



Australian
Nursing & Midwifery
Accreditation Council

Annual Report 2017-18





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Nursing & Midwifery
Accreditation Council

Annual Report 2017-18

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ANMAC

GPO Box 400

Canberra ACT 2601

Phone: (02) 6257 7960

www.anmac.org.au

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1. Overview

About ANMAC

ANMAC Highlights 2017–2018

Message from the Chair

Chief Executive Officer's message

Our organisation

About ANMAC

The Australian Nursing and Midwifery Accreditation Council (ANMAC) is the independent accrediting authority for nursing and midwifery education under Australia's National Registration and Accreditation Scheme.

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. We facilitate the development of accreditation standards in consultation with our stakeholders and professional representatives. We are also responsible for determining whether programs of study for nurses and midwives seeking to practice in Australia meet the required accreditation standards.

ANMAC's Skilled Migration Services is responsible for assessing the skills of nurses and midwives who want to migrate to Australia under the General Skilled Migration program.

Annual reporting is an integral part of our corporate governance framework. Through this, we outline the achievements, performance, outlook and financial position of ANMAC for each financial year.

ANMAC Highlights 2017–2018

ACCREDITATION SERVICES

Accredited 37 programs of study

NO INCREASE FROM 2016–17



ASSESSED

9 major modifications to accredited programs of study



ASSESSED

148 minor modifications to accredited programs of study

Continued the review of registered nurse accreditation standards



Enhanced the risk-based accreditation process and began a pilot of documentation



We began work to introduce electronic submission of documents for education providers



REVIEWED 179 PROGRAM MONITORING REPORTS



REVIEWED 26 SPECIAL REPORTS

SKILLED MIGRATION SERVICES

COMPLETED MORE THAN

6000 ASSESSMENTS



implemented a new document submission system



REDUCED PROCESSING TIMES SIGNIFICANTLY

ADDED A THIRD ASSESSMENT STREAM

++ MODIFIED PLUS ++

ANMAC



Hosted two international delegations from Hong Kong and China

PRESENTED A TALK ON 'Policy Regulation and Education Standards'



at the International Nursing Forum of Guangdong-Hong Kong-Macau-Greater Bay Area, 2018.

Message from the Chair

The transition to the new Board structure agreed at the Annual General Meeting in 2016 is now complete.



Ms Ann Kinnear ANMAC Board Chair

I would like to welcome our four new Directors: Karen Taylor is our expert from the Vocational Education and Training Sector and Professor Lorraine Sheppard is our accreditation expert. We have welcomed two Community Directors, Roslyn Jackson bringing expertise in finance and risk management and Sue McKerracher bringing expertise in marketing. I also welcome Annie Butler who has replaced Lee Thomas as the member Director nominee from the Australian Nursing and Midwifery Federation. I would like to take this opportunity to thank our long serving Board Directors, Lee Thomas, Debra Thoms, Bob Meyenn, Helen Edwards, Eileen Jerga and Karen Bradley. Many of whom were inaugural Directors of ANMAC and completed their terms in this period. Your vision, commitment, knowledge and dedication to ANMAC has placed the organisation in good stead for the future.

The change to the Board structure aligned with the conclusion of our 2016–2018 Strategic Plan. As a result of this, we took the opportunity to focus on strategic planning in February 2018. The Board redefined ANMAC's vision and mission:

All communities receive best practice care from the nursing and midwifery professions

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

The Board also identified five strategic objectives for the 2018–2021 Strategic Plan. These objectives are:

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

Our strategic objectives will enable the organisation to move into a growth phase. This provides the Board with the opportunity to explore ways to secure our future.

One of these initiatives has been the introduction of risk-based accreditation and the further enhancement of this process that has been undertaken in 2017–18. The Accreditation Services team have developed new tools and resources for education providers which streamlines the accreditation application and assessment phases for our nursing and midwifery education providers. The Board has supported ANMAC to enhance the current information technology systems to help manage the introduction of the risk-based accreditation process enhancements. The goal is that the submission of accreditation applications and subsequent monitoring of accredited programs will move to be solely online.

ANMAC recognises the important contribution our stakeholders make in the development of our accreditation standards. We would like to thank everyone for their valuable contributions to the two consultation stages that have been undertaken during 2017–18 for the development of our Registered Nurse Accreditation Standards. In addition to this, ANMAC will undertake its biannual stakeholder survey next financial year to provide an opportunity for our stakeholders to provide feedback.

To ensure our accreditation standards remain contemporary and in line with best practice we have incorporated the feedback received from the *Independent Review of the National Registration and Accreditation Scheme for health professions and the Accreditation Systems Review*[1]. We are working to reduce any further duplication between the Tertiary Education Quality and Standards Agency (TEQSA) standards that may remain in the Registered Nurse Accreditation Standards 2012. This has led to the development of draft Registered Nurse Accreditation Standards that have five domains instead of nine.

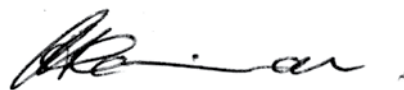
ANMAC's fiscal position is healthy and the organisation is continually improving operational effectiveness and efficiencies.

The Board and staff at ANMAC participated in the *Accreditation Systems Review* mentioned above led by Professor Mike Woods. There are a number of improvements that have been recommended by the review which ANMAC has already started to implement to ensure that the organisation is more transparent and cost effective. We have not increased the fees for accreditation for the last four years preferring to work on efficiencies and streamlining the accreditation process.

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 Board Committees, Karen Taylor (Governance Committee) and Ros Jackson (Chair of Finance Audit and Risk Committee).

I acknowledge the leadership and commitment of our CEO, Fiona Stoker and would like to thank our staff. I would like to thank our accreditation committees who undertake the valuable work of ANMAC that contributes to the quality and safety the Australian community receives through the services of nurses and midwives. I would like to thank the Chairs of our accreditation committees, Professor Phillip Della (Registered Nurse Accreditation Committee); Adjunct Professor Jan Taylor (Midwife Accreditation Committee); Gabrielle Koutoukidis (Enrolled Nurse Accreditation Committee) and Associate Professor Tom Buckley (Nurse Practitioner Accreditation Committee).

We are committed to providing high value and high-quality services and 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. I am looking forward to seeing the results of the work that the Accreditation team have done towards the risk-based accreditation process and deliver on the initiatives in our strategic plan. We really enjoy working with our stakeholders as you provide us with professional insights into education that support the ongoing work of ANMAC.



Clinical Professor Fiona Stoker Chief Executive Officer

At the Annual General Meeting held in October 2017 the ANMAC Board completed the transition to the new Board structure of nine Directors; 5-member Directors, an accreditation expert, a VET Sector expert and two Community Directors. The new Board held a strategic planning day in February 2018. The strategic planning day was very productive, the Board reaffirmed ANMAC's Vision and Mission Statements which align with the five strategic objectives for 2018–2021:

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

I would like to thank the staff at ANMAC for their enthusiasm and hard work in achieving the Board strategic objectives from the 2015–18 strategic plan and I look forward to working with you to deliver the initiatives in the 2018–21 strategic plan. ANMAC employees continue to implement initiatives associated with the new strategic objectives.

I'd like to congratulate our Skilled Migration Services team who successfully implemented electronic document submission for applicants in January 2018. It provides applicants with the ability to register an account, make an application and upload documents electronically. The efficiencies created by introducing the electronic document submission have enabled us to significantly reduce processing time and reduce assessment fees by 20%. The success of this project has led to us exploring the possibility of electronic document submission for education providers to submit their applications for accreditation.

Accreditation Services has a busy year completing 37 accreditations and enhancing the risk-based accreditation process. The enhanced process is being piloted with several education providers with different types of nursing and midwifery programs. The pilot includes testing new templates designed to assist with the preparation of accreditation submissions, streamlining workflows, minimising duplication, reducing the volume of documents submitted and supporting efficiency. I'd like to thank our Accreditation Services team for their professionalism and dedication

In April, we held our annual team day. This year our team day focused on cementing the ANMAC values into our business to make them visible to each other, to our customers and stakeholders. At the start of the day we visited the Australian War Memorial and learned about the dedication, commitment and role Australian nurses have played in the conflicts across the world. In the afternoon we used our linked our learnings from the Australian War Memorial to the ANMAC values:

- Accountability
- Excellence
- Inclusion
- Integrity
- Lifelong Learning

At the end of the day we launched our values wall which depicts the value words, description and icons that have been developed to complement our values. The wall certainly brightens up our office.

In May, Dr Margaret Gatling, Director Accreditation Services and I attended conferences in Indonesia, Hong Kong and Guangzhou to showcase ANMAC's expertise in accreditation and discuss the benefits of accreditation in quality education. These countries have an interest in accreditation for post-graduate nursing qualifications. We look forward to further developing stakeholder relationships in the region.

ANMAC continues to explore ways to incorporate interprofessional collaboration into our work. We are a member of the Health Professions Accreditation Collaborative Forum and have collaborated on a major project with AHPRA and the National Boards towards the Aboriginal and Torres Strait Islander

Health Strategy-Statement of Intent. Further work is being undertaken by the Forum led by the Australian Dental Council on a thematic review of all accreditation health practitioner programs regarding the role of accreditation in improving Aboriginal and Torres Strait Islander Peoples health outcomes.

We have also invited the CEO of the Pharmacy Council to join the Professional Reference Group responsible for reviewing our Registered Nurse Accreditation Standards. The Accreditation staff and education providers have been working together to ensure that we can manage the work in accreditation services more evenly across a five-year period. The ebbs and flows in the workload had a major impact on our ability to plan accreditations evenly across the financial year.

The National Review of Accreditation resulted in ANMAC receiving an additional one-year agreement to provide accreditation services for the Nursing and Midwifery Board of Australia. A further agreement will be dependent on the outcomes of the Accreditation Systems Review which should be released late 2018. ANMAC's financial position is very positive and normally revenue is put back into the business to support new initiatives. However, because the outcomes of the review are largely unknown we have been prudent and wise with our expenditure resulting in a strong financial position at the end of June 2018.

ANMAC continues to provide the Secretariat function for the Australasian Osteopathic Accreditation Council. Both organisations benefit from sharing information about accreditation across the nursing, midwifery and osteopathic professions.

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 nurse and midwives in Australia.

