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This document is online at www.anmac.org.au

ANMAC

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OVERVIEW

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Our organisation

About us

The Australian Nursing and Midwifery Accreditation Council (ANMAC), helps to protect the health and safety of the Australian community by establishing high-quality standards of nursing and midwifery education, training and assessment.

Who we are

We are the independent accrediting authority under Australia's Registration and Accreditation Scheme for nursing and midwifery education in Australia.

We are also the skills assessing authority for migrating nurses and midwives under Australia's General Skilled Migration program.

ACCREDITATION SERVICES

- develop and review accreditation standards for nursing and midwifery programs of study in Australia
- determine whether programs of study for nurses and midwives seeking to practice in Australia meet the required education standards
- develop, review and provide policy advice on accreditation and skilled migration of nurses and midwives to relevant organisations
- liaise with national and international professional bodies, regulators and educators on matters related to standards of education and practice
- establish standards for nursing and midwifery education, training and assessment
- consult with stakeholders to develop accreditation standards

SKILLED MIGRATION SERVICES

- assess the skills of nurses and midwives for general migration purposes
- determine whether nurses and midwives seeking to practice in Australia have completed programs of study that meet the required accreditation standards
- assess international qualified nurses and midwives seeking to work in Australia under the General Skilled Migration program

Our vision

We aspire for a world where all communities receive best-practice care from the nursing and midwifery professions.

Our mission

We take the lead to:

- develop and implement evidence-based standards for the accreditation of education programs for nurses and midwives
- determine the capability of internationally qualified nurses and midwives to practice in the Australian context.

Our values

ACCOUNTABILITY

- We do what we say we will do.
- We are responsible for our actions.



EXCELLENCE

- We expect the best from ourselves and each other.



INCLUSION

- We respect and value the diversity of others and benefit from many points of view.



INTEGRITY

- We do the right thing.
- We are committed to the highest ethical standards.



LIFELONG LEARNING

- We share knowledge and expertise and are responsive to new challenges and opportunities.



Our strategic objectives

Our priority is to protect the health and safety of the Australian community by establishing high-quality standards of nursing and midwifery education, training and assessment.

Our five strategic objectives for 2018–21 are:

1. improve Aboriginal and Torres Strait Islander health
2. securing our future
3. provide quality evidence-based standards, accreditation and assessment
4. ensure effective stakeholder engagement
5. implement and abide by a strong governance and compliance framework.

Major achievements

ACCREDITATION SERVICES



.....
ACCREDITED 39 PROGRAMS OF STUDY
.....



Assessed 11 Major

**MODIFICATIONS TO
ACCREDITED PROGRAMS
OF STUDY**



Assessed 197 Minor

**MODIFICATIONS TO
ACCREDITED PROGRAMS
OF STUDY**

**CONTINUED WORK TO INTRODUCE ELECTRONIC
SUBMISSION OF DOCUMENTS FOR EDUCATION PROVIDERS**



CONTINUED THE REVIEW OF
Registered Nurse Accreditation Standards



.....
COMMENCED THE REVIEW OF
the Midwife Accreditation Standards

2018-2019

SKILLED MIGRATION SERVICES



SMS received

5496

APPLICATIONS IN 2018-19



6400 SKILLS
ASSESSMENTS
WERE
COMPLETED



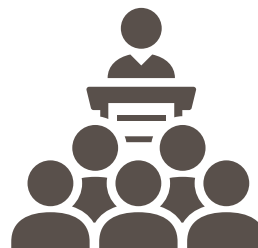
Assessment waiting
times have remained at
their lowest all year

AVERAGING 3 WEEKS TO
ASSESSMENT COMMENCEMENT
FROM THE DATE THE APPLICANT
APPLIED ONLINE

ANMAC



Attended International
Council of Nurses
Congress in Singapore



HELD INAUGURAL
COLLOQUIUM IN
PARTNERSHIP WITH
THE AUSTRALIAN
PHARMACY COUNCIL

Message from the Chair

It has been another extraordinary year for ANMAC with the Board focusing on achieving initiatives against the objectives of the Strategic Plan 2018–2021.



► **MS ANN KINNEAR**
ANMAC BOARD CHAIR

The plan's five strategic objectives remain fit-for-purpose:

1. Improve Aboriginal and Torres Strait Islander health
2. Securing our future
3. Provide quality evidence-based standards, accreditation and assessment
4. Effective stakeholder engagement
5. Strong governance and compliance framework

Our strategic objectives are enabling the organisation to continue moving through our current growth phase and providing the Board with the opportunity to explore ways to secure our future.

The Board continues to support ANMAC to improve efficiencies of the accreditation framework by enhancing our information technology systems to help introduce risk-based accreditation process improvements. Our goal is to move the submission of accreditation applications and subsequent monitoring of accredited programs to be solely online.

ANMAC recognises the important contribution our stakeholders make in the development of our accreditation standards. During 2018–19, ANMAC continued to progress the review of the Registered Nurse Accreditation Standards and commenced the review of the Midwife Accreditation Standards and Registered Nurse Prescribing Accreditation Standards. We would like to thank everyone for their valuable contributions to the consultations held as part of this work.

To ensure our accreditation standards remain contemporary and in line with best practice we are working towards reducing duplication within the accreditation standards criterion with education regulatory bodies by moving to five domains instead of nine. This will also align with the approach of several other health professional accreditation councils. The five domains are:

- safety of the public
- governance
- program of study
- student experience
- student assessment.

This year the Board supported a number of initiatives against our strategic objective, Improve Aboriginal and Torres Strait Islander health. We did so by:

- developing an inaugural Reflect Reconciliation Action Plan
- endorsing the National Scheme Aboriginal and Torres Strait Islander Health Strategy—Statement of Intent
- supporting the National Health Leadership Forum submission for constitutional recognition of Aboriginal and Torres Strait Islander Peoples to the Joint Select Committee on Constitutional Recognition
- supporting the Uluru Statement from the Heart.

This year was the first full year that ANMAC was governed by the revised Board structure of nine Directors. I am indebted to our talented and dedicated Board of Directors and thank them for their expertise, contributions and collegiality. In particular, I acknowledge the Chairs of the Board Committees—Karen Taylor, Governance Committee, and Ros Jackson, Finance, Audit and Risk Committee.

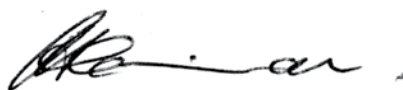
I welcome Melanie Robinson, who replaced Janine Mohamed early in 2019 as the Member Director from the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives. I thank Janine for her commitment, knowledge and dedication to ANMAC.

ANMAC's fiscal position is healthy and we're continually improving our operational effectiveness and efficiencies.

I acknowledge the leadership and commitment of our Chief Executive Officer, Fiona Stoker and thank our staff for all that they do.

I thank the members of our accreditation committees who undertake the valuable work of ANMAC, contributing to the quality and safety the Australian community receives through the services of nurses and midwives. I also thank the Chairs of our accreditation committees—Gabrielle Koutakidis, Enrolled Nurse Accreditation Committee, Professor Joanne Gray, Midwife Accreditation Committee, Associate Professor Tom Buckley, Nurse Practitioner Accreditation Committee, and Professor Phillip Della, Registered Nurse Accreditation Committee.

ANMAC remains committed to providing high value and high-quality services. We look forward to another year of innovation and improvement.



Ms Ann Kinnear
ANMAC Board Chair

Chief Executive Officer's message

It has been another great year for ANMAC as we continue to build on the achievements of last year and deliver on the initiatives in the 2018–2021 Strategic Plan.



► CLINICAL PROFESSOR
FIONA STOKER
CHIEF EXECUTIVE OFFICER

I would like to thank all the staff at ANMAC for their hard work in ensuring we continue to implement initiatives associated with the strategic plan. They have done a sterling job throughout the year.

We have made strides against the strategic objective 'Improve Aboriginal and Torres Strait Islander health' with the development of our inaugural Reflect Reconciliation Action Plan (RAP), endorsed by Reconciliation Australia in December 2018. The RAP forms an integral part of ANMAC's commitment to reconciliation and to promoting the health, history and culture of Aboriginal and Torres Strait Islander peoples and their communities. I thank the working group and the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM) for supporting the RAP's development and executing the actions we committed to as part of our commitment to reconciliation.

I congratulate our Skilled Migration Services team for the hard work they have put into processing skills assessments. This year, the team processed more than 6,400 skills assessments, while maintaining a three-week waiting time for applicants. The efficiencies and improvements to the assessment process created through the Electronic Document Submission are working well. I commend the team for their commitment to customer service.

Accreditation Services has had another busy year completing 39 accreditations and continuing to progress the risk-based accreditation process and information technology enhancements. We continued to monitor 183 accredited programs to ensure they continue to meet relevant accreditation standards.

The Accreditation Services team has been busy reviewing and developing accreditation standards in 2018–19. We continued work on the review of the Registered Nurse Accreditation Standards and the accompanying essential evidence document. These accreditation standards have reduced duplication within the standards and with other regulatory authorities. This was achieved through rigorous mapping exercises. ANMAC has also reviewed the accreditation standard structure to align it with those of other accreditation councils, reducing the nine standards to five while maintaining content integrity.

The Accreditation Services team also began reviewing the Midwife Accreditation Standards which started with a stakeholder survey to identify key issues to be considered in the review. In May 2019, stakeholders were invited to provide feedback on the first consultation paper which was informed by results from the stakeholder survey.

The Accreditation Services team also began developing the Registered Nurse Prescribing Accreditation Standards. The first round of stakeholder consultation for these new accreditation standards was conducted in March 2019.

This year we became an ACTSmart business accredited recycler. By following this business recycling program, we are:

- reducing costs—recycling waste can be cheaper than tipping at landfill
- reducing impacts on the environment—a motivating factor for customers and staff
- benefitting from public recognition of our recycling policies and actions, through annual accreditation
- meeting corporate environmental commitments.

Our Skilled Migration Services team have embraced the ACTSmart accreditation and furthered our commitment to sustainability, by reviewing elements of the assessment process to reduce waste and duplication.

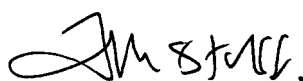
ANMAC is continually looking for ways to incorporate opportunities for interprofessional collaboration. This year we partnered with the Australian Pharmacy Council (APC) to develop and hold a joint interprofessional colloquium. The topic was 'Together we can do more: Educating for social accountability across the health professions: an interactive symposium.' The event featured 14 leading academics and experts from Australia and New Zealand who gave presentations and interactive sessions to educate for social accountability across the health professions. The colloquium engaged more than 100 delegates across health, education, accreditation and regulation. More than 90 per cent of attendees who provided feedback indicated the event delivered on their expectations and would return for a future interprofessional colloquium.

During the year, we also have the opportunity to collaborate with Osteopaths through our continued work in providing the Secretariat function for the Australasian Osteopathic Accreditation Council (AOAC). Both organisations benefit from sharing information about accreditation across the nursing, midwifery and osteopathic professions.

I had the pleasure of providing the keynote speech for the Fellowship Conferment of the Hong Kong Academy on ANMAC's role in the regulation of advanced practice in Australia. I also provided two workshops in the area of standards for advanced practice. Following on from my presentation in Hong Kong I was asked to give a similar presentation in Guangdong, China, at the International Nursing Conference of Guangdong-Hong Kong-Macau Great Bay Area.

In June, I attended the International Council of Nurses conference in Singapore to present a paper on education for advanced practice. The conference was a great opportunity to network, meet new contacts and re-connect with previous professional contacts. I was impressed that Dr Tedros, the Director General of the World Health Organization, made a surprise visit to talk to congress participants. Dr Tedros is well known for being instrumental, along with Global Health Workforce Alliance Champion, Lord Nigel Crisp, in acknowledging the work of nurses across the world. ANMAC has also been accepted to present a poster at the International Council of Midwives conference in Bali next year. We are proud to be talking about and promoting our work in nursing and midwifery to such a wide and diverse range of audiences, to share what we do and improve what we do.

The staff at ANMAC look forward to working with our stakeholders in the next financial year to ensure we continue to have quality education for nurses and midwives in Australia.



Clinical Professor Fiona Stoker
Chief Executive Officer

Our organisation



► OFFICE OF THE CEO

FROM LEFT: JANE YANG,
SARAH ROSS, FIONA STOKER,
GEORGINA FARGHER,
TARYN DUGGAN

Office of the Chief Executive Officer

The team working in the Office of the Chief Executive Officer are the drivers of high-performance across our organisation. They ensure effective delivery of strategic initiatives by working cooperatively with ANMAC staff, the Board and committee members, and stakeholders.

Key responsibilities include:

Strategic direction: Develop and implement strategic objectives and initiatives to ensure we reach our agreed mission.

Secretariat support: Provide information to the Board to inform effective decision making.

Stakeholder engagement: Raise our profile through marketing and promotion.

