



Australian
Nursing & Midwifery
Accreditation Council

Annual Report 2013–14



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1 Overview

About the Australian Nursing and
Midwifery Accreditation Council

Highlights 2013–14

Report from the Chair

Report from the Chief Executive Officer

About the Australian Nursing and Midwifery Accreditation Council

The Australian Nursing and Midwifery Accreditation Council (ANMAC) was established as the external accreditation entity by the Nursing and Midwifery Board of Australia (NMBA) in April 2010 under Section 43 of the Health Practitioner Regulation National Law 2009 Act (*Qld*)—National Law.

Role

ANMAC is the single, independent accrediting authority for nursing and midwifery education programs under the National Registration and Accreditation Scheme¹ (National Scheme). ANMAC protects the health and safety of the Australian community by promoting high standards of nursing and midwifery education. Quality education assures the community that nurses and midwives who complete education programs accredited by ANMAC can practise and care for people in a safe and competent manner.

To perform this role, ANMAC operates under its National Accreditation Guidelines to:

- develop accreditation standards for nursing and midwifery programs that lead to registration or endorsement
- accredit Australian providers of nursing and midwifery education as well as nursing and midwifery programs leading to registration or endorsement.

ANMAC is also an assessing authority for the Australian Government's Department of Immigration and Border Protection. ANMAC assesses the skills of nurses and midwives wishing to migrate to Australia under the General Skilled Migration category and determines suitability for permanent migration.

To perform this role, ANMAC:

- assesses skills of internationally qualified nurses and midwives who want to migrate to Australia
- develops, reviews and provides policy advice on matters relating to accreditation and skilled migration of nurses and midwives.

ANMAC issued a new Strategic Statement 2014–2017 during the reporting year, updating its vision and values.

Vision

ANMAC contributes to a high-performing nursing and midwifery workforce by delivering high-quality education accreditation and assessment services.

ANMAC contributes to an environment that provides, promotes and assures world-class education accreditation and assessment services. This in turn fosters better nursing and midwifery performance and high quality and safe health care for the Australian community.

¹ The objectives of the National Registration and Accreditation Scheme are found in Section 3(2) of the National Law—www.legislation.qld.gov.au/LEGISLTN/ACTS/2009/09ACo45.pdf

Values

- **Integrity**—Demonstrate leadership, are trustworthy, and act with honesty, openness and respect.
- **Learning**—Value learning as a lifelong process and strive to adapt and be responsive to new challenges and opportunities.
- **Accountability**—Open and accountable to the Australian community. Transparent with processes for developing accreditation standards and policies.
- **Inclusiveness**—Value others and ourselves as unique individuals and celebrate commonalities and differences. Promote open communication, ongoing collaboration and the free exchange of ideas and information.
- **Excellence**—Strive for excellence and continuous quality improvement in everything ANMAC does. This underpins ANMAC's way of working.

Accountability

As two independent entities under the National Law, the NMBA and ANMAC have distinct and separate roles and responsibilities in relation to accreditation functions. These regulatory organisations carry out separate and independent functions. Their partnership is based on the underlying premise that the two organisations will work together to promote the objectives and guiding principles of the National Scheme which are to:

- help keep the public safe by ensuring that only health practitioners who are suitably trained and qualified to practise in a competent and ethical manner are registered
- facilitate workforce mobility for health practitioners
- facilitate provision of high-quality education and training for practitioners
- facilitate the assessment of overseas qualified practitioners
- facilitate access to services provided by health practitioners
- enable the continuous development of a flexible Australian health workforce.

Highlights

1 July 2013–30 June 2014

July 2013

- ANMAC expanded and created three new executive director positions to support the Chief Executive Officer and lead strategic initiatives including the development of a research agenda. The expansion included the establishment of a dedicated Strategy Implementation and Communications section and Accreditation and Assessment Services section, comprising four units: Accreditation Services; Monitoring and Assurance; Standards Review and Development; and International Services.
- ANMAC extensively reviewed and released for public consultation the Accreditation Standards for Entry Programs for Internationally Qualified—Registered Nurses and Accreditation Standards for Re-entry to the Register—Registered Nurse.
- ANMAC began to assess the skills of enrolled nurses seeking to migrate to Australia.

August

- The boards of ANMAC and the NMBA held an inaugural joint meeting to build a strong collaborative relationship.

October

- ANMAC held consultation forums across Australia to seek feedback from stakeholders on the Midwife Accreditation Standards 2014. Forums were held in Adelaide, Darwin, Launceston, Sydney, Townsville and Wagga Wagga.
- ANMAC presented at the Australian College of Midwives' biennial conference in Hobart on the evolution of the Midwife Accreditation Standards 2013.

November

- ANMAC attended the International Council of Nurses Credentialing and Regulators Forum meeting in Ottawa, Canada, contributing to discussions on evolving regulatory models and outcomes of regulatory research.

December

- The ANMAC Board appointed a new Chair, a director representing the Council of Deans of Nursing and Midwifery (Australia and New Zealand), and a community director.

January 2014

- ANMAC hosted a delegation of Canadian leaders responsible for championing issues related to immigration assessment and recognition of prior learning. This enabled the representatives from the two countries to exchange ideas on assessment and credentialing processes for professional occupations.

February

- ANMAC participated in a series of public forums across Australia, engaging with applicants seeking information on skills assessment for permanent migration.

March

- ANMAC met with the Nursing Council of New Zealand and the Midwifery Council of New Zealand, continuing close collaboration and exchanging information on key professional and policy issues as well as on planned strategic research and projects.
- The boards of ANMAC and the NMBA held their second joint meeting, exploring opportunities for research underpinning the development and review of accreditation standards, as well as matters relating to internationally qualified nurses and midwives seeking to be registered and/or work in Australia.



Wreath laying at the Australian War Memorial for International Day of the Midwife and International Nurses Day

<p>April</p>	<ul style="list-style-type: none"> • The ANMAC Board appointed a new director representing the Australian College of Midwives and a new director with nursing and midwifery educational expertise.
<p>May</p>	<ul style="list-style-type: none"> • ANMAC attended the World Health Professions Regulation Conference in Geneva, Switzerland. • ANMAC participated in activities to support the International Day of the Midwife (5 May) and International Nurses Day (12 May) and acknowledged the contribution of midwives and nurses to health care services and the delivery of better health outcomes for the Australian community. • ANMAC participated in the inaugural Health Regulatory Authorities of New Zealand Conference. • Senior ANMAC leaders from Accreditation and Assessment Services delivered a key note address at the Community Nurses and Midwives Symposium in Canberra on influencing nursing through the accreditation of nursing and midwifery education.
<p>June</p>	<ul style="list-style-type: none"> • ANMAC accredited 41 new nursing and midwifery programs of study (1 July 2013 to 30 June 2014). • ANMAC assessed 78 applications for major or minor modifications to accredited programs of study. • ANMAC completed the Midwife Accreditation Standards 2014 (1 July to 30 June 2014), • ANMAC began to develop education accreditation standards (1 July 2013 to 30 June 2014) for: <ul style="list-style-type: none"> – Programs Leading to Endorsement for Scheduled Medicines for Midwives – Nurse Practitioner Accreditation Standards – Entry Programs for Internationally Qualified—Registered Nurses – Re-entry to the Register—Registered Nurse.

From the Chair

During the last 12 months I have had the privilege—along with Professor Jill White AM and Clinical Professor Fiona Stoker—of sharing the Chair role of the Board of the Australian Nursing and Midwifery Accreditation Council (ANMAC).

(L to R) Professor Robert
(Bob) Meyenn, Acting
ANMAC Board Chair

Professor Jill White AM
ANMAC Board Chair

Clinical Professor
Fiona Stoker
ANMAC Board Chair



It was another busy year for ANMAC with ongoing work in developing and reviewing accreditation standards. The Midwife Accreditation Standards were completed in 2014. Work continues on the Accreditation Standards for Programs Leading to Endorsement for Scheduled Medicines for Midwives; Accreditation Standards for Entry Programs for Internationally Qualified – Registered Nurses; and Accreditation Standards for Re- entry to the Register – Registered Nurse and Nurse Practitioner Accreditation Standards. We acknowledge and thank the members of the expert advisory groups established for the review and development of these accreditation standards. Their work has been consistently impressive.

We acknowledge the contribution of the members of the accreditation committees and thank them for their expertise and ongoing contribution to ANMAC's work. The Board also acknowledges the important work of ANMAC employees in the development and implementation of the monitoring policy.²

Board members are each thanked for their wisdom, support and hard work throughout 2013–14. We also congratulate the Chief Executive Officer and all employees for their diligence and professionalism.



Bob on behalf of Jill and Fiona

² ANMAC Policy—Monitoring of Accredited Programs including Attachment 4 ANMAC Procedures for the Management of Complaints http://www.anmac.org.au/sites/default/files/documents/20140408_Monitoring_Policy_att_4_o.pdf

From the Chief Executive Officer

Another year and the celebration of the Australian Nursing and Midwifery Council's (ANMAC) fourth birthday on 1 July 2014 makes it time to reflect on an organisation that has emerged from the early stages of 'forming and storming' and into 'norming and performing'.



Professor Jill White AM retired as Chair of the ANMAC Board and stood down in September 2013. Professor White's leadership, wisdom and vision were vital to ANMAC's early development. Members of the Board, Executive and employees of ANMAC thank Professor White for her contribution and single-minded determination to ensure nurses and midwives registered in Australia are suitably trained and qualified to practice in a competent and safe manner. This passion is at the heart of nursing and midwifery education and of ANMAC's role. Professor White was vigilant that quality of community health care be the paramount focus of ANMAC's business and governance.

We extend special thanks to Ms Lee Thomas, Deputy Chair of the ANMAC Board for its first four years. Ms Thomas gave her time and experience in supporting ANMAC as it evolved in its earlier days. Ms Thomas was also Acting Chair for a period. She stepped down as Deputy Chair but remains on the Board.

Amanda Adrian
Chief Executive Officer

Clinical Professor Fiona Stoker succeeded Professor White as Chair in December 2013. Professor Robert Meyenn is the newly appointed Deputy Chair.

The Australian health professional regulatory environment is dynamic and challenging. The planned review of the National Scheme is underway. ANMAC is engaging with the changing policies of new governments and significant reform agendas in health and education. The organisation is ensuring that accreditation standards are contemporary and responsive to community safety and health workforce imperatives. ANMAC therefore continues to undertake accreditation and international assessments and monitor initiatives with fairness, rigour and focus on quality improvement. All of this is critical for ANMAC's credibility and success.

Employees continue to be ANMAC's most important resource and the organisation continues to attract high-calibre professionals and administrative employees from the professions, academe, the public service and private sector.

Thanks goes to the professionals and community members who sit on the ANMAC Board, board committees, accreditation committees, expert reference groups and expert advisory groups, as well as the members of ANMAC's assessment teams who give their time, expertise and commitment to guiding the organisation's

strategic vision and making it so much more than a regulatory bureaucracy.

2013–14 saw significant changes to ANMAC's structure and employee complement. Three executive directors were engaged to support the Chief Executive Officer and lead strategic initiatives, operations and stakeholder engagement. Structural changes included establishment of the Strategy Implementation and Communications section and Accreditation and Assessment Services section, comprising four units: Accreditation Services; Monitoring and Assurance; Standards Review and Development, and International Services.

Executive Director, Ms Donna Mowbray, supported by her team, successfully led ANMAC's complex and extensive accreditation assessment and monitoring services. They continued to work hard in an extraordinarily high and very visible part of ANMAC's operations.

Accreditation standards under development and review in this reporting year covered:

- Midwife Accreditation Standards
- Programs Leading to Endorsement for Scheduled Medicines for Midwives
- Nurse Practitioner Accreditation Standards
- Entry Programs for Internationally Qualified—Registered Nurses
- Re-entry to the Register—Registered Nurse.

The Director of the International Services section, Mr Mark Braybrook, supported by his team, managed an exponential rise in applications by internationally qualified nurses and midwives seeking to migrate to Australia. During the year, International Services improved electronic information resources for potential and current applicants.

The Corporate Services section, led by Executive Director Ms Kay Taylor, successfully managed financial, human resources and many other requirements in an environment where there is little historical data and fluid predictions. Corporate Services worked hard to put the right technology in place and develop performance indicators. The team remained emphatic about employee health and wellbeing and worked hard to improve workplace policies, the work environment and resources, all of which support ANMAC to achieve its best work.

The Executive Director for the new Strategy Implementation and Communications section, Ms Louise Carter, joined ANMAC in November 2013. This section was integral in implementing the Strategic Statement 2014–2017, providing strategic planning support to other business sections and units, gaining clarity in identifying parameters for sound performance data, and improving ANMAC's communication approaches and stakeholder engagement systems.