Clinical Professor Fiona Stoker
Chief Executive Officer

Our organisation



Office of the CEO

From left: Louise Straughair, Sarah Ross, Fiona Stoker, Taryn Duggan

Office of the CEO

The team in the Office of the CEO are responsible for working co-operatively with ANMAC staff, Board and Committee members and stakeholders to raise its profile and influence in important areas of nursing and midwifery. The Office of the CEO team support ANMAC in the following ways:

- Operationalise the Strategic Plan of the Board
- Providing secretariat support to the Board and Board Committees to implement the strategic direction of the organisation
- Co-ordinating high performing teams across the organisation
- Ensuring the mission of ANMAC is presented in a strong and positive manner
- Marketing and promotion of ANMAC
- Communicating and engaging with stakeholders

Corporate Services

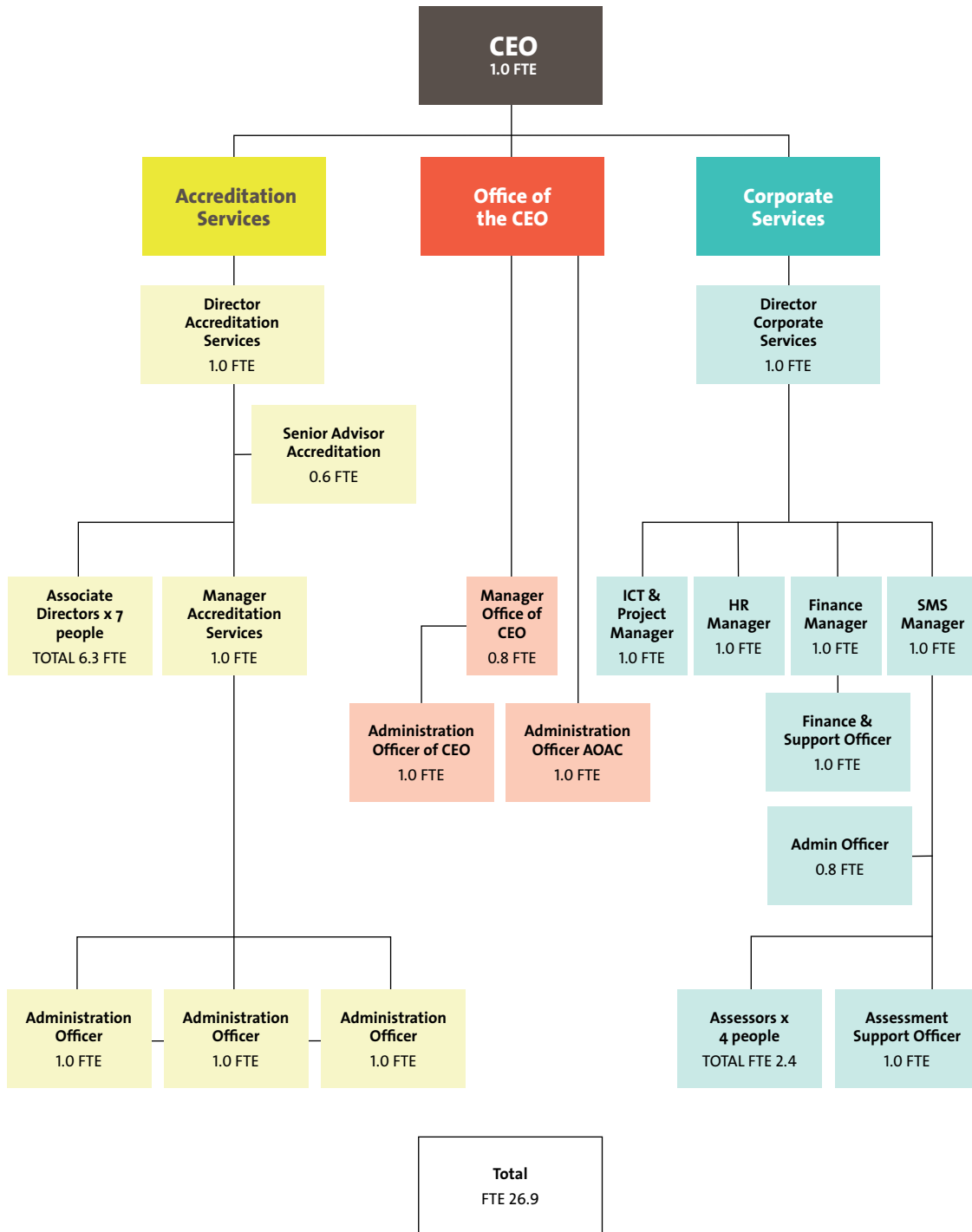
Corporate Services continued to provide quality support services across all areas of ANMAC, ensuring operational requirements, compliance and organisational goals were met.

The team provided expertise and support in:

- human resources, including recruitment and workforce planning
- employee learning and development
- work, health and safety
- information and communications technology (ICT)
- financial management
- risk management, audit and compliance.

ANMAC employee numbers remained constant during 2017–18, decreasing slightly from 28.01 to 26.9 full-time equivalent employees. (figure 1)

Figure 1: ANMAC organisation chart—June 2018





Corporate Services

From left: Jason Smart, Mili Batar, George Kadmos, Erin Moss

Staff not in photo

From left: Mandy Fogarty and Vanessa Cook

Learning and development

The strong emphasis on employee learning and development activities continued during the year. Activities included:

- **Writing workshop**
Employees learned to write effectively in a half-day writing workshop (August 2017).
- **Performance appraisal**
The Executive and the Senior Management Team participated in a performance appraisal training workshop, to assist with the implementation of the revised employee appraisal system (November 2017).
- **Governance**
In February 2018, the Chair of the ANMAC Board provided employees with an excellent insight into the role of the Board and ANMAC's governance. The Chair defined good governance and outlined how it helps ensure that ANMAC's operational work aligns with, and contributes to, achieving our purpose.
- **Word and SharePoint**
Numerous training sessions were held throughout 2017–18 to increase employee skills and proficiency in Word and our new SharePoint platform.

Employees also attended courses in document examination, project management, coaching and mentoring, payroll, enterprise agreement negotiations, and minute taking.

The Executive Team and Senior Management Team attended courses on creating a mentally healthy workplace and building stronger, positive effective teams.

In line with our strategic objective to improve the health of Aboriginal and Torres Strait Islander peoples, five employees were trained in cultural safety. This training was, co-ordinated by the Congress of Aboriginal Torres Strait Islanders and Midwives.

Some employees began or continued external study to enhance career progression:

- Doctor of Philosophy
- Master of Business Administration
- Graduate Certificate in Contemporary Information Practices
- Diploma of Business Administration
- Certificate IV in Accounting.

Employees also continued their professional development and stakeholder engagement through attendance at these events:

- Australian College of Nursing National Nursing Conference
- Australian College of Nursing Policy Summit
- 2017 Australian Nurse and Midwives Conference
- Australian College of Midwives Annual Conference
- Transforming Midwifery Practice through Education Conference
- National Vocational Education and Training Conference
- Congress of Aboriginal and Torres Strait Islander Nurses and Midwives National Conference
- Associations Forum National Conference
- Women in Leadership Summit
- Migration Institute of Australia National Migration Conference
- Occupational English Test Forum
- Australian Human Resources Institute of Australia National Convention
- Australian Human Resources Institute of Australia Inclusion & Diversity Conference.

Enterprise agreement negotiations

The ANMAC enterprise agreement will expire on 31 December 2018. An Enterprise Agreement Working Group was established in May to facilitate negotiations for a new ANMAC agreement covering 2019 to 2021.

GO1 Learning

ANMAC launched a new internal online workplace training tool in March 2018. GO1 Learning contains courses to improve skills and knowledge in many areas, including business, finance, leadership, work health and safety, and health and wellbeing.

GO1 Learning can build courses around content tailored to our needs and requirements. It also supports new policy implementation and communication.

Employment Hero

ANMAC launched a new online human resources information management system, Employment Hero, in July 2017. Some of its many functions include onboarding/offboarding, reporting, employee contracts and employee self-service.

The system also has the potential to integrate options for payroll, performance management and workforce planning.

Health safety and wellbeing

ANMAC continued with our commitment to providing a safe and healthy workplace for employees.

The Work Health and Safety Working Group met regularly to ensure we continued meeting our compliance obligations.



2

2. Sound Governance Framework

Governance
ANMAC Board
Committees

Governance

Under the National Registration and Accreditation Scheme, ANMAC is the appointed accrediting authority for nursing and midwifery in Australia in accordance with the *Health Practitioner Regulation National Law 2009 (QLD)* (the National Law). Our governing committee is its Board of Directors. The Board is established in accordance with and governed by the provisions of our Constitution.

The ANMAC Board comprises representatives and directors from a wide range of stakeholder organisations, enabling us to maximise robust expert and community input into our governance decisions. Directors are selected for their skills, knowledge and experience.

As part of ANMAC's governance arrangements and fiduciary responsibilities, the ANMAC Board has established two committees:

- Finance Audit and Risk Committee
- Governance Committee

These committees help us fulfil our strategic goals and meet our legal obligations. The Board appoints a Chair and terms of reference for each committee. Each committee makes recommendations to the ANMAC Board.

Vision

All communities receive best practice care from the nursing and midwifery professions

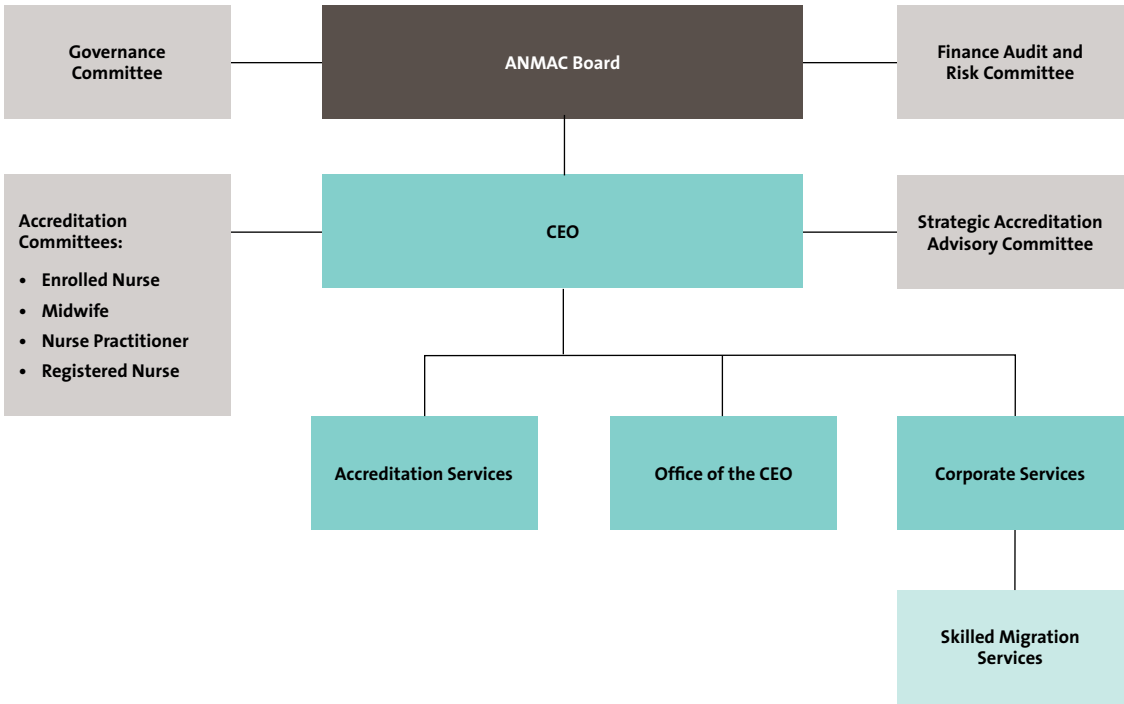
ANMAC Mission

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

Strategic Objectives:

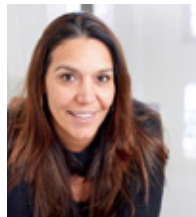
1. Improve Aboriginal and Torres Strait Islander Health
2. Securing our future
3. Provide quality evidence-based standards, accreditation and assessment
4. Effective stakeholder engagement
5. Strong governance and compliance framework

Figure 2: ANMAC governance structure 2017–18



ANMAC Board

The ANMAC Board's representation enables us to maximise expert and community input into our governance decisions. The Board meets bimonthly.



