Board-appointed Directors

Finance

- Hana Krskova (appointed 28 June 2023)

Conference

- Vacant July 2023 to June 2024

Membership

- Vanaja Thomas (appointed 27 September 2022)

Accreditation Board Chair

- Charlotte Cottier AE (appointed 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 2023–24 financial year, IPEd had eight standing committees and three working parties (operating or newly formed) delivering key objectives under IPEd's strategic plan.

Standing committees

- Academic Editing
- Accreditation Board
- Awards and Prizes
- Communication and Style
- Finance and Risk Management
- Mentoring
- Professional Development
- Pay and Conditions

Working parties (operating or newly formed)

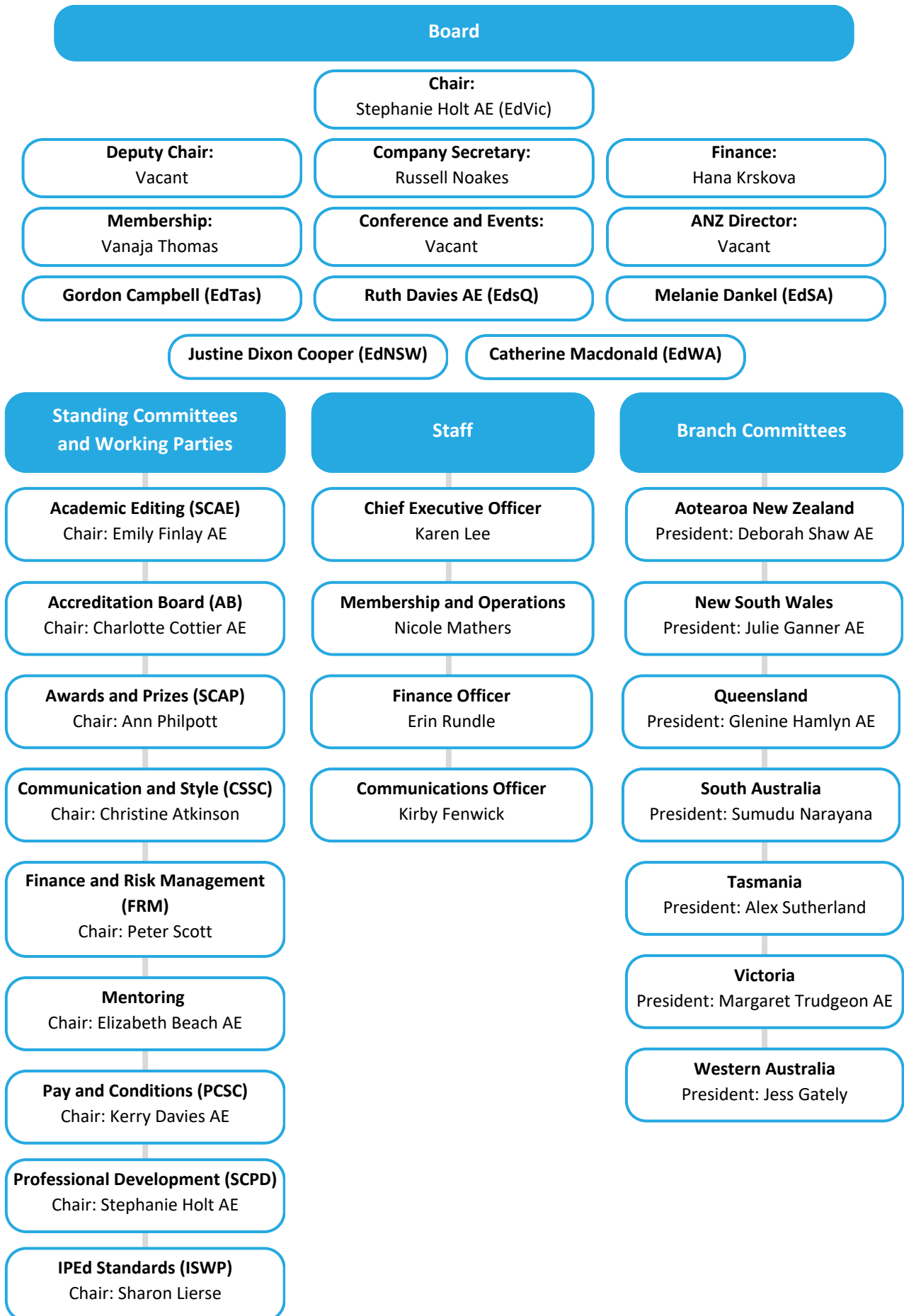
- IPEd Standards
- Artificial Intelligence
- Diversity, Equity and Inclusion

Annual General Meeting

IPEd's Annual General Meeting (AGM) was held on 6 November 2023 via Zoom with 64 members, staff and IPEd Patron Professor Emeritus Roly Sussex in attendance. Auditor Vishal Modi gave an apology. A further 12 apologies were received from members and staff.

Members voted on acceptance of the minutes of the 2022 AGM, confirmation of director appointments, acceptance of financials and the annual report. A total of 22 Votes were received prior to the AGM, with the majority of eligible attendees voting in person. All were confirmed by the tellers as eligible voting members. All motions were in favour of acceptance.

Organisational chart



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 2024 were Board Chair Stephanie Holt AE, Finance Director Dr Hana Krskova, Finance Officer Erin Rundle, Company Secretary Russell Noakes, CEO Karen Lee and Director Dr Catherine Macdonald AE.

During the 2023–24 year, IPed’s volunteer workers were covered by its association liability, voluntary workers personal accident and public liability insurance policies.

Financial statements

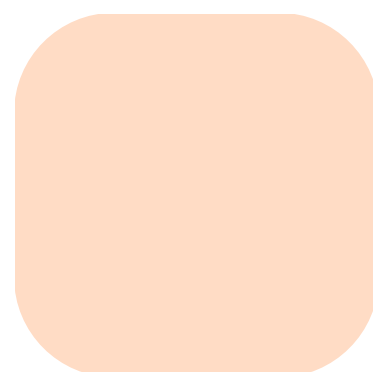
Operating statement

Income for the year was \$363,009 and IPed ended the year with a deficit of \$15,878 versus a budgeted surplus of \$511 (2023 \$3,384 deficit). Reasons for this have been explained in the CEO's report.

IPed’s revenue was mainly driven by membership fees, accreditation renewals and branch events. Overall expenses were under budget but Accreditation Board professional development, Standing Committee for Professional Development (SCPD) events and branch speaker meetings did not bring in the income that was budgeted.

Of the top sources of income, membership fees were \$226,718, with branch meetings and professional development achieving \$44,277, national professional development \$21,791 and Editors Directory fees \$19,797.

IPed received \$1,725 in royalties for Janet Mackenzie’s The editor’s companion, the book she bequeathed to IPed, and we decided to direct these to future educational activities and promotion. An additional \$10,000 was bequeathed to IPed in 2024 by Janet Mackenzie’s family.



Honoraria of \$7,049 were paid to Board members and the chair. The Accreditation Board and IPEd Board approved an honorarium of \$6,000 to be split between the Accreditation Board chair, deputy chair and budget officer.

Balance sheet

At 30 June 2024, the bank balance was \$462,229 (2023 \$456,481). IPEd had receivables of \$0.00 (2023 \$210). Total IPEd assets were \$470,225 (2023 \$473,575).

At the same date, IPEd had liabilities of \$245,351 (2023 \$233,313), including contract liabilities of \$186,191 (2023 \$166,495).

Members' equity totalled \$224,874 (2023 \$240,262). That comprised current year earnings of -\$15,878, \$115,687 in branch reserves, \$13,310 in Janet Mackenzie reserved funds and \$111,755 in retained earnings.

Budget for FY 2024–25

The 2024–25 budget of a surplus of \$9,127 was approved by the Board at its meeting on 4 March 2024.

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

IPEd raised its membership fees for Professional and Associate members on 1 July 2024. This was the first increase since 2022.

Communications

The central pillars of IPed's communications include the website, social media channels, monthly newsletter and weekly events bulletin.

By implementing a strong yet flexible and responsive communications strategy, we contribute to building a strong organisation, support our membership and promote IPed as the trusted voice of the profession.

Website

The website remains central to our communications strategy. This year, along with making regular updates for branches, standing committees and working parties, we also implemented several important updates.