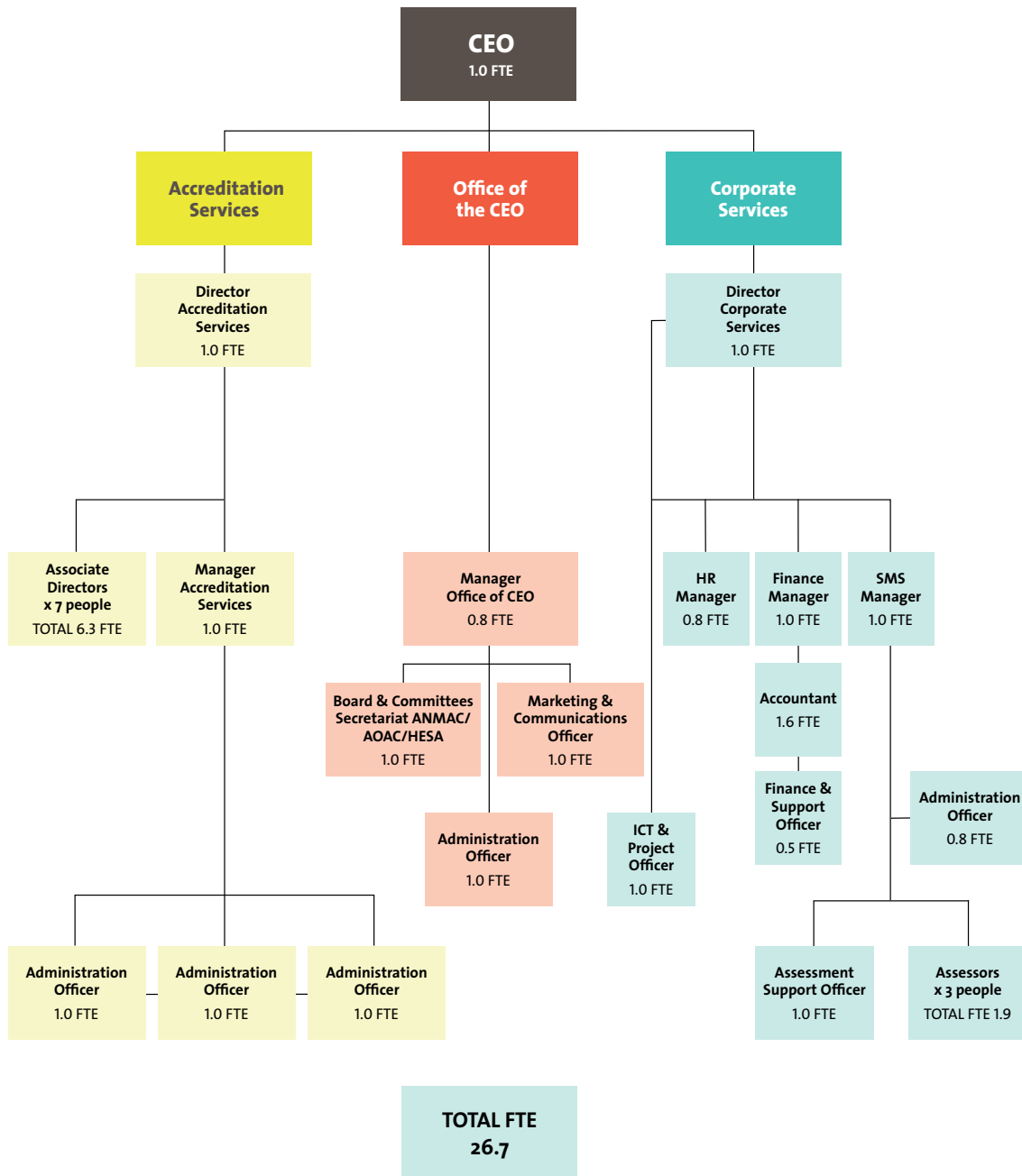
Quality reporting: Prepare biannual reports on our accreditation function to the Australian Health Practitioner Regulation Agency (AHPRA) and the Nursing and Midwifery Board of Australia (NMBA) under the *Health Practitioner Regulation National Law Act 2009 (QLD)* (the National Law).

Marketing and promotion: Use tactical promotional strategies that optimise our digital marketing platforms, to predominantly grow our brand awareness.

This goal is underpinned by four strategies:

1. use social media sites to extend digital reach
2. enhance our newsletter for more engagement
3. revise and revitalise our website to strategically align with other tactical promotional channels and activities
4. increase presence in nursing and midwifery professions.

► Figure 1: ANMAC Organisation Chart—April 2019





► **CORPORATE SERVICES**

FROM LEFT:

VANESSA COOK, ERIN MOSS,
LUKE COCHRANE,
CATHY MAYER

STAFF NOT IN PHOTO

FROM TOP:

MANDY FOGARTY,
MILI BATAR

Corporate Services

Our Corporate Services team provide quality support services to our organisation. They ensure our operational requirements, compliance and organisational goals are met.

Key responsibilities include:

Human resources: Recruitment, workforce planning, employee learning and development, and work, health and safety.

Information and communications technology (ICT): ICT support and project management.

Financial management: Financial reporting, risk management, audit and compliance.

LEARNING AND DEVELOPMENT

We have embraced lifelong learning as a core value. Our staff are actively encouraged to pursue learning and development activities.

We supported staff in their learning and development journey through:

1. training
2. external studies
3. conferences.

TRAINING

Our staff engaged in a suite of training courses through the year.

When	Who	What	Why
Ongoing 2018–19	Staff	Word, SharePoint and Excel	Update and increase skills in these software programs.
May 2019	Senior Management Team and Associate Directors	2-day training workshop in workplace investigations	Develop skills in conducting a workplace investigation, understanding the fundamentals of the process and reporting on findings.
July 2018	Staff x 5	Cultural safety, coordinated by the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives	Build our understanding of cultural safety, in line with our strategic objective, to improve the health of Aboriginal and Torres Strait Islander Peoples.
August 2018	Staff	Resilience	
September 2018	Staff	Payroll	
October 2018	Administrative staff	Business writing and minute taking	Develop skills in taking effective minutes and writing effective business documents.
October 2018	Staff	Policy implementation and review	Update skills on developing, reviewing and implementing policies and guidelines.
October 2018	Staff	Time management	
October 2018	Staff	Unethical Behaviour	
November 2018	Staff	Team building	
December 2018	Staff	Emotional intelligence	
December 2018	Staff	Project management	

EXTERNAL STUDY

Seven staff progressed their careers through external study, including:

- Doctor of Philosophy (2)
- Master of Business Administration (3)
- Diploma of Business Administration (1)
- Certificate IV in Accounting (1)

CONFERENCE AND EVENT ATTENDANCE

Staff engaged with stakeholders and continued their professional development journey through attendance at these conferences and events:

- Associations Forum Communication Summit
- Australian College of Midwives Annual Conference
- Australian College of Nursing National Nursing Conference
- Australian Human Resources Institute National Convention
- Congress of Aboriginal and Torres Strait Islander Nurses and Midwives Conference
- Healthcare Leaders Forum
- International Congress of Nurses
- National Vocational Education and Training Conference
- Not-for-Profit Growth and Sustainability Conference
- Shared Services and Outsourcing Week Conference
- Transforming Midwifery Practice through Education Conference.

GO1 learning

We also supported staff in their learning and development through the GO1 learning management system. In 2018-19 all staff completed the following eLearning modules:

- Mental Health in the workplace
- Internet and social media

GO1 was also used to assist in new policy implementation and communication.

Enterprise agreement

We successfully negotiated a new enterprise agreement: *Australian Nursing and Midwifery Accreditation Council (ANMAC) Ltd Enterprise Agreement 2019–2021*.

The agreement was approved by the Fair Work Commission on 20 February 2019. It will expire on 31 December 2021.

Health safety and wellbeing

Our Work Health and Safety Working Group met regularly to:

- uphold our commitment to providing a safe and healthy workplace for staff
- ensure we maintained our compliance obligations in this area.

Organisational chart

Employee numbers remained constant during 2018–19, decreasing slightly from 26.9 to 26.7 full-time equivalent employees. Our organisational structure is in Figure 1.

2

SOUND GOVERNANCE FRAMEWORK

Governance

Governance

We are the appointed accrediting authority for nursing and midwifery in Australia in accordance with the National Law under the National Registration and Accreditation Scheme. Our governing committee is our Board of Directors. The Board is established in accordance with and governed by the provisions of our Constitution.

▶ ANMAC BOARD

FROM LEFT TOP ROW:
ROSLYN JACKSON,
PROFESSOR LORRAINE
SHEPPARD, KAREN TAYLOR,
PROFESSOR WENDY CROSS

FROM LEFT BOTTOM ROW:
ANN KINNEAR,
FIONA STOKER (CEO)

STAFF NOT IN PHOTO

FROM LEFT:
ADJUNCT PROFESSOR
KYLIE WARD,
MELANIE ROBINSON,
ANNIE BUTLER,
SUE MCKERRACHER

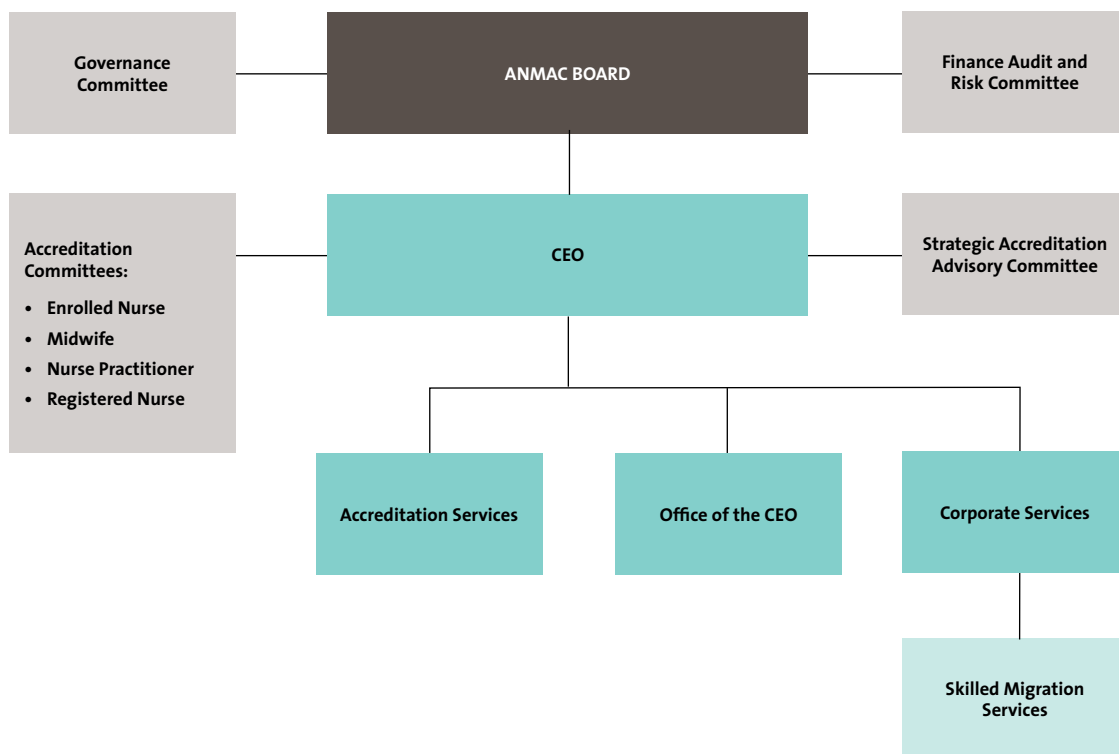


ANMAC Board

We have selected our Board Directors for their skills, knowledge and experience from a wide range of stakeholder organisations. We are honoured to have such a robust representation of expertise and diverse community input into our governance processes.

The ANMAC Board comprises nine Directors—five Member Directors and four Appointed Directors.

► Figure 2: ANMAC governance structure 2018–19



MEMBER DIRECTORS

Member Directors are nominated as representatives from our nursing and midwifery membership-based organisations:

1. Australian College of Midwives
2. Australian College of Nurses
3. Australian Nursing & Midwifery Federation
4. Congress of Aboriginal and Torres Strait Islander Nurses and Midwives
5. Council of Deans of Nursing and Midwifery (Australia and New Zealand).

Our membership-based organisations provide us with different opportunities to engage with the wider nursing and midwifery community through their events and conferences. This wider reach ensures we have access to the robust expertise of and opportunities to consult with the nursing and midwifery community.

APPOINTED DIRECTORS

Appointed Directors are selected for their expertise in:

1. accreditation
2. vocational education and training
3. finance
4. marketing and promotion.

BOARD MEETINGS

Five Board meetings were held in 2018–19.

Name	4 Sept 2018	23 Oct 2018	12 Dec 2018*	26 Feb 2019	22 May 2019	Attendance
Ann Kinnear	1	1	1	1	1	5/5
Annie Butler	A	A	1	A	1	2/5
Wendy Cross	1	1	1	1	A	4/5
Roslyn Jackson	1	1	1	1	1	5/5
Sue Mckerracher	1	1	1	1	A	4/5
Janine Mohamed	1	1	NM	NM	NM	2/2
Melanie Robinson	NM	NM	NM	NM	1	1/1
Lorraine Sheppard	1	1	1	1	1	5/5
Karen Taylor	1	1	1	1	1	5/5
Kylie Ward	1	1	A	1	1	4/5

* The December Board meeting was rescheduled and some Directors were unable to attend.