In October 2017, the ANMAC Board structure changed following the Annual General Meeting. It now has nine Directors:

- 5 representatives from member organisations
 - Australian College of Midwives
 - Australian College of Nurses
 - Australian Nursing & Midwifery Federation
 - Congress of Aboriginal and Torres Strait Islander Nurses and Midwives
 - Council of Deans of Nursing and Midwifery (Australia and New Zealand).
- 1 accreditation expert
- 1 vocational Education and Training (VET) sector expert
- 2 Community Directors

ANMAC Board

From left top row: Roslyn Jackson, Professor Lorraine Sheppard, Karen Taylor, Professor Wendy Cross
From left bottom row: Ann Kinnear, Fiona Stoker

Staff not in photo

From left: Associate Professor Kylie Ward, Janine Mohamed, Annie Butler, Sue McKerracher

Since the Annual General Meeting, ANMAC has welcomed five new members to the Board, Ms Annie Butler, Ms Roslyn Jackson, Ms Sue McKerracher, Professor Lorraine Sheppard and Ms Karen Taylor.

Board Directors

Annie Butler

RM, BSc, MSc
 Australian Nursing and Midwifery Federation
 New South Wales
[Appointed October 2017](#)
 Nominee—Australian Nursing and Midwifery Federation

Ann Kinnear

Certificate in Nursing, RM, BSc, MSc
 Chief Executive Officer
 Australian College of Midwives
 Australian Capital Territory
 Nominee—Australian College of Midwives

Professor Robert Meyenn

TCert, MEd, PhD
 Emeritus Professor
 Charles Sturt University
 New South Wales
[Retired October 2017](#)

Professor Wendy Cross

RN, RPN, BAppSc(AdvNsg), MEd, PhD, FACN, FACMHN,
 MAICD
 Associate Dean
 Nursing and Allied Health, Faculty of Medicine, Nursing
 and Health Sciences
 Monash University
 Victoria
 Nominee—Council of Deans of Nursing and Midwifery

Professor Helen Edwards OAM

PhD, BA (Hons), BA, DipApSc, RN, FACN, FAAN, MAICD, OAM
 Assistant Dean (International and Engagement)
 Faculty of Health
 Queensland University of Technology
 Queensland
[Retired October 2017](#)

Janine Mohamed

RN BA Grad Dip (Aboriginal Affairs and Administration)
 Chief Executive Officer
 Congress of Aboriginal and Torres Strait Islander
 Nurses and Midwives
 Australian Capital Territory
 Nominee—Congress of Aboriginal and Torres Strait
 Islander Nurses and Midwives

Professor Lorraine Sheppard

BAppSci (physiotherapy), MBA, PhD
 South Australia
[Appointed December 2017](#)
 Accreditation expert

Karen Taylor

South Australia
[Appointed December 2017](#)
 Vocational Education and Training sector expert

Lee Thomas

RN, RM(Neo), BN, MRCNA
 Federal Secretary
 Australian Nursing and Midwifery Federation
 Australian Capital Territory
[Retired October 2017](#)
 Nominee—Australian Nursing and Midwifery Federation

Adjunct Professor Debra Thoms

RN, RM, BA, MNA, Grad Cert Bioethics, Adv Dip Arts,
 FACN(DLF), FACHSM(Hon), GIA(Cert)
 Chief Nursing and Midwifery Officer
 Department of Health
 Australian Capital Territory
[Retired October 2017](#)

Adjunct Professor Kylie Ward

RN, MMgt, Dip App Sci (Nursing), Acute Care Cert.,
 FACN, Wharton Fellow, MAICD
 Chief Executive Officer
 Australian College of Nursing
 Australian Capital Territory
 Nominee—Australian College of Nursing

Community directors

Eileen Jerga AM

BA, MBA, AICD
Company Director
Australian Capital Territory
Retired October 2017

Roslyn Jackson

Community Director
Australian Capital Territory
Appointed December 2017

Sue McKerracher

Community Director
Australian Capital Territory
Appointed March 2018

Meeting attendance record

Five Board meetings were held in 2017–18. Attendance by Board Directors at these meetings is provided in Table 1.

Table 1: Meeting attendance 2017–18

NAME	BOARD MEETING					Attendances
	29 August 2017	5 December 2017	27 February 2018	24 April 2018	26 June 2018	
Karen Bradley	1	NM	NM	NM	NM	1/1
Annie Butler	NM	A	1	1	A	2/4
Wendy Cross	A	1	1	1	1	4/5
Helen Edwards	1	NM	NM	NM	NM	1/1
Roslyn Jackson	NM	1	A	1	1	3/4
Eileen Jerga	1	NM	NM	NM	NM	1/1
Ann Kinnear	1	1	1	1	1	5/5
Sue McKerracher	NM	NM	NM	1	A	1/2
Bob Meyenn	1	NM	NM	NM	NM	1/1
Janine Mohamed	1	A	1	A	A	2/5
Lorraine Sheppard	NM	1	A	1	1	3/4
Karen Taylor	NM	1	1	1	1	4/4
Lee Thomas	1	NM	NM	NM	NM	1/1
Debra Thoms	1	NM	NM	NM	NM	1/1
Kylie Ward	1	1	A	A	1	3/5

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

Committees

Accreditation Committees

ANMAC has four accreditation committees that each represent a nursing and midwifery professions. They are:

1. Enrolled Nurse Accreditation Committee
2. Midwife Accreditation Committee
3. Registered Nurse Accreditation Committee
4. Nurse Practitioner Accreditation Committee

The purpose of ANMAC's Accreditation Committees is to promote and protect the health of the community by reviewing the assessment outcomes of nursing and midwifery programs of study leading to registration/ endorsement undertaken by appointed ANMAC assessment teams and make recommendations regarding the accreditation to the CEO by:

- Reviewing the reports and recommendations from accreditation assessment teams and ensure that there is sufficient evidence that a program being assessed meets the relevant accreditation standards.
- Making recommendations to the CEO concerning whether accreditation should be granted, granted conditionally or not granted.
- Reviewing, ratifying and providing advice on substantial complaints and monitoring reports.
- Reviewing standards and explanatory notes on an ad hoc basis

Strategic Accreditation Advisory Committee

PURPOSE

Ensure the standards, policies and procedures underpinning assessment and accreditation are effective, fair, based on contemporary research and best practice in the interests of promoting and protecting the health of the community.

OBJECTIVES

The objectives of the committee are to:

- ensure all accreditation standards are in place and reviewed from time to time, in accordance with the National Law
- advise on policy and procedures relative to accreditation, assessment and the monitoring of programs of study to ensure they operate effectively and efficiently and in a framework of risk management and quality improvement, including International Services
- monitor and evaluate feedback from clients and other stakeholders to improve systems and processes
- oversee the policy analysis, review and response of external policies relevant to ANMAC's functions
- commission research or best practice reviews in areas that will improve the effectiveness of assessment, accreditation and the monitoring of programs of study where evidence is equivocal or lacking.



3

3. Quality evidence-based standards, accreditation and assessment

Accreditation Services
Skilled Migration Services

Accreditation Services

The Accreditation Services team works to protect the public by accrediting programs of study leading to registration and endorsement as nurses and midwives in Australia.



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 left: Frances Rice and Melissa Cooper

This function is delegated to ANMAC by the Nursing and Midwifery Board of Australia (NMBA) under the National Law. Under this delegation, we also monitor approved programs of study to ensure they continue to align with the approved accreditation standards. We also investigate complaints relating to breaches of the accreditation standards.

ANMAC develops accreditation standards for the nursing and midwifery professions as another function under the National Law, with standards being approved by the NMBA. Standards are reviewed over time to ensure they are contemporary and aligned with best practice.

We consult widely with the Australian community for input in developing the standards. The standard development process assures the community that nursing and midwifery graduates who have completed an accredited program of study have met the standards for practice and are equipped with the skills necessary to practice and care for people in a safe manner.

Major achievements 2017–18

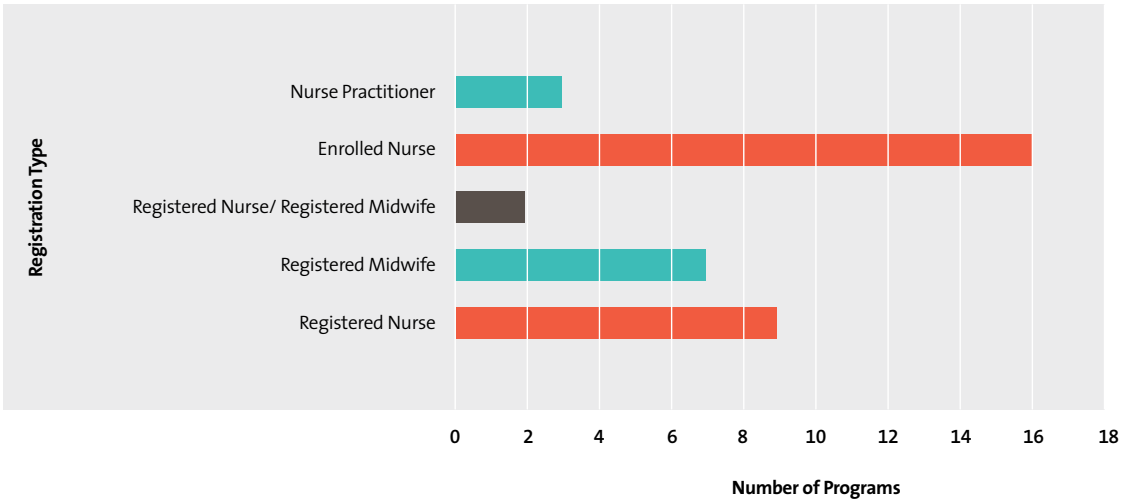
- accredited 37 programs of study
- assessed 9 major modifications to accredited programs of study
- assessed 148 minor modifications to accredited programs of study
- enhanced the risk-based accreditation process and began a pilot of documentation
- continued the review of registered nurse accreditation standards
- began work to introduce electronic submission of documents for education providers.

As Figure 3 shows, the distribution of the 37 programs accredited is:

- 16 enrolled nurse programs
- 2 dual degree programs
- 3 nurse practitioner programs.

Figure 3 does not include 19 programs which were withdrawn at various stages of the assessment process.

Figure 3: Distribution of programs accredited in 2017–18 by registration type



Quality improvement

RISK-BASED ACCREDITATION

Accreditation Services has spent the past 12 months enhancing the risk-based accreditation process. We began piloting the new documentation relating to risk-based assessment with several education providers of different nursing and midwifery programs. Templates were designed to assist with the preparation of accreditation submissions, to streamline workflows, minimise duplication, reduce the volume of documents submitted and support efficiency. The documents form one part of the risk-based assessment process and are designed to balance collegiality and regulation.

REVIEW OF REGISTERED NURSE ACCREDITATION STANDARDS

Quality accreditation standards form the foundation of the accreditation system developed by ANMAC. We periodically review our standards to ensure they are contemporary and aligned with best practice.