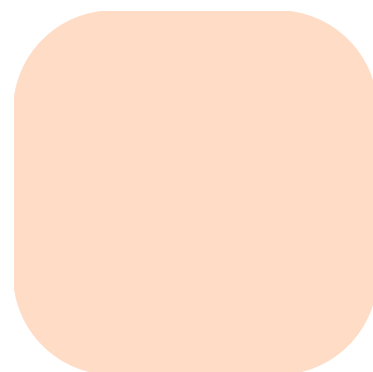
Social media

We continued to leverage our social media accounts and enjoyed growth across LinkedIn, Instagram and Facebook. We added new features, including a link tree to our Instagram to aid accessibility and function for our audience, and refreshed our events template at the beginning of 2023. We also used our social media channels strategically to nurture relationships with related organisations and media.

Gatherings

The monthly newsletter, *Gatherings*, is a valuable resource for members that contains news, general interest stories, branch updates, events and more. In September 2023, we started tracking and reporting to the Board on the open and click rates for the newsletter. We have consistently enjoyed open and click rates that are higher than the industry average. In February 2024, the newsletter design was refreshed again, and continuous improvements have been made since. Over the past 12 months, we have published some fantastic stories, event reports and updates from our branches, standing committees and working parties. In addition, several original stories have been written and produced in house, including a collaboration with National Library Australia and New Zealand National Library on legal deposit; an in-depth look behind the scenes of the new edition of the Standards; and interviews with Student Prize winner Despina Cook and the APA Residential Editorial Program scholarship recipient, Camha Pham.

Work continues on refining our strategy with *Gatherings*, including ensuring we are speaking to all members of our audience and capturing the richness of



our archives. Thanks to Stephanie Holt AE and Justine Dixon Cooper for their efforts in proofreading issues of *Gatherings* in 2023–24.

Events bulletin

In February 2024, we launched the IPEd events bulletin. This weekly bulletin shares IPEd events, as well as updates and news, with IPEd members and replaces the emails that members had previously received about individual events – often several emails a week – saving staff and members valuable time. The bulletin has been very well received by members, and it gives IPEd a more regular way to communicate directly with members beyond social media or the website. In addition, the bulletin has been regularly forwarded to a list of in-house editors, helping us build our reach into the industry.

Standing committee and working party communications

We worked closely with IPEd’s standing committees and working parties to update copy on the website, release social campaigns, draft media releases and create electronic direct mail (EDM) marketing. Highlights include the launch of the third edition of IPEd standards for editing practice; our months-long campaign for the accreditation exam with fact sheets, testimonials, study tips and events; the creation of EDMs for academic editing stakeholders; and the development of new standalone pages for academic editing resources.

Membership drives

In September 2023, we launched our inaugural membership drive. We followed this in May with our inaugural student membership drive. Much was learnt from both drives. In June, we relaunched our updated organisational memberships, expanding the focus to more explicitly include government departments, tertiary institutions and other non-publishing industries. The relaunch included a new web page and communications for existing corporate members.

Campaign to celebrate volunteers

In 2024, we launched a month-long campaign celebrating our volunteers. This included several social media posts, a story for *Gatherings* and personalised certificates of appreciation that were emailed to all members. The certificates were very well received.

Other work

Across the year, we also distributed media releases, issued job alerts to members and supported the IPEd x UQP partnership, specifically by editing several audio files. A key focus for our communications this year was putting systems in place to plan, monitor and track our work. Highlights include our redeveloped social media calendar, our “IPEd mentions” spreadsheet to track external mentions of IPEd, and our updated board reports.

Looking ahead

As we move into the 2024–25 year, we continue to be guided by IPEd’s strategic priorities, ensuring that our communications provide value to members; advocating for and advancing the profession, and supporting editors across Australia and New Zealand.

Activities

The IPed Board can set up committees of directors and other members to oversee and report on continuing operations. IPed’s branch committees work with members to deliver networking and professional development opportunities that are based on location. Other focused or strategic areas of work are managed by the chairs and members of IPed’s standing committees and working parties.

In the 2023–24 financial year, IPed had seven standing committees (apart from the Finance and Risk Management committee mentioned previously) and one working party delivering key objectives under IPed’s strategic plan. During the year, IPed also initiated two new working parties dedicated to artificial intelligence (AI) and diversity, equity and inclusion (DEI).

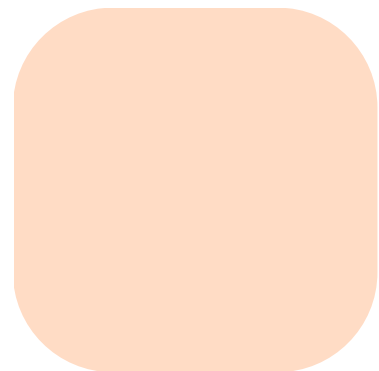
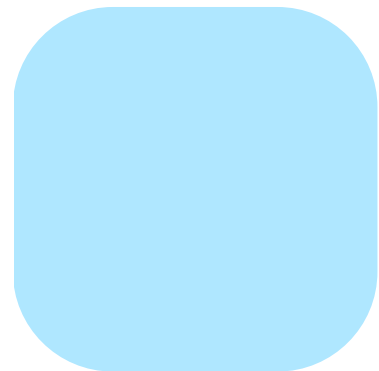
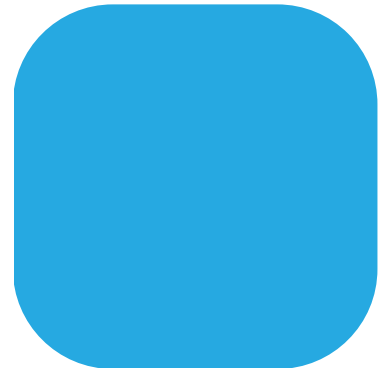
Standing committees

Accreditation Board

Accreditation offers editors a mechanism to demonstrate their competence against our IPed standards for editing practice and provides employers with confidence in the skills of the editors they hire. The Accreditation Board (AB) develops, promotes and administers 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).

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. SCAE initiatives help to implement the priorities in the current IPed strategic plan, and they include liaising with the Standing Committee on Professional Development, establishing mutual understanding with universities and others on the role of academic editors, and supporting the work of the Pay and Conditions Standing Committee on fair rates of pay for editing.



Awards and Prizes

IPEd's awards program promotes excellence in the field and raises 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 guidance on how best to promote IPEd, helps streamline communication between branches and with members, supports the IPEd communication officer to deliver strategic communication objectives, 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: they increase overall skill levels and foster a sense of collegiality.

Pay and Conditions

The Pay and Conditions Standing Committee (PCSC) researches editorial pay rates – freelance and in-house – and sets and maintains a range of sustainable pay rates. PCSC addresses issues surrounding working conditions and related matters of editorial business and ethical practice.

Professional Development

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

Working parties

IPEd Standards

The IPEd Standards Working Party (ISWP) formed in May 2021 to revise IPEd's standards, then known as Australian standards for editing practice. Members of the ISWP reviewed submissions from IPEd members and the wider publishing industry, then sought specialist input in key areas. The ISWP launched the third edition – now titled IPEd standards for editing practice – in March 2024.

Accreditation board

The Accreditation Board (AB) oversees the IPed accreditation scheme, one of IPed's largest programs, run by several teams totalling around 50 volunteers and supported by IPed staff.

The two main components of the accreditation scheme are:

1. an accreditation exam held every two years and
2. renewals of accreditation for existing Accredited Editors (AEs) based on a five-yearly cycle from the year they become accredited.

The number of current AEs as of 30 June 2024 is 351, which represents 70% of the 503 editors who have achieved accreditation since the first exam in 2008. This number will change in late-2024 after the next round of renewals and the accreditation exam on 12 August.

Governance

AB members are volunteers appointed for two-year renewable terms. Each member must be an Accredited Editor or a Distinguished Editor.

Membership of the AB during 2023–24 was relatively stable, with only one change. Dr Linda Nix AE, the immediate past chair, remained on the AB as finance officer after her term as Editors NSW delegate ended in April 2023. Linda also filled the Editors Tasmania delegate vacancy from September 2023 to April 2024. Nina Giblinwright AE, who is from Tasmania, was then appointed as the Editors Tasmania delegate and Linda stepped down from the AB after almost seven years to focus on her role as 2024 exam technical coordinator.

