15th Annual Report
2006 - 2007
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It is with pleasure that we present the 15th annual report of the Australian Nursing and Midwifery Council.

The values of the ANMC; quality, standards, unity, diversity, accountability, transparency, integrity and respect have truly been exemplified in our work over the past year as the organisation continues to work towards achieving national consistency in a climate of uncertainty.

The endorsement of the “National Framework for the development of Decision Making Tools for Nursing and Midwifery Practice” provides a welcome addition to the professional practice framework for nurses and midwives and together with the recently endorsed “National Framework for the Accreditation of Nursing and Midwifery Courses leading to registration, enrolment, authorisation and endorsement in Australia” provide additional foundations for utilisation in the proposed national registration and accreditation scheme. As work continues on the development of the national registration and accreditation scheme, the ANMC continues to collaborate closely with other peak nursing and midwifery organisations to respond collectively to government consultations.

Applications for assessment for migration from internationally qualified nurses and midwives continue to increase. The ANMC celebrates the richness and diversity these individuals bring to our health workforce and supports ethical recruitment practices. The position statement “Not to Grant Licensure to an Overseas Applicant until verification of Good Standing has been received from another NMRA” confirms the ANMC’s commitment to ensuring all nurses and midwives are safe and competent practitioners.

Richness and diversity was certainly the hallmark of the successful meeting of the regulatory authorities from the Western Pacific and South East Asian regions (WP/SEAR) held in Wellington, New Zealand in September 2006. This was the tenth anniversary of the WP/SEAR meetings, which are highly valued by participants. Their continued success is attributable to the support provided by the ANMC together with the state and territory Nursing and Midwifery Regulatory Authorities and the Nursing Council of New Zealand.

Continued involvement in international forums on regulation is vital to enable Australia to regulate in a contemporary, evidence-based manner. Australia is increasingly sought after in the international arena as can be seen by Ms Morrison’s work through the International Council of Nurses and recent successful presentations by senior staff at ICN conferences. The ANMC has also enjoyed a higher profile on a national basis through invitations for representation on various committees, steering committees and working groups as well as conference presentations and papers. This, together with our commitment to engagement with individual nurses and midwives and consumers through our forums and working groups, ensures the organisation is able to develop and promote standards which are contemporary and meet the needs of the Australian community. This commitment to high standards of nursing and midwifery practice includes all members of the community and during the year the ANMC updated and endorsed the position statement “Inclusion of Aboriginal and Torres Strait Islander Peoples Health and Cultural Issues in Courses Leading to Registration or Enrolment”. The intent of this position statement is to inform providers of nursing and midwifery courses leading to registration or enrolment, of the need to include a clearly identified unit or module on Aboriginal and Torres Strait Islander peoples’ culture, history and health.

The coming year will be marked by change and opportunity during which the ANMC will continue to strive towards achieving high standards of nursing and midwifery practice. In closing we acknowledge the support of the ANMC Councillors, the dedication of the ANMC staff, our collegial relationships with other nursing and midwifery organisations and the participation of individual nurses, midwives and consumers. The outcomes detailed in this report could not have been achieved without the passion, commitment and assistance of these people. We thank them for all of their hard work and support throughout the year. We look forward to continuing our work in the coming year.
The Australian Nursing and Midwifery Council (ANMC) is a peak body established in 1992 to facilitate a national approach to nursing and midwifery regulation. The ANMC works with state and territory nursing and midwifery regulatory authorities in evolving standards for statutory nursing and midwifery regulation. These standards are flexible, effective and responsive to the health care requirements of the Australian population.

The 2004 - 2007 strategic direction of the ANMC is exemplified by its:

**Mission**
The ANMC safeguards the healthcare interests of the community by promoting high standards of nursing and midwifery practice through:

- Development and maintenance of competency standards;
- Policy development and advice;
- International collaboration, influence and support; and
- The collective voice of nursing and midwifery regulatory authorities.

**Vision**
Consistent high quality nursing and midwifery practice, which meets and responds to the needs of the Australian community and is recognised internationally for its high standards and professionalism.

**Values**
- Quality
- Standards
- Unity
- Diversity
- Accountability
- Transparency
- Integrity
- Respect

**Business Principles**
- 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.

**The ANMC’s core activities are to:**
- Identify matters which impact on or are relevant to statutory nursing and midwifery regulation;
- Establish, review and promote a national standards framework for nursing and midwifery practice in Australia;
- Undertake assessments of internationally qualified nurses and midwives consistent with the registration and/or enrolment requirements of the Australian nursing and midwifery regulatory authorities;
- Initiate and participate in relevant projects on regulation that aid the future growth and development of the nursing and midwifery professions;
- Ensure nursing and midwifery standards reflect the contemporary needs of the Australian community;
- Develop and be guided by a strategic view of statutory nursing and midwifery regulation in the national and international contexts; and
- Foster cooperation, consult with and provide advice to government bodies, professional and other organisations, and international nursing and midwifery regulatory authorities.
## Highlights of the Year

### JULY 2006
- Presentations at Royal College of Nursing, Australia Conference, Cairns

### SEPTEMBER 2006
- Consultation forums for the review of the Code of Ethics and Professional Conduct for Nurses and development of the Codes of Ethics and Professional Conduct for Midwives
- Presentation at National Enrolled Nurses Association Conference, Canberra
- Presentations at Congress of Aboriginal and Torres Strait Islander Nurses Conference, Hobart
- Attendance at 6th meeting of the Nursing and Midwifery Regulatory Authorities of the Western Pacific and South East Asian regions held in Wellington
- Memorandum of Understanding signed with the Midwifery Council of New Zealand