A = Apology NM = Not a member at the time of the meeting

Board committees

To meet our fiduciary responsibilities and governance arrangements, our Board has established the:

1. Finance Audit and Risk Committee
2. Governance Committee.

The Board appoints a Chair and terms of reference for each committee.

Both committees make recommendations to our Board to:

- help us fulfil our strategic goals
- meet our legal obligations.

FINANCE AUDIT AND RISK COMMITTEE

The role of the Finance, Audit and Risk Committee is to assist the Board to fulfil its oversight responsibilities in:

- financial reporting
- internal control systems
 - compliance management
 - risk management systems
 - internal and external audit functions.

GOVERNANCE COMMITTEE

The role of the Governance Committee is to ensure our governance systems (policies and procedures):

- comply with current regulatory requirements
- reflect contemporary business, governance, policy and ethical requirements.

Board Directors

ANNIE BUTLER

RM, BSc, MSc
Member Director—Australian Nursing
and Midwifery Federation
Victoria

ANN KINNEAR

Certificate in Nursing, RM, BSc, MSc, Fellow ACM,
Paul Harris Fellow
Member Director—Australian College of Midwives
Board Committee Member—Governance
Australian Capital Territory

PROFESSOR WENDY CROSS

RN, RPN, BAppSc(AdvNsg), Med, PhD, FACN,
FACMHN, MAICD
Member Director—Council of Deans Nursing
and Midwifery
Board Committee Member—Governance
Victoria

JANINE MOHAMED

RN BA Grad Dip (Aboriginal Affairs and Administration)
Board Member Director—Congress of Aboriginal and
Torres Strait Islander Nurses and Midwives
Board Committee Member—Finance, Audit and Risk
Australian Capital Territory
[Resigned: 23 October 2019](#)

MELANIE ROBINSON

BSc(Nursing), Grad Dip Nsg(Paediatric),
MRsch(Nursing)
Member Director—Congress of Aboriginal and
Torres Strait Islander Nurses and Midwives
Australian Capital Territory
[Appointed: 22 May 2019](#)

PROFESSOR LORRAINE SHEPPARD

BAppSc(physiotherapy), MBA, PhD
Appointed Director—Accreditation Expert
Board Committee Member—Finance, Audit and Risk
South Australia

KAREN TAYLOR

Appointed Director—Vocational Education
and Training sector expert
Board Committee Chair—Governance
South Australia

ADJUNCT PROFESSOR KYLIE WARD

RN, MMgt, Dip App Sci (Nursing), Acute Care Cert.,
FACN, Wharton Fellow, MAICD
Member Director—Australian College of Nursing
Board Committee Member—Finance Audit and Risk
Australian Capital Territory

ROSLYN JACKSON

Appointed Director—Community Director (Finance)
Board Committee Chair—Finance, Audit and Risk
Australian Capital Territory

SUE MCKERRACHER

Appointed Director—Community Director
(Marketing and Promotion)
Board Committee Member—Governance
Australian Capital Territory



QUALITY EVIDENCE-BASED STANDARDS, ACCREDITATION AND ASSESSMENT

Accreditation Services

Skilled Migration Services

Accreditation Services



► ACCREDITATION SERVICES

FROM LEFT: KIM POROZNY, KATE IMESON, ROSALIND BULL, MARGARET GATLING, JULIE WATTS, JACKIE DOOLAN, WAYNE JOHNSTON, SARAH COUCH, BRIDGET ROACHE, WENDY PENNEY, MELANIE SCHAEFER

STAFF NOT IN PHOTO

FROM TOP: FRANCES RICE AND MELISSA COOPER

Our Accreditation Services team facilitate the accreditation function delegated to us by the NMBA under the National Law.

The team protects the public by:

- accrediting programs of study leading to registration and endorsement as nurses and midwives in Australia
- monitoring approved programs to ensure they continue to align with approved accreditation standards
- investigating complaints relating to breaches of accreditation standards
- reviewing standards over time to ensure they are contemporary and aligned with best practice
- developing accreditation standards for the nursing and midwifery professions for approval by the NMBA
- consulting widely with the Australian community for input into developing standards.

The Accreditation Services team undertakes wide-ranging consultation in standard development to assure the community that nursing and midwifery graduates, who have completed an accredited program of study, have:

- met the standards for practice
- are equipped with the skills necessary to practice and care for people in a safe manner.

2018–19 major achievements

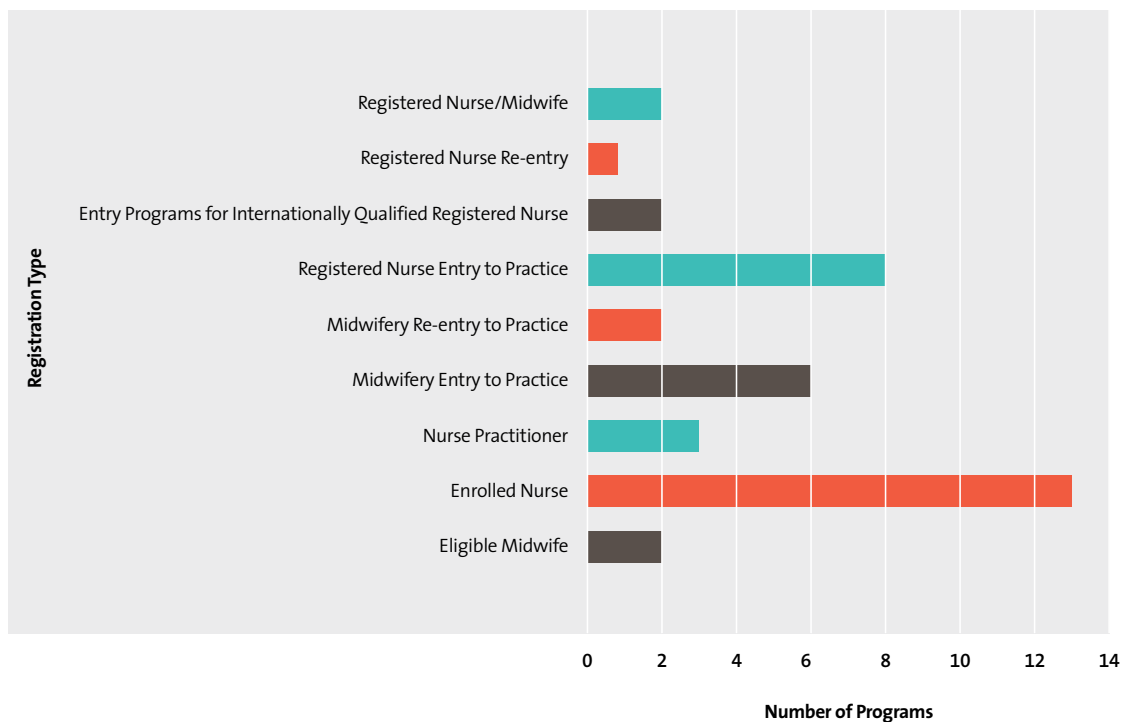
- accredited 39 programs of study
- assessed 11 major modifications to accredited programs of study
- assessed 197 minor modifications to accredited programs of study
- continued the review of Registered Nurse Accreditation Standards
- continued work to introduce electronic submission of documents for education providers
- commenced the review of the Midwife Accreditation Standards
- commenced the development of Registered Nurse Prescribing Accreditation Standards.

The distribution of the 39 programs accredited (Figure 3) is:

- 13 enrolled nurse programs
- 2 dual-degree programs (Bachelor of Nursing/ Bachelor of Midwifery)
- 3 nurse practitioner programs

Figure 3 does not include 21 programs which were withdrawn at various stages of the assessment process.

► Figure 3: Distribution of programs accredited in 2018–19 by registration type



Quality improvement

REVIEW OF REGISTERED NURSE ACCREDITATION STANDARDS

We continued to consult with stakeholders to complete the review of the Registered Nurse Accreditation Standards.

Key points

- This important work also included the development of an essential evidence guide to accompany the standards.
- The essential evidence guide provides education providers with the minimum evidence required to meet the standards; ANMAC developed it in conjunction with education providers.

REVIEW OF MIDWIFE ACCREDITATION STANDARDS

We commenced the review of the Midwife Accreditation Standards which were last published in 2014.

Key points

- A professional reference group was convened to provide advice to our CEO on the review and development of the new accreditation standards.
- The professional reference group met twice to discuss issues, review stakeholder feedback and progress the review.
- A stakeholder survey was conducted at the start of the review to help us understand the key issues the standards need to address. The first round of stakeholder consultation took place in May 2019, at which key issues identified in the stakeholder survey were discussed.

DEVELOPMENT OF REGISTERED NURSE PRESCRIBING ACCREDITATION STANDARDS

We commenced the development of Registered Nurse Prescribing Accreditation Standards to assess and accredit programs for Registered Nurse prescribing.

Key points

- A professional reference group was convened to provide advice to our CEO on regulation, education, health policy and practice.
- The professional reference group met three times to discuss issues, review feedback and progress work on the development of the standards.
- The first round of stakeholder consultation was held in March 2019.

ELECTRONIC SUBMISSION OF DOCUMENTS

We commenced the website infrastructure build for the electronic submission of documents for education providers.

Key points

- The website will act as a nexus between our document storage and customer relationship management software.
- While leveraging off the system built for Skilled Migration Services, this system allows for a larger volume of varying files to be uploaded directly into the document storage software with tracking and access available to our staff in the customer relationship management.
- Once finalised, all education providers will be able to interact with us by way of the website and obtain real-time information about the status of their programs and ongoing assessment projects.

Customer service

At the end of 2018–19, we recorded 183 accredited programs of study to be delivered by 104 education providers. This is a decrease from 2017–18 (191 programs).

The decrease can be attributed to several education providers amalgamating programs and discontinuing some programs.

The distribution of currently accredited programs is presented in Figure 4, which shows the breakdown of programs by program type.

Section 50 of the National Law requires us to monitor approved programs of study. We achieve this by conducting routine, targeted or random monitoring of accredited programs of study as well as by managing complaints.

The monitoring of an ANMAC accredited and NMBA-approved programs of study can include:

- reviewing the program monitoring report provided by the education provider annually on the anniversary of accreditation (routine)
- reviewing specific reporting requirements stipulated at the time the program is accredited, when a major change to a program is approved or as a result of a complaint (targeted)
- conducting site visits
- investigating complaints (random).

This year, we have:

- assessed 9 complaints, 2 were deemed within scope
- reviewed 163 program monitoring reports
- reviewed 45 specific monitoring reports.

We use monitoring functions to ensure approved programs continue to be delivered as accredited. The review of specific monitoring reports significantly increased by 73 per cent in 2018–19 due to the introduction of risk-based accreditation in 2017–18.

This year the Accreditation Services team:

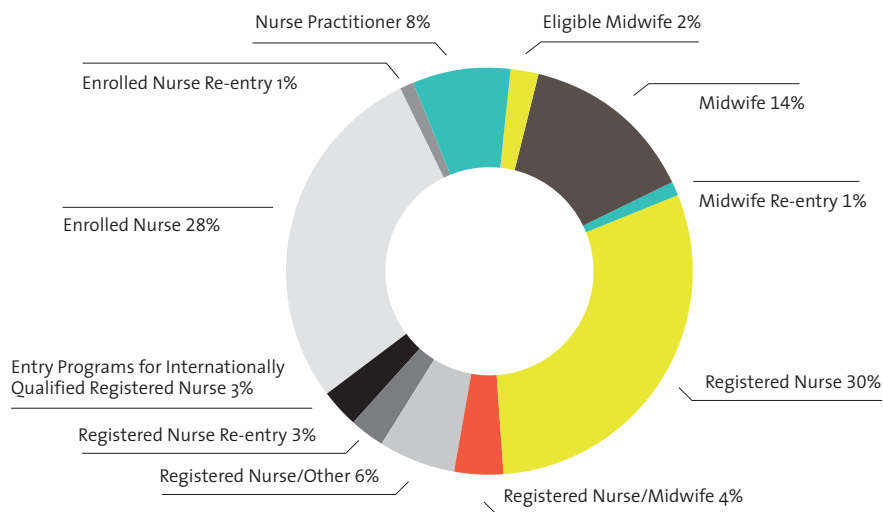
- presented at several professional conferences, nationally and internationally
- represented ANMAC on professional reference groups for other health professions
- represented ANMAC on the Enrolled Nurse Industry Reference Committee
- represented ANMAC on the Moderation Delivery Committee.

Future

We will continue to deliver quality by:

1. ensuring accredited programs continue to meet all regulatory requirements by continuing to work with the NMBA, the Australian Skills Quality Authority and the Tertiary Education Quality and Standards Agency
2. producing a training program for assessors of programs for accreditation
3. continuing our rollout of risk-based accreditation by providing template documents to assist education providers to provide the evidence required to meet the accreditation standards
4. working to complete the process for electronic document submission for education providers and launching the new system.