Finance

The AB ended the 2023–24 financial year with a deficit of \$1,903.21 instead of a budgeted surplus of \$1,351.00. Accreditation renewals resulted in a larger than budgeted surplus as a higher percentage of eligible AEs (81%) renewed their accreditation than budgeted (70%).

Total operating expenses were lower than budgeted. However, the net surplus from professional development activities (exam preparation workshops) was significantly lower than budgeted for two reasons:

- lower than budgeted attendance, particularly at the March 2024 workshops, and
- the AB's decision to hold only two series of workshops instead of the three that were budgeted.

The AB has budgeted for a small surplus in FY 2024–25.

Accreditation exam

The IPEd accreditation exam assesses candidates' knowledge and skills against IPEd standards for editing practice and is a test of competence rather than excellence.

The AB undertook a number of activities during 2023–24 to plan and prepare for the August 2024 exam and the future of the accreditation scheme:

- We implemented changes to the structure, content and pass requirements of the exam. The most significant changes were to the KNOWLEDGE part to align it more clearly with the IPEd Standards (3rd edition).
- We surveyed non-accredited IPEd members to explore financial, accessibility and other barriers to sitting the accreditation exam and ways to overcome them. This has led to several follow-up actions and initiatives, such as creating downloadable fact sheets and resources, improving exam communications and exploring ideas for the future of the accreditation scheme.
- We revised the sample exams and answer guides.
- We updated the exam preparation syllabus and ran two series of exam preparation workshops in March and May 2024.
- We promoted the exam and accreditation through Gatherings, social media and direct email campaigns.

Accreditation renewal

In 2023, two cohorts of AEs were due to renew their accreditation. In the 2008 cohort, 55 of 66 remaining AEs (83%) renewed their accreditation for the third time.

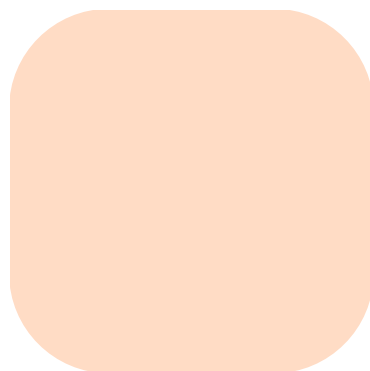
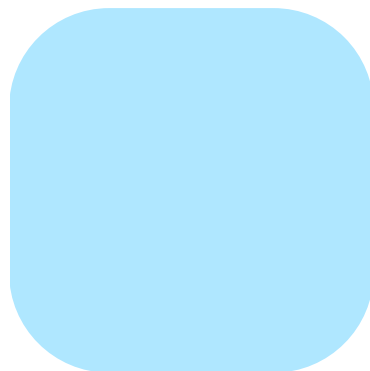
In the 2018 cohort, 39 of 50 eligible AEs (78%) renewed their accreditation for the first time. Of those who gave a reason for not renewing, most cited retirement or a career change.

In May 2024, AEs from the 2009 and 2014 cohorts (25 and 42 current AEs, respectively) were invited to renew their accreditation, with applications due by 31 July.

Assessing accreditation renewal applications is a rewarding activity for the AB. It enables us to see the enormous variety of projects AEs work on, their commitment to staying up to date through professional development activities, their nurturing of other editors through mentoring, and their contributions to the profession through volunteer work for editing organisations such as IPEd.

Focus for 2024–25

The AB will first focus on activities relating to the accreditation exam in August and will then work on broadening the appeal, accessibility and uptake of accreditation. Activities will include analysing the 2024 exam data, exploring accreditation-related professional development opportunities and continuing to implement recommendations from the 2023 exam survey report.



Charlotte Cottier AE specialises in copyediting for academics, research students and independent authors of fiction and nonfiction through her freelance editing business, CC Editing Services. She passed the IPEd accreditation exam in 2012. A member of IPEd's Standing Committee on Academic Editing since its inception in late 2017, Charlotte joined the IPEd Accreditation Board in 2021 and was appointed chair in January 2023.

Accreditation Board members

Charlotte Cottier AE, chair and finance officer (EdQld);
Dr Catherine Macdonald AE, deputy chair (EdWA);
Elizabeth Beattie AE (EdANZ); Ted Briggs AE (skills-based ACT);
Nina Giblinwright AE (EdTas) – from April 2024;
Dr Louise Merrington AE (EdNSW); Dr Linda Nix AE (EdTas) – until April 2024;
Susan Pierotti AE (EdVic); Amanda Webster AE (EdSA).

Academic editing

It was a busy year for IPed's Standing Committee on Academic Editing (SCAE), which continues to work in support of the academic editing profession.

Outreach and publications

SCAE conducted a mailout to high-level academic stakeholders across Australia and New Zealand to inform them of how IPed's editors and resources can support researchers and students. The letter targeted four key areas: the IPed standards for editing practice, the Guidelines for editing research theses, our resource on the indicative costs of academic editing and the Editors Directory.

We also reviewed the indicative costs, and the resource was updated on the website.

Charlotte Cottier AE and Dr Rhonda Daniels AE published 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” – in *Proofreading and editing in student and research publication contexts: international perspectives* (ed. Nigel Harwood, Routledge 2024).

Members also published articles in *Gatherings* on these book chapters, self-employed editors and superannuation, university funding for thesis editing, and the indicative costs of academic editing.

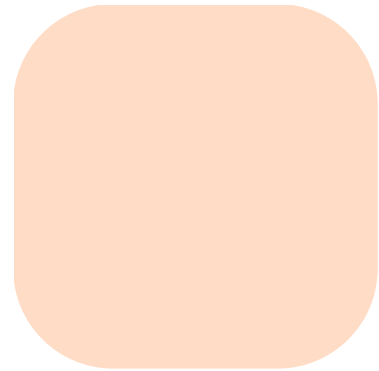
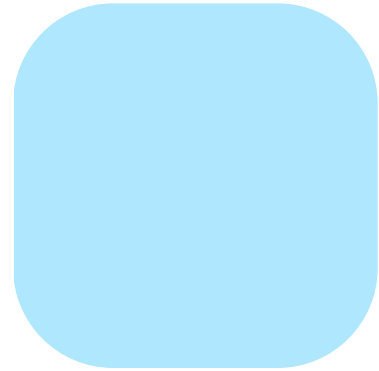
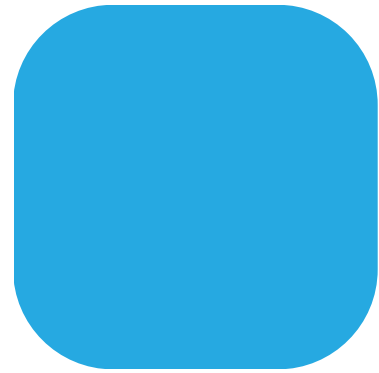
SCAE provided feedback on the revised *Standards* and IPed's strategic plan. After attending the 2023 IPed conference, members engaged with the Special Interest Group on Academic Editing.

We have worked to update the academic editing section of the IPed website, rearranging content to make it more accessible and reviewing the resources.

Plans for 2024–25

In June 2024, the committee welcomed new member Josephine Smith AE, thereby extending its membership into Western Australia. With regular two-monthly meetings, we anticipate another productive and engaging year ahead.

SCAE will go on developing public resources for the academic editing community, and working with the IPEd communications officer on the IPEd website. We will also 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 review of the Guidelines for editing research theses and professional development to be offered by SCAE members in 2025.



Dr Emily Finlay AE is chair of SCAE and a Melbourne-based academic editor. She is the managing editor of the journal *Development in Practice* and has a background in literature and continental philosophy. A professional member of IPEd, she received her accreditation in 2021.

Committee members

Dr Emily Finlay AE, chair (EdVic); Dr Rhonda Daniels AE (EdNSW);

Dr Justine McNamara AE (EdNSW);

Dr Gaye Wilson (EdNSW); Charlotte Cottier AE (EdsQ);

Affiliate Associate Professor Anne Hamilton-Bruce (EdSA); Josephine Smith AE (EdWA).

Awards and prizes

The Standing Committee on Awards and Prizes (SCAP) promotes and coordinates the three awards IPEd offers for Australian and New Zealand editors. Its aim is to celebrate and recognise quality editing and editors and raise the profile of the profession.