Two joint meetings of the NMBA Board and the ANMAC Board were held (August 2013 and April 2014) to better understanding and improve working relationships. Bi-annual meetings continued to be held. The establishment of an ANMAC and Australian Health Practitioner Regulation Agency (AHPRA) Liaison Group of senior employees enabled operational issues arising in nursing and midwifery regulation to be shared.

I joined the Chair in attending the National Registration and Accreditation Scheme Combined Meeting on regulating in the public interest (August 2013). Representatives of AHPRA, all national boards, all accreditation councils and all accreditation committees attended the combined meeting to discuss matters relating to the review of the National Scheme and policy and operational directions.

Members of ANMAC's Executive and the Board directors attended international meetings and conferences. Bi-annual meetings with the Midwifery Council of New Zealand and the Nursing Council of New Zealand continued to reap rewards.

ANMAC was represented at the Health Regulatory Authorities of New Zealand Conference by the executive directors for Accreditation and Assessment Services and Strategy Implementation and Communications in June 2014.



Amanda Adrian
Chief Executive Officer

2 Corporate governance and accountability

Governance

Strategic planning

ANMAC Board

Committees

Governance

Staff of CEO and Governance

(L to R) Alison Sette, Colette Baker

Staff not in photo: Amanda Adrian



The Australian Nursing and Midwifery Accreditation Council (ANMAC) was established as the independent accreditation authority by the Nursing and Midwifery Board of Australia (NMBA). Since incorporation, ANMAC and its Board continued to be diligent in establishing and maintaining the governance framework and systems required to underpin the accreditation function. Board committees and expert advisory groups, each with terms of reference, manage key governance responsibilities. The International Consultative Committee and ANMAC's four accreditation committees (one each for registered nurses, midwives, nurse practitioners and enrolled nurses) continued their important work as ANMAC expert reference groups.

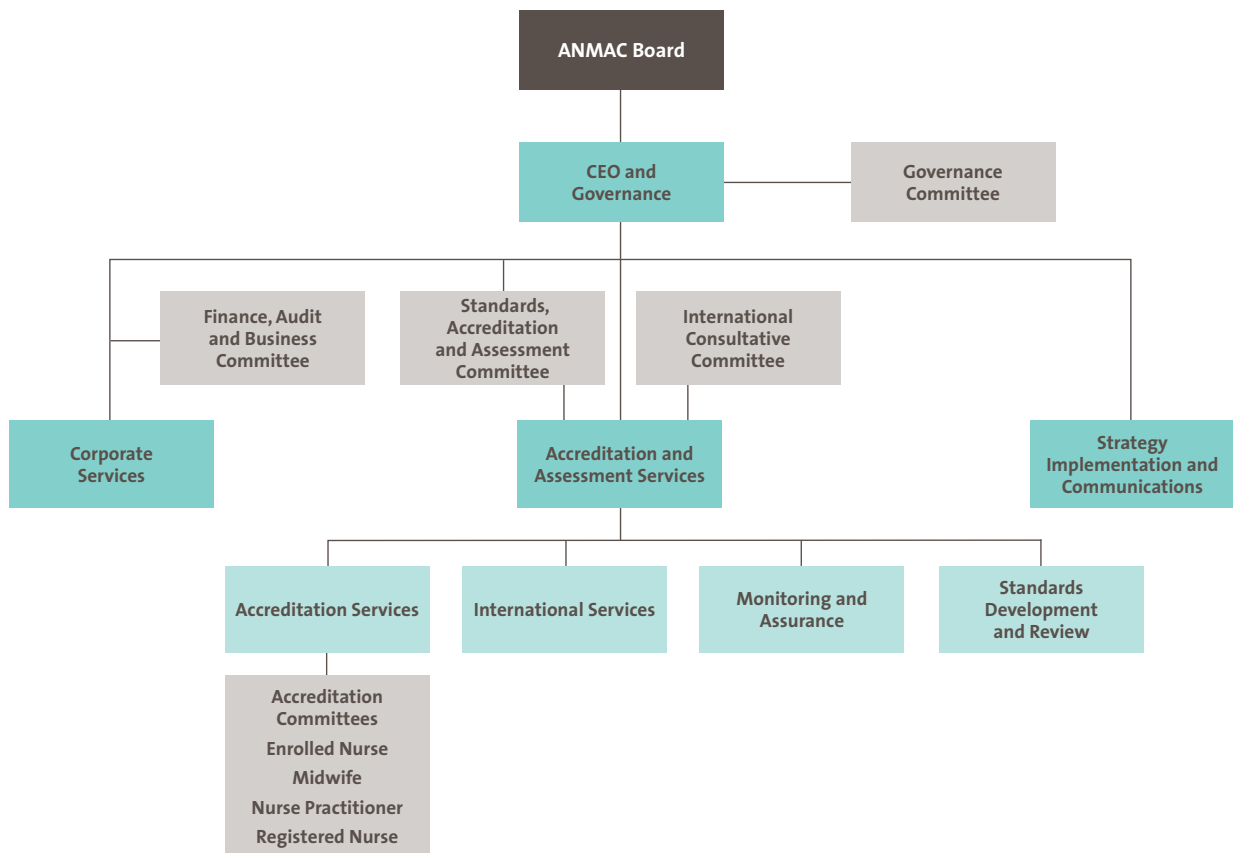
ANMAC's Constitution was amended at the Annual General Meeting held in December 2013 to allow for changes to be made to the composition of the Board to ensure optimal educational expertise. One additional educational expert from the higher education sector is now a member of the ANMAC Board.

The Board endorsed the revised Constitution on 10 December 2013. These were the last changes to the Constitution.

ANMAC continued to develop and refine its governance arrangements throughout the year, enabling the organisation to enhance its leadership role.

Figure 1 shows the organisational structure, which reflects ANMAC's governance arrangements through 2013–14.

Figure 1 ANMAC organisation structure and governance



Strategic planning

The ANMAC Board held an intensive one-day planning workshop in August 2013 on the organisation's three-year strategic plan.

A key outcome was the development and publication of the Strategic Statement 2014–2017, reflecting the updated vision statement, values, strategic priorities and action plan. The strategic priorities are:

Quality standards and outcomes

This is evidenced by:

- high quality, well-accepted accreditation standards and assessments
- timely and accurate international assessments
- standards that contribute to a reliable workforce and regulatory compliance
- robust monitoring policies supporting regulatory compliance.

Capable and engaged people

This is evidenced by:

- employees being supported and developed
- a workforce strategy in place to maximise performance
- an organisational structure and resources supporting key priority areas.

Strong collaborative approach

This is evidenced by:

- a program of collaborative initiatives between ANMAC and stakeholders
- organisational leadership reflecting the emerging and future needs of stakeholders
- ANMAC seen as a member of a strongly engaged sector.

Service delivery and systems excellence

This is evidenced by:

- global best practice in assessment standards
- a philosophy of customer-centred and continuously improving service delivery
- fraud detection measures to ensure community safety and confidence.

Strong governance and leadership

This is evidenced by:

- balanced, relevant Board and board committees
- viable, sustainable and well-governed operations
- reputation as a trusted advisor on policy and regulation.

ANMAC Board



ANMAC Board

Back row: Joanna Holt, Helen Edwards, Rosemary Bryant, Leone English, Peter Bayley, Eileen Jerga

Front row: Debra Thoms, Therese Findlay, Robert (Bob) Meyenn, Ann Kinnear, Lee Thomas

Board Directors not in photo: Faye Clarke, Wendy Cross, Greg Sam, Fiona Stoker, Jill White



The ANMAC Board comprises representatives and directors from a wide range of stakeholder organisations, enabling ANMAC to maximise robust expert and community input into its governance decisions. The Board held six formal meetings throughout the year.

Directors come from these member organisations:

- Australian College of Midwives
- Australian College of Nursing
- Australian Nursing and Midwifery Federation
- Congress of Aboriginal and Torres Strait Islander Nurses and Midwives
- Council of Deans of Nursing and Midwifery.

Other ANMAC Directors are:

- one nominee from the vocational education and training sector
- one nominee from the Australian Government
- one nominee from the health ministry in each state and territory
- one expert from the education sector
- once expert from the nursing and midwifery education sector
- four representatives from the community.

A summary of the Board Director attendance at the six Board meetings held throughout the year is in Table 1.

Table 1 Summary of the Board Director attendance at Board meetings throughout 2013–14

Name	Board meeting					
	13 August 2013	15 October 2013	10 December 2013	11 February 2014	8 April 2014	3 June 2014
Peter Bayley ³	-	-	✓	✓	✓	x
Dr Rosemary Bryant AO	✓	✓	✓	x	✓	✓
Faye Clarke	✓	✓	✓	✓	✓	✓
Professor Wendy Cross ⁴	-	-	✓	✓	x	✓
Roslyn Donnellan-Fernandez ⁵	✓	x	✓	x	x	x
Professor Helen Edwards ⁶	-	-	-	x	x	x
Leone English	✓	✓	✓	✓	✓	✓
Therese Findlay	✓	✓	x	✓	✓	✓
Joanna Holt	x	x	✓	✓	x	✓
Eileen Jerga	✓	✓	✓	✓		✓
Ann Kinnear ⁷	-	-	-	-	x	x
Professor Robert Meyenn	✓	✓	✓	✓	✓	✓
Greg Sam ⁸	✓	x	-	-	-	-
Clinical Professor Fiona Stoker	x	✓	✓	✓	✓	x
Lee Thomas	x	✓	✓	x	✓	✓
Debra Thoms	✓	✓	✓	✓	✓	✓
Professor Jill White AM ⁹	✓	-	-	-	-	-

✓ Present x Absent - Not a member at time of meeting

Board Directors

Dr Rosemary Bryant AO

RN, BA, GradDip (Health Admin), DUNIV (QUT and Flinders University), FACN
Commonwealth Chief Nurse and Midwifery Officer
Department of Health
Australian Capital Territory

Faye Clarke

RN, GCDE, GCDE
Community Health Nurse
Ballarat and District Aboriginal Co-op
Victoria
Nominee—Congress of Aboriginal and Torres Strait Islander Nurses and Midwives

Professor Wendy Cross

RN, RPN, BAppSc (AdvNsg), MEd, PhD, FACN, FACMHN, MAICD
Head of School
School of Nursing and Midwifery
Monash University
Victoria
Nominee—Council of Deans of Nursing and Midwifery (Australia & New Zealand)

Roslyn Donnellan-Fernandez

RN, RM, MHN, IBCLC, MN, BN, DipN, JP (SA)
Associate Lecturer in Midwifery
Flinders University
South Australia
Nominee—Australian College of Midwives

Professor Helen Edwards

PhD, BA (Hons), BA, DipApSc, RN, FACN, OAM
Assistant Dean (International and Engagement)
Faculty of Health
Queensland University of Technology
Queensland

Leone English

RN (Vic), BN, BTch (Adult), MEd (Adult), GradDip (Mgt)
Dean, Faculty of Health Science and Community Studies
Holmesglen Institute
Victoria

Ann Kinnear

Cert Nsg, RM, MSc
Executive Officer
Australian College of Midwives
Australian Capital Territory
Nominee—Australian College of Midwives

³ Appointed October 2013

⁴ Appointed October 2013

⁵ Resigned term March 2014

⁶ Appointed April 2014

⁷ Appointed March 2014

⁸ Resigned term October 2013

⁹ Resigned term September 2013



Health Professions Accreditation Councils' Forum meeting at Old Parliament House

Back Row (L to R)
 Ms Marion Clark,
 Mrs Caroline Watkin JP,
 Dr Rolf Scharfbillig
 Ms Julia Fenton,
 Ms Lyn LeBlanc,
 Ms Joanna Riches,
 Dr John Boucher,
 Dr Nicholas Voudouris,
 Professor Robin Mortimer

Front Row (L to R)
 Ms Peggy Sanders,
 Ms Kylie Woolcock,
 Ms Rachel Portelli,
 Ms Amanda Adrian,
 Dr Michael Shobbrook,
 Ms Bronwyn Clark,
 Mr John Low

Professor Robert Meyenn

TCert, MEd, PhD
 Emeritus Professor
 Charles Sturt University
 New South Wales

Clinical Professor Fiona Stoker

RN, DIPN (London), BBus, GradCert (PSM), MBA
 Chief Nurse and Midwifery Officer
 Department of Health and Human Services
 Tasmania
 Nominee—Australian Health Workforce Ministerial Council (AHWMC)

Lee Thomas

RN, RM (Neo), BN, MRCNA
 Federal Secretary
 Australian Nursing and Midwifery Federation,
 Federal Office
 Australian Capital Territory

Adjunct Professor Debra Thoms

RN, RM, BA, MNA, GradCert Bioethics, Adv Dip Arts,
 FACN (DLF), FACHSM (Hon), MAICD, GIA (Cert)
 Chief Executive Officer
 Australian College of Nursing
 Australian Capital Territory

Professor Jill White AM

RN, RM, BEd, MEd, PhD
 Dean
 Sydney Nursing School
 University of Sydney
 Nominee—Council of Deans of Nursing and Midwifery (Australia & New Zealand)

Community Board Directors

Peter Bayley

GradDip Mgt, GradCert Finance, Adv Professional Cert (Business Valuations), Corporate Directors Dip
 Retired Health Executive
 New South Wales

Therese Findlay

MAppSci, GradDip (SocEc)
 Coordinator
 NSW Elder Abuse Helpline and Resource Unit
 Catholic Health Community Services
 New South Wales

Joanna Holt

BSc (Hons), MHP
 Chief Executive
 NSW Kids and Families
 NSW Health
 New South Wales

Eileen Jerga AM

BA, MBA, AICD
 Company Director
 Australian Capital Territory

Greg Sam

MPH, BAppSc, BArts (Admin)
 Chief Executive Officer
 Rural Health Workforce Australia
 Victoria

Committees

As part of its governance arrangements, the ANMAC Board has established a series of committees and working groups in accordance with its objectives. These help ANMAC fulfil its strategic goals and meet its legal obligations.