### OCTOBER 2006
- Presentations at General Practice Nurse Conference, Gold Coast
- Presentation at Nurse Unit Managers Conference, Sydney
- Presentation at Residential Aged Care Forum, Adelaide

### NOVEMBER 2006
- Presentation at Australian College of Midwives National Professional Seminar, Adelaide
- Attendance at World Health Organisation Nursing Leadership Summit, Sydney
- Attendance at International Council of Nurses Credentialing forum and meeting of Observatory on regulation and licensure, Denmark

### FEBRUARY 2007
- National accreditation framework completed and endorsed
- Revised position statement “Inclusion of Aboriginal and Torres Straight Islander Peoples Health and Cultural Issues in Courses Leading to Registration or Enrolment” endorsed
- Attendance at Australian Peak Nursing and Midwifery Forum workshop on National Registration and Accreditation
- Position statement “Verification of Licensure” endorsed
- Revised Constitution implemented
- Commenced project to develop National Guidelines on Professional Boundaries

### MARCH 2007
- National Decision Making Framework focus groups held in Canberra and Adelaide
- Presentation to undergraduate nursing students at the University of Canberra
- Attendance at World Health Organisation, International Council of Nurses/International Confederation of Midwives Consultation on Nursing and Midwifery, Islamabad, Pakistan

### APRIL 2007
- Presentation at Professional Standards Forum in New Zealand
- Presentations at Leadership Conference, Gold Coast
- WP/SEAR Mentoring framework finalised

### MAY 2007
- Phase Two of Codes project commenced
- Consultation forums for the development of the National Guidelines on Boundaries of Professional Practice for Nurses and Midwives held in Australia
- Attendance at Inaugural National Health Workforce Forum
- Presentation at ICN Conference, Yokohama, Japan
- National Decision Making Framework endorsed

### JUNE 2007
- Presentation at 8th International Regulation Conference, Yokohama, Japan
- Consultation forums for the development of the National Guidelines on Boundaries of Professional Practice for Nurses and Midwives held in New Zealand
ANMC Research and Policy Initiatives

As the peak national organisation established for the purpose of bringing a national approach to the regulatory framework for the professions of nursing and midwifery, the ANMC leads, and is responsible for supporting and establishing research initiatives to support this agenda. National research projects are planned and monitored by the Research and Policy Committee of the ANMC.

In keeping with the mission, vision and values of the ANMC, the work of the Research and Policy Committee focuses on ensuring that the framework for nursing and midwifery regulation continues to evolve using the best available research and evidence.

During 2006-2007 the research agenda of the ANMC was enhanced by the appointment of an additional research and policy advisor and a research assistant. This increased capacity also allowed the ANMC to implement extensive consultative processes with the nurses and midwives of Australia and, more recently, the nurses of New Zealand. This increased consultation has added another valuable dimension to the projects.

The following outlines the status of the various research initiatives undertaken or completed over the last twelve months.

Completed Projects

National Framework for Decision Making by Nurses and Midwives about Scopes of Practice (National DMF).

The project to Develop a National Framework for the Development of Decision Making Tools for Nursing and Midwifery Practice (National DMF) was completed in May 2007. Building on work in five states, as well as internationally, the National DMF was developed in broad consultation with key stakeholders including state and territory Nursing and Midwifery Regulatory Authorities, the National Nursing and Nurse Education Taskforce, the Australian and New Zealand Council of Chief Nurses, the Deans of Nursing and Midwifery, the Australian Nursing Federation, the Australian College of Midwives, Royal College of Nursing, Australia, College of Nursing, Congress of Aboriginal and Torres Strait Islander Nurses, Council of Remote Area Nurses and the National Enrolled Nurses Association. The project also sought direct feedback from individual nurses and midwives nationally. This took the form of consultation forums in each state and territory, a workshop, calls for written submissions, and focus groups to ‘test’ the final documents. The ANMC would like to thank the many hundreds of nurses and midwives nationally who freely gave their time and expertise during the consultation process.

The purpose of the Framework is to foster consistency across jurisdictions by:

- identifying the agreed foundation principles for decision-making tools implemented by NMRAs
- demonstrating the application of the principles and concepts in the two professions

The nationally-agreed principles guide the development and evaluation of decision-making tools in all Australian jurisdictions. Through the principles, and tools based on them, health consumers, regulators, governments, employers, professional groups and workforce planners can be confident that nurses and midwives, irrespective of their category of registration or where they practise, are supported to make decisions in a consistent way.

The ANMC has endorsed the National DMF. It is anticipated that implementation of the National DMF will be progressively undertaken in each jurisdiction.
National Framework for the Accreditation of Nursing & Midwifery Courses leading to registration, enrolment, authorisation and endorsement in Australia

Currently each state and territory NMRA in Australia has legislated responsibility for the accreditation of nursing and midwifery courses. In 2006 the ANMC commenced a project to develop a national framework for the accreditation of nursing and midwifery courses leading to registration, enrolment, endorsement and authorisation in Australia. Following extensive consultation nationally with key stakeholder groups, including the NMRA's, the Council of Deans of Nursing and Midwifery (Australia and New Zealand), and the Community Services and Health Industry Skills Council, the project resulted in the production of an extensive literature review, a contextual analysis, and the development of a national framework. This work was completed in February 2007, and endorsed by the ANMC and NMRA's.