SCAP now has a model of one chair and three coordinators of the various awards, with support people to help each coordinator. It is a model that has worked well to date.

Janet Mackenzie Medal

The 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 generous and exemplary service to IPEd. It can also be viewed as a lifetime achievement award for a person who has devoted themselves to raising the profile of the editing profession. The Mackenzie is IPEd’s highest award and honours Janet Mackenzie DE (1947–2018). Janet was an Honorary Life Member and founding member of the Society of Editors (Victoria). She served IPEd in many capacities over many years and was the author of *The editor’s companion*.

The judging panel for the Mackenzie advised SCAP that the medal would not be awarded in 2024, although the standard of entries was high.

Rosanne Fitzgibbon Editorial Award

The Rosanne Fitzgibbon Editorial Award, known as “the Rosie”, 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 Rosie is awarded every two years. Three Rosie judges will be appointed in the coming months for the 2025 award.

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 an Australian or New Zealand tertiary institution. The prize is awarded annually for a piece of work submitted as part of the requirements for the editing qualification. The winner for the 2023–24

financial year was Despina Cook. Despina's winning entry, a structural edit report of a 135,000-word manuscript, was described by the judges of the 2024 IPEd Student Prize as "thorough and constructive, offering a nuanced assessment of the various storytelling elements such as theme, characterisation, story arc and point of view".

She is now studying for a Master of Writing, Editing and Publishing at the University of Queensland, a pathway she credits the IPEd Student Prize for helping her decide on. She has recently been selected to be a subeditor for the UQ literary journal, *Jacaranda Journal*.

Skye Kelly, a Griffith University student, was shortlisted for the prize for her copyedit of a magazine article and her documentation of the collaborative editorial process between author and editor. Anna Ngov, a University of South Australia student, was also shortlisted for her portfolio assessment comprising an essay/article, a track changes edit, a PDF editing task and a written article.

Acknowledgments

The current SCAP chair, Ann Philpott, wishes to thank previous co-chairs Carol Goudie AE (2018 to 2023) and Dr Judy Gregory (2021 to 2023) for the depth of their service and experience as co-chairs. They stood down as chairs at the end of June 2023, but stayed on as general members of the main committee for a number of months. Ann also wishes to acknowledge Dr Jennifer Rowland who stayed on the main committee for a while after Ann took over the leadership.

SCAP wishes to deeply thank all judges for the IPEd Student Prize and the Mackenzie Medal, who volunteered their time, energy, enthusiasm and professional expertise. SCAP has truly benefited from your contribution.



Ann Philpott has a background in youth work, environmental conservation, teaching and indexing. She has been an in-house and freelance editor for 30 years, including an in-house academic role since March 2019. Ann has also been a professional trainer in editing and punctuation for more than 10 years, and she taught professional writing and editing at Swinburne University for a decade.

Committee members

Ann Philpott, chair (EdVic);

Emmalee Jones, the Mackenzie coordinator (EdWA) – until 16 April 2024;

Andrea McKay, the student prize coordinator (EdANZ);

Paul Anderson, the Rosie coordinator (EdNSW); Erin Kaye Hackett (EdsQ); Kyla Jo Magin (EdsQ);

Peta Robson (EdWA); Carol Goudie AE (EdVic); Dr Judy Gregory (EdsQ);

Dr Michèle Drouart AE (EdWA); Monica Hart (EdSA) – from September 2023;

Dr Jennifer Rowland AE (EdNSW) – until 1 March 2024;

Jo Smith AE (EdWA) – until 4 January 2024; Cecile Shanahan (EdVic).

Communications and style

The Communications and Style Standing Committee (CSSC) provides guidance on how best to promote IPed, helps streamline communication between branches and with members, supports the IPed communication officer to deliver IPed’s strategic communication objectives, navigates broad issues of style, and as requested by the Board or CEO, provides communication advice on sponsorship and events.

CSSC has traditionally had subcommittees and working groups focused on specific projects, such as a website redevelopment, IPed style guide, environmental scanning and IPed marketing.

However, the 2023–24 financial year was a quiet one for CSSC. Most projects wrapped up or were transitioned to the IPed communication officer to continue as business as usual. CSSC’s role and purpose has been the subject of discussion and the 2024–25 year will likely bring changes.

Website redevelopment

The project group for the website redevelopment worked with the IPed communication officer and transitioned this project to business as usual. The IPed communication officer should be commended for the overall look and accessibility of the website.

IPed style guide

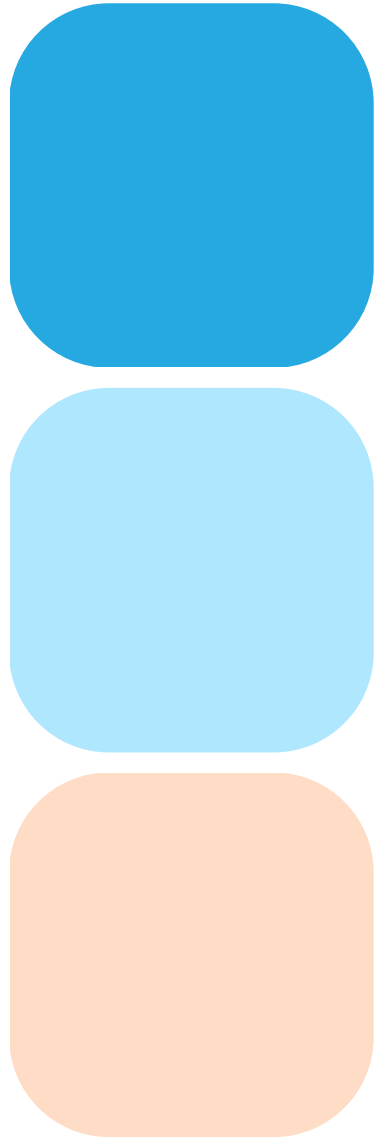
The style guide group reviewed IPed’s policies and web content to apply the style guide. This project is now completed and the group will keep a watching brief on the IPed style guide for required changes, in conjunction with the Environmental Scanning Subcommittee.

Environmental scanning

The Environmental Scanning Subcommittee has continued reviewing Australian style guides and manuals as resources to assist IPed members in identifying which guides provide advice for specific types of editing work.

IPEd marketing

The IPEd marketing group reviewed IPEd collateral to be updated and developed new material requested by branches and standing committees. This work has now transitioned to the IPEd communication officer.



Christine Atkinson is the chair of CSSC and immediate past president of Editors Queensland. She has been a member of the branch 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.

Committee members:

Christine Atkinson, chair (EdsQ); Ann Philpott, deputy chair (EdVic); Bridget Blair AE (EdVic); Julia Sudull (EdsQ); Kerry Davies AE (EdsQ); Nigel Brew AE (EdNSW); Vicki Snowdon AE (EdNSW); Kristilee Ransley (EdVic); Florence Nunens (EdVic); Cecile Shanahan (EdVic); Elisabeth Thomas (EdNSW); Angela Rogerson AE (EdWA).

Mentoring

Mentoring brings significant benefits to everyone in the editing profession, by increasing overall skill levels and building connections between editors at different career stages. The IPed Mentoring Program provides professional development for both mentors and mentees.

Mentees get the opportunity to improve their editing skills while learning from experienced practitioners. But mentors also benefit from a renewed appreciation of their own skills and they enjoy the process of sharing insights and knowledge with a new generation of editors.

Program improvements

In December 2023, the Board agreed to change the structure of the Mentoring Standing Committee and seek members across IPed rather than a representative from each branch.

This change heralds a new era for the program, and one that better reflects the way the program operates. Mentees and mentors are matched irrespective of their home branch and this IPed-wide approach means that it's easier and faster to find the perfect match for each applicant no matter where they're located.

Mentoring activity

At the start of 2023–24, 10 mentorships were in place. During the year, 14 new mentorships started and 13 ended. The number of new mentorships remained steady from the previous year, but there were 5 fewer completions.

This year we were pleased to welcome 14 new mentors, many of whom specialise in fiction editing. This brings our total number of active mentors to 41.