The Registered Nurse Accreditation Standards—published in 2012—are under review. ANMAC is consulting widely with stakeholders during this review. We have also established a Professional Reference Group with the knowledge and skills required to provide advice on the review and development of the accreditation standards. The group met several times during 2017–18 to discuss issues and progress work. Members also conducted two rounds of consultation and published feedback on ANMAC website.

WORKFLOW SMOOTHING

Accreditation Services reviewed the expiry dates of all programs accredited by ANMAC to smooth the accreditation workload. We identified peaks and troughs, identified programs considered to be low risk and prolonged expiry dates. This has helped ensure workloads are reasonable and achievable for the Accreditation Services team.

ELECTRONIC SUBMISSION OF DOCUMENTS

As a result of the risk-based accreditation documentation, ANMAC has started working on a project to enable electronic submission of documents from education providers. We believe this will further simplify and enhance the submission of accreditation documents. It will also allow education providers and assessors to update and access information in real time.

Customer service

At the end of 2017–18, ANMAC recorded 191 accredited programs of study delivered by 110 education providers. This is a 12 per cent drop from the 215 programs in the 2016–17 financial year. The drop can be attributed to several education providers amalgamating programs, as well as discontinuing some programs.

The distribution of accredited programs as of 30 June 2018 is represented in Figure 4.

Section 50 of the National Law requires ANMAC to monitor approved programs of study, which we achieve by conducting routine, targeted or random monitoring, and through our complaints mechanisms and management.

Monitoring an approved program can include:

- reviewing the program monitoring report provided by the education provider each year on the anniversary of accreditation
- reviewing reporting requirements stipulated at:
 - accreditation of a program
 - major change to a program
 - need to address a complaint of a program
- conducting site visits
- investigating complaints.

This year, ANMAC has:

- assessed 10 complaints deemed within scope
- reviewed 179 program monitoring reports
- reviewed 26 special reports.

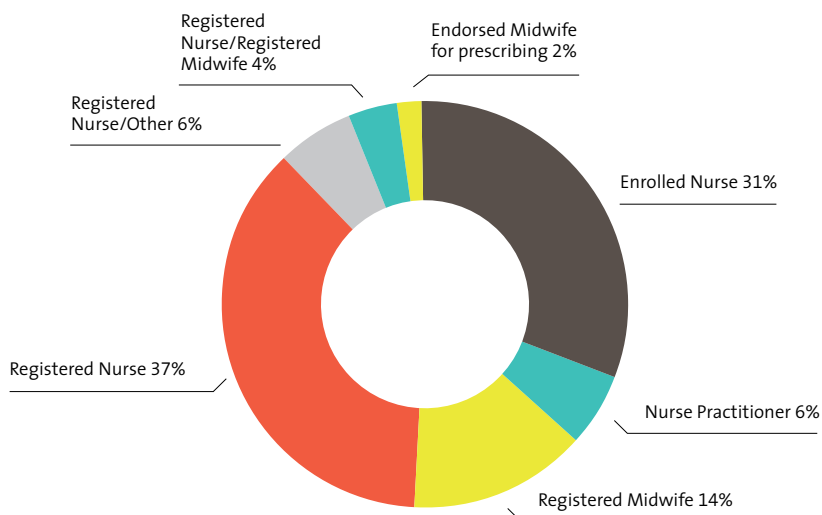
ANMAC uses its monitoring functions to ensure approved programs continue to be delivered as accredited.

The Accreditation Services team communicates with stakeholders through multiple channels, including telephone, email, the ANMAC Standard newsletter and in person at stakeholder meetings, conferences and events.

Future

ANMAC has been working closely with the NMBA and other stakeholders such as the Australian Skills Quality Authority to ensure Diploma of Nursing programs delivered in Australia are accredited by ANMAC and approved by the NMBA. This ensures students attending professional experience placements and graduates completing the programs meet the requirements under the National Law to care for patients in a safe manner.

Figure 4: Distribution of accredited programs by program type (30 June 2018)



Skilled Migration Services

ANMAC's Skilled Migration Services team assesses the skills of nurses and midwives who want to migrate to Australia under the General Skilled Migration Program.



Skilled Migration Services

From left: Dhanushka Drummond, Luke Cochrane, Kathryn Baird, Toni Pye, Pan Warburton

Staff not in photo

From left: Demelza Rowley and Aeyasha Mohammed

We do this by assessing the qualifications and work experience of nurses and midwives and reviewing their work experience through professional references. We determine if applicants have the nursing or midwifery qualifications and experience needed for permanent migration to Australia.

ANMAC is an independent assessing authority authorised by law to conduct skills assessments. We are authorised by the Australian Government departments of Home Affairs and Education and Training.

Our assessment team works closely with Australian Health Practitioner Regulation Agency and the NMBA to reduce duplication of process and ensure nurses and midwives found suitable for migration are also suitable for registration.

Major achievements in 2017–18

- implemented online document submission
- reduced processing times significantly
- completed more than 6000 assessments.

Increase in application numbers:

We received 5474 applications, this is an increase in 16.6% from 2016–17.

Countries of birth have been used to determine where applicants are migrating from (Figure 5). Applicants from the Philippines represent the largest number at 33%, similar to numbers from 2016–17. In 2017–18, the most common ANZSCO codes were Medical (20%), Critical Care and Emergency (26%), Aged Care (11%), (Figure 6).

Figure 5: Country of birth of applicants in 2017–18

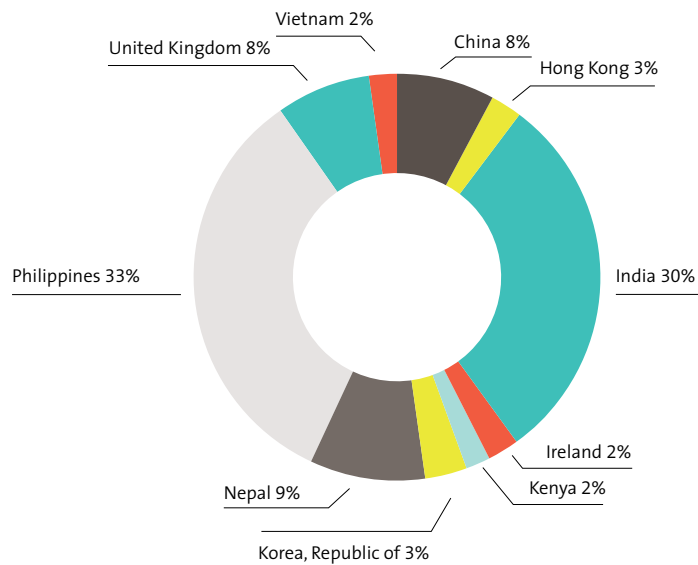
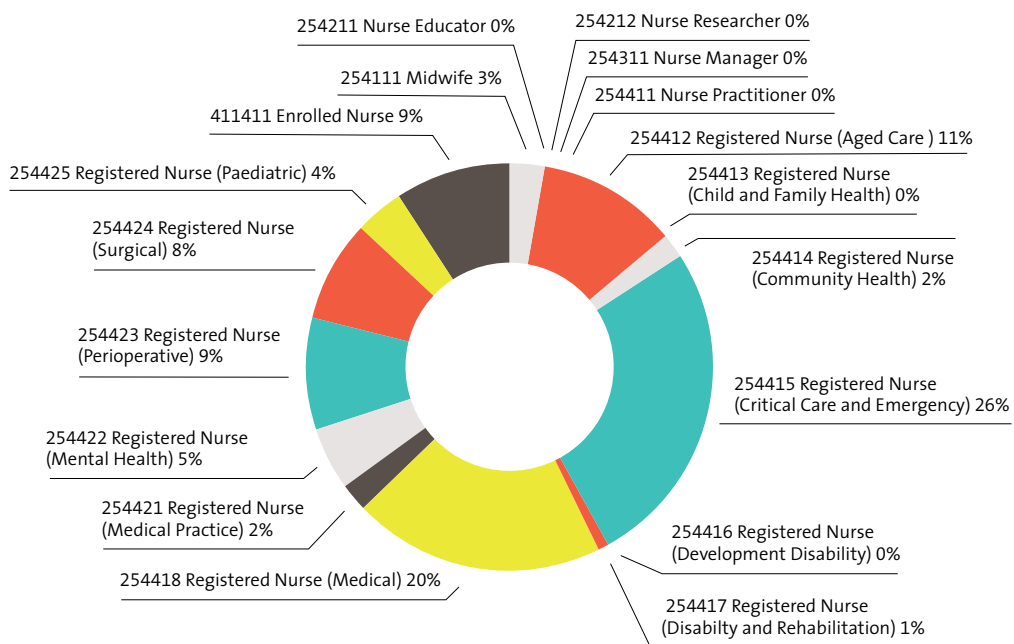


Figure 6: Final ANZSCO codes used for applications completed in 2017–18



Customer service

ONLINE DOCUMENT SUBMISSION

Skilled Migration Services commissioned a project in July 2017 to develop an online document management system for applicants.

The new system was rolled out in January 2018. It enables applicants to register an account, make an application and upload documents electronically. Applicants can also request application re-issues and additional professional reference assessments through this online portal. They can also get updates on the progress of their assessment through the portal.

In addition, applicants no longer need to post certified documents to ANMAC.

All of these new processes have significantly reduced waiting times for applicants and increased the efficiency of the assessment team.

THIRD ASSESSMENT STREAM

ANMAC has introduced an additional assessment stream for applicants. This new stream, Modified Plus, recognises applicants who have received correspondence from the NMBA advising of eligibility to register as a nurse or midwife in Australia. It requires less documentation and recognises the eligibility for registration as suitable for migration purposes.

FEE REDUCTION

ANMAC's new document management system stores all documentation electronically. This efficiency has enabled ANMAC to pass cost savings onto applicants. The cost of both full and modified skills assessments has been reduced by 20%.

Quality improvement

DOCUMENT EXAMINATION TRAINING

Assessors completed document examination training in 2017–18 to develop capabilities in assessing document fraud. Assessors now examine scanned documents to verify authenticity. Specific upload requirements ensure they are working with high-quality images.

COMMUNICATIONS REVIEW

The assessment team continued to improve communication with applicants. An update of information on our website coincided with the introduction of the online document submission processes. With the introduction of online document submission we developed how-to videos, these are available on our website for the information of applicants to help them navigate through the application process.

We communicate regularly with migration agents and have improved our response times to email enquiries to ensure the applicants represented by migration agents receive current and accurate information.



4

4. Engaged stakeholders

Stakeholder engagement and collaboration

Stakeholder engagement and collaboration

Engaging with regulators, peak bodies and education providers in the higher education sector and vocational education and training sectors helps ANMAC identify opportunities to improve on and deliver obligations under Australia's National Registration and Accreditation Scheme.

To ensure our engagement activities are valuable for our stakeholders, we follow these five engagement principles:

- purposeful
- relevant
- open and honest
- inclusive
- responsive.

Our engagement activities include, email correspondence, corporate documents, ANMAC Standard Newsletter, surveys, meetings with stakeholders, ANMAC committee meetings, consultation forums and partnerships supported by memoranda of understanding.