Professional accreditation is part of a process of assuring the community that, having completed an accredited program, beginning professional practitioners are safe and competent. Universities and other providers operate within a complex national and international context, with policies and external developments that encourage diversity among providers. Professional course accreditation must ensure that necessary professional standards are protected, while not inhibiting diversity, innovation and the achievement of extraordinary excellence.

The national framework developed is a broad framework that is applicable to the accreditation of courses leading to registration, enrolment, endorsement and authorisation as an enrolled nurse, a registered nurse, a midwife, a nurse practitioner or a midwife practitioner, in any Australian jurisdiction.

Although the Council of Australian Governments (COAG) has agreed that “a national scheme for the accreditation of health professionals’ education and training be established by 1 July 2008” the nature of this scheme has yet to be determined. The national framework has been developed in the context of current legislative arrangements, under which state and territory NMRA’s have final responsibility for both course accreditation and for the registration, enrolment or endorsement of individual nurses and midwives. However, with only minor adjustments, the framework could be applicable to a national system as envisaged by COAG.

The framework is currently being trialled. Additional research will commence in August 2007, and will include the development of supporting standards and criteria for the national Framework.
Current Projects

Review of the Code of Ethics for Nurses, the Code of Professional Conduct for Nurses (Part one of the project) and development of a Code of Ethics for Midwives and a Code of Professional Conduct for Midwives (Part two of the project)

This project is a joint initiative of the ANMC together with the Royal College of Nursing, Australia (RCNA) the Australia Nursing Federation (ANF) and the Australian College of Midwives (ACM). The Project Management Committee comprises of Directors from the ANMC and representatives from RCNA, ANF, ACM, the National Enrolled Nurses Association, and an ethicist from the Australian Catholic University.

The first phase of the project commenced in January 2006 with the engagement of a team of consultants from James Cook University (JCU) and Royal Melbourne Institute of Technology (University) (RMIT). During this phase a number of strategies were implemented to gain input from nurses and midwives. These initiatives which included focus groups, forums, on-line questionnaires and review periods, demonstrate the commitment of the peak nursing and midwifery organisations to engage with the professions in the development of professional practice standards. This first phase of the project finished in February 2007.

The second phase of the project commenced in June 2007 with the engagement of a consultant Ms Amanda Adrian. The focus of Ms Adrian’s work is on investigating ways of harmonizing the four codes. This will enable the documents to be more easily understood and provide linkage between various elements of the ANMC’s professional practice framework.

Final focus groups are planned for Sydney and Melbourne for later in the year to obtain both nurses’ and midwives’ comments with regard to various issues. Consumer groups will also be approached for their comment on all four codes. The project is due to be completed in late 2007.

Development of ANMC National Guidelines on Boundaries of Professional Practice for Nurses and Midwives

Earlier this year the ANMC embarked on a new project to develop guidelines for nurses and midwives on professional boundaries. The scope of the proposed project, convened and managed by ANMC, in conjunction with the Nursing Council of New Zealand, involves a full review and update of an existing document: Guidelines for Registered and Enrolled Nurses Regarding the Boundaries of Professional Practice, which was developed in 1999 for the Nurses and Midwives Board of NSW.

Denise Sharp, Prof. Margaret MacMillan, Bernadette Thomson and Dr Helen Belichambers at the Professional Boundaries forum in Brisbane
These original guidelines were developed by Professor Margaret McMillan of the University of Newcastle. The ANMC was fortunate to engage Professor McMillan as the lead consultant for this review. The project uses the NSW document as the foundation document from which to develop the proposed ANMC National Guidelines on Boundaries of Professional Practice for Nurses and Midwives. The process of updating and review of the NSW guidelines will mainly focus on the application of the principles of safe practice in clinical scenarios. Some of the scenarios require revision and there may be additional scenarios reflecting developments in nursing and midwifery practice since the existing guidelines were written in 1999.

In addition to updating the scenarios, a review and update of the background and discussion material that underpins the principles of safe practice, and the principles themselves, will be undertaken. A comprehensive literature review of both national and international research on professional boundaries issues will be conducted and will inform the development of the guidelines.

Validity checking by a panel of experts of any new or updated scenarios will be an integral part of the scope of the proposed project. This will ensure parity with the rigor of the process used in developing the original guidelines.

During the earlier part of the year, consultation forums were held in Australia. Further forums are planned for later in the year in New Zealand, to allow nurses and midwives an opportunity to contribute their views on professional boundaries issues. These forums have once again proven to be highly successful with over 280 nurses and midwives participating. Consumer forums were also held throughout Australia which gave additional perspectives to the project.

Position Statements and Guidelines

ANMC position statements and guidelines are developed in consultation with the Nursing and Midwifery Regulatory Authorities in each state and territory and other nursing and midwifery organisations. They are updated on an ongoing basis and are subject to a thorough consultation and review process before being submitted for endorsement to the ANMC Board.

ANMC position statements provide the nursing and midwifery professions with a national regulatory perspective which may assist the development of nursing, midwifery and health care policy.