We thank them all for their contribution to the program, and particularly acknowledge Susan Pierotti AE, Kaaren Sutcliffe AE, Kellie Nissen, Vicki Snowdown AE and Rhonda Daniels AE, who have taken on more than one mentee in the past year.

Participants' feedback

Feedback from participants has been positive, illustrating the dedication of the committee and enthusiasm of the mentors.

When asked to provide comments, mentees told us they felt well suited to their mentors. One mentee commented, "My mentor's interest and skills aligned with my expectations" and another said, "[My mentor] and I were well-matched."

Other mentees commented on their mentor's overall approach. One said, "[My mentor] was fantastic! She was knowledgeable and very well spoken. She kept topics on track and provided valuable information." Another mentee told us: "I loved working with [my mentor] – she was always friendly, open and knowledgeable."

Mentors were also generally positive about their experiences. One mentor "really enjoyed being able to share my skills with [my mentee]" and another liked "supporting another editor to develop".

Mentors particularly appreciated mentees who came to the mentorship ready to learn, describing them variously as "enthusiastic and appreciative", "open to my suggestions and respon[sive]", "realistic and focused", and "interested and keen – a pleasure to work with".

Focus for 2024–25

Over the next 12 months, the committee will work to expand the program in line with IPEd's strategic goals. We'll implement some new marketing initiatives aimed at corporate members and investigate opportunities to establish mentorships with external partners.



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 became the Editors NSW branch representative on the Mentoring Standing Committee in June 2021 and took up the position of chair in April 2022.

Committee members

Elizabeth Beach AE, chair (EdNSW) ; Catherine Hill (EdNSW) – from April 2024;
Gabriella Munoz (EdVic) – from April 2024; Kaaren Sutcliffe AE (ACT) – until April 2024;
Adele Anderson AE (EdSA) – until December 2023;
Sheelagh Wegman AE (EdTas) – until December 2023;
Margaret Trudgeon AE (EdVic) – until July 2023

Pay and conditions

The Pay and Conditions Standing Committee (PCSC) researches editorial pay rates and maintains a range of sustainable pay rates. It addresses issues surrounding working conditions and related matters of editorial business and ethical practice.

Increases to indicative pay rates

In November 2023 we increased the ranges of fair hourly pay rates for self-employed editors on the IPEd website, as follows:

- Less than two years: A\$60–A\$85 per hour
- Professional member: A\$90–A\$130 per hour
- Editor with extensive experience: From A\$130 per hour.

We also updated the associated notes on pay rates for self-employed editors and information for in-house editors in the member portal. We advised members of the changes in the December 2023 Gatherings.

Former PCSC member Sally Asnicar keeps the salary tracker updated in real time with weekly updates, adding editing jobs that advertise a salary. It is noted that most book publishers do not advertise salary levels.

Book Industry Award and the Media, Entertainment and Arts Alliance

The Book Industry Award sets minimum rates of pay for editors in book publishing, which are very low compared with salaries paid to editors in other workplaces, as our salary tracker shows. Salaries for in-house editors in book publishing, a highly feminised industry, also set a low bar for rates paid by publishers to freelance editors.

The Media, Entertainment and Arts Alliance (MEAA) is the union that represents editors in the book industry. We met with representatives of MEAA in late June 2023, and since then we have continued to call for collaboration between our organisations to improve pay and conditions for in-house and self-employed editors. For the MEAA to assist, it needs to increase its membership among book industry staff. We have proposed that the MEAA provides a discounted membership fee to IPEd members under an agreement between the boards of both organisations. We have not yet received a response.

Working with self-employed editors: A guide for clients

We published our client guide on the IPEd website in May 2023, under [Find an editor](#), with links also in other relevant pages. The guide has been promoted by the Australian Publishers Association, (APA) Small Press Network (SPN) and Australian Society of Authors (ASA).

The guide is designed to help self-employed editors and their clients work together. It provides information about what constitutes fair and acceptable professional practice, and principles for preventing or solving problems in the editor–client relationship.

We are preparing a workshop for ASA members to familiarise authors with the guide and promote the benefits of using it when working with self-employed editors. A similar workshop may be offered to IPEd members through the Standing Committee for Professional Development.

IPEd surveys and member demographics

We provided feedback to the IPEd CEO in developing the membership survey distributed in April 2024. We are now planning the next survey on editors' work and income for late 2025, to update our 2021 survey. We are examining how IPEd can collect more information from member applications and renewals to gain a better idea of our member demographics, especially the number of freelance and in-house editors and the types of organisations they work for. This will support our collaboration with MEAA on building their membership through IPEd.

Other work

On behalf of IPEd, we made a submission to the Australian Bureau of Statistics review of its Australian and New Zealand Standard Classification of Occupations (ANZSCO) for print and internet publishing in December 2023. As a result, ANZSCO is planning to create a new occupation of Print or Digital Content Editor, replacing the existing occupation of Newspaper or Periodical Editor, and to retire the occupation of Proofreader. The final consultation round is underway.

We need members, especially those with in-house experience, to support our work, possibly by working on a project basis. Please get in touch if you have an interest in this area.



Kerry 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.

Committee members

Kerry Davies AE, chair (EdsQ); Rhonda Daniels AE (EdNSW);
Marisa Wikramanayake, Media, Entertainment and Arts Alliance (MEAA).

Professional development

The role of the Standing Committee for Professional Development (SCPD) is to ensure and support the delivery of relevant, equitable and cost-effective professional development (PD) to all IPEd members.

Committee members and contributors

The committee was made up of branch committee members involved in various PD activities. As PD Director, I served much of the year as the interim chair. We remain keen to recruit a suitable member from outside the current committee as chair.

Among those we farewelled during this year was Ian Mathieson, who led SCPD first as a co-chair and then as the chair. Ian's commitment to and enthusiasm for PD laid the foundations for the past year's work. His legacy includes developing our exceptional Macros workshops with world experts Jennifer Yankopolus and Paul Beverley, which remain a mainstay of the SCPD program.

There was additional movement on the committee through the year, as branch committees evolved. We introduced a policy of inviting branches not represented on SCPD to send a guest to each meeting. This greatly enhanced the exchange of information, plans and knowledge among relevant personnel, all of whom share a passion for supporting their peers and offering high-quality PD opportunities to our members and the wider industry.

Centralisation and coordination

This year found us grappling with IPEd's strategic shift toward greater centralisation of PD planning and coordination. While that has the potential to tighten and target PD offerings, streamline staff support and lighten demands on branch volunteers, the practical shift proved challenging. We therefore developed a number of online tools and procedures to improve coordination and monitoring of PD offerings, which reduced duplication and date clashes. Where similar topics arose at SCPD and within a branch, we worked together to negotiate the best way to deliver for members. At times,

for example, a branch-hosted presentation was scheduled with an in-depth SCPD workshop on the same topic to follow.

With significant consultation with branches, we created a transition plan and a 2024 program of SCPD workshop topics, now being rolled out. This allowed new branch workshops to be designed to complement the SCPD list. We confirmed that SCPD workshops will always be online, whereas branches may choose face-to-face options. SCPD also collaborated with IPed staff and relevant standing committees and working groups to develop training related to their priorities and research.

Workshops

SCPD workshops often involve substantial volunteer time, from development with presenters, to liaison with attendees and Zoom production. As well as work the committee undertook, SCPD continued to support the Accreditation Skills workshops presented by trainer Cathy Nicoll AE and hosted by members AJ Collins AE and Adam van Langenberg. This is vital work, and a significant volunteer contribution from AJ and Adam for which we greatly thank them.

Workshops delivered by SCPD between July 2023 and June 2024 were:

- Accreditation skills with Cathy Nicoll AE (Oct 2023, Dec 2023)
- Macros for PC with Paul Beverley and Jennifer Yankopulos (Oct/Nov 2023)
- First Nations in fiction with Angie Martin (Nov 2023)
- Macros for Mac with Paul Beverley and Jennifer Yankopulos (Feb 2024)
- Style Guides (jointly with Canberra Society of Editors) (March 2024)
- Copyediting (Accreditation Level) with Cathy Nicoll AE (April, May 2024)
- Editing historical fiction masterclass with Renée Otmar DE (May, June, July 2024)

Financial and geographical considerations

SCPD's brief covers the full scope of PD. We therefore reviewed fees for workshops and presentations prior to finalising 2024–25 budgets. We were mindful of cost-of-living pressures facing the diversity of our members, from students and emerging editors to semi-retired freelancers. Some small, targeted increases were introduced for members, with higher increases for non-members.