► **Figure 4: Distribution of accredited programs by program type (30 June 2019)**



Skilled Migration Services

Our Skilled Migration Services team assess the qualifications and skills of nurses and midwives for migration purposes. They are responsible for determining if an applicant has the nursing or midwifery qualifications and experience needed for permanent migration to Australia.



► CORPORATE SERVICES

FROM LEFT:
KATHRYN BAIRD,
DHANUSHKA DRUMMOND,
AEYASHA MOHAMMED,
DEMELZA ROWLEY

STAFF NOT IN PHOTO

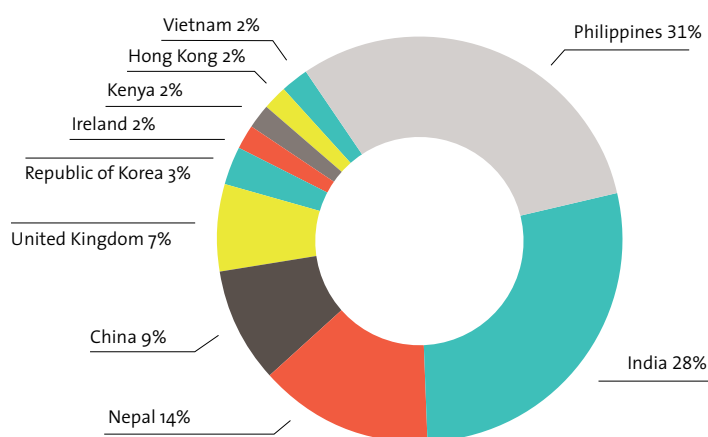
FROM TOP:
TONI PYE,
PAN WARBURTON

The team assess:

- internationally qualified nurses
- internationally qualified midwives
- international students studying nursing and midwifery in Australia or New Zealand who have completed their course and are registered in Australia or New Zealand.

Countries of birth have been used to determine where applicants are migrating from (figure 5). Applicants born in the Philippines, India, China and Nepal represent the highest number of applicants applying for skills assessments in 2018-19

► Figure 5: Country of birth of applicants in 2018–19



2018–19 major achievements

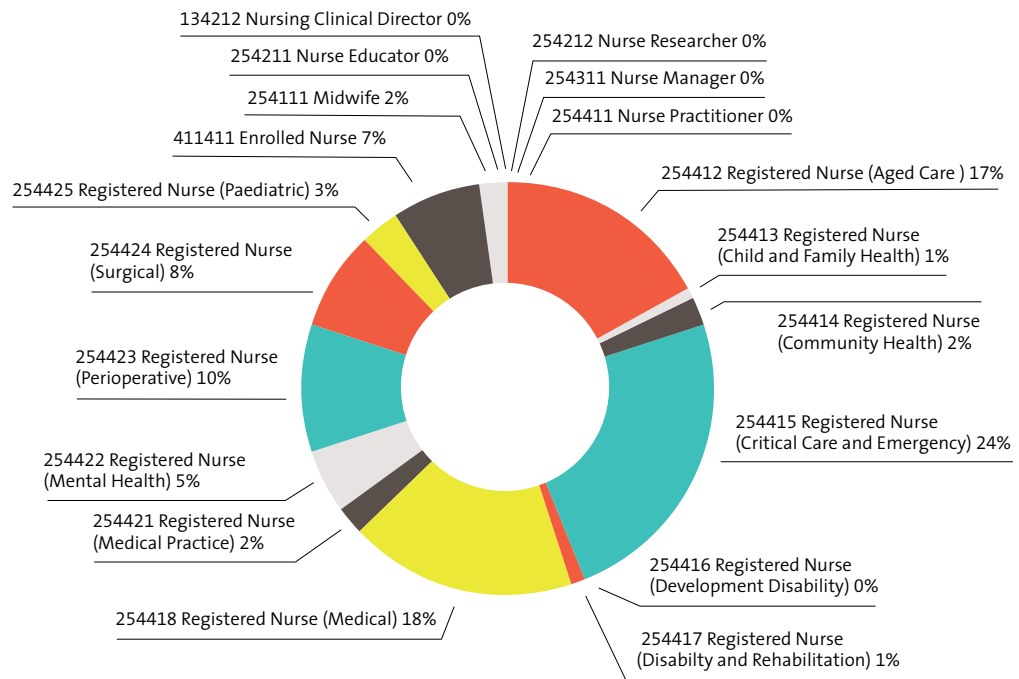
- received 5496 applications:
 - 82 per cent from females, 18 per cent from males
 - 28 per cent of all applicants had nominated a migration agent to act on their behalf
- processed 6400 skills assessments:
 - 69 per cent of these applicants had overseas nursing qualifications
- maintained an average three-week assessment waiting time during the year

Applicants can apply for one of three types of skills assessments:

- modified skills assessment
- modified PLUS skills assessment
- full skills assessment.

Modified skills assessment applications represented 95 per cent of all applications made online. These applicants hold current nursing registration in Australia and are mostly living in Australia. On completion of the skills assessment, applicants receive a determination letter, which is valid for two years. Within this period, applicants can request a re-issue of their letter of determination to include work experience or change ANZSCO codes. In 2018–19, re-issue requests increased by 130 per cent over 2017–18. This increase can be explained in part by a change in the number of sponsored visas being issued by the Department of Home Affairs for nurses working in aged care. In 2018–19 the ‘not elsewhere classified’ ANZSCO code was the most common with aged care, medical and critical care nursing ANZSCO code numbers also remaining high (see Figure 6)

► Figure 6: Final ANZSCO codes used for applications completed in 2018–19



Sustainability

We furthered our commitment to sustainability during the year. We reviewed elements of the assessment process to reduce waste and duplication. We are proud that we are mostly digital, which has significantly reduced the unnecessary and wasteful handling of paper documents.

The Assessing Authorities Network gives us an opportunity to:

- ensure we continue to provide a contemporary service
- share our experience in assessing and the successful implementation of our online document submission process.

Customer service

We are constantly evolving our communication processes between assessors and applicants. We have made several improvements to ensure our applicants receive the most current and accurate information. This includes:

- updating frequently asked questions
- responding to emails within two business days
- changing call-centre availability to improve response times.

Future

We will continue to make improvements by:

1. reviewing our professional reference policy to identify current issues and explore options for improving this aspect of the assessment process (we expect this review to be completed by the end of 2019)
2. reviewing our frequently asked questions and publish revised facts on our website by early 2020
3. surveying applicants and agents to identify areas where our provision of information can be improved
4. reviewing the re-issue request process to make it user-friendly, and rectify the non-intuitive nature of the process.

Quality improvement

We strengthened our credibility in our assessment processes by refining our audit processes in March 2019.

We are taking on a co-leadership role of the Assessing Authorities Network, which comprises 37 relevant assessing authorities. It was established in 2017 to act as a central hub to liaise and collaborate on matters of skilled migration.

4

ENGAGED STAKEHOLDERS

Stakeholder engagement and collaboration

Stakeholder engagement and collaboration

One of our strategic objectives is ‘Effective stakeholder engagement’. To meet this objective, we engage with regulators, peak bodies and education providers in the higher education sector and vocational education and training sectors.

Engagement activities and communications channels include, email correspondence, corporate documents, the ANMAC Standard Newsletter, surveys, meetings with stakeholders, ANMAC Committee meetings, consultation forums and partnerships supported by memoranda of understanding.

National conference attendance

WHOCC 2018, CAIRNS, 17–20 JULY 2018

The CEO, Dr. Margaret Gatling and Louise Straughair attended the 12th Biennial Conference of the Global Network of the World Health Organization Collaborating Centres for Nursing and Midwifery. The conference theme was ‘Universal Health Care: Sustainable Development Goals are Everyone’s Business’ and the conference brought together participants and research from all over the world. Fiona and Margaret presented at the conference on ‘Towards 2030: hitting the Sustainable Development Goal targets through high-quality accreditation standards in health education’. Their presentation was well-received, and our conference stand was cleared of all promotional material.

ANMAC also sponsored the WHOCC conference ‘We believe everyone can play a part—big or small—in ensuring healthy lives, promoting well-being for all at all ages, and ensuring the Sustainable Development Goals can be achieved.’

CATSINAM PROFESSIONAL DEVELOPMENT CONFERENCE, CANBERRA, 18–19 SEPTEMBER 2018

In line with our strategic objective to improve Aboriginal and Torres Strait Islander Health, we supported the annual Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM) Professional Development Conference. Our support included:

- renewing our Affiliate Organisation Membership with CATSINaM and sponsored three Aboriginal and Torres Strait Islander students to attend the conference
- supporting staff to attend the conference
- supporting staff to participate in the annual Professional Development Forum for the Leaders in Indigenous Nursing and Midwifery Education Network (LINMEN), held at the conference.

The purpose of the conference was to share information while working towards an integrated approach to improving the outcomes for Aboriginal and Torres Strait Islander Australians. The theme ‘Honouring our past, empowering our present, growing our future’ provided an opportunity to highlight the very real difference being made in Aboriginal and Torres Strait Islander health by CATSINaM members.

The LINMEN Forum held at the conference provided an opportunity for 60 nursing and midwifery educators to come together and learn more about cultural safety and Aboriginal and Torres Strait Islander health, history and culture.



► JOINT COLLOQUIUM WITH THE AUSTRALIAN PHARMACY COUNCIL,

JOINT COLLOQUIUM WITH THE AUSTRALIAN PHARMACY COUNCIL, MELBOURNE, MAY 2019

To support interprofessional learning, this year we partnered with the Australian Pharmacy Council to hold an inaugural interprofessional health education forum. The colloquium—themed ‘Together we can do more’—engaged more than 100 delegates across health, education, accreditation and regulation.

The event featured 14 leading academics and experts from across Australia and New Zealand who gave presentations and interactive sessions to educate for social accountability across the health professions.

More than 90 per cent of attendees who provided feedback indicated the event delivered on their expectations and that they would return for a future interprofessional colloquium.

TRANS-TASMAN MIDWIFERY EDUCATION CONFERENCE, GOLD COAST, 20–21 SEPTEMBER 2018

In view of the planned review of the 2014 Midwife Accreditation Standards next year, a team of Accreditation Services staff developed a presentation for the Trans-Tasman Midwifery Education Conference.

The presentation aimed to:

- inform stakeholders about changes to the profile in accredited midwifery programs since the introduction of the National Law
- increase awareness of the impending review of the Midwife Accreditation Standards and of the review processes involved
- introduce the new structure of the accreditation standards, as included in the draft Registered Nurse Accreditation Standards.

Professor Renfrew of Mother and Infant Health, University of Dundee, Scotland, gave the keynote address providing insights into emerging themes of what is thought to constitute proficient midwifery practice in the United Kingdom.

Professor Renfrew also listed her findings on key, evidenced-based principles for quality midwifery education that included:

- using a curriculum framework grounded in evidence and including the legal, regulatory, professional and educational context of midwifery care
- ensuring women and local staff are involved in program design, including a mix of classroom, simulation and practice
- understanding common core midwifery knowledge and skills
- understanding what midwifery is
- considering the short and long-term impact of midwifery education on students, women, babies and families.

The current midwife accreditation standards incorporate all these elements and undergo a stakeholder regulatory impact assessment.



International engagement

This year we continued strengthening relationships with international nursing and midwifery professional organisations, including:

- Guangdong Nurses Associations
- Hong Kong Academy of Nursing
- Hong Kong Polytechnic University
- Singapore Nurses Board
- South Pacific Chief Nursing and Midwifery Officers Alliance (SPCNMOA) Biennial Meeting

SOUTH PACIFIC CHIEF NURSING AND MIDWIFERY OFFICERS ALLIANCE BIENNIAL MEETING, COOK ISLANDS, 15–19 OCTOBER 2018

Our CEO and Director of Accreditation Services travelled to Rarotonga, to attend the eighth meeting of the South Pacific Chief Nursing and Midwifery Officers Alliance (SPCNMOA). The meeting was held to coincide with the meeting of the South Pacific Nursing Forum (SPNF), also held in Rarotonga. More than 40 delegates from the 17-SPNF member countries attended.

SPCNMOA asked our CEO to support a workshop on regional accreditation, national and regional educational quality, accreditation, competencies, practice and safety standards.

The workshop was held on 15 October and attended by 25 Chief Nursing and Midwifery Officers, regulators and educators from 16 Pacific countries to discuss regional accreditation issues. Workshop aims were aligned with the recommendations agreed to following the SPCNMOA 2016 biennial meeting, the Heads of Health meeting in April 2018 and discussions at the Triad Meeting and Global Forum for Government CNMOs in May 2018.

These recommendations include reviewing each country's legislation and regulations impacting on nursing and midwifery services, understanding gaps and barriers in legislation, especially:

- educational quality, accreditation, competencies, practice, safety and standards at rural, remote, country, sub-regional and regional levels
- examining and defining the scope of health assistant personnel's in the Pacific.

ANMAC sponsored four nurses to attend the South Pacific Nurses Forum (SPNF) Conference from Papua New Guinea. This work will be progressed through the establishment of a working group with members from ANMAC, Cook Islands, Fiji, Papua New Guinea, Samoa and Tonga.