The Board appoints the Chair for each committee and expert working group. Each committee may recommend to the Board that other persons with appropriate experience and expertise as determined by ANMAC be co-opted to join that committee. Committees and expert working groups report to ANMAC through the Committee Chair or Chief Executive Officer.

The purpose and objectives of each committee are listed in this section. Chairs and members are listed in Annex A.

Governance Committee

Purpose

Ensure ANMAC's governance systems, including the governance policies and procedures underpinning the conduct of the functions of the organisation, comply with regulatory requirements and reflect contemporary business, governance, policy and ethical requirements in Australia.

Objectives

Deal with matters relating to the:

- Constitution—review and amendment, and notice to the Board
- Board's governance policy
- conduct of Board meetings
- organisational structure
- strategic directions and development of the framework for the conduct of the organisation's business.

Finance, Audit and Business Committee

Purpose

Ensure ANMAC's finance, audit and business functions, including the policies and procedures underpinning the conduct of the business and human resource management functions, comply with current regulatory requirements and reflect contemporary business, governance and ethical requirements in Australia.

Objectives

Deal with matters relating to:

- finance, budget and audit
- auspices of the business services unit, including
 - human resources
 - occupational health and safety
 - environmental management and payroll.

Prepare, review and update annually and, as required, the:

- business plan
- risk management plan
- business continuity plan.

International Consultative Committee

Purpose

Promote and protect the health of the Australian community by ensuring ANMAC's assessment system for assessing the qualifications of international nursing and midwifery applicants meets contemporary best practice.

Objectives

- Discuss and advise on issues relating to the business of ANMAC's International Services—policies, procedures, information management, fees and other relevant matters.
- Liaise with relevant stakeholders.
- Liaise with ANMAC's Standards, Accreditation and Assessment Committee on projects to be undertaken.

Standards, Accreditation and Assessment Committee

Purpose

Promote and protect the health of the Australian community by ensuring the standards, policies and procedures underpinning assessment and accreditation are effective, fair and based on contemporary research and best practice.

Objectives

- Ensure all accreditation standards are in place and reviewed from time to time, in accordance with the National Law.
- Advise on policy and procedures relating to accreditation, assessment and monitoring of programs of study and ensure they operate effectively and efficiently and in a framework of risk management and quality improvement, including International Services.
- Monitor and evaluate feedback from clients and other stakeholders to improve systems and processes.
- Oversee the policy analysis, review and response of external policies relevant to ANMAC functions.

- Commission research or best practice reviews to improve the effectiveness of assessment, accreditation and monitoring of programs of study where evidence is equivocal or lacking.

Enrolled Nurse Accreditation Committee

Purpose

Promote and protect the health of the Australian community by:

- reviewing the assessment outcomes of enrolled nurse programs of study leading to registration undertaken by ANMAC assessment teams
- making recommendations on accreditation of the programs of study to ANMAC.

Objectives

- Review reports from assessment teams and ensure the evidence relating to programs being assessed meets accreditation standards.
- Make recommendations to ANMAC on whether accreditation should be granted, granted conditionally or not granted.
- Recommend the establishment of a review panel if irreconcilable differences arise between the accreditation committee (and assessment team) and education provider.

Midwifery Accreditation Committee

Purpose

Promote and protect the health of the Australian community through assuring the quality of nursing education by:

- reviewing the outcomes of assessments undertaken by ANMAC assessment teams for midwifery programs of study leading to registration and endorsement as an eligible midwife
- making recommendations to ANMAC on accreditation.

Objectives

- Review reports from assessment teams and ensure that the evidence for programs being assessed meets accreditation standards.
- Make recommendations to ANMAC on whether accreditation should be granted, granted conditionally or not granted.
- Recommend the establishment of a review panel if irreconcilable differences arise between the accreditation committee (and assessment team) and education provider.

Nurse Practitioner Accreditation Committee

Purpose

Promote and protect the health of the Australian community through assuring the quality of nursing education by:

- reviewing the outcomes of assessments undertaken by ANMAC assessment teams for nurse practitioner programs of study leading to endorsement
- making recommendations to ANMAC on accreditation.

Objectives

- Review reports from assessment teams and ensure that the evidence for programs being assessed meets accreditation standards.
- Make recommendations to ANMAC on whether accreditation should be granted, granted conditionally or not granted.
- Recommend the establishment of a review panel if irreconcilable differences arise between the accreditation committee (and assessment team) and education provider.

Registered Nurse Accreditation Committee

Purpose

Promote and protect the health of the Australian community through assuring the quality of nursing education by:

- reviewing the outcomes of assessments undertaken by ANMAC assessment teams for registered nurse programs of study leading to registration and endorsement as a registered nurse
- making recommendations to ANMAC on accreditation.

Objectives

- Review reports from assessment teams and ensure that the evidence for programs being assessed meets accreditation standards.
- Make recommendations to ANMAC on whether accreditation should be granted, granted conditionally or not granted.
- Recommend the establishment of a review panel if irreconcilable differences arise between the accreditation committee (and assessment team) and education provider.

Engagement and communication with industry

ANMAC recognises the importance of cross-profession collaboration and innovation. The extensive work of establishing coordinated and multi-stranded approaches, to ensure relationships are sustained and can inform professional and workforce development policy, has begun. Primary work to date has been to identify key organisations and develop collaborative relationships in preparation for work.

These organisations are key to this:

- Nursing and Midwifery Board of Australia
- Australian Health Practitioner Regulation Agency
- Health Workforce Australia
- Health Professions Accreditation Councils' Forum
- Accreditation Liaison Group
- Tertiary Education Quality Standards Agency
- Australian Skills Quality Authority
- Nursing Council of New Zealand
- Midwifery Council of New Zealand
- Health Regulatory Authorities of New Zealand
- National Council of State Boards of Nursing
- Professions Australia
- Associations Forum
- Reconciliation Australia.

ANMAC, its Directors and senior executive also belong to a number of professional and business organisations, including:

- Australian Institute of Company Directors
- Professions Australia
- Associations Forum
- many nursing and midwifery professional organisations.

3 Work

Accreditation and Assessment Services

Strategy Implementation and Communications

Accreditation and Assessment Services

The Australian Nursing and Midwifery Accreditation Council (ANMAC) is accountable to the Nursing and Midwifery Board of Australia (NMBA) for assuring the Australian community that nurses and midwives who complete programs accredited by ANMAC can practise and care for people in a safe and competent manner.

As an efficient and effective proxy for assessing the competence of every graduate, ANMAC ensures programs leading to registration or endorsement of nurses and midwives in Australia meet or exceed NMBA-approved accreditation standards. These standards apply to entry-to-practice education programs leading to registration as an enrolled nurse, registered nurse and midwife. They also apply to endorsement as a nurse practitioner or eligible midwife.

ANMAC is responsible for accreditation standards for programs leading to registration or endorsement. Each set of standards is subject to cyclic review involving broad consultation with the nursing and midwifery professions, educators and other stakeholders.

As the independent assessing authority authorised by law by the Department of Immigration and Border Protection, ANMAC also assesses the skills of nurses and midwives who are seeking to migrate under Australia's General Skilled Migration Program

The Accreditation and Assessment Services section includes:

1. Accreditation Services
2. Monitoring and Assurance
3. Standards Development and Review
4. International Services.

Major achievements in 2013–14 include:

- accredited 41 programs of study
- assessed nine major modifications to accredited programs of study
- assessed 69 minor modifications to accredited programs of study
- commenced the review of accreditation standards for Programs Leading to Endorsement for Scheduled Medicines for Midwives
- commenced the review of the Nurse Practitioner Accreditation Standards
- completed the Midwife Accreditation Standards 2014
- continued the review and development of Accreditation Standards for Entry Programs for Internationally Qualified – Registered Nurses
- continued the review and development of Accreditation Standards for Re-entry to the Register—Registered Nurse
- commenced the assessment of enrolled nurses for the purpose of skilled migration from 1 July 2013
- decreased assessment turnaround times despite increased applications for skilled migration.

Accreditation Services

Accreditation Services is responsible for ensuring programs leading to registration and endorsement of nurses and midwives in Australia meet NMBA-approved standards for accreditation. In doing so, ANMAC functions under the National Scheme.

The accreditation process is robust, open and transparent and takes some months to complete, with many stakeholders involved. It is designed to protect and promote the health and safety of the Australian community by ensuring high standards of nursing and midwifery education.



Accreditation staff
Back row (L to R) Donna Mowbray, Dr Susan Bragg, Kera Holmes, Jane Douglas, Alan Merritt, Kate Imeson, Caro Roach
Front row (L to R) Sarah Ross, Melanie Schaefer, Jo Gibson, Jackie Doolan
Not in photo: Maureen Hilton, Dr Ann Alder, Julie Watts, Elizabeth Grant, Dr Margaret Gatling, Melissa Cooper.



During 2013–14, ANMAC accredited 41 full submissions, 39 without conditions and two with conditions. The average processing time for each assessment was 54 weeks. ANMAC received nine applications for major modifications to accredited programs of study. Eight major modifications were approved without conditions and one with conditions. The average processing time for major modifications was 29 weeks. Sixty-nine submissions were received from education providers requesting minor changes to approved programs of study. All requests were reviewed and assessed by the relevant accreditation committee.

The NMBA approved all programs of study accredited by ANMAC during 2013–14.

Accreditation committees

ANMAC's four accreditation committees continued with their respective areas of work:

- registered nurse
- enrolled nurse
- nurse practitioner
- midwife.

Members of accreditation committees include senior education and industry experts whose significant positions enable them to make valuable contributions to ANMAC's work.

Accreditation committees met regularly during the year to review and provide recommendations to ANMAC for accreditation of programs of study and modifications to accredited programs. Their recommendations were sent to the NMBA for approval.

Accreditation assessors

During 2013–14, ANMAC called upon approximately 120 assessors to assess programs of study for accreditation and modifications to programs. Most assessors have full-time jobs and perform key leadership and other roles in the nursing and midwifery professions and/or education sector. Their commitment and responsiveness to ANMAC is highly valued.

More than 550 assessors were listed on the assessor register throughout the year. ANMAC increased attendance at nursing and midwifery conferences from February 2014, which provided an opportunity to engage with nurses and midwives, explain the assessment process to them and attract new assessors.

Monitoring and Assurance

In accordance with Section 50 of the Health Practitioner Regulation National Law (ACT), ANMAC monitors all accredited nursing and midwifery programs of study. To achieve this, ANMAC has established a Monitoring and Assurance unit with a full-time Associate Director for Monitoring and Assurance and a full-time Administration Officer.

Mandatory interim reports and special reports submitted as part of the accreditation requirements for all programs accredited by ANMAC enable the unit to assess if education providers and programs continue to meet approved accreditation standards.

Monitoring and Assurance implements ANMAC's monitoring policy and its three attachments: ANMAC Procedures for the Management of Complaints; Annual Declaration by an Education Provider for Accredited Programs; and ANMAC Monitoring Assessment Process and Monitoring Rating Matrix. All attachments were ratified by the ANMAC Board in April 2014.

Standards Development and Review

Under Section 49(1) of the National Law, graduates of entry to practice nursing and midwifery programs of study are not eligible to register unless the program of study undertaken is accredited by an approved accreditation authority and that such accreditation is approved by the NMBA as meeting the educational requirements for registration. The Standards Development and Review unit fulfils this responsibility.

Developing or reviewing accreditation standards requires consideration of the purpose of professional education accreditation. This is concerned with the quality of the profession and its work, from a public interest and community safety perspective. It is part of the broader process of assuring the Australian community that nurses and midwives who complete education programs accredited by ANMAC can practise and care for people in a safe and competent manner. They can do so because they are equipped with the necessary foundation knowledge, professional attitudes and essential skills.

ANMAC completed education accreditation standards (1 July to 30 June 2014) for Midwife Accreditation Standards 2014.