ANMC guidelines are part of the professional practice framework which provides assistance to nurses and midwives in relation to their practice obligations.

During the year the ANMC updated and endorsed the position statement “Inclusion of Aboriginal and Torres Strait Islander Peoples Health and Cultural Issues in Courses Leading to Registration or Enrolment”.

The intent of this position statement is to inform providers of nursing and midwifery courses leading to registration or enrolment of the need to include a clearly identified subject, unit or module on Aboriginal and Torres Strait Islander peoples’ culture, history and health so that students of nursing and midwifery will be better prepared to contribute competently to Aboriginal and Torres Strait Islander peoples’ health needs and provide care that is culturally safe and addresses all the dimensions of a cultural respect framework. This position statement is supported by the Congress of Aboriginal and Torres Strait Islander Nurses.
Submissions and Responses
As part of its work in evolving standards for nursing and midwifery regulation, the ANMC seeks opportunities to provide authoritative analyses on issues of significance. During 2006–2007, the following responses were submitted.

Responses

ACT Health
- Direct Care Employees Consultation Paper

Nurses Board of Victoria
- Guidelines: Determining Scope of Nursing and Midwifery Practice
- Nurse Practitioner consultation document

Nursing Board of Tasmania
- Standards for the Use of Restraint as a Nursing Intervention 2002
- Medication Management Standards for Nurses February 2004
- Documentation Standards 2003

Community Services and Health Industry Skills Council
- Working Together: Licensing and Regulatory Requirements and Training Packages for Community Services and Health - DRAFT REPORT
- Chronic Disease Self Management Scoping Report
- CHCO2 Draft 1 - Qualifications & Competency Units - Individual Support Work
- ATSI Health Worker Draft 1 - Competencies and Qualifications

Australian Commission on Safety and Quality in Health Care
- National Safety and Quality Accreditation Standards Discussion Paper

International Council of Nurses
- Nursing Care Continuum - proposal to develop position statement on delegation and supervision

Australian Hepatology Association Inc
- Australasian Hepatology Association’s Competency Standards for the Hepatology Nurse

Australian College of Midwives
- Draft National Standards for the Accreditation of Midwifery Education programs in Australia

Council of Australian Government
- National Registration and Accreditation - (joint submission from Australian Nursing Federation, Royal College of Nursing Australia, Australian College of Midwives, Council of Deans of Nursing and Midwifery, Council of Aboriginal and Torres Strait Islander Nurses)

Joint Standing Committee on Migration
- Eligibility requirements and monitoring enforcing and reporting arrangements for temporary business visas.
The ANMC is the designated assessing authority for the Department of Immigration and Citizenship (DIAC) for all registered nurses and midwives who wish to migrate to Australia. The ANMC maintains a close association with the International Education Network (AEI) and the National Office of Overseas Skills Recognition (NOOSR) in processing documentation for nurses and midwives who wish to migrate to Australia.

All nurses and midwives who wish to migrate to Australia under the skilled migration program must provide a letter from the ANMC indicating they are “suitable for migration”. This includes nurses and midwives who already hold current Australian or New Zealand registration. A modified assessment process is in place for this group of nurses and midwives, as they can provide the Council with evidence of current Australian/New Zealand registration. Other applicants complete a full assessment process before they are eligible for registration.

In its role as an assessing authority, the ANMC is monitored by the Department of Education, Science and Training (DEST). ANMC reports quarterly to DEST, submitting figures on the number of assessments received and those found suitable/ not suitable for migration. DEST also monitors the effectiveness of website information and reports this information back to the assessing authorities.

In 2006-2007 the International Section of the ANMC has continued to be involved with the negotiations between the Department of Foreign Affairs and countries seeking Free Trade Agreements with Australia namely Japan, ASEAN, China, Malaysia, Chile and the Gulf Cooperation Council (GCC). Nursing and midwifery discussions have continued to centre on Australian recognition of professional qualifications, mutual recognition and requirements for registration.

At these meetings, as in other forums, the ANMC has stressed the need to maintain standards to ensure protection of the public.

In February the International Section hosted a meeting with the Vice President of the British Council of British Columbia, Mr Ed Wong. The British Council is a policy advocate group on behalf of large and medium-size companies operating in the province, and is undertaking an investigation to examine the best practices in a number of countries – Ireland, Australia and New Zealand – where migration is used as a means to meet skills shortages.

**Assessment of the Qualifications of Overseas Nurses and Midwives Migrating to Australia**

As the delegated authority for DIAC, the International Section of the ANMC carries out the skills assessment of internationally educated nurses and midwives seeking to migrate to Australia. The registration requirements of the Australian NMRRAs form the basis of ANMC skills assessments.

The International Section is staffed by the International Section Manager and a Professional Officer, who are both registered nurses and work alongside two administrative assistants.

**2006 - 2007 Assessments**

In 2006-2007 the ANMC received 2502 applications for assessment. The total assessments received rose by 22% in comparison with the previous year 2005-2006. Full assessments increased by 16% and modified assessments by 24%.