The breadth of IPed's geographical coverage has also been challenging. SCPD attempts to provide a range of timing options and ensure some manageable options for members from New Zealand to Western Australia.



Resources

SCPD worked on resources to help presenters and volunteers. Some of this work was with IPEd staff, including input into the booking process and Events Booking form used by volunteers, and the survey sent to members. We also designed a tip sheet for training presenters and hosts. Prompted by concerns from branch events organisers, we advised on a new contract for speakers and presenters.

SCPD would like to thank the many members who attend our workshops and other IPEd PD with such enthusiasm and willingness to share experiences, ask questions and advance discussion. We also thank the many members who responded to the IPEd member survey, which provided valuable data to help us shape the current and coming year's priorities.



Stephanie Holt AE combines freelance editing with an ongoing role with the History Council of Victoria. A former Meanjin editor, she taught and coordinated editing programs at RMIT University for almost 20 years. Her specialist editing (and writing) areas are sport, the arts and Australian history.

Committee members

Stephanie Holt AE, chair (EdVic) – from August 2023;
 Ian Mathieson, chair (EdsQ) – until August 2023; Debbie Hicks (EdNSW) – until November 2023;
 Anne Edwards (EdNSW) – from November 2023;
 Marita Smith AE (EdNSW) – from November 2023; Poppy Solomon (EdsQ) – from January 2024;
 Christine Tozer (EdsQ) – from January 2024; Kerrie Le Lievre (EdSA); Caroline Arnoul (EdVic);
 Margaret Trudgeon AE (EdVic); Liam Selby (EdWA).

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 from IPEd members and committees, and other stakeholders. The ISWP then called on consultants to review the updated draft through the following lenses: First Nations and Māori language and culture; diversity, equity and inclusion (DEI); and accessibility, especially for people with print disability.

We received these reviews between January and May 2023 and took time to consider and incorporate their suggestions. In late 2023, the revised draft went to the IPEd Board, the Accreditation Board and other committees, and then to members, for final feedback. The third edition was approved by the IPEd Board and launched online in March 2024.

Activities in 2023–24

The ISWP received feedback from the consultants on First Nations and Māori perspectives, DEI and accessibility, and we completed the related revisions. We then sought final feedback from the IPEd Board, the Accreditation Board and other committees, and from IPEd members. The draft was sent for formatting and proofreading. Updates were published in Gatherings from time to time. The revised *Standards* were launched online in March 2024. The ISWP was disbanded in June 2024.



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. In September 2022 she moved to Finland where she has been working as an international university researcher.

Working party members (2023–24)

Dr Sharon Lierse, chair (EdVic); Kerry Davies AE (EdsQ); Justine Dixon Cooper (EdNSW); Julie Ganner AE (EdNSW); Marja Stack AE (EdANZ).

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.



Aotearoa New Zealand

Overview of 2023–24

At our October Annual Branch Meeting, I stepped into the vacant president role. I have enjoyed getting stuck in and helping to shape the branch’s agenda for the following years. It’s a privilege to represent the branch and I aim to do the role justice. I’ve had wonderful backing from our small but mighty committee. Huge thanks to Joan Gladwyn and Jane Matthews for their continued support. Joan has been on the EdANZ committee from its very first meeting, and she’s been a great support and mentor for me. Thanks also to our new committee members, Juanita Nieuwoudt and Rina Wongpanich, for stepping up as our secretary and budget officer, respectively. Membership has remained steady at around 50 members.

Accreditation exam

We had four people register for the accreditation exam in August 2024, and the exam was held in person in Wellington.

Standards for editing practice

In March 2024, the revised IPEd standards for editing practice were released. Marja Stack AE was a key member of the working party, with Paula Wagemaker and Susi Bailey providing their time and expertise early in the project. I’m proud of the way Marja represented EdANZ and the work she and the working party have done to make the Standards the comprehensive and inclusive document that it is. Thank you!

Events and looking ahead

We’re slowly getting events running again. We started with “Aotearoa New Zealand copyright” in May 2024 and “Editing Māori-language text in English-language publications” in July. We have plans for more events throughout 2024 and 2025 with an Aotearoa focus. 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.



Deborah Shaw AE joined IPEd in March 2020 and the Editors Aotearoa New Zealand committee in December 2021. She edits theses for students and adventure narratives for indie authors.

Committee members

Deborah Shaw AE, president, social media coordinator and events coordinator;
Juanita Nieuwoudt, secretary; Rina Wongpanich, budget officer;
Joan Gladwyn, website coordinator and membership coordinator;
Jane Matthews, newsletter coordinator; Elizabeth Beattie AE, Accreditation Board delegate.

New South Wales

The hardworking Editors NSW committee was busy during the year, creating events, activities and news articles to support our members. Although we saw a higher turnover of committee members than usual, we still managed to keep to our program of events and activities on track.

I've seen incredible progress in both IPEd's work and the activities of our branch over the past 10 years. When I first joined the committee in 2014, we were still a distinct organisation, the Society of Editors (NSW). Most of the professional development and networking opportunities for members were local events rather than national ones, which meant only Sydney-based members could attend regularly. Today, any member of Editors NSW can participate in branch activities and join committee meetings without ever coming to town – or even leaving home.

Our online presentations this year covered a diverse range of topics: working with government departments (Lou Merrington AE and Viscarra Rossel); editing in a time of change (Alice Grundy); editing for accessibility (me); how to get work in Australian universities (Kai Jensen AE); editing the autistic voice (Clem Bastow in conversation with Lou Merrington); editing trauma in the Australian context (Camilla Cripps); and the author–editor relationship (Jessica Dettman and Kate O'Donnell). We also hosted an online meetup of neurodivergent editors, which was well attended.

We do still meet in person from time to time though. The branch continues to organise biannual dinners in Sydney and social lunches in both city and regional areas. It's a perfect way to meet our fellow editors, especially in a profession like ours where many of us work in isolation. This year we held our usual pre-Christmas get-together on the waterfront in Kirribilli, and a winter dinner in a new venue at Circular Quay. Members hosted social lunches in Wyong and Gosford on the Central Coast, Leura in the Blue Mountains, Armidale in New England, and Manly, Cheltenham and Surry Hills in Sydney.

Our branch also provides a monthly summary in the newsletter of what the committee is working on and the events we hosted during the previous month. This helps ensure our members benefit in some way from the activities we offer, even if they can't participate on the day.

That we can do all this is down to our wonderful committee members, who generously volunteered their time for all or part of the committee year:

- Kai Jensen AE organised and ran our program of speaker presentations.
- Kirsty Arnold supported Kai during these events until April.
- Jen Rowland AE and Emmanuelle Botté joined us in May and June, respectively, as Zoom support for Kai.
- Ruth Power organised our social lunches and the biannual dinners, including rounding up raffle prizes.

- Russell Noakes created our annual budget and watched our spending carefully to ensure we stayed on track.
- Elisabeth Thomas collected and edited our news items for Gatherings each month, so members were kept informed about our activities and plans.
- Angela Damis AE proofread and wrote some of the committee's news articles until the end of 2023.
- Angela Terrill was our branch secretary until March.
- Camilla Cripps began as our news writer in January and then took over as branch secretary, writing the minutes of our committee meetings.
- Kerry Anderson and Carolyn Page AE joined us in June as our branch news writers.
- Anne Edwards and Marita Smith AE represented the branch on IPEd's Standing Committee on Professional Development (SCPD) from November 2023, helping to develop new workshops.
- Debby Hicks acted as our delegate to SCPD until September 2023.
- Paul Anderson provided the committee with any support we needed during the year, including writing some of our news articles and acting as the returning officer for our annual branch meeting.
- Justine Dixon Cooper, the IPEd director for New South Wales, kept the committee informed on the work of the IPEd Board.
- Lou Merrington AE updated us on the activities of the Accreditation Board as it prepared for the next exam.
- Elizabeth Beach AE was our branch delegate to the mentoring program until it was restructured at the end of 2023.