National engagement

REGULATION AUTHORITIES

ANMAC continues to foster strong collaborative interprofessional relationships with the accreditation authorities for the regulated health professions by attending bimonthly meetings of the Health Practitioner Accreditation Collaborative Forum.

We are co-located at Majura Park with the Australian Medical Council and Australian Pharmacy Council. All three councils are committed to fostering collaborative interprofessional relationship and, in March 2018, employees met for a productive meet-and-greet session. This year the three organisations collaborated on a review of committee sitting fees.

EDUCATION PROVIDERS

Our commitment to sharing information with nursing and midwifery education providers, particularly in the higher education sector, is evident through our regular attendance at the Council of Deans of Nursing and Midwifery bimonthly meetings. These meetings provide opportunities for purposeful, open and honest engagement. We have shared information about the development of our risk-based accreditation process and the development and review of our Registered Nurse Accreditation Standards.

We have also been working with the Coalition of National Nursing & Midwifery Organisations and attend their biannual meetings—held in May and October each year—to update on significant ANMAC activities.

SPECIAL OCCASIONS

We celebrate and recognise the important, dedicated, and challenging work our nurse and midwives do and welcome opportunities to attend the annual celebrations held in Canberra for International Day of the Midwife (5 May) and International Nurses Day (12 May). On 8 May, we attended the Australian War Memorial to participate in the Remembrance Ceremony by laying a wreath to commemorate the service of Australian nurses in conflicts around the world.

A number of ANMAC staff attended the ACT Nursing and Midwifery Excellence Awards Dinner on 10 May. The awards celebrate the distinctive contribution made individually and/or collectively by nurses and midwives to the people they care for. They recognise the outstanding professional accomplishments made within the public and private hospitals and the community-based and primary health care sectors of the Australian Capital Territory.



Remembrance Ceremony May 8, 2018

CONFERENCE ATTENDANCE

ANMAC is committed to engaging with nursing and midwifery professionals in various sectors, including through targeted engagement at national conferences.

In 2017, we presented at:

- 'Clinical Placements: Developing practical solutions to maximise capacity and effectiveness'—19 July 2017
- 'National Enrolled Nurse Association Conference'—11 October 2017
- Nursing and Midwifery Leadership Conference—1 December 2017
- Associations Forum Canberra CEO breakfast—1 May 2018.

Staff attended:

- Council on Licensure, Enforcement & Regulation Conference—17 November 2017
- Tertiary Education Quality and Standards Agency Conference—29 November
- Nursing and Midwifery Board of Australia Conference—7 and 8 June
- Migration Institute of Australia National Conference

Skilled Migration Services attended the Migration Institute of Australia's Annual National Conference. The conference brings together migration agents from around Australia to discuss issues and changes within industry. At the conference, we educated migration agents on the role we play with nurses and midwives looking to migrate to Australia. We also promoted our online document submission process. Finally, we fielded numerous enquiries throughout the two days on process and gleaned feedback from agents on how to potentially improve our services.



Visiting delegation from Hong Kong and China—January 2018

International engagement

ANMAC increased our engagement with stakeholders in the Indo-Pacific region during the year. In January 2018, we hosted a delegation of nurses from Hong Kong and China over two days. We drew on the knowledge and expertise of our staff and partnered with the Australian Health Practitioner Regulation Agency, Curtin University and ACT Health to share information about the accreditation of nursing and midwifery education programs and regulation of the professions. The delegation was also provided with information about how Advanced Practice is taught in Australia. This engagement was augmented through visits to several ACT Health facilities employing nurse practitioners.

The relationships formed at the delegation visit led to ANMAC's CEO and Director of Accreditation Services being invited to Guangzhou and Shenzhen provinces and Hong Kong to meet with stakeholders to further discuss advanced nursing practice and health education in the Greater Bay Area. We presented on 'Policy regulation and education standards' at the 2018 International Nursing Forum of Guangdong—Hong Kong—Macau—Greater Bay Area.

ANMAC also presented at two conferences in Jakarta, Indonesia in May 2018. The first was to a group of PhD students at the University of Jakarta on nursing leadership in international accreditation and credentialing. The second was at the 2018 Indonesian Accreditation Agency for Higher Education in Health Conference, supported by the World Health Organization. At this conference, our CEO and Director Accreditation Services presented our work on accreditation assessment processes.

We have a strong working relationship with the New Zealand Nursing Council and share much in common. This includes providing support services to the Australasian Osteopathic Accreditation Council and the Osteopathic Council of New Zealand. We also have a strong working relationship with the New Zealand Midwifery Council and have discussed collaboration opportunities. We have committed to meet twice a year.



ANMAC presented at two conferences in Jakarta, Indonesia, in May 2018.

Staff initiatives

In April 2018, the ANMAC team gathered to reaffirm our values. This followed the Board's strategic planning day during which ANMAC's vision and mission were redefined to align with our five strategic objectives.

The team spent time at the Australian War Memorial learning about the valuable contribution nurses have made in conflicts across the world. We chose to visit the war memorial because of its historic significance. The nurses we learned about upheld similar values to ANMAC's; accountability, excellence, inclusion, integrity, lifelong learning.

After our Australian War Memorial visit, we launched the ANMAC's values wall with the meaning behind each value illustrated by icons. Having values visible to all staff reminds us that we must continually incorporate them into our business functions.



Team Day

RECONCILIATION ACTION PLANS

One key strategic objective for 2018–21 is to improve Aboriginal and Torres Strait Islander health. Under this we have committed to developing and implementing first reconciliation action plans.

In 2017–18, we drafted our first such plan. This was carried out by a small working group representing each section of ANMAC and a representative from the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives. While working on developing the plan, the working group agreed it was important to start our reconciliation journey by building better understanding and awareness about reconciliation.

In 2018, we celebrated National Reconciliation Week, with its theme 'Don't keep history a mystery. Learn. Share. Grow.' (27 May to 3 June 2018). We hosted a gathering with our staff and staff from the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives. We watched the movie *Rabbit Proof Fence* together, which enabled us to learn more about Aboriginal and Torres Strait Islander cultures and histories.

We also celebrated NAIDOC week, with its theme 'Because of her we can.' (8 to 15 July 2018). We organised a gathering and presentation with the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives. ANMAC presented what they had each learned about a prominent Aboriginal woman. It was interesting and inspirational to learn about the lives and the significant roles of Aboriginal and Torres Strait Islander women throughout history. We were also very fortunate to have CATSINaM share some videos they had recorded for NAIDOC Week.



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5. Financials

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Director's Report

The directors of Australian Nursing and Midwifery Accreditation Council Limited (ANMAC) present the annual financial statements of ANMAC for the financial year ended 30 June 2018.

INFORMATION ON DIRECTORS		
Ann Kinnear	Chairperson	
Professor Robert Meyenn		Resigned: October 2017
Adjunct Professor Debra Thoms		Resigned: October 2017
Roslyn Jackson	(Community Director)	Appointed: December 2017
Adjunct Associate Professor Karen Bradley		Resigned: October 2017
Professor Wendy Cross		
Professor Helen Edwards OAM		Resigned: October 2017
Professor Lorraine Sheppard		Appointed: December 2017
Eileen Jerga AM	(Community Director)	Resigned: October 2017
Janine Mohamed		
Sue McKerracher	(Community Director)	Appointed: March 2018
Lee Thomas		Resigned: October 2017
Adjunct Professor Kylie Ward		
Karen Taylor		Appointed: December 2017
Annie Butler		Appointed: December 2017

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

Ann Kinnear	
Qualifications	RM, BSc, MSc
Experience	Ann Kinnear is the Company Secretary and Chief Executive Officer of the Australian College of Midwives (ACM) Pty Ltd and has been the CEO for seven years. Ann is responsible for working with and supporting the ACM Board and managing ACM to fulfill its objectives, in particular to maximize the quality of midwifery and maternity care for Australian women and their families. 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.
Adjunct Professor Debra Thoms	
Qualifications	RN, RM, BA, MNA, Grad Cert Bioethics, Adv Dip Arts, FACN(DLF), FACHSM(Hon), GIA(Cert)
Experience	Professor Debra Thoms is the Chief Nursing and Midwifery Officer with the Australian Government and has held this position since September 2015. Prior to this she was the Chief Executive Officer of the Australian College of Nursing. From 2006–2012 she was the Chief Nursing and Midwifery Officer in NSW and has held a number of senior roles in the NSW Public Health System and interstate over a number of years. She is an Adjunct Professor with the University of Technology, Sydney and The University of Sydney.
Professor Robert Meyenn	
Qualifications	TCert, MEd, PhD
Experience	Emeritus Professor, Charles Sturt University. Former Dean, Faculty of Education. Former Chair of the Board Australian Volunteers International. Member of Board, Australian College of Law. Robert is the Deputy Chairperson of ANMAC.
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 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>

Adjunct Associate Professor Karen Bradley	
Qualifications	RN, BSc(Nsg), ML, MACN, AFACHSM, GAICD
Experience	Adjunct Associate Professor Karen Bradley has extensive experience in nursing, clinical leadership and health service management in the public and private health care sectors in Western Australia. Karen was appointed to the role of Chief Nurse and Midwifery Officer at the Department of Health Western Australia in 2014, providing strategy, workforce planning/development and policy advice to the professions, key internal and external stakeholders and government. Karen's previous positions include Area Director of Nursing and Midwifery with the South Metropolitan Health Service and Executive Director of Nursing and Midwifery with WA Country Health Service. In both of these roles Karen's experience also included significant organisational leadership roles in organisational governance, patient safety and clinical governance, workforce planning and clinical service planning. From 2004 to 2008 Karen was a member of the WA Health Reform Implementation Taskforce leading a range of clinical service reforms across the public health system at a time of extensive change and reform. Previous to this, Karen was the Director of Inpatient Services at St John of God Health Care Subiaco. Karen has a Masters in Leadership and is a graduate member of the Australian Institute of Company Directors.
Professor Wendy Cross	
Qualifications	RN, RPN, BAppSc(AdvNsg), MEd, PhD, FACN, FACMHN, MAICD
Experience	<p>Professor Wendy Cross has built a successful career in nursing, nursing research and nurse education. She has been awarded numerous research and teaching grants and has extensive experience in a range of nursing and management roles.</p> <p>From 2002 to 2007, she was employed as a senior executive at Monash Health, working in practice development, clinical governance, policy and procedure development, performance management and appraisal, workforce planning and other activities. In 2007, Wendy joined Monash University, School of Nursing and Midwifery with a focus on mental health nursing research, and was appointed Head of the School of Nursing and Midwifery 2009 to 2016. She currently has the position of Associated Dean, Nursing and Allied Health, in the Faculty of Medicine, Nursing and Health Sciences.</p> <p>She has a Bachelor of Applied Science in Advanced Nursing, a Master of Education by research (Ed Psych) and a Doctor of Philosophy. Wendy's primary research interests include mental health and mental health nursing, clinical supervision, practice development, workplace learning and broad based research methods including both quantitative and qualitative paradigms.</p>
Professor Helen Edwards OAM	
Qualifications	PhD, BA (Hons), BA, DipApSc, RN, FACN, FAAN, MAICD, OAM
Experience	Helen is currently a Board Member of Metro North Hospital and Health Service in Queensland and has previously served on Boards of three Retirement Villages. She has over 30 years of experience in the higher education sector and has served as Head of the largest school of nursing in Queensland. Helen is an active researcher with a significant track record of research funding and high impact publications.
Professor Lorraine Sheppard	
Qualifications	BAppSci (physiotherapy), MBA, PhD
Experience	<p>Professor Lorraine Sheppard, a leader in health care accreditation, is a Professor of Physiotherapy and Health Care Management. In 2017 she completed her terms as Chair, Board of Directors, Australian Physiotherapy Council. Since the late 1990s Lorraine 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. Lorraine was actively involved with the Health Professions Councils Collaborative Forum, and the Accreditation Liaison Group a collaboration of the Forum and AHPRA on matters of health care accreditation.</p> <p>Further she has served on advisory groups such as Extended Scope, Simulation Accreditation Standards and grants panels for Health Workforce Australia.</p>
Eileen Jerga AM	
Qualifications	BA, MBA, AICD
Experience	<p>Eileen Jerga is a Board Director on the ANMAC Board, the ACT Veterinary Surgeons Board and the ACT Nursing and Midwifery Board. Eileen is currently also a member of the Department of Health Protocol Advisory Sub Committee, a subcommittee of the Medical Services Advisory Council, the Vascular Prostheses Clinical Advisory Group, the Medical Benefits Review Intensive Care and Emergency Medicine Clinical Committee and a PBAC Reference Group. Eileen was also recently appointed to the National Stroke Foundation Stroke Guidelines Advisory Committee.</p> <p>Prior to her Directorship and Committee roles, Eileen was the CEO of the Heart Foundation, ACT, from 1999 to 2006.</p>