SINGAPORE NURSES BOARD ROUND TABLE, SINGAPORE, 28–30 NOVEMBER 2018

Our CEO attend a Round Table discussion about ANMAC accreditation standards with the Singapore Nurses Board and their Education Committee. The Chief Nurse of Singapore has since expressed an interest in exploring Nursing and Midwifery Accreditation in Australia, to help improve their system of accreditation and setting accreditation standards.

HONG KONG ACADEMY OF NURSING KEYNOTE ADDRESS, HONG KONG, 8–15 MAY 2019

In May, our CEO visited Hong Kong to meet with the Hong Kong Academy of Nursing and the Hong Kong Polytechnic University. Our CEO presented the Keynote Address at the conferment ceremony of the Hong Kong Academy of Nursing. This provided an opportunity to promote and share our expertise in accreditation of nursing and midwifery education in Australia.

During this visit, our CEO conducted a workshop and seminar for the Academy's nursing leaders on striking a balance between people power and professional standards. The Academy is working towards establishing an accreditation system for advanced practice nurses in Hong Kong, with the support of Professor Frances Wong of the School of Nursing at the Hong Kong Polytechnic University.

INTERNATIONAL NURSING CONFERENCE OF GUANGDONG–HONG KONG, MACAU GREAT BAY AREA, 12–14 MAY 2019

Our CEO was invited to present a paper at the second International Nursing Conference. The paper focused on the accreditation of advanced nurse practice. We followed up after the conference and to discuss nursing practice in the Guangdong with other attendees and to meet the President of the Guangdong Nurses Association.

Reconciliation Action Plan

During the reporting year, we committed to developing a Reconciliation Action Plan (RAP). This aligned with one of our strategic objectives, 'Improve Aboriginal and Torres Strait Islander Health'. The RAP is an exciting milestone for us because it:

- formalises our commitment to reconciliation
- allows our staff to develop greater cultural awareness
- supports our efforts to build and grow relationships with our Aboriginal and Torres Strait Islander stakeholders
- maps out the steps we will be taking to make a difference.

On 7 March 2019, our RAP was formally endorsed by Reconciliation Australia. A RAP advisor, for Reconciliation Australia said: 'I would like to congratulate ANMAC on a great plan which we are pleased to endorse as a Reflect RAP.'

On 13 March, our staff and partners from the CATSINaM gathered at the Australian Botanical Gardens for a guided Indigenous plant use tour. Following the tour, we were proud to launch our inaugural RAP. Kristie Peters, an artist and Wiradjuri woman from Southern New South Wales, presented her stunning artwork to our CEO at the launch. Her artwork can be seen throughout our RAP.

We know there are fundamental gaps between the health outcomes of Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians and feel strongly that this issue must be addressed. As a result, Our Board made improving Aboriginal and Torres Strait Islander health a priority and supported:



► MARGARET GATLING, FIONA STOKER AND ARTIST KRISTIE PETERS

- endorsing the National Scheme Aboriginal and Torres Strait Islander Health Strategy—Statement of Intent
- the National Health Leadership Forum submission for constitutional recognition of Aboriginal and Torres Strait Islander Peoples to the Joint Select Committee on Constitutional Recognition
- the Uluru Statement From the Heart.

One action in our Reflect RAP was to develop a new acknowledgement of country which opens every meeting held at or hosted by us. We achieved this and here it is:

I would like to acknowledge the traditional Custodians of the land/s on which we are meeting. I pay respect to their Elders past, present and emerging. I extend that respect to other Aboriginal and Torres Strait Islander people present today.

ANMAC honours the Traditional Custodians of Country throughout Australia. We acknowledge their continuing connection to the land, waters and sky. We acknowledge our gratitude that we share these lands, waters and sky today, our sorrow for the costs of that sharing, and our hope and belief we can move to a place of equity, justice and partnership together.

We celebrated National Reconciliation Week with a morning tea and invited our colleagues from CATSINaM and the Australian Pharmacy Council to attend. We also invited artist Kristie Peters from Yarrudhamarra Creations who hung the canvas artwork she created for our Reflect RAP in our office. Ms Melanie Robinson, CEO of CATSINaM, spoke at the morning tea to share what reconciliation means to her as an Indigenous woman.

We also worked to raise the internal profile of Aboriginal and Torres Strait Islander cultures and achievements by displaying Indigenous imagery and artwork in our head office and celebrating the achievements of Indigenous nurses and midwives.



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Directors' Report

The directors of the Australian Nursing and Midwifery Accreditation Council Limited (ANMAC) present the annual financial statements of ANMAC for the financial year ended June 2019.

Information on Directors		
Ann Kinnear—Chair	Member Director (ACM)	
Annie Butler	Member Director (ANMF)	
Professor Wendy Cross	Member Director (CDNM)	
Roslyn Jackson—AR Chair	Appointed Director (Finance)	
Janine Mohamed	Member Director (CATSINaM)	Resigned: 23 October 2018
Sue McKerracher	Appointed Director (Marketing)	
Melanie Robinson	Member Director (CATSINaM)	Appointed: 22 May 2019
Professor Lorraine Sheppard	Appointed Director (Accreditation)	
Karen Taylor—Gov Chair	Appointed Director (VET Sector)	
Adjunct Professor Kylie Ward	Member Director (ACN)	

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

Ann Kinnear	
Qualifications	RM, BSc, MSc, Fellow ACM, Paul Harris Fellow
Experience	Ann Kinnear is the Business Manager of CARE Midwifery, a midwifery private practice for Canberra and region and was the CEO of the Australian College of Midwives Ltd (ACM) for eight years. She is an inaugural director on the board of the Rhodanthe Lipsett Indigenous Midwifery Charitable Fund and is the Public Officer. Ann has extensive experience in governance, management, policy and leadership across a career spanning several decades notably Director of Midwifery, Greenwich NHS Trust London, Principle Advisor Maternity Services NSW Health, CEO of ACM and Midwife of over 34 years.

Annie Butler	
Qualifications	RM, BSc, MSc
Experience	<p>Annie Butler is the Federal Secretary for the Australian Nursing and Midwifery Federation. Annie was formally appointed to the role in June 2018, having served as the Assistant Federal Secretary since March 2014, and following years of experience in the clinical, professional and industrial areas of nursing.</p> <p>Annie is a registered nurse with more than a decade's experience working in public hospitals, the community and on health education projects, and a further decade working in research and education.</p> <p>She worked for the New South Wales Nurses and Midwives' Association, for a further decade, as a professional officer, organiser and lead organiser, prior to moving to the national position of Assistant Federal Secretary and now holding the position of Federal Secretary.</p> <p>Annie believes that we must fight to maintain the professions of nursing and midwifery in Australia and ensure their advancement. She is passionate about improving Australia's system of health and aged care and the critical role nurses and midwives have to play in the future of our health system. Annie is particularly keen to see nurses drive change for improvements in Australia's aged care sector.</p> <p>Annie has a degree in Health Science, an Honour's degree in Nursing.</p>
Professor Wendy Cross	
Qualifications	RN, RPN, BAAppSc (AdvNsg), Med, PHD, FACN, FACHMN, MAICD
Experience	<p>Professor Wendy Cross is the Dean of School of Nursing and Healthcare Professions at Federation University. Until August 2019 she was a National Mental Health Commissioner and is the immediate past Chair of the Council of Deans and Midwifery (Australia and New Zealand) and immediate past President of the Australian College of Mental Health Nurses.</p> <p>Wendy has a Bachelor of Applied Science in Advanced Nursing from La Trobe University, a Master of Education by Research (Ed Psych) from Monash University and a Doctor of Philosophy from the University of NSW, focusing on Transcultural Psychiatry.</p> <p>She is widely sought for her expertise in mental health, education and governance and contributes to a number of organisations as a board director, external panel member and expert assessor.</p> <p>Wendy has published over 100 articles across all domains (most peer-reviewed) and her primary research interests include mental health and resilience, clinical supervision, practice development and health service evaluation. She is experienced in broad based research methods including both quantitative and qualitative paradigms. She is currently involved in a number of funded research projects related to mental health, resilience and evaluation of health services.</p>

Roslyn Jackson	
Experience	<p>Roslyn Jackson is a Chartered Accountant with over 30 years' experience and has enjoyed a very diverse and exciting career. She has worked in public practice providing taxation advice, as a corporate accountant in the Australian Government, CFO for a large NFP and COO for an Australian Government Company.</p> <p>Roslyn has also owned and operated a training and consulting company, based in Canberra, for over 20 years. She has developed and facilitated training packages for many businesses; both for profit and not-for-profit, and for the government sector; Australian, State and Local government.</p> <p>Roslyn has facilitated courses on behalf of the Australian Institute of Company Directors for over 20 years, helping directors to read and interpret their Board financial statements as well as governance and risk issues. She has taught the professional year of study for Chartered Accountants Australia and New Zealand (CA ANZ) and has been an assessor for their examinations. Roslyn has also been an assessor for the Institute of Public Administration Australia annual reports awards presented to Australian Government Departments.</p> <p>Roslyn is an experienced non-executive director, having held numerous positions predominantly in the NFP health sector. She has held the Chair of several Boards and also chaired Audit, Finance and Risk sub-committees. Roslyn is currently a director of Capital Health Network Ltd and Australian Nursing and Midwifery Accreditation Council, Chairs both their audit and risk committees and is an independent audit committee member for the Australian Pharmacy Council Ltd.</p>
Janine Mohamed	
Qualifications	RN, BA Grad Dip (Aboriginal Affairs and Administration)
Experience	<p>Janine Mohamed is a proud Narrunga Kurna woman from South Australia. Over the past 20 years she has worked in nursing, management, workforce and health policy and project management in the Aboriginal and Torres Strait Islander health sector. Many of these years have been spent in the Aboriginal Community Controlled Health sector at state and national levels. Currently she is the CEO of the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives Congress (CATSINaM). She has initiated and managed many Aboriginal and Torres Strait Islander health workforce projects including national board governance standards, workforce development and cultural safety.</p>

Sue McKerracher	
Experience	<p>Sue has been a media, marketing and advocacy professional for more than 30 years, working in the UK and Australia. In the 1980s she set up an award-winning full service communications agency in London. After a management buy-out in 2000, Sue continued as an adviser. Her client list included Ernst & Young, Unilever, Sovereign Capital, the Museums Libraries and Archives Council and British Library. Moving to Australia in 2007, Sue had her own company in Melbourne providing strategic advice, marketing, communications and project management to federal, state and local governments, cultural institutions, and universities.</p> <p>In 2012, Sue joined the Australian Library and Information Association (ALIA), the peak body for libraries and information professionals, as CEO, heading up the team based at ALIA House, Canberra, and staff working in every state and territory. In her current role, Sue works with other stakeholders to pursue a broad range of interests, including lobbying for copyright law reform, supporting humanities research, improving digital access to cultural collections, championing Australian writing, developing an early language and literacy strategy, and ensuring quality education through higher education and VET course accreditation.</p>
Melanie Robinson	
Qualification	BSci(Nursing), Grad Dip Nsg(Paediatric), MRSch(Nursing)
Experience	<p>Mel Robinson, appointed as CEO of CATSINaM in February 2019, has worked in diverse roles in nursing over the past 30 years, including clinical practice, education, and policy. Her priorities at CATSINaM include growing the number of Aboriginal and Torres Strait Islander nurses and midwives, ensuring the workforce is strongly supported, advocating for members, engaging with national policy development, and building strong partnerships across government and non-government sectors.</p> <p>Mel who has cultural connections to the Gidja and Ngarinyin people of the Kimberley in Western Australia, is also passionate about supporting young Aboriginal and Torres Strait Islander people. Having grown up on Gibb River Station on Ngallagunda community before moving to Derby as a young girl, she has a connection with the particular health challenges faced by rural and remote communities. Mel has a deep personal understanding of the impacts of colonisation, including having family members affected by Stolen Generations policies.</p> <p>Through her professional and own family's experiences, Mel has seen many examples of institutional and interpersonal racism contributing to poor health outcomes and inequitable access to healthcare. During her career, Mel has worked at hospitals in Derby, Fitzroy Crossing and Perth, as well as aged care services in Derby and Dublin, Ireland. Mel has also worked as a nurse educator at Marr Mooditj Training, and in policy in the Western Australian Department of Health. She completed a Masters in Nursing Research at the University of Notre Dame Australia in 2018.</p>