A typical applicant for assessment of qualifications for migration was:

- Female (88% female; 12% male)
- Median age 34
- Registered as a registered nurse/registered nurse Division 1
OUTCOMES OF ASSESSMENTS FOR MIGRATION PURPOSES FOR 2005–2006

Applications assessed as suitable to apply for migration 2262
Applications assessed as non suitable and required to complete a competency based assessment 138
Others 102

NUMBERS OF APPLICATIONS FOR ASSESSMENT RECEIVED

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full assessments</td>
<td>821</td>
</tr>
<tr>
<td>Modified assessments</td>
<td>1681</td>
</tr>
<tr>
<td>Total</td>
<td>2502</td>
</tr>
</tbody>
</table>

ASSESSMENT CATEGORIES

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered nurse</td>
<td>2250</td>
</tr>
<tr>
<td>Registered midwife</td>
<td>108</td>
</tr>
<tr>
<td>Registered Mental Health Nurse</td>
<td>104</td>
</tr>
<tr>
<td>Registered Disability Nurse</td>
<td>13</td>
</tr>
<tr>
<td>Others</td>
<td>27</td>
</tr>
</tbody>
</table>

COUNTRY OF ORIGIN

The majority of nurses and midwives assessed held Australian registration and were currently working in Australia.

Countries represented in applications 58

The number of nurses and/or midwives who held a current Australian/New Zealand registration at the time of application for migration

Australia 1627
New Zealand 48

TABLE 1: PERCENTAGE OF ASSESSMENTS BY COUNTRY OF CURRENT REGISTRATION

<table>
<thead>
<tr>
<th>Country</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australia</td>
<td>63%</td>
</tr>
<tr>
<td>New Zealand</td>
<td>23%</td>
</tr>
<tr>
<td>South Africa</td>
<td>10%</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>2%</td>
</tr>
<tr>
<td>Other</td>
<td>2%</td>
</tr>
</tbody>
</table>
TABLE 2: PERCENTAGE OF ASSESSMENT BY COUNTRY OF INITIAL EDUCATION

![Pie chart showing percentage of assessment by country.]

<table>
<thead>
<tr>
<th>Country</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>United Kingdom</td>
<td>36%</td>
</tr>
<tr>
<td>Australia</td>
<td>4%</td>
</tr>
<tr>
<td>Other</td>
<td>3%</td>
</tr>
<tr>
<td>India</td>
<td>2%</td>
</tr>
<tr>
<td>Philippines</td>
<td>2%</td>
</tr>
<tr>
<td>South Africa</td>
<td>17%</td>
</tr>
<tr>
<td>Zimbabwe</td>
<td>8%</td>
</tr>
<tr>
<td>New Zealand</td>
<td>6%</td>
</tr>
</tbody>
</table>

TABLE 3: COMPARISON OF TOTAL ASSESSMENTS

**Full Assessment Comparison**

![Line graph showing comparison of full assessments.]

**Modified Assessment Comparison**

![Line graph showing comparison of modified assessments.]

Registration Standards Committee (RSC)

The purpose of the Committee is to undertake research and develop policies to achieve nationally consistent registration of nurses and midwives - this includes consideration of issues pertinent to the Mutual Recognition Act as well as issues relevant to internationally qualified nurses and midwives. The Committee also works to foster co-operative and collaborative relationships with nursing and midwifery organisations and NMRAs to progress regulation of the professions.

The Committee consists of two ANMC Board members, one of whom is selected by Council to chair the Committee, one representative from each of the Australian and New Zealand NMRAs and the International Section Manager. The Committee was chaired by Ms Chistine Quirke until January 2007 when Ms Alyson Smith was appointed Chair. The Committee meets four times per year, a month prior to the ANMC Board meetings.

During 2006-2007 the Committee addressed several issues relevant to nursing and midwifery regulation such as English proficiency and Assessment Standards. The Committee has collaborated closely with each of the NMRAs in developing the following ANMC Position Statements.

Position Statements

Verification of Licensure

Not to Grant Licensure to an Overseas Applicant until Verification of Good Standing has been received from another NMRA

The development of this position statement was one of the recommendations from the Chair of the ANMC subsequent to her attendance at the inaugural ICN Observatory meeting in 2005. The Committee developed the Statement in consultation with the NMRAs with the intent of informing nurses, midwives, employers and the public of the intention of both the ANMC and NMRAs to assist in ensuring that applicants for registration are fit to practise in Australia. The statement is intended to give added support to the NMRAs stance on licensure. The position statement is available on the ANMC website.

Ethical Recruitment of Overseas Nurses and Midwives

The policy was first developed in 2003 and arose out of concerns of unethical practices in charging exorbitant rates for assisting with migration, recruiting staff from underdeveloped countries and providing incorrect information regarding registration and employment opportunities.

In its review of the document, the RSC recognised the rights of all people to receive nursing and midwifery care of the highest professional standard and reaffirmed the rights of all individual health professionals to live and work where they choose. The Committee supported the key principles of the International Council of Nurses (ICN) and those contained in the Commonwealth Code of Practice for International Recruitment of Health Workers. The position statement is available on the ANMC website.

RSC Project

The RSC has commenced a project to develop national standards for the assessment of internationally qualified nurses and midwives for registration and migration. The Committee’s aim is to research and formulate national standards for the assessment of internationally qualified nurses and midwives who apply for registration and migration. Previously the RSC has researched the educational preparation and registration requirements of individual countries including South Africa, Zimbabwe, People’s Republic of China and the Republics of the former Yugoslavia. However, in anticipation of the proposed introduction of national registration and accreditation, the RSC recommended that a project be initiated which would ensure that all overseas applicants to Australia would be treated in an equitable, transparent manner, regardless of their country of origin.