Janine Mohamed	
Qualifications	RN BA Grad Dip (Aboriginal Affairs and Administration)
Experience	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.
Karen Taylor	
Experience	<p>Karen Taylor is a highly skilled executive with extensive experience in strategic planning, change management and business development. The majority 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>
Lee Thomas	
Qualifications	RN, RM(Neo), BN, MRCNA
Experience	Prior to taking on her current role as the Federal Secretary of the Australian Nursing and Midwifery Federation, Lee Thomas served as Branch Secretary of the ANF (SA Branch) for eight years, and has had more than 20 years' experience in the nursing and midwifery professions.
Adjunct Professor Kylie Ward	
Qualifications	RN MMgt, Dip App Sci (Nursing), Acute Care Cert., FACN, Wharton Fellow, MAICD
Experience	Adjunct Professor Kylie Ward 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).
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 and is currently completing a Bachelor of Economics.</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.</p> <p>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.</p> <p>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.</p> <p>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>

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
- the accreditation of nursing and midwifery programs leading to registration
- the assessment of the skills and qualifications of overseas nurses and midwives for migration
- Increased stakeholder engagement; and
- Quality reporting to the Nursing and Midwifery Board of Australia

During the financial year 2017/18, ANMAC processed 5,474 applications for assessment of qualifications.

During the financial year 2017/18, ANMAC accredited 37 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 for the year ended 30 June 2018 was \$1,311,442 (2017: \$1,170,871).

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

DIRECTORS' MEETINGS		
	Number eligible to attend	Number attended
Ann Kinnear	5	5
Adjunct Professor Debra Thoms	1	1
Professor Robert Meyenn	1	1
Roslyn Jackson	4	3
Adjunct Associate Professor Karen Bradley	1	1
Professor Wendy Cross	5	4
Professor Helen Edwards OAM	1	1
Professor Lorraine Sheppard	4	3
Eileen Jerga AM	1	1
Janine Mohamed	5	2
Karen Taylor	4	4
Lee Thomas	1	1
Adjunct Professor Kylie Ward	5	3
Annie Butler	4	2
Sue McKerracher	2	1

Auditor's independence declaration

The auditor's independence declaration in accordance with *s60 40(1)* in the *Australian Charities and Not for profits Commission Act 2012*, for the year ended 30 June 2018 has been received and can be found on page 46 of the financial report.

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



Ann Kinnear
Chair
4 September 2018



Roslyn Jackson
Chair—Finance Audit Risk Committee
4 September 2018



6 Phipps Close Deakin ACT 2600
PO Box 322 Curtin ACT 2605

T 02 6262 5999
F 02 6262 5833

E info@hardwicks.com.au

www.hardwicks.com.au

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ABN 35 973 938 183

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Standards Legislation

Auditors Independence Declaration under Section 60-40(1) of the Australian Charities and Not-for-profits Commission Act 2012 to the Directors of Australian Nursing and Midwifery Accreditation Council Limited

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2018, there have been no contraventions of:

- (i) the auditor independence requirements as set out by s60-40(1) in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

Hardwicks
Chartered Accountants

Robert Johnson FCA
Partner

Dated: 4 September 2018

Canberra



**Statement of Profit and Loss and Other Comprehensive income
For the year ended 30 June 2018**

	Note	2018 \$	2017 \$
Revenue	3	6,752,025	6,747,552
Communications and marketing		(64,749)	(10,356)
Compliance costs		(9,688)	(7,937)
Consultancy expenses		(153,553)	(242,098)
Corporate expenses		(166,046)	(281,804)
Depreciation and amortisation expense		(483,371)	(377,195)
Employee benefits expense		(3,470,773)	(3,446,367)
IT expenses		(238,132)	(225,456)
Operating lease—rent of premises		(374,786)	(603,324)
Other expenses		(18,826)	(13,950)
Other property expenses		(32,556)	(42,765)
Recruitment expenses		(15,522)	(23,520)
Travel expenses		(412,581)	(301,909)
Current year surplus before income tax		1,311,442	1,170,871
Income tax expense	1(a)	-	-
Net current year surplus		1,311,442	1,170,871
Total comprehensive income for the year		1,311,442	1,170,871

Statement of Financial Position

As at 30 June 2018

	Note	2018 \$	2017 \$	2017 Balances at 1 July 2017 \$
Assets				
Current assets				
Cash and cash equivalents	5	5,405,772	4,402,989	4,402,989
Trade and other receivables	6	632,618	44,550	44,550
Other financial assets	7	98,672	127,716	127,716
Current tax receivable	8	-	7,436	7,436
Other assets	9	151,735	185,584	185,584
Total Current Assets		6,288,797	4,768,275	4,768,275
Non-current assets				
Plant and equipment	10	890,179	773,569	773,569
Intangible assets	11	724,324	944,182	-
Total non-current assets		1,614,503	1,717,751	773,569
Total assets		7,903,300	6,486,026	5,541,844
Liabilities				
Current Liabilities				
Trade and other payables	12	217,826	188,936	188,936
Other financial liabilities	13	53,019	38,920	38,920
Current tax liabilities	8	33,988	-	-
Employee provisions	14	513,881	467,938	467,938
Other financial liabilities	15	543,155	545,952	545,952
Total current liabilities		1,361,869	1,241,746	1,241,746
Non-current liabilities				
Other financial liabilities	13	729,726	782,745	782,745
Employee provisions	14	81,719	42,991	42,991
Total non-current liabilities		811,445	825,736	825,736
Total liabilities		2,173,314	2,067,482	2,067,482
Net assets		5,729,986	4,418,544	3,474,362
Equity				
Retained surplus		5,729,986	4,418,544	3,474,362
Total equity		5,729,986	4,418,544	3,474,362

Statement of Changes in Equity For the year ended 30 June 2018

2018	Retained surplus		Total
	Note	\$	\$
Balance at 1 July 2017		3,474,362	3,474,362
Net effect of correction of an error	2	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

2017	Retained surplus		Total
	Note	\$	\$
Balance at 1 July 2016		2,122,315	2,122,315
Net effect of correction of an error	2	1,125,358	1,125,358
Balance at 1 July 2016—Restated		3,247,673	3,247,673
Surplus attributable to members of the entity		1,170,871	1,170,871
Balance at 30 June 2017		4,418,544	4,418,544

Statement of Cash Flows

For the year ended 30 June 2018

	Note	2018 \$	2017 \$
Cash flows from operating activities			
Receipts from fees, sales and grants		6,534,115	6,939,767
Payments to suppliers and employees		(5,266,498)	(5,760,502)
Interest received		84,941	47,697
Net cash provided by/(used in) operating activities	23	1,352,558	1,226,962
Cash flows from investing activities			
Proceeds from sale of plant and equipment		1,359	2,132
Payment for intangible assets		(62,792)	(97,179)
Purchase of plant and equipment		(317,386)	(33,846)
Proceeds from/(purchase for) financial assets		29,044	36,497
Net cash provided by/(used in) investing activities		(349,775)	(92,396)
Net increase/(decrease) in cash held		1,002,783	1,134,566
Cash and cash equivalents at beginning of financial year		4,402,989	3,268,423
Cash and cash equivalents at end of financial year	5	5,405,772	4,402,989

Notes to the financial statements

For the year ended 30 June 2018

The financial report covers Australian Nursing and Midwifery Accreditation Council Limited as an individual entity. Australian Nursing and Midwifery Accreditation Council Limited is a not for profit company limited by guarantee, incorporated and domiciled in Australia.

The functional and presentation currency of Australian Nursing and Midwifery Accreditation Council Limited is Australian dollars.

The financial report was authorised for issue by the Directors on 4 September 2018.

Basis of Preparation

Australian Nursing and Midwifery Accreditation Council Limited applies Australian Accounting Standards – Reduced Disclosure Requirements as set out in AASB 1053: *Application of Tiers of Australian Accounting Standards*.

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Reduced Disclosure Requirements of the Australian Accounting Standards Board (AASB) 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.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

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. The amounts presented in the financial statements have been rounded to the nearest dollar.

1 Summary of Significant Accounting Policies

(a) Income tax

The company is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

(b) Leases

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.

(c) Cash and cash equivalents

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

(d) 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.

(e) Revenue and other income

Grant income

Non reciprocal grant revenue is recognised in profit or loss when the entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

If conditions are attached to the grant which must be satisfied before the entity is eligible to receive the contribution, the recognition of the grant as revenue 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 from the rendering of a service is recognised upon the delivery of the service 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 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.

Interest revenue

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

Other income

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

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

(f) 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 the amount 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.

(g) 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(j) 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 company 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.

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:

Fixed asset class	Depreciation rate
Plant and Equipment	20%–27%
Furniture, Fixtures and Fittings	11%–27%
Computer Software	27%

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.

(h) 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 company 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.

(i) Financial instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the company commits itself to either purchase or sell the asset (ie trade date accounting is adopted). Financial instruments 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 recognised as expenses in profit or loss.

Classification and subsequent measurement

Financial instruments are subsequently measured at fair value, amortised cost using the effective interest method, or cost.

Amortised cost is calculated as the amount at which the financial asset or financial liability is measured at initial recognition less principal repayments and any reduction for impairment, and adjusted for any cumulative amortisation of the difference between that initial amount and the maturity amount calculated using the effective interest method.

(i) Loans and receivables

Loans and receivables are non derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial asset is derecognised.

(ii) Held-to-maturity investments

Held to maturity investments are non derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the company's intention to hold these investments to maturity. They are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial asset is derecognised.

(iii) Financial liabilities

Non derivative financial liabilities other than financial guarantees are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial liability is derecognised.