ANMAC began to develop education accreditation standards (1 July 2013 to 30 June 2014) for:

- Programs Leading to Endorsement for Scheduled Medicines for Midwives
- Nurse Practitioner Accreditation Standards
- Entry Programs for Internationally Qualified—Registered Nurses
- Re-entry to the Register—Registered Nurse.



International Staff
 (L to R) Sue Tully, Fran Rice, Toby Piper, Pan Warburton, Kirstin Caldwell
Not in photo: Mark Braybrook, Emma Deaves, Adriana Clarke, Demelza Rowley, Louise Straughair



International Services

ANMAC, as the gazetted assessing authority for the Department of Immigration and Border Protection (previously the Department of Immigration and Citizenship), assesses internationally qualified nurses and midwives who apply for permanent migration under Australia's General Skilled Migration Program. ANMAC uses the Revised Standards for Assessment of Internationally Qualified Nurses and Midwives for Migration Purposes (June 2013) to determine suitability for migration.

The National Law also recognises that accreditation authorities oversee the assessment of overseas qualified health practitioners seeking registration. As Australia's appointed accreditation authority for nursing and midwifery, ANMAC continues, as a primary function, to only assess the skills of nurses and midwives applying for skilled migration visas to enter the country. All other visa applications continue to be assessed by the Australian Health Practitioner Regulation Agency (AHPRA).

The goals of ANMAC's International Services section are to work:

- in partnership with the NMBA and other relevant stakeholders to maintain the appropriate assessment of internationally qualified nurses and midwives for migration to Australia
- to ensure that the assessment of internationally qualified nurses and midwives comply with NMBA registration requirements.

ANMAC assesses nurses and midwives under two categories:

1. Modified assessment, for those holding current registration in Australia or New Zealand.
2. Full assessment, for those holding current registration outside Australia or New Zealand.

Assessment process and outcomes

During 2013–14, ANMAC received 5740 applications from nurses and midwives, an increase of 21% from the previous year (3416 were received in 2012–13). Of those received, 5420 were modified assessments and 320 full assessments.

ANMAC use Australian and New Zealand Standard Classification of Occupations (ANZSCO) codes to categorise each applicant for migration purposes.

Of the 5740 applications received in 2013–14, a total of 2311 assessments were categorised ANZSCO Code 254499 (Registered Nurse—Not Elsewhere Classified). This code is for nurses who do not fit into an area of expertise and for new Australian graduates yet to gain work experience.

Of the other 3429 applications, the three most common ANZSCO Codes were Critical Care and Emergency (12%), Medical (9%) and Aged Care (7%), with midwives and enrolled nurses making up 1% and 3% of applications respectively.

Figure 2 breaks down applications assessed by ANMAC by ANZSCO codes during 2013–14, with the exception of Code 254499.

ANMAC receives applications for full and modified assessments from many parts of the world. The number of full and modified assessments completed by ANMAC from 2009–10 to the end of the reporting year is illustrated in Figures 3 and 4. Despite the increase in the total of full assessments compared to 2012–13, monthly application numbers remained consistent with those of previous years.

Applicants applying to ANMAC for a skills assessment who are not registered with AHPRA must undertake a full assessment. Figure 5 illustrates that during the year the largest number of applications leading to initial registration for full assessments were from the United Kingdom (69%) followed by the United States (6%), India (4%), Singapore (3%), Canada (3%), Hong Kong (3%), the Philippines (3%) and Ireland (1%).

Figure 2 ANZSCO code breakdown (%)—not including 254499 Registered Nurse (Not Elsewhere Classified)*

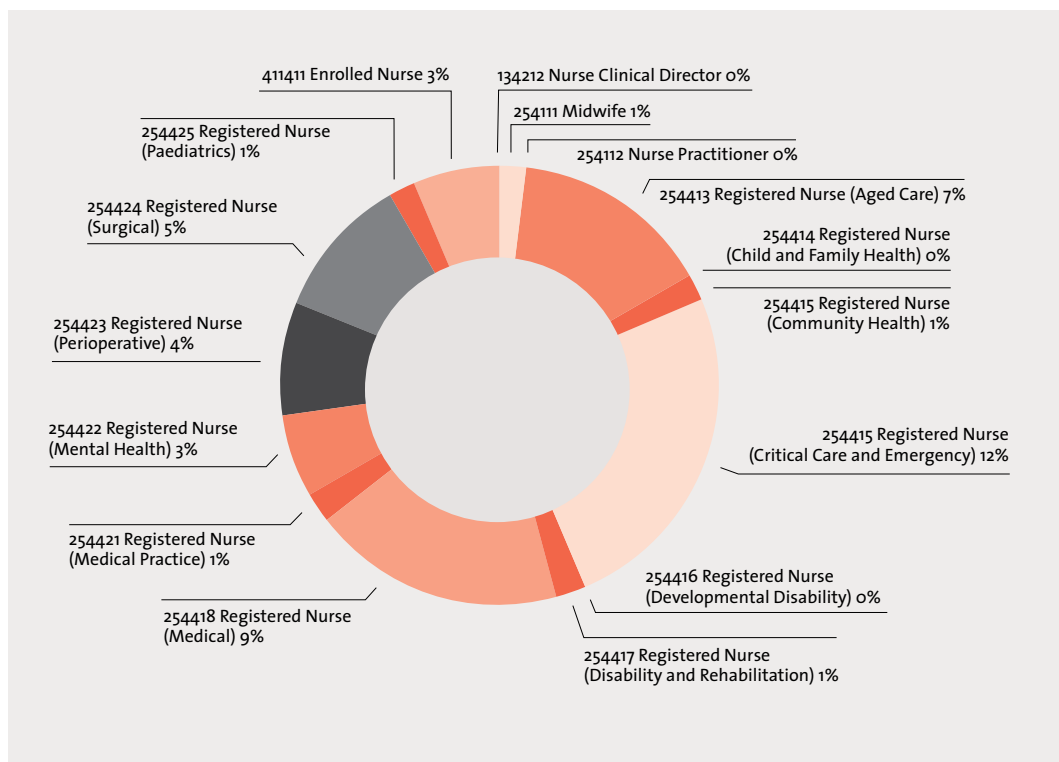


Figure 3 Full assessment comparison

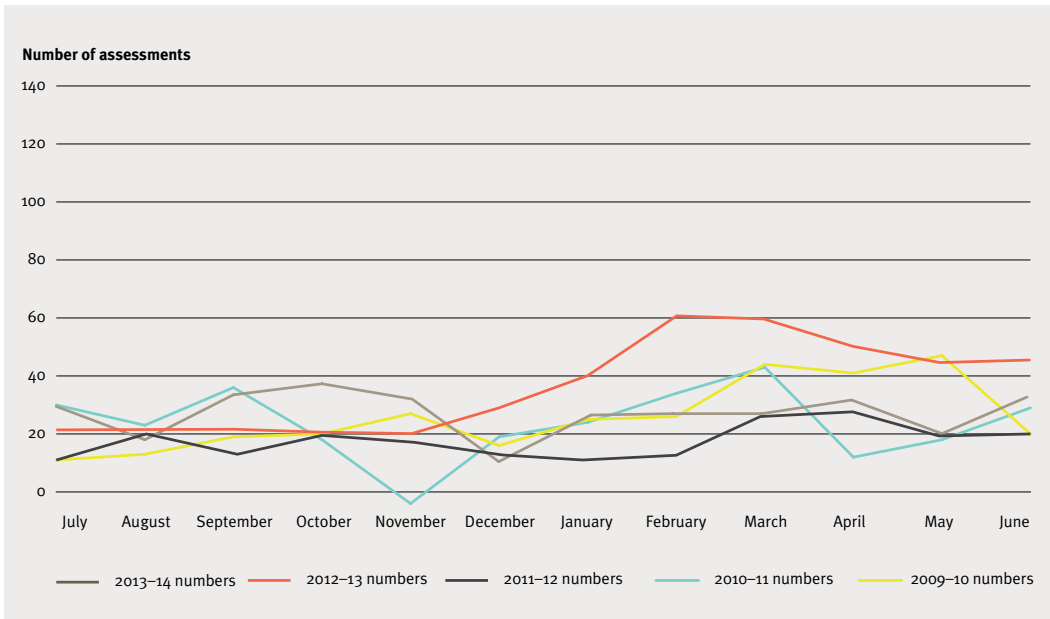


Figure 4 Modified assessment comparison

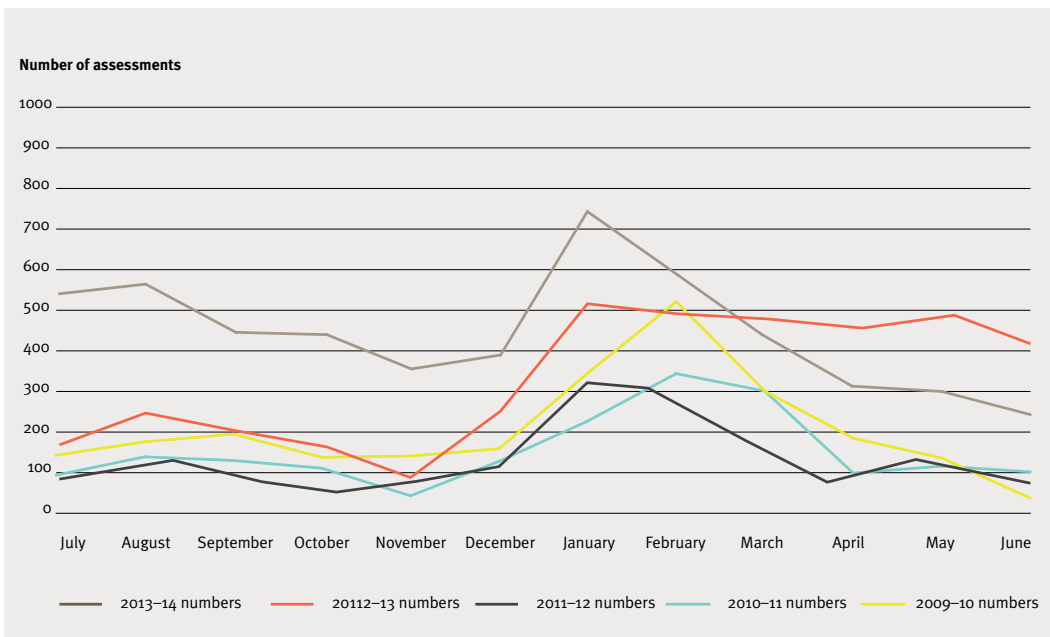


Figure 5 Full assessments—country of education that led to initial registration as a nurse or midwife (%) for 2013–14

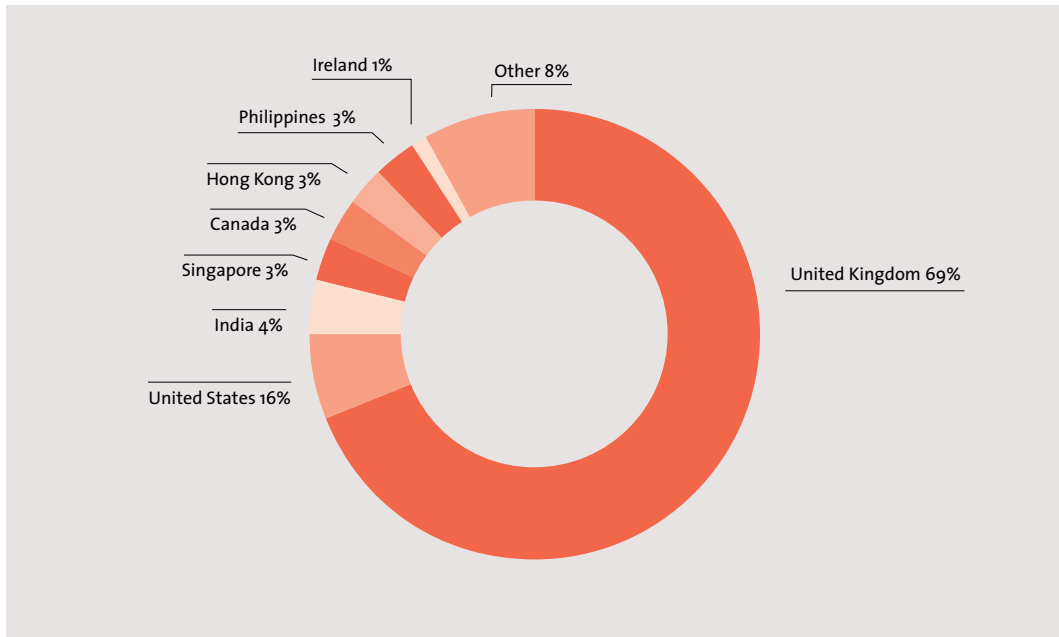
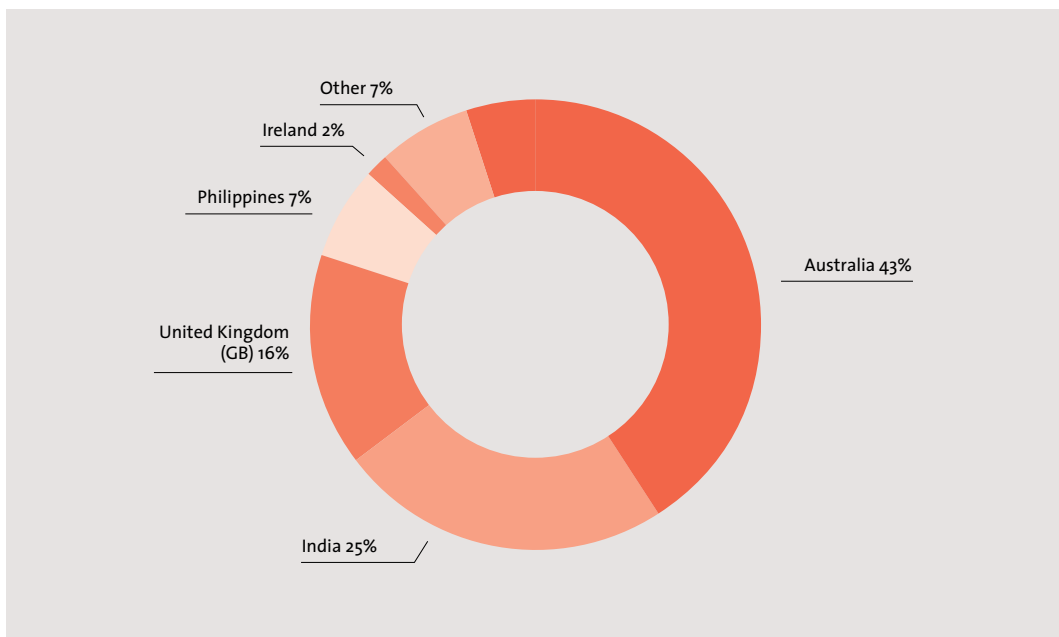