The project is expected to be completed by 30 June 2008 and is partially funded by the Department of Education, Science and Training (DEST) under their Professional Services Development Program.
A key role of the ANMC is to actively seek opportunities to progress nursing and midwifery regulatory issues at a national and international level. During the 2006-2007 year the ANMC was represented on standing committees, working groups, meetings and conferences at the national and international level.

International

International Council of Nurses

The International Council of Nurses (ICN) is a federation of 129 national nursing associations representing nurses worldwide. ICN is an international association for nurses and works to ensure quality care for all and sound health policies globally.

Ms Anne Morrison, Chair, attended the seventh ICN Credentialing Forum held in Copenhagen, Denmark from 17-19 November 2006. The ICN Credentialing Forum is held annually and aims to:

- Serve as a vehicle for countries with dynamic credentialing programs to communicate, consult, and collaborate with one another on trends, problems, solutions, etc;
- Promote and enable nursing’s role at the forefront of healthcare and professional credentialing and quality assurance; and
- Advise ICN on developments and needs in the field of regulation, credentialing, and quality assurance.

Following the Credentialing Forum, Ms Morrison attended the second Annual Meeting of the ICN Observatory on Licensure and Registration. Both meetings were hosted by the Danish Nurses Organisation.

The purpose of the Observatory is to enable ICN and the nursing profession to anticipate and respond in a timely, appropriate manner to international regulatory developments by providing leadership in influencing policy on global regulatory matters.

As part of its activities, the Observatory is to:

- Carry out regular trend scanning.
- Analyse the impact of emerging regulatory policies/issues.
- Identify priority issues related to licensure and registration, which should be addressed by ICN.
- Assist ICN to develop sound policy related to licensure and registration.
- Promote strategic thinking and research on regulation.
- Promote collaborative action in the regulatory field.

Discussions at the Credentialing Forum and Observatory meeting were underpinned by the current international issues of nursing workforce shortages, increasingly mobile workforces and the vulnerability of professional self-regulation. Attendance at these meetings continues to provide the opportunity within the global context, for dialogue amongst those involved in professional regulation. In light of the current reform agenda for the regulation of health professionals in Australia, it is vital that the ANMC continues to position itself in the international forums so that its research work and achievements are acknowledged.

Leadership and Influence

Ms Karen Cook, CEO, ANMC and Ms Bibi Florina Abdullah, Chief Nurse Malaysia at the 6th meeting of the nursing and midwifery regulatory authorities from the WP/SEAR regions in Wellington, New Zealand
In March Ms Morrison attended a WHO/ICN/ICM consultation in Pakistan, looking at nursing and midwifery strategic directions globally. This consultation resulted in the Islamabad Declaration on Strengthening Nursing and Midwifery.

Ms Morrison has also accepted an invitation to join the ICN Regulation Research Steering Group which is overseeing a project to undertake an international comparative study to investigate the role and identity of the regulator. This is a 20 month project which aims to develop a global database of nurse regulators and their contact details and create an archive of nursing legislation that relates to the role, function and powers of the regulators in each country. This research has relevance to the current national reform agenda.

**International Council of Nurses Conference**

In May-June Ms Morrison, Karen Cook, CEO and Ms Christine Ashley-Coe, ANMC Research and Policy Advisor, attended the ICN Conference held in Yokohama, Japan, and the 8th International regulation Conference which followed the ICN conference. Ms Ashley-Coe presented a paper on the ANMC Decision Making Project, and Ms Cook, presented a summary of the ANMC’s work with member countries of the Western Pacific and South East Asian Region (WP/SEAR).

**Western Pacific/South East Asian Region Regulatory Authorities**

The 6th meeting of the nursing and midwifery regulatory authorities from the Western Pacific and South East Asian regions was held in Wellington in September 2006. The meeting was hosted by the Nursing Council of New Zealand supported by the Australian Nursing and Midwifery Council in their role as secretariat.

The vision of the WP/SEAR meetings is to provide a collaborative forum to promote an understanding of culturally appropriate professional regulation in order to protect the safety of the public.

The meeting aims are to:

- Support the statutory regulation of nurses and midwives;
- Urge governments in countries where there is no statutory regulation for nurses and midwives to urgently take steps to enact the required legislation;
- Develop collaborative relationships within the professions and relevant organisations;
- Promote collaborative action in the regulatory field;
- Promote awareness and consensus about, health, nursing and midwifery issues in response to community needs;
- Facilitate international collaboration among nursing and midwifery regulatory authorities and their equivalent;
• Serve as an information source for regulatory authorities and their equivalent within the WP/SEAR; and
• Continue to produce and update the information database and country profiles.

Sponsorship from AusAID, NZAID, the Nursing Council of New Zealand and the Australian Nursing and Midwifery Regulatory Authorities facilitated attendance at the meeting of 65 delegates from 23 countries.

The meeting addressed issues concerning nursing and midwifery regulation such as global challenges, pandemic and natural disaster responses, education, credentialing, scopes of practice and regulation of the advanced practice nurse.

As a component of the secretariat role for the WP/SEAR meetings the ANMC has also regularly sponsored a project to develop a database of nursing and midwifery regulation in the region known as the Country Profiles. The need for a database of information on the two regions was suggested at the Second Western Pacific and South East Asian Regulatory Meeting held in Brisbane in 1998. The Country Profiles were produced for the 2000 Meeting in Bangkok and the 2002 Meeting in Hong Kong. The Country Profiles were updated for the Western Pacific and South East Asian Regulatory Meeting held in Wellington 2006. The Country Profiles have developed into a collection of data used as a resource that allows quick access to individual country information.