Impairment of non-financial assets

At the end of each reporting period, the company assesses whether there is objective evidence that a financial asset has been impaired. A financial asset or a group of financial assets is deemed to be impaired if, and only if, there is objective evidence of impairment as a result of the occurrence of one or more events (a “loss event”), which has an impact on the estimated future cash flows of the financial asset(s).

For financial assets carried at amortised cost (including loans and receivables), a separate allowance account is used to reduce the carrying amount of financial assets impaired by credit losses. After having taken all possible measures of recovery, if management establishes that the carrying amount cannot be recovered by any means, at that point the written off amounts are charged to the allowance account or the carrying amount of impaired financial assets is reduced directly if no impairment amount was previously recognised in the allowance account.

When the terms of financial assets that would otherwise have been past due or impaired have been renegotiated, the company recognises the impairment for such financial assets by taking into account the original terms as if the terms have not been renegotiated so that the loss events that have occurred are duly considered.

Derecognition

Financial assets are derecognised where the contractual rights to receipt of cash flows expire or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are discharged, cancelled or have expired. The difference between the carrying amount of the financial liability, which is extinguished or transferred to another party, and the fair value of consideration paid, including the transfer of non cash assets or liabilities assumed, is recognised in profit or loss.

(j) Impairment of non-financial assets

At the end of each reporting period, the entity reviews the carrying amounts of its tangible and intangible assets 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 of disposal and value in use, is compared to the asset’s carrying amount. Any excess of the asset’s carrying amount over its recoverable amount is recognised in profit or loss.

Where the future economic benefits of the asset are not primarily dependent upon the asset’s ability to generate net cash inflows and when the entity would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of an asset.

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

Where an impairment loss on a revalued individual asset is identified, this is recognised against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that class of asset.

(k) Intangibles

Intellectual Property

Intellectual Property costs are capitalised only when the development of Nursing and Midwifery Accreditation Standards will deliver future economic benefits and these 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 lives of intangible assets, from the date that they are available for use.

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

(l) Employee benefits

Short-term employee provisions

Provision is made for the company'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 company's obligations for long term employee benefits are presented as non current employee provisions in its statement of financial position, except where the company 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.

(m) Critical Accounting Estimates and Judgements

Transaction and balances

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

Key judgements

(i) 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.

(ii) Employee benefits

For the purpose of measurement, AASB 119: Employee Benefits defines obligations for short term employee benefits as obligations expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related services. The company expects most employees will take their annual leave entitlements within 24 months of the reporting period in which they were earned, but this will not have a material impact on the amounts recognised in respect of obligations for employees' leave entitlements.

(n) Economic dependence

The ability of Australian Nursing and Midwifery Accreditation Council Limited to undertake the role as the independent accreditation authority for the nursing and midwifery profession in Australia, is dependent on the receipt of funding from the Australian Health Practitioner Regulation Agency, which has been secured until 30 June 2019. Without this funding Australian Nursing and Midwifery Accreditation Council Limited would be unable to undertake the accreditation role. Due to the uncertainty of the NRAS review, a surplus has been maintained as a safety net in the event that ANMAC is closed. This will assist in paying not only the lease liabilities, but also any redundancies and other outstanding liabilities.

(o) Comparatives

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

When the company retrospectively applies an accounting policy, makes a retrospective restatement or reclassifies items in its financial statements, a third statement of financial position as at the beginning of the preceding period, in addition to the minimum comparative financial statements, must be disclosed.

2 Retrospective restatement

The company has reviewed the accounting for the development of Nursing and Midwifery Accreditation Standards and has concluded that the costs incurred in the development of National Accreditation Standards since the company was established on 1 July 2010, which have previously been expensed in the year that the expenditure was incurred, meet the definition of an Intangible Asset (Intellectual Property) in accordance with AASB 138 and therefore, should have been capitalised and amortised over their useful life of five years. The Board has made this change to accounting policy effective from 1 July 2017 and as a consequence, corrections to previously published financial statements have been made.

The aggregate effect of the error on the annual financial statements for the year ended 30 June 2018 is as follows:

	Previously stated	30 June 2017 Adjustments	Restated		Previously stated	1 July 2016 Adjustments	Restated
	\$	\$	\$		\$	\$	\$
Statement of Profit or Loss and Other Comprehensive Income							
Employee benefits expense	3,475,728	(29,361)	3,446,367				
Depreciation and amortisation expense	98,840	278,355	377,195				
Consultancy expenses	290,463	(48,365)	242,098				
Travel expenses	314,063	(12,154)	301,909				
Corporate expenses	289,103	(7,299)	281,804				
Statement of Financial Position							
Intangible assets	-	944,182	944,182		-	1,125,358	1,125,358
Retained surplus	3,474,362	944,182	4,418,544		2,122,315	1,125,358	3,247,673

3 Revenue and Other Income

	Note	2018 \$	2017 \$
Operating activities			
– Accreditation income		1,683,963	1,860,064
– Grant income		2,685,248	2,658,661
– Overseas assessment fees		2,119,796	2,035,620
– Sundry income		175,697	140,691
Non-operating activities			
– Gain on disposal of plant and equipment		1,304	1,068
– Interest received		86,017	51,448
Total revenue		6,752,025	6,747,552

4 Operating Segments

	Accreditation		Skilled Migration Services and Other		Total	
	2018	2017	2018	2017	2018	2017
	\$	\$	\$	\$	\$	\$
Revenue						
Grant income received	2,685,248	2,658,661	-	-	2,685,248	2,658,661
Accreditation income	1,683,963	1,860,064	-	-	1,683,963	1,860,064
Overseas assessments	-	-	2,119,796	2,035,620	2,119,796	2,035,620
Other revenue	89,665	54,974	173,353	138,233	263,018	193,207
	4,458,876	4,573,699	2,293,149	2,173,853	6,752,025	6,747,552
Expenses						
Direct expenses	2,267,616	1,993,502	768,252	715,264	3,035,868	2,708,766
Overheads	1,923,771	2,294,332	480,944	573,583	2,404,715	2,867,915
	4,191,387	4,287,834	1,249,196	1,288,847	5,440,583	5,576,681
Net surplus/(deficit)	267,489	285,865	1,043,953	885,006	1,311,442	1,170,871

5 Cash and cash equivalents

	2018	2017
Note	\$	\$
Cash on hand	500	500
Cash at bank	2,388,541	1,386,209
Deposits at call	3,016,731	3,016,280
	5,405,772	4,402,989

6 Trade and other receivables

	2018	2017
Note	\$	\$
Current		
Trade receivables	632,618	44,550
Total current trade and other receivables	632,618	44,550

The carrying value of trade receivables is considered a reasonable approximation of fair value due to the short term nature of the balances.

7 Other financial assets			
	Note	2018 \$	2017 \$
Current			
Held-to-maturity financial assets	7(a)	98,672	127,716
Total current assets		98,672	127,716
(a) Held-to-maturity investments comprise:			
Fixed interest securities — current		98,672	127,716
	20	98,672	127,716
8 Tax assets and liabilities			
	Note	2018 \$	2017 \$
Current			
GST receivable		-	7,436
Current tax receivable		-	7,436
	Note	2018 \$	2017 \$
Current			
GST payable		33,988	-
Current tax liabilities		33,988	-
9 Other Assets			
	Note	2018 \$	2017 \$
Current			
Prepayments		139,836	171,357
Accrued income		11,899	6,823
Lease incentive		-	7,404
		151,735	185,584

10 Plant and equipment

	2018	2017
Note	\$	\$
Plant and equipment		
At cost	180,739	195,078
Accumulated depreciation	(139,087)	(124,984)
Total plant and equipment	41,652	70,094
Furniture, fixtures and fittings		
At cost	829,575	828,283
Accumulated depreciation	(248,209)	(126,856)
Total furniture, fixtures and fittings	581,366	701,427
Computer software		
At cost	300,545	2,990
Accumulated depreciation	(33,384)	(942)
Total computer software	267,161	2,048
Total plant and equipment	890,179	773,569

(a) Movements in carrying amounts of plant and equipment

Movement in the carrying amounts for each class of 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 2018				
Balance at the beginning of year	70,094	701,427	2,048	773,569
Additions	17,425	2,406	297,555	317,386
Disposals — written down value	-	(55)	-	(55)
Depreciation expense	(45,867)	(122,412)	(32,442)	(200,721)
Balance at the end of the year	41,652	581,366	267,161	890,179
Year ended 30 June 2017				
Balance at the beginning of year	101,479	729,181	8,967	839,627
Additions	9,092	24,754	-	33,846
Disposals — written down value	(985)	(79)	-	(1,064)
Depreciation expense	(39,492)	(52,429)	(6,919)	(98,840)
Balance at the end of the year	70,094	701,427	2,048	773,569

11 Intangible Assets

	2018	2017
Note	\$	\$
Intellectual Property		
At cost	1,664,144	1,601,352
Accumulated amortisation	(939,820)	(657,170)
Total Intangibles	724,324	944,182

(a) Movements in carrying amounts of plant and equipment

	Intellectual Property	Total
Note	\$	\$
Year ended 30 June 2018		
Balance at the beginning of the year	944,182	944,182
Additions	62,792	62,792
Amortisation	(282,650)	(282,650)
Balance at the end of the year	724,324	724,324
Year ended 30 June 2017		
Balance at the beginning of the year	995,130	995,130
Additions	227,407	227,407
Amortisation	(278,355)	(278,355)
Balance at the end of the year	944,182	944,182

12 Trade and other payables

	2018	2017
Note	\$	\$
Current		
Unsecured liabilities		
Trade payables	97,716	73,334
Accrued expenses	120,110	115,602
	217,826	188,936

13 Other financial liabilities

	2018	2017
Note	\$	\$
Current		
Lease incentive liabilities	53,019	38,920
Total current borrowings	53,019	38,920
Non current		
Lease incentive liabilities	729,726	782,745
Total non-current borrowings	729,726	782,745
Total borrowings	782,745	821,665

The lease incentive liabilities are related to the rental premises of 15 Lancaster Place, Majura Park, described in note 16. The liability is recognised over the period of the lease of 10 years. The liability is represented by a lease incentive asset of Nil per note 9 and fit out costs of \$650,000. The lease incentive asset comprises of various benefits which ANMAC can utilise up to 20 February 2018. The liability to refund Canberra Airport for the office fit out costs is reduced to nil over a 10 year period.

14 Employee provisions

	2018	2017
Note	\$	\$
Current		
Annual leave	304,929	228,048
Long service leave	208,952	239,890
	513,881	467,938
Non current		
Long service leave	81,719	42,991
	81,719	42,991

15 Other liabilities

	2018	2017
Note	\$	\$
Current		
Income received in advance — accreditations	543,155	545,952
	543,155	545,952

16 Capital and Leasing Commitments

(a) Operating Leases

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

	2018	2017
Note	\$	\$
Minimum lease payments under non-cancellable operating leases:		
- not later than one year	388,849	375,700
- between one year and five years	1,696,342	1,638,978
- later than five years	1,265,840	1,712,053
	3,351,031	3,726,731

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

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

17 Contingencies

Contingent Liabilities

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 or if the exception clause applies, an early surrender payment. The liabilities are contingent on a Repayment Event occurring as defined in the rental lease. 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 \$507,000 (2017: \$578,500) or if applicable, Early surrender payment \$390,984 (2017: \$390,984).