Professor Lorraine Sheppard	
Qualifications	BA App. Sci (physiotherapy), MBA, PhD
Experience	<p>Lorraine Sheppard is a professor of physiotherapy and healthcare management whose business, management, governance and leadership expertise has benefited universities, government boards, accreditation panels and not-for-profits.</p> <p>A former Head of the School of Physiotherapy at the University of South Australia, Foundation Professor, James Cook University, Lorraine completed her terms as chair of the Australian Physiotherapy Council in 2017. She has been continuously involved with regulation, registration and accreditation of physiotherapists through the Australian Physiotherapy Association, Physiotherapy Board of South Australia and the Australian Physiotherapy Council for more than 20 years.</p> <p>Lorraine has been actively involved with the Health Professions Councils Collaborative Forum and the Accreditation Liaison Group, the latter a collaboration of the Forum and AHPRA on healthcare accreditation matters. She has served on advisory groups including Extended Scope and Simulation Accreditation Standards, and grants panels for Health Workforce Australia.</p>
Karen Taylor	
Experience	<p>Karen Taylor is a highly skilled executive with extensive experience in strategic planning, change management and business development. Much of her career has been spent working in not for profit organisations. She has also managed at a senior level in a commercial environment running one of the most successful private RTOs in Australia along with having operated within a government/policy driven environment at the national level. Karen has a track record of developing relationships of trust within a wide range of networks, peak bodies, professional organisations and government both within the state and nationally.</p> <p>A significant component of Karen's previous roles has been to interpret the political, industrial and economic landscape and its subsequent impact on community and business need in contemporary Australia. She has played a key role in influencing the development and implementation of national VET policies along with cultural and practice change in workforce development across the national VET system.</p> <p>The ability to negotiate and manage significant projects and ultimately service delivery to successful outcomes has been critical in all roles Karen has undertaken along with providing strong and positive leadership to staff of complex and broadly-based businesses. She has provided excellent leadership in, management of and accountability for strategic and business plans and financial strategy and sustainability.</p> <p>Karen has successfully graduated from the AICD company directors' course.</p>

Adjunct Professor Kylie Ward	
Qualifications	RN, MMgt, Dip App Sci (Nursing), Acute Care Cert., FACN, Wharton Fellow, MAICD
Experience	Adjunct Professor Kylie Ward grew up on the lands of the people of the Dharruk Nation in Sydney's West. She has had a successful and celebrated career as a Nursing Leader and Health and Aged Care Executive in Australia for over 25 years. She has held positions of Managing Director, Director of Clinical Operations, Director of Nursing and Midwifery, Director of the Division of Medicine, Associate Director of Women's and Children's Health and Executive Director of Nursing and Midwifery in three major health services in New South Wales and Victoria. She has been a NUM, After Hours Coordinator, Campus Manager, Bed Manager and Patient Flow Manager. Her clinical background is in intensive care and aged care. Kylie's expertise is in transformational leadership and management, organisational culture, change management, models of care, redesign and clinical informatics. She has been a lecturer for Masters Degree and Undergraduate Masters Degree nursing students in leadership and management at Monash University. Kylie Ward is now Chief Executive Officer of the Australian College of Nursing (ACN).

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

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:

- review of accreditation standards
- accreditation of nursing and midwifery programs
- assessment of the skills and qualifications of overseas nurses and midwives for migration purposes
- Quality reporting to the Nursing and Midwifery Board of Australia

During the financial year 2018–19, ANMAC processed 6,293 applications for assessment of qualifications, and accredited 49 nursing and midwifery programs. 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 and its consolidated entity for the year ended 30 June 2019 was \$1,114,897 (2018: \$1,311,444).

Members guarantee

Australian Nursing and Midwifery Accreditation Council Limited is a company limited by guarantee. In the event ANMAC is wound up, the Constitution states that each member is required to contribute a maximum of \$20 each towards any outstanding obligations of ANMAC.

Meetings of Directors

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

ANMAC Board Meeting						
Name	4 September 2018	23 October 2018	12 December 2018	26 February 2019	22 May 2019	Attendance
Ann Kinnear	1	1	1	1	1	5/5
Annie Butler	A	A	1	A	1	2/5
Wendy Cross	1	1	1	1	A	4/5
Roslyn Jackson	1	1	1	1	1	5/5
Sue McKerracher	1	1	1	1	A	4/5
Janine Mohamed	1	1	NM	NM	NM	2/2
Melanie Robinson	NM	NM	NM	NM	1	1/1
Lorraine Sheppard	1	1	1	1	1	5/5
Karen Taylor	1	1	1	1	1	5/5
Kylie Ward	1	1	A	1	1	4/5

The December board meeting was rescheduled and some directors were unable to attend

A = Apology NM = Not a member at the time of the meeting

Auditor's independence declaration

The auditor's independence declaration in accordance with section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* (Cth), for the year ended 30 June 2019 has been received and can be found on page 10 of the financial report.

Signed in accordance with a resolution of the board of directors:



Sue McKerracher
Board Director



Roslyn Jackson
Chair—Finance Audit Risk Committee



**Auditor's Independence Declaration
Under Subdivision 60 – 40 of the Australian Charities and Not-for-Profits
Commission Act 2012**

**To the Members 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 2019 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.

Nexia Duesburys (Audit)
Canberra, 24 September 2019

G J Murphy
Partner

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**Statement of Profit and Loss and Other Comprehensive income
For the year ended 30 June 2019**

	Note	2019 \$	2018 2018
Revenue			
Accreditation income		1,400,596	1,683,963
Grant income		2,768,684	2,685,248
Overseas assessment fees		1,984,380	2,119,796
Sundry income		172,531	175,697
Gain/(loss) on sale of assets		(752)	1,304
Interest income		104,658	86,017
		6,430,097	6,752,025
Communications and marketing		60,463	64,749
Compliance costs		7,871	9,688
Consultancy expenses		81,380	153,553
Corporate expenses		199,445	166,046
Depreciation and amortisation		616,897	483,371
Employee benefits expense		3,302,812	3,470,772
IT expenses		213,921	238,132
Lease expenses		343,547	374,786
Other expenses		22,620	18,826
Other property expenses		52,913	32,555
Recruitment expenses		24,334	15,522
Travel expenses		388,997	412,581
		5,315,200	5,440,581
Surplus/(Deficit) before income tax		1,114,897	1,311,444
Income tax expense	1(c)	-	-
Surplus/(Deficit) for the year		1,114,897	1,311,444
Total comprehensive income for the year		1,114,897	1,311,444

Statement of Financial Position
As at 30 June 2019

	Note	2019 \$	2018 \$
Assets			
Current assets			
Cash and cash equivalents	3	6,779,130	5,405,772
Trade and other receivables	4	285,702	632,618
Financial assets	5	98,672	98,672
Other assets	6	144,571	151,735
Total current assets		7,308,075	6,288,797
Non-current assets			
Property, plant and equipment	7	1,242,971	890,179
Intangible assets	8	505,765	724,324
Total non-current assets		1,748,736	1,614,503
Total assets		9,056,811	7,903,300
Liabilities			
Current liabilities			
Trade and other payables	9	237,405	251,814
Other financial liabilities	10	67,069	53,019
Employee provisions	11	435,560	513,881
Other liabilities—income received in advance		423,518	543,155
Total current liabilities		1,163,552	1,361,869
Non-current liabilities			
Provision for makegood		250,000	-
Other financial liabilities	10	662,657	729,726
Employee provisions	11	135,719	81,719
Total non-current liabilities		1,048,376	811,445
Total liabilities		2,211,928	2,173,314
Net assets		6,844,883	5,729,986
Equity			
Retained surplus		6,844,883	5,729,986
Total equity		6,844,883	5,729,986

**Statement of Changes in Equity
For the year ended 30 June 2019**

2019	Retained surplus	Total
	\$	\$
Balance at 1 July 2018	5,729,986	5,729,986
Total comprehensive income for the year	1,114,897	1,114,897
Balance at 30 June 2019	6,844,883	6,844,883

2018	Retained surplus	Total
	\$	\$
Balance at 1 July 2017	3,474,362	3,474,362
Net effect of correction of an error	944,182	944,182
Balance at 1 July 2017—Restated	4,418,544	4,418,544
Surplus attributable to members of the entity	1,311,442	1,311,442
Balance at 30 June 2018	5,729,986	5,729,986

Statement of Cash Flows
For the year ended 30 June 2019

	Note	2019 \$	2018 \$
Cash flows from operating activities:			
Receipts from fees, sales and grants		7,178,988	6,534,115
Payments to suppliers and employees		(5,387,664)	(5,266,498)
Interest received		83,916	84,941
Net cash provided by/(used in) operating activities		1,875,240	1,352,558
Cash flows from investing activities:			
Proceeds from sale of plant and equipment		5,155	1,359
Payment for intangible assets		(134,489)	(62,792)
Purchase of plant and equipment		(372,548)	(317,386)
Proceeds from/(purchase of) financial assets		-	29,044
Net cash provided by/(used in) investing activities		(501,882)	(349,775)
Net increase/(decrease) in cash held		1,373,358	1,002,783
Cash and cash equivalents at beginning of year		5,405,772	4,402,989
Cash and cash equivalents at end of financial year	3	6,779,130	5,405,772

Notes to the Financial Statements For the year ended 30 June 2019

1 Summary of significant accounting policies

Basis of Preparation

These consolidated financial statements and notes represent those of Australian Nursing and Midwifery Accreditation Council Limited (the Company or ANMAC) and its controlled entity Health Education Services Australia Pty Ltd (HESA) (jointly referred to as the Group). HESA was incorporated on 24 September 2018. Therefore the financial statements incorporate the activities of HESA for the period from incorporation until 30 June 2019.

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards—Reduced Disclosure Requirements and the Australian Charities and Not-for-profits Commission Act 2012. The Company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

The financial statements are presented in Australian dollars which is the Group's functional and presentation currency. The amounts presented in the financial statements have been rounded to the nearest dollar.

The financial statements, except for the cash flow information, 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) New, revised or amended accounting standards adopted

The Group has adopted all of the new, revised or amended accounting standards and interpretations issued by the Australian Accounting Standards Board that are mandatory for the current reporting period. The adoption of these Accounting Standards and Interpretations did not have any material impact on the financial performance or position of the Group in either the current or prior financial reporting periods.

There were no financial assets/liabilities which the Group had previously designated as fair value through profit or loss under AASB 139 that were subject to reclassification/elected reclassification upon the application of AASB 9. There were no financial assets/liabilities which the Group has elected to designate as at fair value through profit or loss at the date of initial application of AASB 9.

AASB 9: Financial instruments

The Group applied AASB 9 (as revised in July 2014) and the related consequential amendments to other AASBs from 1 July 2018. New requirements were introduced for the classification and measurement of financial assets and financial liabilities, as well as for impairment and general hedge accounting. AASB 9 replaces the previous requirements of AASB 139.

The adoption of AASB 9 has resulted in the reclassification of financial assets and financial liabilities as outlined in the following table, but has not resulted in any impacts on the financial position, profit or loss, other comprehensive income or total comprehensive income of the Group in the current or previous years.

Classification and measurement of financial assets and financial liabilities

Reference should be made to Note 1(k) for details of the new accounting policy for the classification and measurement of financial assets and financial liabilities.

Impairment

In relation to the impairment of financial assets, AASB 9 requires an expected credit loss model as opposed to an incurred credit loss model under AASB 139. The expected credit loss model requires the Group to account for expected credit losses and changes in those expected credit losses at each reporting date to reflect changes in credit risk since initial recognition. In other words, it is no longer necessary for a credit event to have occurred before credit losses are recognised.

The following table represents the classification and measurement of financial assets and financial liabilities under AASB 9 and AASB 139 at the date of initial application, 1 July 2018.

	Original measurement category under AASB 139	New measurement category under AASB 9	Original carrying amount under AASB 139	Adjustment recognised under AASB 9	New carrying amount under AASB 9
Cash and cash equivalents	Loans and receivables	Financial assets at amortised cost	5,405,772	-	5,405,772
Trade and other receivables	Loans and receivables	Financial assets at amortised cost	632,618	-	632,618
Financial assets	Held-to-maturity	Financial assets at amortised cost	98,672	-	98,672
Trade and other payables	Financial liabilities at amortised cost	Financial liabilities at amortised cost	217,826	-	217,826

(b) Principles of consolidation

The consolidated financial statements incorporate the assets, liabilities and results of entities controlled by the Company at reporting date. A controlled entity is any entity over which the Company has the power to govern the financial and operating policies so as to obtain benefits from its activities. Control will generally exist when the parent owns, directly or indirectly through subsidiaries, more than half of the voting power of an entity. In assessing the power to govern, the existence and effect of holdings of actual and potential voting rights are also considered.

In preparing the consolidated financial statements, all inter-group balances and transactions between entities in the Group have been eliminated on consolidation. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with those adopted by the parent entity.

(c) Income tax

The Company is exempt from Income Tax under Division 50 of the Income Tax Assessment Act 1997. HESA is a taxable entity but has not derived any taxable income during the year. No deferred tax assets are recognised in respect of HESA's tax losses.

(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 the Group 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 the period.

Leased assets are depreciated on a straight-line basis over their estimated useful lives where it is likely that the Group 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) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, deposits held at call with banks and other short term highly liquid investments with original maturities of three months or less.

(f) Accounts receivable and other debtors

Accounts receivable and other debtors include amounts due from members as well as amounts receivable from customers for services rendered in the ordinary course of business. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non current assets.

(g) Revenue and other income

Grant income

Non reciprocal grant revenue is recognised in profit and loss when the entity obtains control of the grant and it is probable that 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 will be 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.

Service income

Revenue is recognised on the delivery of services to the customer on a percentage of completion basis.

Accreditation revenue

Accreditation revenue is brought to account on the basis of the stage of completion of each accreditation. As such the Group 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.