Julie Ganner AE is a freelance editor and a lecturer at the University of Sydney (Master of Publishing). She is co-author of [Books without barriers: a practical guide to inclusive publishing](#) and [Inclusive publishing in Australia: an introductory guide](#), both of which are available for free download. Julie's past IPEd positions include membership of the IPEd Standards Working Party, chair of the Accessibility Initiative Working Party, Accreditation Board delegate and IPEd councillor.

Committee members

Julie Ganner AE, president; Marita Smith AE, secretary; Russell Noakes, budget officer; Elisabeth Thomas, news editor ; Kerry Anderson, news writer; Carolyn Page AE, news writer; Anne Edwards, professional development officer; Kai Jensen AE, presentations coordinator; Jen Rowland AE, Zoom support assistant ; Emmanuelle Botté, Zoom support assistant; Ruth Power, networking coordinator; Justine Dixon Cooper, IPEd director; Lou Merrington AE, Accreditation Board delegate; Kirsty Arnold ; Paul Anderson; Angela Damis AE; Angela Terrill ; Camilla Cripps ; Debby Hicks, SCPD delegate – until September 2023; Elizabeth Beach AE.

Queensland

As in the previous financial year, Editors Queensland hosted a variety of events in 2023–24 despite volunteer shortages. Our thanks go to Linden George AE and Christine Tozer, who have organised speaker events and one workshop (see the following table), Kayt Duncan and Julia Sudull for their technical support, and Kerry Davies AE for managing the bookings and the budget. Speaker events netted a profit of \$4,960 for the year to 30 June 2024, while the workshop resulted in a net gain of \$807.

Social events

Editors Queensland organised a Spring Sunday lunch at the City Botanic Gardens Café on 22 October 2023, which was well attended and saw lively discussion about editing practices and attendees' backgrounds. One new member, Christine Tozer, volunteered to help with the organisation of PD events and is still in that role.

Our last social event for the year in Brisbane was the end-of-year dinner at the Albion Hotel. It was also well attended. No social events in Brisbane have taken place since then because our social events coordinator withdrew from that role at the end of 2023, and we have so far been unable to find someone else to fill the position. Currently we are organising a picnic for 8 September, with executive member Jeni Lewington AE in a coordinating role.

Meanwhile, the Sunshine Coast regional subgroup of Editors Queensland, coordinated by Lisa Hill, has been going strong, meeting every three months over lunch for an exchange of experiences and ideas. Their most recent event was on 5 July. Eight editors attended. In Toowoomba, Tonia Grundy AE periodically organises social events, which are attended by around three people each time.

Other regional connections

Editors Queensland has attempted to enliven a dormant Gold Coast editors' group, with mixed success. A social event is now in planning. As in other regional areas, the experience is that although significant numbers of IPEd members respond enthusiastically to our call-out for those who may be interested in meeting up, it is very difficult to find anyone to coordinate such catch-ups, even just an initial one. At the same time, my experience demonstrates the value of such face-to-face gatherings.

The branch committee

Branch committee meetings have been held on the third Wednesday of the month, every month except December and January. Several committee members also serve on standing committees and working groups of IPEd:

- Christine Atkinson – chair of Communications and Style Standing Committee (CSSC)
- Kerry Davies AE – chair of Pay and Conditions Standing Committee (PCSC)

- Charlotte Cottier AE – chair of the Accreditation Board
- Julia Sudull – member of Communications and Style Standing Committee (CSSC)
- Kayt Duncan – member of Communications and Style Standing Committee (CSSC)
- Christine Tozer – EdsQ representative on Standing Committee on Professional Development (SCPD).

Plans for 2024–25

Speaker meetings have been arranged for September (manuscript appraisal with AJ Collins AE) and November (the intersection between editing and translation with Jodie Lea Martire). Further topics are in planning. Several training workshop ideas and presenters are being investigated, although none has eventuated for later in 2024 (so far). Issues that remain ongoing, apart from the need to recruit more volunteers, include catering for our student membership (and attracting more student members), countering a slight downturn in overall financial membership and finding mentors from Editors Queensland. The composition of the branch committee looks to remain largely as it is now after our ABM.



An English teacher by training, Glenine Hamlyn AE learned editing in a German publisher of English textbooks for schools. Back in Australia, she took up freelance editing in Queensland in 2013, gaining accreditation in 2014. Glenine mainly edits books in the humanities. She is also a NAATI-certified translator of German to English.

Committee members

Glenine Hamlyn AE, president; Christine Atkinson, vice-president;
Paul Vander Loos, administration officer; Kerry Davies AE, budget officer;
Jeni Lewington AE, executive member; Janet Hou, executive member;
Linden George AE, events coordinator; Kayt Duncan, events technical officer;
Christine Tozer, professional development coordinator; Julia Sudull, communications officer;
Roslyn Copas, affiliates liaison officer; Charlotte Cottier AE, Accreditation board delegate;
Ruth Davies AE, IPEd director; Lisa Hill, Sunshine Coast regional coordinator;
Tonia Grundy AE, Toowoomba regional coordinator

South Australia

The Editors South Australia (EdSA) 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 engaging with new and existing local members around the state, as well as offering interesting IPEd-wide events. We continue to embrace the benefits of Zoom, with our online book clubs and “in conversation” speaker series attracting highly engaged participants.

Membership

As of June 2024, Editors SA had 93 members, which represents a reduction of seven members over the year. The main reason for the decline has been due to members retiring. We have welcomed six new Associate members, four new Professional members and two Student/Graduate members in that period. A number of those new members have been profiled in Gatherings.

All new members receive a personal welcome email from our membership officer Melanie Dankel AE, followed by a six-monthly email to ensure they are getting maximum benefit from their membership and to enquire how we can further support them. The membership officer has also been sending new members personal invitations to upcoming in-person events, and this occasionally encourages attendance.

Events and professional development

Our events calendar this year, in response to survey results, focused on more local social networking opportunities for our members. They have included: social drinks with Writers SA, an end-of-year picnic, the traditional Writers’ Week breakfast, and a morning tea in the Southern region. One of our goals this year has been to engage with our members in regional areas by moving our social events around South Australia. The online book clubs have continued to foster a community of attendees from across Australia and Aotearoa New Zealand, with several coming to multiple book club meetings, while the “in conversation” speaker events have been some of our most successful events, particularly the ChatGPT event with Donna McGeorge. Challenges remain in engaging branch members to attend both online and in-person events, with a pattern of last-minute bookings for online events emerging. We continue to build our relationship with Writers SA, and we look forward to co-hosting social and professional development events with them in 2024–25.

Strategic planning

Strategic planning is key for the Editors SA 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) and expanded our offerings regionally. Results from our recent member survey provided further ideas for our events calendar in the upcoming year. We hope that through greater engagement and community spirit, we can

get more volunteers on the committee (or to assist with discrete tasks), join IPEd-wide standing committees and working groups to continue our historically robust representation, and generally get excited about what we can achieve together!

Your branch committee

I would like to say a sincere thank you to the 2023–24 Editors SA committee: Jo Vabolis (vice-president and secretary), Kerrie Le Lievre (events), Melanie Dankel (membership), Deb Coleman-George (budget), Mike Lim (communications) and Marian Gabor (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 AE (Mentoring Standing Committee), Amanda Webster AE (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.



Sumudu Narayana is a freelance editor based in Adelaide. 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.

Committee members

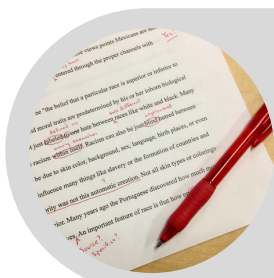
Sumudu Narayana, president; Jo Vabolis AE, vice-president and secretary;
Kerrie Le Lievre, events coordinator, and SCPD representative;
Melanie Dankel AE, membership officer, and IPEd director; Deb Coleman-George, budget officer;
Mike Lim AE, communications officer; Marian Gabor, general member;
Adele Anderson AE, Mentoring Standing Committee delegate – until December 2023;
Amanda Webster AE, Accreditation Board delegate

Tasmania

The Editors Tasmania branch has seen a few changes this year. Sabine Borgis stepped down as president and resigned from the committee and Gordon Campbell AE stepped down as our director on the IPEd board. After doing a ring-around of members prior to the 2023 ABM, we managed to interest Andrew McCrae AE in joining us on the committee and very soon persuaded him to become the Tasmanian director. Nina Giblinwright was also approached to take on the role of Accreditation Board delegate and has agreed to join the committee. Sheelagh Wegman AE, Catherine Munro and I share the other branch committee roles.