Figure 6 Modified assessments—country of education that led to initial registration as a nurse or midwife (%) for 2013–14



Applicants who have Australian or New Zealand registration as a nurse or midwife qualify for a modified assessment. As Figure 6 shows for 2013–14, 43% of modified assessments were international nursing and midwifery students who had completed study in Australia and gained registration with AHPRA. The remaining 57% were from internationally qualified nurses and midwives who gained Australian registration (onshore or offshore) in recognition of their education (pre-registration and post-registration) and work experience.

Stakeholders

In performing its work, ANMAC collaborates with a number of public and private sector stakeholders. During the year, International Services maintained relationships with these stakeholders:

- Department of Immigration and Border Protection—The team attended department forums and conferences to gain insight into changes to migration policy and gather up-to-date information about the dynamic nature of migration in Australia.
- Department of Foreign Affairs and Trade—The team attended information sessions hosted by the department on free trade agreements. The department continued to be represented on the ANMAC International Consultative Committee.
- Department of Education—The team reported assessment numbers and trends to the department in line with the agreement to do so biannually. The team also attended the department's annual Assessing Authorities Conference. As well as an excellent networking opportunity, this conference enabled the team to review ANMAC processes against the international assessment industry and share ANMAC experiences with industry colleagues.
- Migration Institute of Australia—The Director of International Services attended multiple interstate forums hosted by the institute and presented ANMAC's skills assessment process to key stakeholders. Developing close working associations with migration agents continued to be important for ANMAC. Exhibiting at the institute's annual conference enabled International Services to meet with stakeholders, share information on ANMAC's assessment process and provide insight into plans for international qualification and skills assessments.
- Migration conferences, expos and forums—The team represented ANMAC at other migration conferences, expos and forums, both public and private sector. ANMAC circulated accurate information on the assessment process and gained insight into plans for international qualification and skills assessments.
- Researchers—The team shared data relating to international assessments, trends and predictions with key research agencies to inform policy and identify areas requiring further research and analysis.

Strategy Implementation and Communications

(L to R) Sarah Ross, Louise Carter, Kera Holmes



The Strategy Implementation and Communications section was established in November 2013 to:

- Successfully drive the development and implementation of key strategic priorities for ANMAC, focusing on external relationships and communications.
- Establish and effectively manage key strategic initiatives:
 - stakeholder engagement and relationship management, including developing effective partnerships with governments, government departments, education providers, and non-government organisations in the nursing and midwifery sectors.
 - communications, including handling media relations, coordinating ANMAC responses to government policies on nursing education and regulation of health, managing and coordinating ANMAC's publications service so information is available and accessible to external stakeholders.
 - continuing professional development and education for nurses and midwives.

Support structures, operational policies and procedures and governance arrangements for these strategic initiatives are now in development.

Major highlights for 2013–14 include:

- development of the Strategic Statement 2014–2017 and organisation priorities statement (from work undertaken by the ANMAC Board)
- strategic presence at national conferences and congresses, raising the profile of ANMAC's work to all stakeholders and the broader community
- draft of outcome measures for ANMAC business units
- coordination of the annual team development day
- communications support for and facilitation of public consultation forums held for the development and review of education accreditation standards
- establishment of social media connections, regular newsletters, bulletins and media releases
- coordination of the annual report.

4 Organisation

Corporate Services

Organisational chart

Team day

Corporate Services

Corporate Services

Back Row (L to R)
Vanessa Cook, Liam
McCallum, Tuhin
Abhyankar, Kay Taylor

Front Row (L to R)
Mandy Fogarty,
Kristine L'Estrange

Staff not in photo:
Helen Johnston,
Jason Smart

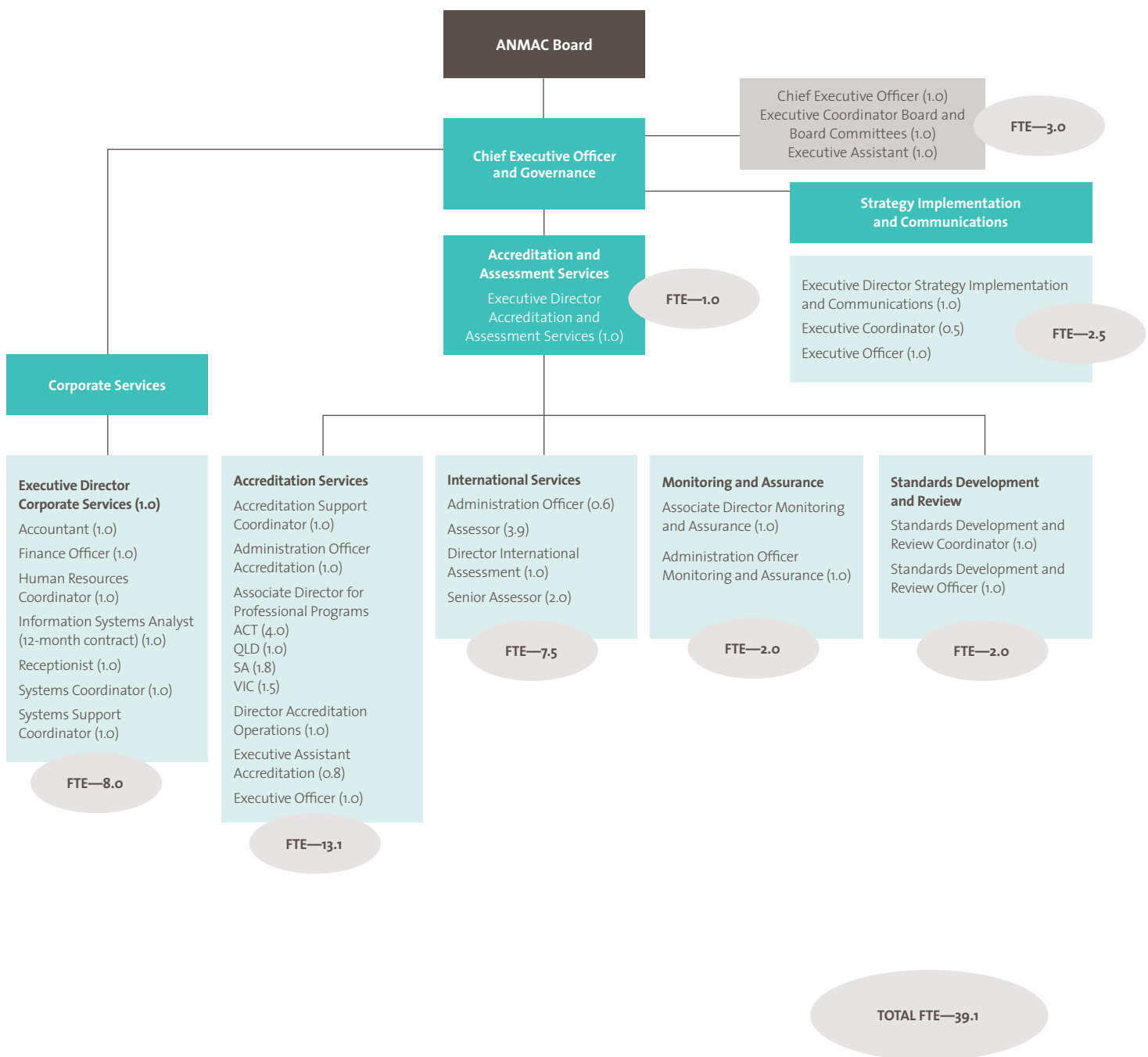


The Corporate Services section continued to provide efficient frontline core business support to all areas of the Australian Nursing and Midwifery Accreditation Council (ANMAC), ensuring all legislated operational compliance requirements was met. This includes providing information technology systems, records management, internal audit, and people and finance management. These systems are continuously evaluated and monitored.

Major achievements 2013–14

- supported a major organisational restructure, including the establishment of the Strategy Implementation and Communications section
- recruited eight full-time equivalent employees to support the research and review activities of the Accreditation and Assessment Services section and the introduction of the Strategy Implementation and Communications section (the full-time equivalent complement grew from 27.7 in 2012–13 to 39.1 in 2013–14)
- initiated a comprehensive review of ANMAC's electronic document management system.

ANMAC organisational chart



Finance and audit

In 2013–14, ANMAC continued to meet all financial compliance and reporting requirements—to the Board, board committees (covering governance, finance, audit and business) and regulatory authorities. An internal audit of systems and processes and an external audit of financials were conducted during the year with no significant issues identified. Work began on establishing an advanced cost-centre accounting system to enhance reporting and costing of accreditation and international assessments budgets, including supporting functions.

A working group dedicated to risk management was established in 2013–14. This working group is responsible for enhancing the organisation's interactive risk management tool to ensure accurate recording, mitigating and reporting of risk. ANMAC reports risk to the Board and the Finance, Audit and Business Committee

Employee profile

ANMAC Staff

As at 30 June 2014, ANMAC had 39.1 full-time equivalent employees, including an increase of eight full-time equivalent employees engaged to support overall workload and other organisational activities.

As a national organisation, ANMAC has employees based in a number of locations across Australia. Most are in Canberra. Five associate directors for professional programs work across Queensland, South Australia and Victoria.

Non-salary benefits

In addition to salary and superannuation benefits, all ANMAC employees are eligible for, and have access to, these non-salary benefits:

1. provision of additional superannuation, if the employee contributes 5%
2. support for professional and personal development
3. access to study leave
4. access to salary packaging
5. ability to purchase additional leave
6. access to accrued leave at half pay
7. access to the Employee Assistance Program
8. provision of influenza vaccinations
9. access to leave for blood donations.

Health and wellbeing

ANMAC is committed to providing and maintaining a safe and healthy workplace for employees. It is also committed to meeting its obligations under the *Work Health and Safety Act 2011* (Cwlth) and the *Safety, Rehabilitation and Compensation Act 1988* (Cwlth). The Work Health and Safety Working Group continued its work to align with these Australian Government Acts.

In 2013–14, the working group provided advice to ANMAC Executive on the need to undertake activities aimed at preventing illness and injury in the workplace, including:

- conducting monthly workplace inspections, to check on compliance, and encouraging employees to report on incidents, accidents or hazards
- appointing and training two employees as first aid officers
- ongoing training of a fire warden and the chief fire warden
- making influenza vaccinations available to all employees at no cost
- providing access to ANMAC's Employee Assistance Program
- providing sit-to-stand desks for approximately half of employees based in Canberra.

Six workplace health and safety incidents were reported in 2013–14.

No ongoing compensation claims were reported for 2013–14.

In the interest of wellbeing for employees, ANMAC established the Real Authentic Values Effectiveness/ Excellence (RAVE) group during the year. The principle that guides RAVE members is this question: 'How is someone's life better at the end of your working day?'

The group was formed to enable the values that underpin ANMAC's Strategic Statement 2014–2017. To achieve this, members of RAVE engage with all ANMAC employees as well as the Board and members of committees. RAVE also provides opportunities for conversations to take place, bringing ANMAC values to life.

Learning and development

ANMAC values the talent and contribution of its employees and offers all employees opportunities to participate in learning and development. In doing so ANMAC recognises the importance of building organisational expertise.