Interest revenue

Interest revenue is recognised using the effective interest method.

Other income

Other income is recognised on an accruals basis when the Group is entitled to it.

(h) 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 receivable or payable. 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.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing and financing activities, which are recoverable from or payable to the ATO, are presented as operating cash flows included in receipts from customers or payments to suppliers.

(i) Property, plant and equipment

Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than the estimated recoverable amount, the carrying amount is written down immediately to the estimated recoverable amount and impairment losses are recognised either in profit or loss or as a revaluation decrease if the impairment losses relate to a revalued asset. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1(l) for details of impairment).

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 the Group and the cost of the item can be measured reliably. All other repairs and maintenance are recognised as expenses in profit or loss in the financial period in which they are incurred.

Plant and equipment that have been contributed at no cost, or for nominal cost, are valued and recognised at the fair value of the asset at the date it is acquired.

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised in profit or loss in the period in which they arise. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained surplus.

Depreciation

The depreciable amount of all fixed assets, including capitalised lease assets, is depreciated on a straight-line basis over the asset's useful life to the entity commencing from the time the asset is available for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Plant and equipment	20%–33%
Furniture, fixtures and fittings	8%–27%
Computer software	27–33%

(j) Accounts payable and other payables

Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the Group during the reporting period which remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

(k) Financial instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the Group becomes a party to the contractual provisions to the instrument. For financial assets, this is the date that the Group commits itself to either the purchase or sale of the asset (ie trade date accounting is adopted).

Financial instruments (except for trade receivables) are initially measured at fair value plus transaction 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. In most circumstances trade receivables are initially measured at the transaction price.

Classification and subsequent measurement

Financial instruments are subsequently measured at either fair value or amortised cost using the effective interest rate method. The subsequent measurement depends on the classification of the financial instrument as described below.

Fair value represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties in an arm's length transaction. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

The effective interest method is used to allocate interest income or interest expense over the relevant period.

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Financial assets that meet the following conditions are subsequently measured at amortised cost:

- the financial asset is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets that meet the following conditions are subsequently measured at fair value through other comprehensive income (FVTOCI):

- the financial asset is held within a business model whose objective is achieved by both collecting contractual cash flows and selling the financial assets; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

By default, all other financial assets are subsequently measured at fair value through profit or loss (FVTPL).

Despite the above, the Group may make the following irrevocable election/designation at initial recognition of a financial asset:

- the Group may irrevocably elect to present subsequent changes in fair value of an equity instrument in other comprehensive income if certain criteria are met; and
- the Group may irrevocably designate a financial asset that meets the amortised cost or FVTOCI criteria as measured at FVTPL if doing so eliminates or significantly reduces an accounting mismatch.

Financial liabilities

All financial liabilities are subsequently measured at amortised cost using the effective interest method or at FVTPL.

Impairment of financial assets

The Group recognises a loss allowance for expected credit losses on financial assets that are measured at amortised cost or at FVTOCI. No impairment loss is recognised for investments in equity instruments. The amount of expected credit losses is updated at each reporting date to reflect changes in credit risk since initial recognition of the respective financial asset.

The Group recognises lifetime expected credit losses for trade receivables. The expected credit losses on these financial assets are estimated based on the Group's historical credit loss experience adjusted for factors that are specific to the debtors, general economic conditions and an assessment of both the current as well as the future direction of conditions at the reporting date, including time value of money where appropriate.

(l) Impairment of non-financial assets

At the end of the reporting period, the carrying values of tangible and intangible assets are reviewed to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the profit or loss.

Where it is not possible to estimate the recoverable amount of an individual asset, the recoverable amount of the cash generating unit to which the asset belongs is estimated.

(m) Intangibles

Intellectual property

Intellectual property costs are capitalised only when the development of Nursing and Midwifery Accreditation Standards will deliver future economic benefits and those benefits can be measured reliably.

The expenditure capitalised includes direct costs and labour that are directly attributable to preparing the asset for its intended use.

Capitalised intellectual property costs are measured at cost less accumulated amortisation and accumulated impairment losses. Intellectual property costs have a finite life and are amortised on a systematic basis matched to the future economic benefits over the useful life of the Accreditation Standard which is 5 years.

Amortisation

Amortisation is recognised in profit or loss on a straight-line basis over the estimated useful life of intangible assets from the date that they are available for use.

Amortisation methods, useful life and residual values are reviewed at each reporting date and adjusted if appropriate.

(n) Employee provisions

Short-term employee provisions

Provision is made for the Group's obligation for short term employee benefits. Short term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service, including wages, salaries and sick leave. Short term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

Other long-term employee provisions

Provision is made for employees' long service leave and annual leave entitlements not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. Upon the remeasurement of obligations for other long term employee benefits, the net change in the obligation is recognised in profit or loss as part of employee benefits expense.

The Group's obligation for long term employee provisions are presented as non current employee provisions in its statement of financial position, except where the Group does not have an unconditional right to defer settlement for at least 12 months after the end of the reporting period, in which case the obligations are presented as current provisions.

(o) Economic dependence

The Australian Nursing and Midwifery Accreditation Council Limited (ANMAC) has been appointed as the independent accreditation authority for the nursing and midwifery profession in Australia until 30 June 2024 subject to satisfactory performance. The ability of ANMAC to undertake this role is dependent on the receipt of funding from the Australian Health Practitioner Regulation Agency, which has been secured until 30 June 2020. Without this funding Australian Nursing and Midwifery Accreditation Council Limited would be unable to undertake the accreditation role.

(p) Comparatives

Where required by Accounting Standards, comparative figures have been adjusted to conform with changes in presentation for the current financial year.

Critical Accounting Estimates and Judgments

The directors evaluate estimates and judgments 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 the Group.

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

Key estimates

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.

2 Operating segments

	Accreditation		Skilled Migration Services and Other		Total	
	2019	2018	2019	2018	2019	2018
	\$	\$	\$	\$	\$	\$
Revenue						
Grant income received	2,768,684	2,685,248	-	-	2,768,684	2,685,248
Accreditation income	1,400,596	1,683,963	-	-	1,400,596	1,683,963
Overseas assessments	-	-	1,984,380	2,119,796	1,984,380	2,119,796
Other revenue	96,618	89,665	179,819	173,353	276,437	263,018
	4,265,898	4,458,876	2,164,199	2,293,149	6,430,097	6,752,025
Expenses						
Direct expenses	2,185,976	2,267,616	655,780	768,252	2,841,756	3,035,868
Overheads	1,978,755	1,923,771	494,689	480,942	2,473,444	2,404,713
	4,164,731	4,191,387	1,150,469	1,249,194	5,315,200	5,440,581
Net surplus/(deficit)	101,167	267,489	1,013,730	1,043,955	1,114,897	1,311,444

3 Cash and cash equivalents

	2019	2018	
	Note	\$	\$
Cash on hand		434	500
Cash at bank		1,761,597	2,388,541
Deposits at call		5,017,099	3,016,731
		6,779,130	5,405,772

4 Trade and other receivables		
	2019	2018
	\$	\$
Trade and other receivables	277,471	632,618
GST receivable	8,231	-
	285,702	632,618

5 Financial assets		
	2019	2018
	\$	\$
Term deposit—rental bond	98,672	98,672

6 Other assets		
	2019	2018
	\$	\$
Current		
Prepayments	115,930	139,836
Accrued income	28,641	11,899
	144,571	151,735

7 Property, plant and equipment		
	2019	2018
	\$	\$
Plant and equipment		
At cost	203,614	180,739
Accumulated depreciation	(119,523)	(139,087)
	84,091	41,652
Furniture, fixtures and fittings		
At cost	1,101,863	829,575
Accumulated depreciation	(371,872)	(248,209)
	729,991	581,366
Computer software		
Opening balance	559,789	300,545
Accumulated Depreciation	(130,900)	(33,384)
	428,889	267,161
	1,242,971	890,179

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, Fixtures and Fittings	Computer Software	Total
	\$	\$	\$	\$
Year ended 30 June 2019				
Opening balance	41,652	581,366	267,161	890,179
Additions	89,342	273,962	259,244	622,548
Disposals	(5,397)	(510)	-	(5,907)
Depreciation expense	(41,506)	(124,827)	(97,516)	(263,849)
Balance at the end of the year	84,091	729,991	428,889	1,242,971

8 Intangible assets

	Note	2019	2018
		\$	\$
Intellectual Property			
At cost		1,798,633	1,664,144
Accumulated amortisation		(1,292,868)	(939,820)
		505,765	724,324

Movements in Carrying Amounts

Movement in the carrying amount of intangible assets between the beginning and the end of the current financial year:

	Intellectual Property
	\$
Year ended 30 June 2019	
Opening balance	724,324
Additions	134,489
Disposals	-
Amortisation	(353,048)
Balance at the end of the year	505,765

9 Trade and other payables

	2019	2018
	\$	\$
Trade and other payables	116,933	97,716
Accrued expenses	120,472	120,110
GST payable	-	33,988
	237,405	251,814

10 Other financial liabilities

	2019	2018
	\$	\$
Current		
Lease incentive liabilities	67,069	53,019
Non current		
Lease incentive liabilities	662,657	729,726
	729,726	782,745

The lease incentive liabilities are related to the rental of 15 Lancaster Place, Majura Park, described in note 12. The liability is brought to account as a reduction of rental expenses over the period of the lease of 10 years. The lease incentive comprised of a rent free period plus a contribution towards fit out costs. The liability to refund Canberra Airport for the office fit out costs is reduced to nil over a 10 year period.

11 Employee provisions

	2019	2018
	\$	\$
Current liabilities		
Annual leave	249,032	304,929
Long service leave	186,528	208,952
	435,560	513,881
Non current liabilities		
Long service leave	135,719	81,719
	135,719	81,719
Total provisions	571,279	595,600

12 Capital and leasing commitments

Operating leases

Non-cancellable operating leases contracted for but not recognised in the financial statements:

	2019	2018
	\$	\$
Minimum lease payments under non-cancellable operating leases:		
- not later than one year	422,528	388,849
- between one year and five years	1,840,702	1,696,342
- later than five years	827,757	1,265,840
	3,090,987	3,351,031

The operating leases are related to ANMAC's office premises:

- ANMAC entered into a rental agreement on 20 February 2016 for an initial annual rental of \$358,809. The premises are 15 Lancaster Place, Majura Park.
- Majura Park lease expires on 19 February 2026. Lease payments increase by 3.5% per annum.

13 Contingencies

Australian Nursing and Midwifery Accreditation Council Limited had the following contingent liabilities at the end of the reporting period:

Under the rental lease agreement for Majura Park there are contingent liabilities for repayment of the lessor's fitout contribution plus any outstanding lease commitments if a repayment event occurs. Where certain exception clauses apply a lower amount may be payable in relation to outstanding lease commitments. The calculation of the contingent liabilities is determined by the rental lease agreement and the values are reducing over a set time period. The value of the contingent liabilities at year end are: Repayment of lessor's fitout contribution \$435,500 (2018:\$507,000) and outstanding commitments as disclosed in Note 12, or if applicable, an early surrender payment of \$149,053. (2018:\$390,984)

14 Events after the end of the reporting period

The financial report was authorised for issue on the date of signing of the attached directors' declaration.

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Group, the results of those operations or the state of affairs of the Group in future financial years.

15 Related parties

Transactions between related parties are on normal commercial terms and conditions no more favorable 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 disclosed in Note 17.

16 Financial assets and liabilities

The Group's financial instruments consist mainly of deposits with banks, short term deposits and accounts receivable and payable.

The totals for each category of financial instrument, measured in accordance with AASB 9 as detailed in the accounting policies to these financial statements, are as follows:

	Note	2019 \$	2018 \$
Financial assets			
Financial assets at amortised cost:			
Cash and cash equivalents	3	1,762,031	2,389,041
Deposits at call	3	5,017,099	3,016,731
Term deposits	5	98,672	98,672
Trade and other receivables	4	277,471	632,618
Total financial assets		7,155,273	6,137,062
Financial liabilities			
Financial liabilities at amortised cost:			
Trade and other payables	9	237,405	217,826
Total financial liabilities		237,405	217,826
		6,917,868	5,919,236

17 Key management personnel remuneration

Key management personnel remuneration included within employee expenses for the year is shown below:

	2019 \$	2018 \$
KMP compensation	688,377	594,754

18 Members' guarantee

The Company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of \$20 each towards meeting any outstandings and obligations of the Company.

19 Statutory information

The registered office and principal place of business of the Company is:

Australian Nursing and Midwifery Accreditation Council Limited
Level 1, 15 Lancaster Place
Majura Park
Canberra Airport ACT 2609

The directors of the Company declare that, in the directors' opinion:

The financial statements and notes, as set out on pages 11 to 29, are in accordance with the Australian Charities and Not-for-profits Commission Act 2012 and:

- comply with Australian Accounting Standards—Reduced Disclosure Requirements and the Australian Charities and Not-for-profits Commission Regulation 2013; and
- give a true and fair view of the financial position of the Company as at 30 June 2019 and of the performance for the year ended on that date.