Since then, Catherine has announced that she will be retiring and will not be renewing her IPEd membership. Andrew has offered to take on Catherine's duties with the Facebook page and chairing the meetings. I have been acting in the position of president and will continue to take the minutes at meetings and will now send out the agendas. We certainly need to encourage a few more members to join us on the committee.

This year we reintroduced coffee mornings, which has proved beneficial for getting to know a few more of our members (no longer just names on a list). We have had three events so far, which have been quite successful – only six to eight attendees, but some different people each time and plenty of interesting information and advice swapping. We have also just had our annual "shortest day book group afternoon tea". Again, only a small turnout but a pleasant afternoon with some very interesting reads to discuss. We will continue to hold coffee mornings around the third Wednesday of the month for the rest of the year.



Alex Sutherland joined the committee of the Society of Editors (Tasmania), now Editors Tasmania, in 2016. Alex was a graphic designer for Hobart City Council from 1988 to 2014 and became an editor by necessity as creating promotional material for various Council departments involved much editing of the information supplied. They found they quite enjoyed that part of the job and now do editing, typesetting and layout through to publishing if necessary.

Committee members

Alex Sutherland, president; Sheelagh Wegman AE, Mentoring delegate (until December 2023) and events planning; Catherine Munro, social media administrator;
Gordon Campbell AE, IPEd Director – until 6 November 2023;
Andrew Macrae AE – from 18 June 2024;
Sabine Borgis – until 30 April 2024; Nina Giblinwright AE – from 8 April 2024

Victoria

Editors Victoria (EdVic) prides itself on offering quality events and professional development (PD) workshops to its members and to the wider IPEd membership. Once again, EdVic aimed to run a slightly reduced calendar of six events and six PD workshops, along with cuppa discussions when possible. Attendance figures remained strong for PD, with all workshops selling out quickly. For events, bookings were generally strong, but actual attendance figures were lower, possibly due to people choosing to watch the recorded versions later on. EdVic also reached out to Writers Victoria to re-establish links between the two organisations.

Professional development and social events

The EdVic events team (Lee Ellwood AE and Kylie Howard) came up with a raft of ideas for events, but encountered a few challenges in presenting them, including speaker unavailability and clashes with other IPEd events. Despite this, they were able to organise and present four speaker events – three online and one in-person (our Christmas event with speaker Kate Burrige). Many of the 29 attendees commented that it was great to be back in a physical room with other editors. For the first online event, Tim Coronel spoke about the Small Press Network. In May, Eileen Camillery from the Australian Copyright Council spoke about its offerings to editors. For the ABM we were fortunate to engage composer/writer Monique diMattina, who is writing a musical about Stella Miles Franklin. We were all greatly enlightened about this notable female Australian literary figure by the end of the evening.

Caroline Arnoul organised and ran a total of six PD workshops, with assistance from subcommittee member Donald Ritchie. Two were run twice due to demand – a grammar refresher with Linda Nix AE and editing for point of view with Nadine Davidoff. Other topics included introduction to ebook editing and editing tools to boost your productivity. Caroline also organised and moderated a workshop on social media for editors for SCPD during the year. Other EdVic activities included an online book launch, two “ask an editor” cuppas aimed at editing and publishing students, and several networking lunches and coffee mornings in Melbourne and regional areas, which were well-attended. Other committee members also put in great effort behind the scenes to ensure that everything ran smoothly for the branch, including publicising events and workshops on the social networks. Our budget officer worked hard to present our next budget for 2024–25 and our secretary pulled out the stops to get the ABM up and running. Two of our committee members featured on the “Ask an editor” cuppa. We also ran two in-person planning days to discuss ideas and plans.

Committee membership

After experiencing a lack of committee members near the end of the previous term, we started off the new term with an almost-full committee, with numbers remaining stable over the year. The only position we lacked was vice-president, and our first communications officer stepped down early on, but subcommittee member Cecile Shanahan agreed to take it on, receiving assistance from another new subcommittee member, Sophia Chan. Our enthusiastic

subcommittee members have offered great support to the officers in the areas of communications, events and PD. Attendance at committee meetings was generally good, although it was challenging to find a day and time to suit everyone, and we ended up alternating nights to give everyone the opportunity to attend at least one meeting every two months.

Our ex-officio positions include a student advisor and an inclusion and access advisor. Both roles were given valuable guidance by our projects and outreach officer, Ann Philpott. Steph Huddleston ran one successful student cuppa (with another in planning for later in the year) and also prepared a survey for the student attendees, gathering some very useful information, and updated the mailing list of editing educators. Thirangie Jayatilake interviewed Dr Renée Otmar DE for her book launch and organised a speaker event with Indian copyeditor Pallavi Narayan, on South-East Asian publishing houses. Stephanie Holt AE, as the IPEd director for Victoria, kept us informed about IPEd matters and helped with procedural issues, while Susan Pierotti AE continued to represent us on the Accreditation Board. Several of our committee members also serve on other IPEd standing committees and working parties.

All in all, it was a very productive year for the committee, with great teamwork demonstrated between all the committee members. At the end of the term, three of our members decided to step down, and we wish them well. I thank all EdVic committee members for their hard work and commitment over the year.



Margaret Trudgeon AE is a freelance editor based in Melbourne, who mainly works on educational and art books. She is a long-term member of IPEd, and joined the committee as secretary in 2020, before becoming vice-president, then president in 2023. She has also assisted with IPEd accreditation exams in different roles and has been a mentor.

Committee members

Margaret Trudgeon AE, president; Bridget Blair AE, secretary; Jenn Zabinskas, budget officer; Bonnee Crawford and Cecile Shanahan, communications officers; Lee Ellwood and Kylie Howard, events coordinators; Caroline Arnoul, professional development; Ann Philpott, projects and outreach officer; Susan Pierotti AE, Accreditation Board delegate; Stephanie Holt AE, IPEd director; Cai Bardsley, student advisor – until September 2023; Steph Huddleston, student advisor – from September 2023; Thirangie Jayatilake, inclusion and access advisor

Subcommittees

Donald Ritchie, professional development; Kylie Howard and Jenn Zabinskas, events; Sophia Chan, communications

Western Australia

In the 2023–24 financial year, the Editors WA committee focused on building strong relationships with industry partners and between our members while also advocating for the profession. I want to extend a huge thank you to my fellow committee members Catherine Macdonald AE, Josephine Smith AE, Angela Rogerson AE, Liam Selby, Cheryl Bettridge AE and Brooke Burke. They've been working tirelessly behind the scenes and we would not be where we are as a branch without them.

The year began with an ambitious event to bring together editors and partners from across multiple industries in our September Sundowner. We were delighted to host representatives from universities, government and writers centres for light nibbles and drinks and take the opportunity to talk casually with them about how IPEd's members could help them. We continued to bolster these connections throughout the year with presentations to various writers centres around the Perth metropolitan region. Representatives from Editors WA were also present at Perth Festival's Writers Weekend, a two-day extravaganza at the State Library of Western Australia where our team was situated amongst local writing specialists and centres to speak with writers about their editing needs. Meanwhile in professional development, we presented a workshop on social media for editors and separate workshops on structural editing for fiction and nonfiction with Kate Goldsworthy. As next year progresses, we hope to begin adding more professional development opportunities to our calendar alongside these advocacy and networking events to continue servicing the needs of our members.

This was my final year as president of Editors WA and I am excited to make way for my successor to continue building up our wonderful branch with their own ideas and leadership. It has been an honour to serve my fellow editors in this role and I am grateful for the support, friendship and guidance my peers have extended to me. It truly has been life changing to be president of this branch and I am in debt to all the people who helped me along the way. I look forward to supporting our new president from a regular position on the committee in future. It's been a wonderful four years, and I hope you'll continue to throw your support behind our new president as you have done for me. Here's to another fabulous year!



Jess Gately is a freelance editor from Perth who loves speculative fiction. She has been the branch president of Editors Western Australia 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.

Committee members

Jess Gately, president; Catherine Macdonald AE; Josephine Smith AE;
Angela Rogerson AE; Liam Selby; Cheryl Bettridge AE; Brooke Burke

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