In 2013–14, most employees attended external information technology courses including: Essentials for Visio; Practical Project Management; Intermediate Word; Advanced Word; and Intermediate Excel. Senior employees attended cultural awareness training coordinated by Congress of Aboriginal and Torres Strait Islander Nurses and Midwives. All employees participated in a full-day Plain English Writing Workshop taught by an external communications advisor. Employees were also provided with opportunities to attend nursing and midwifery conferences, not-for-profit conferences and a human resources conference.

During 2013–14, seven employees accessed study assistance for tertiary courses, including a Doctor of Philosophy (PhD), Master of Business Administration and Master of Public Health.

Energising employees and building ANMAC's culture were the objectives of the team day conference held in February 2014. This conference brought all employees together from the Australian Capital Territory, Queensland, South Australia and Victoria to discuss how to ensure ANMAC has a healthy and effective culture, something that is paramount to ensuring employees are engaged in their work and can achieve success. ANMAC benefited from an engaging and educational discussion with a leading relationship specialist and proven performer in achieving results through people. The specialist shared practical strategies and messages around how employees can be the best they can be—at work, in a team and personally. Discussions and activities were recorded by a visual communications specialist who created posters graphically recording discussions and agreed actions. These posters appear throughout the ANMAC office in Canberra and electronically on the desktops of all employees as a reminder of ANMAC's shared values and desired actions.

Team day

"I thoroughly enjoyed our 2014 Team day at the National Arboretum because it provided me with the opportunity to meet the people I work with. Connect, engage and have some fun."



"I thoroughly enjoyed our 2014 team day at the National Arboretum because right from the start everyone seemed happy to be there and were engaged. Bruce Sullivan's enthusiasm was contagious and set the mood for the group sessions. Our group spent a lot of time laughing and we had a wonderful time. Overall the day was very well organised and hugely successful. I look forward to the next one!"



"I thoroughly enjoyed our 2014 Team day at the National Aboretum because spending time to reflect outside of work is so precious in the business of today."



"I thoroughly enjoyed our 2014 Team day at the National Aboretum because I was able to connect, reflect and refocus on the year ahead."

5 Financials

The background features a large yellow area on the left with a white diagonal line. Below this line is a yellow area with fine white diagonal hatching. To the right, there is a dark grey area with fine white diagonal hatching, and a white area at the bottom right.

Director's Report

The directors present their report on Australian Nursing and Midwifery Accreditation Council Limited (ANMAC) for the financial year ended 30 June 2014.

Board of Directors

The names of each person who has been a director during the year and to the date of this report are:

Clinical Professor Fiona Stoker	Chairperson (From December 2013)
Professor Jill White AM	Chairperson (Resigned September 2013)
Professor Robert Meyenn	Deputy Chairperson (From December 2013)
Lee Thomas	Deputy Chairperson (Until December 2013. Acting Chair September 2013 to December 2013)
Dr Rosemary Bryant AO	
Roslyn Donnellan-Fernandez	(Resigned March 2014)
Leone English	
Therese Findlay	(Community Director)
Faye Clarke	
Joanna Holt	(Community Director)
Eileen Jerga AM	
Adjunct Professor Debra Thoms	
Greg Sam	(Community Director) (Resigned October 2013)
Peter Bayley	(Community Director) (Appointed October 2013)
Professor Wendy Cross	(Appointed December 2013)
Ann Kinnear	(Appointed March 2014)
Professor Helen Edwards	(Appointed April 2014)

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

Directors' qualifications and experience

Clinical Professor Fiona Stoker	
Qualifications	RN, DIPN(London), BBus, GradCert(PSM), MBA
Experience	Clinical Professor Fiona Stoker is the Chief Nurse and Midwifery Officer of the Department of Health and Human Services Tasmania and has held this position since January 2001. Fiona has worked in Australia and the UK in a variety of acute care and community environments. Fiona is also the Director of Education and Training in Tasmania and chair of the Tasmanian Clinical Education Network. Fiona is the Chairperson of ANMAC.
Professor Jill White AM	
Qualifications	RN, RM, BEd, MEd, PhD
Experience	Professor Jill White AM is currently the Dean of Sydney Nursing School at The University of Sydney, having taken up this position at the end of January 2008. Jill was the Chairperson of ANMAC until her resignation in September 2013.
Professor Robert Meyenn	
Qualifications	TCert, MEd, PhD
Experience	Emeritus Professor, Charles Sturt University. Former Dean, Faculty of Education. Former Chair of the Board Australian Volunteers International. Member of Board, Australian College of Law. Robert is the Deputy Chairperson of ANMAC.
Lee Thomas	
Qualifications	RN, RM(Neo), BN, MRCNA
Experience	Prior to taking on her current role as the Federal Secretary of the Australian Nursing Federation, Lee Thomas served as Branch Secretary of the ANF (SA Branch) for eight years, and has had more than 20 years' experience in the nursing profession. Lee was the Deputy Chairperson of ANMAC until December 2013.

Dr Rosemary Bryant AO	
Qualifications	RN, BA, GradDip(Health Admin), DUNIV (QUT and Flinders University) FACN
Experience	Dr Rosemary Bryant has been the Commonwealth Chief Nurse and Midwifery Officer since July 2008. She has had a broad career in acute hospital and community nursing, as well as in government relations, and is experienced in policy development both in nursing and the broader health sector.
Roslyn Donnellan-Fernandez	
Qualifications	RN, RM, MHN, IBCLC, MN, BN, DipN, JP(SA)
Experience	Roslyn Donnellan-Fernandez has served three terms on the Nursing & Midwifery Board of South Australia and is a past Director of the Australian College of Midwives. She has broad experience in midwifery education, regulation and practice. She is immediate past WCH Midwifery Fellow of Women's & Children's Services Network and holds an appointment as Associate Lecturer in Midwifery at Flinders University where she is completing a PhD.
Leone English	
Qualifications	RN(Vic), BN, BTch (Adult), MEd(Adult), GradDip(Mgt)
Experience	Leone English is Dean, Faculty of Health Science and Community Studies, Holmesglen Institute in Melbourne. She has had more than 30 years' experience within a range of clinical, academic and senior management positions.
Therese Findlay	
Qualifications	MAppSci, GradDip(SocEc)
Experience	Therese Findlay brings her extensive experience in working with a variety of NSW Health Services over recent years to her position of Community Director with ANMAC. She has a strong commitment to the development of health services and programs that aim to support the work of nurses and midwives across all spectrums within Australia and has experience as a consumer representative on a number of Boards.
Faye Clarke	
Qualifications	RN, GCTE, GCDE
Experience	Faye Clarke is a Division 1 Registered Nurse working at the Ballarat & District Aboriginal Co-operative Baarlinjan Medical Clinic as a Community Health Nurse and Diabetes Educator. As an Aboriginal person, descendant from the Gunditjmara, Wotjaboluk and Ngarrindjeri peoples, Faye is committed to working in health to improve life expectancy and quality of life for people in the Aboriginal community. She is the Director, Victoria, Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM).
Joanna Holt	
Qualifications	BSc(Hons), MHP
Experience	Joanna Holt holds the position of Community Director at ANMAC and brings a wealth of experience from her various roles in the public health and hospital sector, both in Australia and United Kingdom. She has been on the leadership teams of a number of major teaching hospitals and CEO of three not for profit organisations. Recent positions and consultancies in national health policy reform, governance and performance improvement have stimulated her interests in public policy, system change and people development. She also holds credentials as an Executive Coach. Joanna currently works as the Chief Executive of NSW Kids & Families – a new public health organisation within NSW Health.
Eileen Jerga AM	
Qualifications	BA, MBA, AICD
Experience	Eileen Jerga is a Board Director of ANMAC, the ACT Veterinary Surgeons Board and the ACT Nursing and Midwifery Board. Eileen is currently also a member of the Department of Health Cardiac Prostheses Clinical Advisory Group, the Vascular Prostheses Clinical Advisory Group and the Protocol Advisory Sub Committee, a sub committee of the Medical Services Advisory Council. Prior to these roles, she was CEO of the Heart Foundation, ACT, from 1999 to 2006.
Adjunct Professor Debra Thoms	
Qualifications	RN, RM, BA, MNA, Grad Cert Bioethics, Adv Dip Arts, FACN(DLF), FACHSM(Hon), MAICD, GIA(Cert)
Experience	Professor Debra Thoms is the Chief Executive Officer of the Australian College of Nursing and has held this position since May 2012. Prior to this she was the Chief Nursing and Midwifery Officer in NSW and has held a number of senior roles in the NSW Public Health System and interstate over a number of years. She is an Adjunct Professor with the University of Technology, Sydney and The University of Sydney.

Greg Sam	
Qualifications	MPH, BAppSc, BArts(Admin)
Experience	Greg Sam is the CEO of Rural Health Workforce Australia. He is a specialist in public health policy and administration having worked as a senior executive in the public, private and non-Government health and social policy sectors.
Peter Bayley	
Qualifications	Grad Dip Mgt, Corporate Directors Diploma, Grad Cert Finance, Advanced Business Valuations Professional Certificate.
Experience	Peter has 37 years health administration experience in the public and private health sectors and prior experience as a CEO of three private hospitals. He was recently Director/Chair of a rural medical and allied health service company and Project Manager for the development of two GP Super Clinics. He is presently semi-retired and a Director/Treasurer of a not-for-profit group of residential aged care facilities.
Professor Wendy Cross	
Qualifications	RN, RPN, BAppSc(AdvNsg), MEd, PhD, FACN, FACMHN, MAICD
Experience	<p>Professor Wendy Cross has built a successful career in nursing, nursing research and nurse education. She has been awarded numerous research and teaching grants and has extensive experience in a range of nursing and management roles.</p> <p>From 2002 to 2007, she was employed as a senior executive at Southern Health, working in practice development, clinical governance, policy and procedure development, performance management and appraisal, workforce planning and other activities.</p> <p>In 2007, Wendy joined Monash University, School of Nursing and Midwifery with a focus on mental health nursing research, and has since been appointed Head of the School of Nursing and Midwifery.</p> <p>She has a Bachelor of Applied Science in Advanced Nursing, a Master of Education by Research (Ed Psych) and a Doctor of Philosophy.</p> <p>Wendy's primary research interests include mental health and mental health nursing, clinical supervision, practice development, workplace learning, and broad based research methods including both quantitative and qualitative paradigms.</p>
Ann Kinnear	
Qualifications	Certificate in Nursing, RM, MSc
Experience	<p>Ann has an extensive career in midwifery spanning several decades of clinical practice and teaching, management and policy leadership. She is the current Chief Executive Officer of the Australian College of Midwives and is responsible for supporting the College to fulfill its objectives, in particular to maximize the quality of midwifery and maternity care for Australian women and their families.</p> <p>Ann served as the Principal Advisor Maternity Services to the NSW Department of Health Maternity and Child Health Unit for several years, leading policy development for NSW and was chair of the Maternity Services Interjurisdictional Committee as well as an Honorary Associate of the University of Technology Sydney.</p>
Professor Helen Edwards	
Qualifications	PhD, BA (Hons), BA, DipApSc, RN, FACN, OAM
Experience	Helen is currently a Board Member of Metro North Hospital and Health Service in Queensland and has previously served on Boards of three Retirement Villages. She has over 30 years of experience in the higher education sector and has served as Head of the largest school of nursing in Queensland. Helen is an active researcher with a significant track record of research funding and high impact publications.

Objectives and strategies

ANMAC aims to provide high quality nursing and midwifery practice to meet the needs of the Australian Community. This is achieved through the strategy of implementing a nationally consistent approach to regulation, which meets and responds to the needs of the Australian community and is recognised internationally for high standards and professionalism.

Principal activities and achievements

The principal activities of ANMAC during the financial year were:

- the development of the accreditation scheme for nursing and midwifery education programs leading to registration and endorsement in Australia;
- the accreditation of nursing and midwifery programs leading to registration; and
- the assessment of the qualifications of overseas nurses and midwives.

During the year, ANMAC processed 5,740 (2013: 3,416) applications for assessment of qualifications.

During the year ANMAC accredited 41 (2013: 89) nursing and midwifery programmes.

No significant changes in the nature of ANMAC's activities occurred during the financial year.

Measurement of performance

ANMAC measures its performance during the year by critically assessing its outcomes against the following criteria:

- commitment to quality health care and safe nursing and midwifery practice;
- accountability to the community through nursing and midwifery regulatory authorities;
- leadership in health and professional regulatory environments;
- constructive collaboration with stakeholders in areas of mutual interest;
- integrity in all business practices;
- social and environmental responsibility;
- evidence-based decision making;
- outcome-focused business performance; and
- continuous enhancement of business capability.

Operating results and review of operations

The surplus of ANMAC for the year ended 30 June 2014 was \$683,869 (2013: \$596,010).

Company limited by guarantee

The liability of the members is limited.