There are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

This declaration is signed in accordance with subs 60.15(2) of the Australian Charities and not-for-profits Commission Regulation 2013.



Sue McKerracher
Board Director



Roslyn Jackson
Chair—Finance Audit Risk Committee

Independent Auditor's Report To the Members of the Australian Nursing and Midwifery Accreditation Council Limited

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Australian Nursing and Midwifery Accreditation Council Limited (the company) and controlled entities (the consolidated entity), which comprise the consolidated statement of financial position as at 30 June 2019, the consolidated statement of comprehensive income, consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial statements of the consolidated entity are in accordance with the Australian Charities and Not-for-profits Commission Act 2012, including:

- (i) giving a true and fair view of the consolidated entity's financial position as at 30 June 2019 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards – Reduced Disclosure Requirements and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibility for the Audit of the Financial Statements section of our report. We are independent of the entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial statements in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

The directors are responsible for the other information. The other information comprises the information in Australian Nursing and Midwifery Accreditation Council Limited's directors' report for the year ended 30 June 2019, but does not include the financial statements and the auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

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If, based on the work we have performed, we conclude that there is a material misstatement of the other information we are required to report that fact. We have nothing to report in this regard.

Directors' responsibility for the financial statements

The directors of the company are responsible for the preparation of the financial statements that give a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the Australian Charities and Not-for-profits Commission Act 2012 and for such internal control as the directors determine is necessary to enable the preparation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the consolidated entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the consolidated entity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibility for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

A further description of our responsibilities for the audit of the financial statements is located at The Australian Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/auditors_responsibilities/ar3.pdf. This description forms part of our auditor's report.

Nexia Duesburys (Audit)
Canberra, 24 September 2019

G J Murphy
Partner

Annex A—Membership of ANMAC accreditation committees

Enrolled Nurse Accreditation Committee (ENAC)



CHAIR

GABRIELLE KOUTOUKIDIS

Dean, Faculty Health Science, Youth and Community Studies, Holmesglen Institute



DEPUTY CHAIR

JULIE FEREDAY

Director Health, North Metropolitan TAFE

Members



ROBIN GIRLE

Nurse Manager, Practice and Workforce Capability Service, St George Hospital and Sutherland Hospital, South Eastern Sydney Local Health District



PROFESSOR MELANIE BIRKS

Academic Head, Nursing and Midwifery, College of Healthcare Services, James Cook University

Members



SUSAN HOPKINS

Educational Manager,
Community Services
Health & Lifestyle,
TAFE SA



VIRGINIA STANLEY

Nurse Co-Ordinator/
Teacher Nursing Groups,
Gordon Institute of TAFE



KATE MCCLUSKEY

Industry Relationship
Lead, Nursing, Health,
Wellbeing and
Community Services,
SkillsPoint



MS CORINNE OP'T HOOG

Course Development
Coordinator, Australian
Nursing and Midwifery
Federation (Victoria
Branch) Education Centre

Appendix A ENAC Meeting Attendance

ENAC	July 2018	August 2018	September 2018	October 2018	November 2018	December 2018	January 2019	February 2019	March 2019	April 2019	May 2019	June 2019	Attendances	Eligible to Attend	% attendance
Gabrielle Koutoukidis		1	1	1	1	1		1	0	0	1	1	8	10	80
Julie Fereday		1	1	1	1	NA		1	1	1	1	1	9	10	90
Kate McCluskey		1	0	1	1	1		1	1	1	1	0	8	10	80
Melanie Birks		1	1	1	1	1		1	0	1	1	1	9	10	90
Robin Girle		1	0	1	1	0		0	1	1	1	1	7	10	70
Susan Hopkins		1	1	1	1	1		1	1	1	1	1	10	10	100
Virginia Stanley		1	1	1	1	1		1	1	1	1	1	10	10	100
Corinne op't Hoog		1	1	0	1	1		1	1	1	0	1	8	10	80

A = Apology S = Stepdown NA= Not attended (Did not notify of apology)

- No meeting
- Meeting cancelled

Midwife Accreditation Committee (MAC)



CHAIR

PROFESSOR JOANNE GRAY

Associate Dean, Teaching & Learning, Faculty of Health, University of Technology Sydney



DEPUTY CHAIR

DR MICHELLE NEWTON

Director of Teaching and Learning, School of Nursing and Midwifery, La Trobe University

Members



PROFESSOR DEBORAH DAVIS

Clinical Chair/Professor of Midwifery, ACT Government Health Directorate/University of Canberra



ASSOCIATE PROFESSOR MARY SIDEBOTHAM

Director Primary Maternity Care Programs, School of Nursing and Midwifery, Griffith University



MS AMELIA DRUHAN

Registered Midwife/Parent Educator, Calvary Health Care, Bruce



PROFESSOR FIONA BOGOSSIAN

Professor of Practice Education in Health and Academic Lead, University of the Sunshine Coast

Members



MS MICHELLE UNDERWOOD

Clinical Midwifery
Consultant, Womens
and Newborn Health,
Westmead Hospital



PROFESSOR LINDA SWEET

Chair in Midwifery,
Western Health School
of Nursing & Midwifery,
Faculty of Health, Deakin
University

MAC Meeting Attendance

MAC	July 2018	August 2018	September 2018	October 2018	November 2018	December 2018	January 2019	February 2019	March 2019	April 2019	May 2019	June 2019	Attendances	Eligible to Attend	% attendance
Joanne Gary		1		1	1	1			1				5	5	100
Michelle Newton		0		1	1	1			1				4	5	80
Deborah Davis		1		1	1	0			1				4	5	80
Amelia Druhan		1		0	1	1			1				4	5	80
Mary Sidebotham		1		1	1	1			1				5	5	100
Fiona Bogossian		1		0	1	1			1				4	5	80
Michelle Underwood		1		0	0	1			0				2	5	40
Linda Sweet		1		1	1	1			1				5	5	100

A = Apology S = Stepdown

- No meeting
- Meeting canceled

Nurse Practitioner Accreditation Committee (NPAC)



CHAIR

ASSOCIATE PROFESSOR TOM BUCKLEY

Academic Lead and Director (Research Education), The University of Sydney



DEPUTY CHAIR

DR HAAKAN STRAND

Associate Professor in Nursing, College of Nursing and Midwifery, Charles Darwin University

Members



PROFESSOR MAXINE DUKE

Alfred Deakin Professor, Head, School of Nursing & Midwifery, Deakin University



DR LISA NISSEN

Professor (Head), School of Clinical Sciences, Queensland University of Technology



MR STUART SMITH

Nurse Practitioner, Emergency Department, Modbury Hospital



DR JOHN SMITHSON

Deputy Academic Head—Nursing and Midwifery, James Cook University

Members



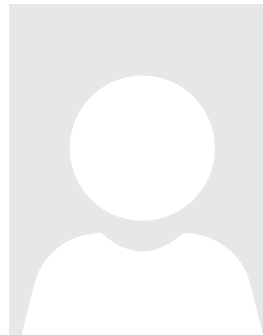
DR AMANDA FOX
Postgraduate Course
Co-ordinator, School of
Nursing, Queensland
University of Technology



DR GRAINNE LOWE
Course Director Master
of Nursing Practice
(Nurse Practitioner)
Deakin University



DR PETRA CZARNIAK
Senior Lecturer, School of
Pharmacy & Biomedical
Sciences, Curtin
University



JACQUELINE SMITH
Neonatal Nurse
Practitioner, The
Townsville Hospital

NPAC Meeting Attendance

NPAC	July 2018	September 2018	November 2018	February 2019	April 2019	June 2019	Attendances	Eligible to Attend	% attendance
Tom Buckley	1	1	1		1		4	4	100
Haakan Strand	1	1	1		1		4	4	100
Lisa Nissan	0	0	S		0		0	4	0
John Smithson	1	1	0		1		3	4	75
Grainne Lowe	0	1	1		1		3	4	75
Stuart Smith	0	1	S		0		1	4	25
Maxine Duke	1	0	0		1		2	4	50
Amanda Fox	1	1	1		1		4	4	100
Petra Czarniak					1		1	4	25
Jacqueline Smith					1		1	4	25

A = Apology S = Stepdown N = Not noted NA = Not attended

Meeting cancelled

Registered Nurse Accreditation Committee (RNAC)



CHAIR

PROFESSOR PHILLIP DELLA

Head of School, School of Nursing, Midwifery and Paramedicine, Curtin University



DEPUTY CHAIR

PROFESSOR NICOLE (NIKKI) PHILLIPS

Professor of Nursing/ Interim Head of School, School of Nursing and Midwifery, Deakin University

Members



PROFESSOR IAIN GRAHAM

Dean of Health/Head of School, School of Health & Human Sciences, Southern Cross University



ASSOCIATE PROFESSOR NICHOLAS RALPH

School of Nursing and Midwifery, Faculty of Health, Engineering and Sciences, University of Southern Queensland



PROFESSOR JANE CONWAY

Associate Dean, Teaching and Learning, Faculty of Medicine and Health, University of New England

Members



MS ERIN MCLEOD

ADON of Education,
Tasmanian Health
Service—South



DR RHONDA WILSON

Lecturer Mental Health
Nursing, School of
Health, University of
New England.



MS LEEANNE HEATON

Head of Course (Bachelor
of Nursing), School of
Nursing Midwifery and
Social Sciences—Tertiary
Education Division, CQ
University



MS INGRID BROOKS

Senior Lecturer, Head
of Campus (Clayton)
Nursing and Midwifery,
Monash University

RNAC Meeting Attendance

RNAC	July 2018	August 2018	September 2018	October 2018	November 2018	December 2018	January 2019	February 2019	March 2019	April 2019	May 2019	June 2019	Attendances	Eligible to Attend	% attendance
Phillip Della	1	1		0	1	0		1	1	1	1	1	8	10	80
Nikki Philips	1	1		1	1	1		1	1	1	1	1	10	10	100
Rhonda Wilson	NA	1		1	1	0		NA	1	0	1	1	6	10	60
Jane Conway	1	1		1	1	1		1	0	1	0	0	7	10	70
Iain Graham	1	1		0	0	1		1	1	1	0	1	7	10	70
Leanne Heton	1	1		1	0	1		1	1	1	1	1	9	10	90
Erin McLeod	NA	0		1	1	1		NA	1	1	NA	1	6	10	60
Nicholas Ralph	0	1		0	1	1		0	S				3	6	50
Ingrid Brooks										1	1	1	3	3	100

A = Apology S = Stepdown N = Not noted NA = Not attended

- No meeting
- Meeting cancelled

Strategic Accreditation Advisory Committee (SAAC)



CEO, ANMAC

PROFESSOR FIONA STOKER



DR MARGARET GATLING

Director, Accreditation Services



COLLEEN GIBBS

Senior Policy Officer, CATSINaM



MS DEBBIE BLOW

Director of Faculty CSH&N, Executive Leader Health and Nursing, TAFE Queensland

Members



MS GABRIELLE KOUTOUKIDIS

Dean, Faculty Health Science, Youth and Community Studies, Holmesglen Institute



CHAIR

PROFESSOR JOANNE GRAY

Associate Dean, Teaching & Learning, Faculty of Health, University of Technology Sydney



MS JULIANNE BRYCE

Senior Federal Professional Officer, Australian Nursing & Midwifery Federation



MS KATHERINE JACKMAN

Director Learning and Development, Mater Education

Members



KIM RYAN

Adjunct Associate Professor Sydney University, CEO, Australian College of Mental Health Nurses



PROFESSOR PHILLIP DELLA

Head of School, School of Nursing, Midwifery and Paramedicine, Curtin University



LIZA EDWARDS

Principal Nursing Adviser, Office of the Chief Nursing and Midwifery Officer, Department of Health



ASSOCIATE PROFESSOR TOM BUCKLEY

Academic Lead and Director (Research Education), The University of Sydney



PROFESSOR MOIRA WILLIAMSON

Dean/School of Nursing, Midwifery & Social Sciences CQ University Australia



PROFESSOR TRACEY MORONEY

Deputy Dean/Faculty of Science, Medicine & Health, Head, School of Nursing/Faculty of Science, Medicine & Health, University of Wollongong

SAAC Meeting Attendance

SAAC	July 2018	October 2018	March 2019	May 2019	Attendances	Eligible to Attend	% attendance
Fiona Stoker	1	1	1	1	4	4	100
Margaret Gatling	1	1	1	1	4	4	100
Liza Edwards	1	1	1	0	4	4	100
Debbie Blow	1	1	1	1	4	4	100
Katherine Jackman	1	1	1	1	4	4	100
Tracey Moroney	1	0	1	1	3	4	75
Moira Williamson	1	1	1	1	4	4	100
Colleen Gibbs	1	1	1	1	4	4	100
Phillip Della	1	1	1	1	4	4	100
Joanne Gray	1	0	1	0	2	4	50
Gabrielle Koutoukidis	1	1	0	1	3	4	75
Tom Buckley	1	1	1	1	4	4	100
Julianne Bryce	1	1	1	1	4	4	100
Kim Ryan	1	1	1	0	3	4	75

A = Apology