Other work undertaken by the ANMC on behalf of the WP/SEAR region has been the development of a mentoring model which outlines a process for WP/SEAR participants to form learning partnerships that can assist regulators from countries with developing regulatory structures. Additional work included an evaluation of the implementation of the regional common competency standards which were endorsed at the 2004 meeting in Malaysia. The evaluation involved the development of a questionnaire which was sent to all WP/SEAR members, seeking feedback about the usage of the WP/SEAR competency standards in each country in the region. The outcomes of this indicated that few countries had commenced using the standards. It is anticipated that the ANMC will coordinate further work on this through its secretariat responsibilities.

Delegates at the 6th biennial meeting of nursing and midwifery regulatory authorities from the WP/SEAR regions celebrate a successful meeting.
National Representation

The ANMC is committed to fostering cooperation, consulting with, and providing advice to government bodies, professional and other organisations, and international nursing and midwifery regulatory authorities. As a demonstration of this commitment, ANMC has provided representatives for many committees and working groups and attended meetings and forums.

These have included:

- Inaugural National Health Workforce Forum
- Australian Government - Aged Care Workforce Committee
- Flinders University - Inclusion of Chronic Condition Self Management Skills in undergraduate programs project – National Reference Group
- Charles Darwin University, ANPA, NT Department of Health and Community Services - Quality Use of Medicines for Nurse Practitioner Program - Project Guidance Group
- Community Services and Health Industry Skills Council – Industry Reference Groups
- Australian Ministerial Council of Women – Good practice in the assessment, skills gap training and employment of migrant women from culturally and linguistically diverse communities – National Reference Group
- Queensland University - Reforming Healthcare: nurse practitioners and workforce design - Collaborating organisation, project advisory group
- Council of Australian Governments - Health Working Group - National registration and accreditation consultation forums
- Australian and New Zealand Council of Chief Nurses meetings
- National Nursing Organisations (NNO) meetings
- Australian College of Midwives – Continuing Professional Development project – Project Management Committee
- Australian College of Midwives – Midwifery Practice Review project - Project Management Committee
- Mental Health Expert Reference Group - member
- Department of Veteran Affairs - Community Nursing Industry Advisory Group - member
- EdCaN - National Cancer Nursing Education Project
- Council of Ambulance Authorities - Education Subcommittee – external member
- Antenatal Advisory Committee
- General Practice Nurse National Resource Steering Committee
- National Prescribing Service - QUM Stakeholder Reference Group
- Australian Peak Nursing and Midwifery Forum

Presentations

The ANMC constantly seeks opportunities to engage with the professions. This assists the organisation to disseminate information on the work of the ANMC and provides individual nurses and midwives with an opportunity to speak with ANMC representatives about nursing and midwifery issues as well as provide valuable feedback on the work of the organisation. During 2006-2007 staff of the ANMC gave the following presentations:

- RCNA Conference, Cairns – Karen Cook, Christine Ashley-Coe
- National Nursing Organisations meeting, Sydney and Melbourne – Christine Ashley-Coe
- WP/SEAR meeting, Wellington – Karen Cook
- CATSIN Conference, Hobart – Karen Cook, Denise Sharp
• NENA Conference, Canberra – Christine Ashley-Coe
• General Practice Nurse Conference, Gold Coast – Christine Ashley-Coe
• Professional Standards Forum in New Zealand – Denise Sharp
• Launch of the National Health Training packages – Karen Cook
• Leadership Conference, Gold Coast – Karen Cook, Denise Sharp
• ICN Conference – Christine Ashley-Coe
• 6th International Regulation Conference – Karen Cook
• Residential Aged Care Seminar - South Australia – Karen Cook
• NSW Nurse Unit Managers Conference - Christine Ashley-Coe
• National Aboriginal and Torres Strait Islander Health Committee – Karen Cook
• ACM Seminar, Adelaide – Christine Ashley-Coe

Organisational Collaborations
The ANMC continues to establish consultative mechanisms with key stakeholders to assist in the achievement of the purpose and objectives of the Council.

One such mechanism is the signing of Memorandums of Cooperation and Understanding

Nursing Council of New Zealand
The ANMC and the New Zealand Nursing Council have had a Memorandum of Cooperation in place since 2001. In accordance with the terms of their Memorandum of Cooperation the Chair of the ANMC, Ms Anne Morrison, and the CEO, Ms Karen Cook, attended a scheduled meeting of the New Zealand Nursing Council in July 2006. In February 2007 the Chair of the Nursing Council of New Zealand, Ms Beverly Rayna and the CEO, Ms Marion Clark attended a scheduled meeting of the ANMC. The annual meetings provide an opportunity to discuss matters of mutual interest and progress joint projects. One such joint project is the development of National Guidelines on the Boundaries of Professional Practice. The New Zealand Nursing Council has agreed to become a partner in the project working with the ANMC to develop guidelines for use by nurses in both Australia and New Zealand. The New Zealand Nursing Council has also provided representatives to reference groups for several other ANMC projects. The ANMC and the Nursing Council of New Zealand also worked closely together to organise the very successful 6th meeting of the WP/SEAR regulatory authorities in New Zealand in September 2006. The collaborative relationship between the two bodies grows from strength to strength.