In the event ANMAC is wound up, the Constitution states that each member is required to contribute a maximum of \$100 each towards any outstanding obligations of ANMAC.

Directors' attendance at board meetings

During the financial year, 6 meetings of directors (including committees of directors) were held. Attendances by each director during the year were as follows:

Directors' Meetings		
	Number eligible to attend	Number attended
Clinical Professor Fiona Stoker	6	5
Professor Jill White AM	2	2
Professor Robert Meyenn	6	5
Lee Thomas	6	4
Dr Rosemary Bryant AO	6	5
Roslyn Donnellan-Fernandez	4	2
Leone English	6	5
Therese Findlay	6	5
Faye Clarke	6	6
Joanna Holt	6	3
Eileen Jerga AM	6	5
Adjunct Professor Debra Thoms	6	6
Greg Sam	1	1
Peter Bayley	5	4
Professor Wendy Cross	3	2
Ann Kinnear	2	-
Professor Helen Edwards	2	-

Auditor's independence declaration

The auditor's independence declaration in accordance with subdivision 60-40 of the Australian Charities and Not-for-Profits Commission Act 2012 for the year ended 30 June 2014, is attached to this Directors' Report.

Signed in accordance with a resolution of the Board of Directors:



Professor Robert Meyenn
Acting Chair
12 September 2014
Canberra ACT



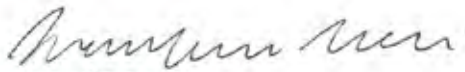
Debra Thoms
Chair Finance, Audit & Business
Committee

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2014, there have been:

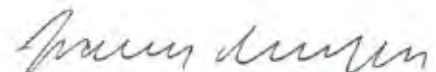
- (i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

**AUDITOR'S INDEPENDENCE DECLARATION
UNDER SUBSECTION 60-40 OF THE AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS
COMMISSION ACT 2012 TO THE DIRECTORS OF
AUSTRALIAN NURSING AND MIDWIFERY ACCREDITATION COUNCIL LIMITED**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2014 there have been no contraventions of the auditor independence requirements as set out in any applicable code of professional conduct in relation to the audit.



Duesburys Nexia
Canberra, 12 September 2014



G J Murphy
Partner

Duesburys Nexia
Level 7, St George Centre, 60 Marcus Clarke Street
GPO Box 500, Canberra ACT 2601
p +61 2 6279 5400, f +61 2 6279 5444
mail@dnexia.com.au, www.nexia.com.au

Independent member of Nexia International



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Duesburys Nexia is an independent ACT firm of chartered accountants using the Nexia International platform
under Article 6 of the 2006 Act, but independent from Nexia Australia Pty Ltd, which is a member of Nexia
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is not a public company under the Act. Duesburys Nexia is a member of the Nexia International
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network of independent member firms. Duesburys Nexia is a member of the Nexia International
network of independent member firms.

**Statement of Comprehensive income
For the year ended 30 June 2014**

	Note	2014 \$	2013 \$
Revenue	2	6,275,311	5,277,205
Expenses			
Communications and marketing		48,981	69,004
Compliance costs		18,694	10,295
Consultancy expenses		182,425	214,431
Corporate expenses		191,681	184,663
Depreciation expense		91,677	70,252
Employee benefits expense		3,928,732	3,008,095
IT expenses		166,640	268,309
Operating lease—rent of premises		240,360	222,159
Other property expenses		54,945	64,898
Recruitment expenses		81,404	22,110
Travel expenses		508,175	532,434
Other expenses		77,728	14,545
		5,591,442	4,681,195
Surplus/(deficit) for the year before income tax		683,869	596,010
Income tax expense	1(a)	-	-
Total comprehensive income for the year		683,869	596,010

**Statement of Financial Position
For the year ended 30 June 2014**

	Note	2014 \$	2013 \$
Assets			
Current assets			
Cash and cash equivalents	4	1,125,268	766,678
Trade and other receivables	5	244,750	550,052
Financial assets	6	1,277,619	679,588
Other assets	7	54,117	30,134
Total current assets		2,701,754	2,026,452
Non-current assets			
Plant and equipment	8	165,886	164,116
Total non-current assets		165,886	164,116
Total assets		2,867,640	2,190,568
Liabilities			
Current Liabilities			
Trade and other payables	9	179,860	191,865
Provisions	10	345,118	263,262
Other liabilities	11	533,520	708,304
Total current liabilities		1,058,498	1,163,431
Non-current liabilities			
Provisions	10	190,719	92,583
Total non-current liabilities		190,719	92,583
Total liabilities		1,249,217	1,256,014
Net assets		1,618,423	934,554
Equity			
Retained surplus		1,618,423	934,554
Total equity		1,618,423	934,554

**Statement of Changes in Equity
For the year ended 30 June 2014**

2014	Retained surplus	Totals
	\$	\$
Balance at 1 July 2013	934,554	934,554
Total comprehensive income for the year	683,869	683,869
Balance at 30 June 2014	1,618,423	1,618,423

2013	Retained surplus	Totals
	\$	\$
Balance at 1 July 2012	338,544	338,544
Total comprehensive income for the year	596,010	596,010
Balance at 30 June 2013	934,554	934,554

Statement of of Cash Flows
For the year ended 30 June 2014

	Note	2014 \$	2013 \$
Cash flows from operating activities			
Receipts from fees, sales, grants and other		6,754,958	4,957,905
Payments to suppliers and employees		(5,756,379)	(4,815,134)
Interest received		52,051	53,079
Net cash provided by (used in) operating activities		1,050,630	195,850
Cash flows from investing activities			
Proceeds from sale of plant and equipment		1,250	-
Payments for plant and equipment		(95,259)	(91,006)
Payments for investments		(600,000)	-
Proceeds from investments		1,969	374,681
Net cash provided by (used in) investing activities		(692,040)	283,675
Cash and cash equivalents at beginning of year		766,678	287,153
Cash and cash equivalents at end of financial year	4	1,125,268	766,678

Notes to the financial statements

For the year ended 30 June 2014

The Australian Nursing and Midwifery Accreditation Council Limited (ANMAC) is a public company limited by guarantee, incorporated in the Australian Capital Territory under the Corporations Act 2001. The financial statements cover ANMAC as an individual not-for-profit entity.

1 Summary of Significant Accounting Policies

Basis of Preparation

ANMAC has elected to adopt the Australian Accounting Standards—Reduced Disclosure Requirements (established by AASB 1053 Application of Tiers of Australian Accounting Standards, and AASB 2010-2 Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements).

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards (Reduced Disclosure Requirements of the Australian Accounting Standards Board) and the Australian Charities and Not-for-Profits Commission Act 2012.

A number of new or revised Australian Accounting Standards are effective for the first time in the current financial year. These standards have had no material impact on the entity.

Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless otherwise stated.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

(a) Income tax

No provision for income tax has been raised as ANMAC is exempt from income tax under Div 50 of the *Income Tax Assessment Act 1997*.

(b) Comparative amounts

Comparative figures have been adjusted, where necessary to conform to changes in presentation for the current financial year.

(c) Plant and equipment

Each class of plant and equipment is carried at cost less, any accumulated depreciation and impairment losses. The carrying amount of plant and equipment is reviewed at the end of each reporting period to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets' employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to ANMAC and the cost of the item can be measured reliably. All other costs (eg. repairs and maintenance) are charged to the statement of comprehensive income during the financial period in which they are incurred.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the statement of comprehensive income.

Assets measured using the revaluation model are carried at fair value at the revaluation date less any subsequent accumulated depreciation and impairment losses. Revaluations are performed whenever there is a material movement in the value of an asset under the revaluation model.

Depreciation

The depreciable amount of all plant and equipment is depreciated on a straight-line basis from the date that management determine that the asset is available for use.

Assets held under a finance lease and leasehold improvements are depreciated over the shorter of the term of the lease and the assets useful life.

(d) Leases

Leases of fixed assets where substantially all the risks and benefits incidental to the ownership of the asset, but not the legal ownership, are transferred to ANMAC are classified as finance leases.

Finance leases are capitalised by recording an asset and a liability at the lower of the amounts equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for that period.

Leased assets are depreciated on a straight-line basis over their estimated useful lives where it is likely that ANMAC will obtain ownership of the asset or over the term of the lease.

Lease payments for operating leases, where substantially all of the risks and benefits remain with the lessor, are charged as expenses on a straight-line basis over the life of the lease term.

Lease incentives under operating leases are recognised as a liability and amortised on a straight-line basis over the life of the lease term.

(e) Investments

Investments are measured on the cost basis and include cash on deposit with original maturities of greater than three months.

(f) Financial instruments

Recognition

Financial instruments are initially measured at fair value plus transactions costs, except where the instrument is classified 'at fair value through profit or loss' in which case transaction costs are expensed to profit or loss immediately.

Financial assets at fair value through profit or loss

A financial asset is classified in this category if acquired principally for the purpose of selling in the short term or if so designated by management. Gains and losses arising from changes in the fair value of these assets are included in the profit or loss in the period in which they arise.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost.

Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is ANMAC's intention to hold these investments to maturity. They are subsequently measured at amortised cost.

Available-for-sale financial assets

Available-for-sale financial assets are non-derivative financial assets that are either not suitable to be classified into other categories of financial assets due to their nature, or they are designated as such by management. They comprise investments in the equity of other entities where there is neither a fixed maturity nor fixed or determinable payments.

Financial liabilities

Non-derivative financial liabilities (excluding financial guarantees) are subsequently measured at amortised cost.

Impairment

At the end of the reporting period ANMAC assesses whether there is any objective evidence that a financial asset or group of financial assets is impaired. If there is objective evidence that an impairment loss on financial assets carried at amortised cost has been incurred, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of the estimated future cash flows discounted at the financial assets original effective interest rate. Impairment losses are recognised in the profit or loss.

(g) Impairment of non-financial assets

At the end of each reporting period ANMAC determines whether there is any evidence of an impairment indicator for non-financial assets. Where this indicator exists the recoverable amount of the assets is estimated.

Where assets do not operate independently of other assets, the recoverable amount of the relevant cash-generating unit (CGU) is estimated.

The recoverable amount of an asset or CGU is the higher of the fair value less costs of disposal and the value in use. Value in use is the present value of the future cash flows expected to be derived from an asset or cash-generating unit.

Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

(h) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

(i) Employee benefits

Provision is made for ANMAC's liability for employee benefits arising from services rendered by employees to the end of the reporting year. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability consideration is given to employee wage increases and the probability that the employee may not satisfy vesting requirements. Those cash outflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cashflows.

(j) Provisions

Provisions are recognised when ANMAC has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

(k) Revenue

Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the entity and specific criteria relating to the type of revenue as noted below, has been satisfied.

Revenue from the rendering of a service is recognised upon the delivery of the service to the customers on a stage of completion basis.

Revenue from the sale of goods is recognised upon the delivery of goods to customers.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

Grant revenue is recognised in the statement of comprehensive income when the entity obtains control of the grant, it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

If conditions are attached to the grant which must be satisfied before the entity is eligible to receive the contribution, the recognition of the grant as revenue is deferred until those conditions are satisfied.

When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

All revenue is stated net of the amount of goods and services tax (GST).

(l) Goods and services tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payable are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the statement of financial position.

Critical accounting estimates and judgements

The Directors evaluate estimates and judgements incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within ANMAC.

Accreditation revenue

Accreditation revenue is brought to account on the basis of the stage of completion of each accreditation. As such ANMAC estimates the stage of completion of each accreditation that is in progress at the end of the reporting period. The estimates are based on a series of milestones that have been determined by management. While there is a level of estimation error in relation to the milestones, the Directors do not believe that there is a significant risk of material adjustment in the future.

The Directors do not believe that there were any other key estimates or key judgements used in the development of the financial statements that give rise to a significant risk of material adjustment in the future.

2 Revenue

	2014	2013
	\$	\$
Operating activities		
- Accreditation income	1,448,102	2,320,309
- Overseas assessment fees	2,026,080	1,538,566
- Grant income	2,738,296	1,370,357
- Other income	668	3,655
Non-operating activities		
- Interest received	62,165	44,318
Total revenue	6,275,311	5,277,205

3 Surplus/(Deficit)

The operating surplus/(deficit) for the year has been determined after the following expenses:

Superannuation contributions	349,726	271,351
Remuneration of auditor		
- Audit of financial statements including assistance in preparation of financial statements	18,500	17,750
- Prior year under/(over) accrual	-	119
- Review of salary packaging policy and related advice	3,500	1,760
- Preparation of FBT return	1,020	990
- Undertaking internal review	10,000	-
- Professional services relating to NRAS response	13,000	-
- Assistance with management framework implementation and financial modelling	-	13,000
	46,020	33,619

4 Cash and cash equivalents

Cash at bank and in hand	1,125,268	766,678
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5 Trade and other receivables

Trade debtors	244,750	550,052
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\$244,090 of the above receivables are overdue. None of these are considered to be impaired. \$660 of the receivables are neither overdue or impaired.