18 Events after the end of the Reporting Period

The financial report was authorised for issue on 4 September 2018 by the Board of Directors.

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

19 Related Parties

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated. No related party transactions occurred during the year except for the payments to executive management personnel as per the remuneration Note 21.

20 Financial Risk Management

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

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

	Note	2018 \$	2017 \$
Financial Assets			
Cash and cash equivalents	5	2,389,041	1,386,709
Short-term deposits	5	3,016,731	3,016,280
Held-to-maturity investments	7	98,672	127,716
Loans and receivables	6	632,618	44,550
Total financial assets		6,137,062	4,575,255
Financial Liabilities			
Financial liabilities at amortised cost			
– Trade and other payables	12	217,826	188,936
– Borrowings	13	782,745	821,665
Total financial liabilities		1,000,571	1,010,601

21 Key Management Personnel Disclosures

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity, is considered key management personnel (KMP).

The totals of remuneration paid to the key management personnel of Australian Nursing and Midwifery Accreditation Council Limited during the year are as follows:

	Note	2018 \$	2017 \$
KMP compensation		540,299	935,530
		540,299	935,530

22 Auditors' Remuneration

	Note	2018 \$	2017 \$
Remuneration of the auditor of the company, Hardwicks Chartered Accountants, for:			
– auditing the financial statements		21,000	16,000
– prior year under/(over) accrual		-	(4,000)
Total		21,000	12,000

23 Cash Flow Information

(a) Reconciliation of result for the year to cash flows from operating activities

Reconciliation of net income to net cash provided by operating activities:

	2018	2017
Note	\$	\$
Surplus for the year	1,311,442	1,170,871
Non-cash flows in surplus:		
– depreciation	483,371	377,195
– gain on disposal of plant and equipment	(1,304)	(1,068)
– increase/(decrease) in expenses by lease liabilities	(31,516)	119,972
Changes in assets and liabilities:		
– (increase)/decrease in trade and other receivables	(593,144)	(46,528)
– (increase)/decrease in prepayments	31,521	(93,161)
– increase/(decrease) in income in advance	(2,797)	(185,405)
– increase/(decrease) in trade and other payables	28,890	(44,805)
– increase/(decrease) in GST payable/(receivable)	41,424	12,108
– increase/(decrease) in provisions	84,671	(82,217)
Cash flow from operations	1,352,558	1,226,962

24 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.

25 Company Details

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:

1. The financial statements and notes, as set out on pages 8 to 25, are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and:
 - a. comply with Australian Accounting Standards— Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Regulation 2013*; and
 - b. give a true and fair view of the financial position of the company as at 30 June 2018 and of the performance for the year ended on that date.
2. 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*.



Ann Kinnear
Chair
4 September 2018



Roslyn Jackson
Chair—Finance Audit Risk Committee
4 September 2018



6 Phipps Close Deakin ACT 2600
 PO Box 322 Curtin ACT 2606
 T 02 6282 5999
 F 02 6282 5933
 E info@hardwickes.com.au
 www.hardwickes.com.au

Hardwickes
 ABN 35 973 938 183
 Hardwickes Partners Pty Ltd
 ABN 21 008 401 536
 Liability limited by a scheme
 approved under Professional
 Standards Legislation

Independent Auditor's Report

To the members of Australian Nursing and Midwifery Accreditation Council Limited

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Australian Nursing and Midwifery Accreditation Council Limited (the company), which comprises the statement of financial position as at 30 June 2018, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, other explanatory information and the directors' declaration.

In our opinion, the accompanying financial report of Australian Nursing and Midwifery Accreditation Council Limited has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) giving a true and fair view of the company's financial position as at 30 June 2018 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards - Reduced Disclosure Requirements and 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 Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the company 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 report 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.

Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the entity's annual report for the year ended 30 June 2018, but does not include the financial report and our auditor's report thereon. Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon. In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



Responsibilities of Directors for the Financial Report

The directors of the company are responsible for the preparation of the financial report that gives 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 report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the company'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 company or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

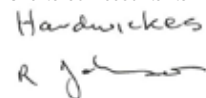
Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with 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 report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Hardwicks
Chartered Accountants



Robert Johnson FCA
Partner

Canberra
Dated: 4 September 2018

Annex A—Membership of ANMAC accreditation committees

Enrolled Nurse Accreditation Committee (ENAC)

Members



CHAIR

Gabrielle Koutoukidis

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



Robin Girle

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



DEPUTY CHAIR

Julie Fereday

Director Health, North Metropolitan TAFE



Professor Melanie Birks

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



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 2017	August 2017	September 2017	October 2017	November 2017	December 2017	January 2018	February 2018	March 2018	April 2018	May 2018	June 2018	Attendances	Eligible to Attend	% attendance
Gabrielle Koutoukidis	1	1	1	1	1	1		1	1	A	1	1	10	11	91
Julie Fereday	1	1	1	A	1	1		1	1	1	1	1	10	11	91
Kate Mccluskey	1	1	1	1	1	1		A	A	1	A	1	8	11	73
Melanie Birks	1	1	A	A	1	A		1	1	1	1	A	7	11	64
Robin Girle	1	1	1	1	A	1		A	1	1	1	1	9	11	82
Susan Hopkins	1	1	A	1	1	1		1	1	1	A	1	9	11	82
Debbie Blow	A	1	1	1	A	1		S					4	6	82
Wayne Johnston	A	1	1	S		1							2	3	67
Virginia Stanley								1	1	1	1	1	5	5	67
Corinne Op't Hoog								1	1	1	1	1	5	5	100

A = Apology S = Stepdown = No meeting

Midwife Accreditation Committee (MAC)



CHAIR

Adjunct Professor Jan Taylor

Associate Professor of Midwifery, Disciplines of Nursing & Midwifery, Faculty of Health, University of Canberra, Australian Capital Territory



DEPUTY CHAIR

Professor Joanne Gray

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

Members



Dr Elaine Dietsch

School of Nursing and Midwifery, Griffith University, Queensland



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

Members



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



Ms Michelle Underwood
Clinical Midwifery Consultant, Womens and Newborn Health, Westmead Hospital



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

STEPPED DOWN

Moira Williamson

MAC Meeting Attendance

MAC	July 2017	August 2017	September 2017	October 2017	November 2017	December 2017	January 2018	February 2018	March 2018	April 2018	May 2018	June 2018	Attendances	Eligible to Attend	% attendance
Jan Taylor	1	1	1	1	1	1		1		1		1	9	9	100
Joanne Gary	1	1	A	A	1	1		1		1		1	7	9	78
Michelle Newton	1	1	1	A	1	1		1		A		1	7	9	78
Deborah Davis	1	1	1	1	1	1		A		A		A	7	9	78
Elaine Dietsch	1	1	A	1	1	A		1		1		1	7	9	78
Amelia Druhan	1	1	1	1	1	1		1		A		1	8	9	89
Mary Sidebotham	1	1	1	1	1	A		1		1		1	8	9	89
Moirá Williamson	1	1	1	S									3	3	100
Fiona Bogossian								1		A		1	2	3	67
Michelle Underwood								1		A		1	2	3	67

A = Apology S = Stepdown = No meeting = Cancelled meeting

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
Program Lead—Master of Nurse Practitioner, The University of Queensland

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



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

STEPPED DOWN

Catherine Hungerford

NPAC Meeting Attendance

NPAC	August 2017	October 2017	November 2017	January 2018	March 2018	May 2018	Attendances	Eligible to Attend	% attendance
Tom Buckley	1	1	1	1			4	4	100
Haakan Strand	1	1	1	A			3	4	75
Lisa Nissan	N	NA	A	NA			0	4	0
John Smithson	1	A	1	1			3	4	75
Grainne Lowe	1	A	1	NA			2	4	50
Stuart Smith	1	A	1	1			3	4	75
Maxine Duke	1	A	1	A			2	4	50
Catherine Hungerford	N	A	1	S			1	3	33
				Amanda Fox					

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

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

Ms Erin McLeod
ADON of Education,
Tasmanian Health
Service—South
(no photo supplied)

Members



Ms Leeanne Heaton

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



Dr Rhonda Wilson

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

RNAC Meeting Attendance

RNAC	July 2017	August 2017	September 2017	October 2017	November 2017	December 2017	January 2018	February 2018	March 2018	April 2018	May 2018	June 2018	Attendances	Eligible to Attend	% attendance
Phillip Della	1	1	A	1	1	A		1	1	1		1	8	10	80
Leeanne Heaton	1	1	1	1	1	1		1	1	1		1	10	10	100
Nikki Philips	1	1	1	A	1	1		1	A	1		1	8	10	80
Nicholas Ralph	1	1	1	1	1	NA		1	1	1		1	9	10	90
Iain Graham	1	1	1	1	1	A		1	1	A		A	7	10	70
Jane Conway	1	1	1	1	1	1		A	1	A		A	7	10	70
Erin McLeod	1	1	A	1	A	1		NA	1	1		1	7	10	70
Rhonda Wilson	1	1	A	N	NA	NA		1	1	A		1	5	10	50

A = Apology S = Stepdown N = Not noted NA = Not attended = No meeting = Cancelled meeting

Strategic Accreditation Advisory Committee (SAAC)



CEO, ANMAC

Professor Fiona Stoker



Ms Gabrielle Koutoukidis

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



Dr Margaret Gatling

Director, Accreditation Services



Adjunct Associate Professor Jan Taylor

Associate Professor of Midwifery, Disciplines of Nursing & Midwifery, Faculty of Health, University of Canberra, Australian Capital Territory



Colleen Gibbs

Senior Policy Officer, CATSINaM



Ms Julianne Bryce

Senior Federal Professional Officer, Australian Nursing & Midwifery Federation



Ms Debbie Blow

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



Ms Katherine Jackman

Director Learning and Development, Mater Education



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



**Associate Professor
Tom Buckley**
Academic Lead and
Director (Research
Education), The
University of Sydney



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



**Professor
Tracey Moroney**
Deputy Dean/Faculty
of Science, Medicine &
Health, Head, School
of Nursing/Faculty of
Science, Medicine &
Health, University of
Wollongong



**Professor
Moira Williamson**
Dean/School of Nursing,
Midwifery & Social
Sciences CQ University
Australia



Professor Phillip Della
Head of School, School
of Nursing, Midwifery
and Paramedicine, Curtin
University

SAAC Meeting Attendance

SAAC	October 2017	February 2018	May 2018	Attendances	Eligible to Attend	% attendance
Fiona Stoker	1	1	1	3	3	100
Margaret Gatling	1	1	1	3	3	100
Liza Edwards	1	1	A	2	3	67
Debbie Blow	1	A	1	2	3	67
Katherine Jackman	1	1	1	3	3	100
Tracey Moroney	1	A	1	2	3	67
Moira Williamson	1	1	1	3	3	100
Colleen Gibbs	1	1	A	2	3	67
Phillip Della	A	1	1	2	3	67
Jan Taylor	1	1	1	3	3	100
Gabrielle Koutoukidis	1	1	A	2	3	67
Tom Buckley	1	1	1	3	3	100
Julianne Bryce	1	1	1	3	3	100
Kim Ryan	-	1	A	1	2	50

A = Apology