6 Financial assets

	2014	2013
	\$	\$
Held-to-maturity financial assets	1,277,619	679,588

The held-to-maturity investments are made up of term deposits with terms to maturity ranging from approximately 6 months to 12 months.

7 Other assets

Prepayments	15,515	7,181
GST receivable	23,443	17,908
Accrued interest	15,159	5,045
	54,117	30,134

8 Plant and equipment

Plant and equipment

At cost	265,780	217,834
Accumulated depreciation	(175,751)	(121,832)
	90,029	96,002

Furniture and fittings

At cost	90,557	50,210
Accumulated depreciation	(43,122)	(23,402)
	47,435	26,808

Software

At cost	64,659	61,946
Accumulated depreciation	(36,237)	(20,640)
	28,422	41,306

Total plant and equipment	165,886	164,116
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Depreciation rates and methods

<i>Class of assets</i>	<i>Depreciation rates</i>	<i>Depreciation method</i>
Plant and equipment	27%	Straight line
Furniture and fittings	27%	Straight line
Software	27%	Straight line

(a) Movements in Carrying Amounts

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Plant and Equipment	Furniture and Fittings	Software	Total
	\$	\$	\$	\$
Balance at the beginning of year	96,002	26,808	41,306	164,116
Additions	52,199	40,347	2,713	95,259
Disposals/ write-offs	(1,812)	-	-	(1,812)
Depreciation expense	(56,360)	(19,720)	(15,597)	(91,677)
Balance at the end of the year	90,029	47,435	28,422	165,886

9 Trade and other payables

	2014	2013
	\$	\$
Trade creditors, accruals and other	87,294	93,168
GST payable	1,455	30,800
Payroll liabilities	91,111	67,897
	179,860	191,865

10 Provisions

Current

Employee benefits—long service leave	98,065	68,580
Employee benefits—annual leave	247,053	194,682
	345,118	263,262

Non current

Employee benefits—long service leave	190,719	92,583
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11 Other liabilities

Income in advance	533,520	708,304
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12 Leasing commitments

Operating leases

	2014	2013
	\$	\$
Minimum lease payments under non-cancellable operating leases:		
- not later than one year	237,697	222,870
- later than one year and not later than five years	146,363	354,762
	384,060	577,632

The operating leases are related to ANMAC'S office premises. The level 2 lease expires on 30 June 2015 and the level 3 lease expires on 31 August 2016.

13 Financial risk management

ANMAC'S financial instruments consist mainly of deposits with banks, accounts receivable and payable.

The accounting policies and terms and conditions of each class of financial asset, financial liability and equity instrument at the balance date are consistent with those regularly adopted by businesses in Australia.

ANMAC is not exposed to any significant liquidity, credit or interest rate risk in relation to its financial instruments. ANMAC is reliant on funding from the Australian Health Practitioner Regulation Agency to enable it to continue providing the accreditation of nursing and midwifery programs.

The totals for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

	Note	2014	2013
		\$	\$
Financial Assets			
Cash and cash equivalents	4	1,125,268	766,678
Loans and receivables	5	244,750	550,052
Held-to-maturity investments	6	1,277,619	679,588
Total financial assets		2,647,637	1,996,318
Financial Liabilities			
<i>Financial liabilities at amortised cost</i>			
Trade and other payables	9	178,405	161,065
Total financial liabilities		178,405	161,065

Net fair values

Financial assets and financial liabilities are carried at their net fair value at the end of the reporting period. The carrying values of financial assets and financial liabilities approximate their net fair values due to their short term maturity or market interest rate. No financial assets or financial liabilities are traded on organised markets in standardised form.

14 Key Management Personnel Disclosures

The totals of remuneration paid to the key management personnel of ANMAC during the year are as follows:

	2014	2013
	\$	\$
Total key management personnel compensation	799,709	723,461

In addition to the above compensation, ANMAC paid Association Liability Insurance of \$3,776 (2013: \$6,316), which includes directors' and officers' liability insurance.

15 Contingent liabilities

In the opinion of the Directors, the Company did not have any contingencies at 30 June 2014 (30 June 2013: Nil).

16 Related parties

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated. No related party transactions occurred during the year except for the payments to executive management personnel as per the remuneration note above.

17 Economic dependency

The ability of ANMAC to undertake the role as the independent accreditation authority for the nursing and midwifery profession in Australia, is dependent on the receipt of funding from the Australian Health Practitioner Regulation Agency, which has been secured until 30 June 2018. Without this funding, ANMAC will be unable to undertake the accreditation role.

18 Events occurring after the reporting date

These financial statements were authorised for issue by the Directors on the date of signing the attached Directors' Declaration. The Board of Directors has the power to amend and re-issue the financial statements. There are no subsequent events which require amendment of, or further disclosure in, the financial statements.

Statement of Financial Position For the year ended 30 June 2014

The directors of ANMAC declare that:

1. The financial statements and notes, as set out on pages 9 to 22, are in accordance with the Australian Charities and Not-for-Profits Commission Act 2012; and
 - a. comply with Australian Accounting Standards - Reduced Disclosure Requirements and other mandatory professional reporting requirements; and
 - b. give a true and fair view of ANMAC's financial position as at 30 June 2014 and of its performance for the year ended on that date.
2. In the directors' opinion, there are reasonable grounds to believe that ANMAC will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.



Professor Robert Meyenn
Acting Chair
12 September 2014
Canberra ACT

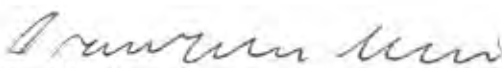


Debra Thoms
Chair, Finance, Audit and
Business Committee

Auditor's Opinion

In our opinion:

- a) the financial statements of Australian Nursing and Midwifery Accreditation Council Limited are in accordance with the Australian Charities and Not-for-Profits Commission Act 2012, including:
 - (i) giving a true and fair view of ANMAC's financial position as at 30 June 2014 and of its performance for the year ended on that date; and
 - (ii) complying with Australian Accounting Standards – Reduced Disclosure Requirements and the Australian Charities and Not-for-Profits Commission Regulation 2013;
- b) we have been given all information, explanation and assistance necessary for the conduct of the audit;
- c) the registered entity has kept financial records sufficient to enable a financial report to be prepared and audited; and
- d) the registered entity has kept other records as required by the Act.


Duesburys Nexia
Canberra, 12 September 2014


G J Murphy
Partner

Annex A

Membership of ANMAC Committees

Governance Committee

Chair

Dr Rosemary Bryant AO—ANMAC Board Director

Members

Eileen Jerga AM—ANMAC Community Board Director

Clinical Professor Fiona Stoker—ANMAC Board Director

Adjunct Professor Debra Thoms—ANMAC Board Director

Finance, Audit and Business Committee

Chair

Clinical Professor Fiona Stoker—ANMAC Board Director

Members

Peter Bayley—ANMAC Community Board Director

Eileen Jerga AM—ANMAC Community Board Director

Adjunct Professor Debra Thoms—ANMAC Board Director

International Consultative Committee

Chair

Dr Rosemary Bryant AO—ANMAC Board Director, Commonwealth Chief Nurse and Midwifery Officer, Emeritus Director of Nursing, Department of Health (Australian Government), Australian Capital Territory

Members

Nick Blake—Senior Federal Industrial Officer, Australian Nursing and Midwifery Federation, Victoria

Elizabeth Campbell-Dorrning—Manager, Educational and Professional Recognition Unit (AEI_NOOSR) Mobility, South and South East Asia Branch, International Education and Science Division, Department of Industry, Innovation, Climate Change, Science, Research and Tertiary Education, Australian Capital Territory

Sharron Cole—Chief Executive Officer and Registrar, Midwifery Council of New Zealand, Wellington, New Zealand

Deanna Easton—Acting Director, Services Trade & Negotiations Section, Services and Intellectual Property Branch, Office of Trade Negotiations, Department of Foreign Affairs and Trade, (Australian Government), Australian Capital Territory

Professor Leslyanne Hawthorne—International Health Workforce, Centre for Health Policy, Melbourne School of Population and Global Health, University of Melbourne

John Kemsley-Brown—Executive Manager, Education Division, Australian College of Nursing, Australian Capital Territory

Ann Kinnear—Executive Officer, Australian College of Midwives, Australian Capital Territory

Mary Kirk—Board Member, Nursing and Midwifery Board of Australia, Victoria

Monica Novick—Executive Director, International Health Professionals, Health Workforce Australia, South Australia

Carolyn Reed—Chief Executive and Registrar, Nursing Council of New Zealand, Wellington, New Zealand

Katherine Whitehead—Director, Business Innovation and Occupation Policy, Department of Immigration and Border Protection, (Australian Government), Australian Capital Territory

Standards, Accreditation and Assessment Committee

Chair

Professor Robert Meyenn—ANMAC Board Director, Emeritus Professor, Charles Sturt University, New South Wales

Deputy Chair

Professor Wendy Cross—ANMAC Board Director, Head of School, School of Nursing & Midwifery, Monash University

Members

Professor Patrick Crookes—Faculty of Science, Medicine and Health, University of Wollongong

Leone English—ANMAC Board Director, Dean, Faculty of Health Science and Community Studies, Holmesglen Institute

Therese Findlay—Coordinator, NSW Elder Abuse Helpline & Resource Unit (EAHRU), Catholic Health Community Services

Professor Glenn Gardner—Chair, ANMAC Nurse Practitioner Accreditation Committee, Professor Faculty of Health, School of Nursing and Midwifery, Queensland University Technology

Joanna Holt—ANMAC Community Director, Chief Executive of NSW Kids & Families, NSW Health

Janine Mohamed—Chief Executive Officer, Congress of Aboriginal and Torres Strait Islander Nurses and Midwives

Karen Scott—Deputy Dean, Faculty of Health Sciences, Australian Catholic University

Associate Professor Jan Taylor—Chair, ANMAC Midwife Accreditation Committee, Disciplines of Nursing & Midwifery, Faculty of Health, University of Canberra

Lee Thomas—ANMAC Board Director, Federal Secretary, Australian Nursing and Midwifery Federation, Federal Office, Australian Capital Territory

Enrolled Nurse Accreditation Committee

Chair

Karen Scott—Deputy Dean, Faculty of Health Sciences, Australian Catholic University

Deputy Chair

Gabrielle Koutoukidis—Manager of Strategic & Business Development, Faculty of Health Science and Community Studies, Holmesglen

Members

Michelle Ashworth—EN nominated by National Enrolled Nurse Association (NENA)

Professor Melanie Birks—Professor of Nursing (Teaching and Learning), School of Nursing, Midwifery and Nutrition, James Cook University

Julie Fereday—Learning Portfolio Manager, Health, Central Institute of Technology

Robin Girle—Nurse Manager, Nursing and Midwifery Practice and Workforce Unit, South Eastern Sydney Local Health District

Susan Hopkins—Educational Manager CS&H, TAFE SA

Christine Manwarring—Faculty Director, Community, Health, Hospitality and Service Skills Faculty, TAFE NSW South Western Sydney Institute

Ruth Phillips—Coordinator of Enrolled Nursing South West Institute of TAFE

Midwifery Accreditation Committee

Chair

Associate Professor Jan Taylor—Disciplines of Nursing & Midwifery, Faculty of Health, University of Canberra

Deputy Chair

Associate Professor, Joanne Gray—Associate Dean Teaching & Learning, Faculty of Health, University of Technology, Sydney

Members

Janice Butt—Coordinator, Midwifery Education, King Edward Memorial Hospital (KEMH) & Associate Director, Midwifery, Curtin University

Associate Professor (Adjunct) Elaine Dietsch—
Charles Sturt University

Fleur Gilroy—Project Manager, Perth Children's
Hospital Project, Child & Adolescent Health
Service, Perth

Associate Professor Pauline Glover—Course
Coordinator Midwifery Programs, School of Nursing
and Midwifery, Flinders University, Adelaide

Patrice Hickey—Midwife, Victoria

Dr Greg Kyle—Associate Professor of Pharmacy,
Head of Discipline of Pharmacy, Faculty of Health
University of Canberra

Adjunct Professor Jan Pincombe—Adjunct Professor
School of Nursing and Midwifery, University of SA

Nurse Practitioner Accreditation Committee

Chair

Professor Glenn Gardner—Professor Faculty
of Health, School of Nursing and Midwifery,
Queensland University Technology

Deputy Chair

Dr Thomas Buckley—Course Coordinator—Clinical
Nursing and Nurse Practitioner, University of Sydney

Professor Andrew Cashin—Professor of Nursing,
School of Health & Human Sciences, Southern
Cross University

Luke Christofis—Emergency Nurse Practitioner,
Emergency Department, Lyell McEwin Hospital

Professor Maxine Duke—Head of School of Nursing
& Midwifery, Deakin University

Christopher Helms—Vice President, Australian
College of Nurse Practitioners

Professor Lisa McKenna—Head of Campus (Clayton),
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