Midwifery Council of New Zealand
In September 2006 the ANMC and the Midwifery Council of New Zealand signed a three year Memorandum of Understanding. The two organisations have entered into the MOU to confirm closer links between the two countries in the development of standards for the statutory regulation of midwives; to facilitate the free exchange of professional knowledge that contributes to the development of standards; to better facilitate mutual recognition; and benefit the movement of midwives between Australia and New Zealand. The ANMC looks forward to constructive collaboration with the Council on issues of midwifery regulation.

Karen Cook, Susan Yorke, Anne Morrison and Sally Pairman celebrate the signing of the Memorandum of Understanding
Congress of Aboriginal and Torres Strait Islander Nurses

The ANMC and CATSIN signed an MOC in early 2006. As part of the scope of activities for 2006-2007 Sally Goold, Executive Director of CATSIN, attended the ANMC Professional Reference Group (PRG) meetings and provided valuable feedback to the ANMC on the revision of the position statement “Inclusion of Aboriginal and Torres Strait Islander Peoples Health and Cultural Issues in Courses Leading to Registration or Enrolment”. Karen Cook, CEO of ANMC was very pleased to accept an invitation from CATSIN to present an overview of the work of the ANMC at the annual CATSIN conference in Hobart in September 2006. CATSIN also generously allowed the ANMC to conduct a workshop for the Codes project at the annual conference. The relationship between CATSIN and ANMC is very positive.

Royal College of Nursing, Australia

Collaborations between the ANMC and RCNA have been multifaceted over the 2006-2007 financial year. RCNA is a partner in the Codes project and provided valuable input into the projects to develop a National Decision Making Framework and a National Framework for the Accreditation of Courses. The CEO of the ANMC, Karen Cook, accepted an invitation to participate in a hypothetical session on professional development at the annual RCNA conference in Cairns in July 2006 and the CEO of RCNA, Rosemary Bryant, has attended the ANMC PRG meetings. The ANMC and RCNA will continue to maximise opportunities to collaborate on the development and maintenance of self-regulation at the national and international level.

Australian College of Midwives

Since signing an MOC in 2005 the ANMC and Australian College of Midwives (ACM) have worked together on a range of activities. ACM is a partner in the Codes project and has also been represented on the project management committee for the National Decision Making Framework. The ANMC was pleased to be invited to join the ACM project management committees for the Continuing Professional Development and Midwifery Practice Review projects. This collaborative approach to the development of standards for the statutory regulation of midwives reflects an ongoing close relationship with the ACM in progressing the agenda and recognition of midwifery.

Australian Peak Nursing and Midwifery Forum

The purpose of the Australian Peak Nursing and Midwifery Forum is to work together on issues of national importance to nursing and midwifery and to provide leadership for nurses and midwives at a national and international level. The members of the APNMF are the ANMC, RCNA, ANF, CATSIN, CDNM and ACM. Joint work during the year included meeting with the Department of Health and Ageing to discuss the inclusion of Indigenous health content in national nursing curricula and consideration of other issues pertaining to nursing and midwifery education. The major focus of APNMF efforts throughout the year was joint lobbying and submissions to the Council of Australian Governments on the proposed National Registration and Accreditation Scheme. The APNMF has achieved a position of consensus on National Registration and Accreditation and will continue to take joint action in this area.

Christine Ashley-Coe presenting at the RCNA General Practice Nurses Conference, Gold Coast
Membership of the Council

The ANMC consists of the following members;

Each of the Nursing and Midwifery Regulatory Authorities in the states and territories of Australia, namely the:

- Nursing and Midwifery Board of the Northern Territory
- ACT Nursing and Midwifery Board
- Nursing Board of Tasmania
- Nurses Board of South Australia
- Nurses Board of Western Australia
- Nurses Board of Victoria
- Queensland Nursing Council
- Nurses and Midwives Board of NSW.

Each of the Members appoints a representative to attend all meetings of the Council and to act on its behalf. The representatives are called Directors. Each Member also nominates a deputy. Two community directors appointed by the Representatives also sit on the Board of the Council.

Directors and Deputies for 2006–2007

Queensland

**Director**

Ms Anne Morrison (Chairperson)
RN, BSc(Nurs), B.Ed, St, Grad. Dip. Mgt, MBA, MRCNA
Chief Executive Officer, Queensland Nursing Council

**Deputy**

Ms Anne Copeland (from 29 August 2005)
FRCNA, AFACHSE, B App Sc (Nsg); M Admin; Grad Dip Fin Man
Chairperson, Queensland Nursing Council

Victoria

**Director**

Ms Alyson Smith
RN, CCNC, Dip T (Nse Ed), B Ed (Prof Dev), M Health Service Management
Chief Executive Officer/Registrar, Nurses Board of South Australia

**Deputy**

Dr Lynette Cusack
RN, RM, Dip App Sc (Nsg Studies), B.Nsg, MHA, PhD
Presiding Member, Nurses Board of South Australia

Tasmania

**Director**

Ms Moira Laverty
RN, RPN, B App Sc (Nsg Admin), Grad Dip, Hlth Serv. Mgmt, MBA, FRCNA, AFCHSE
Chief Executive Officer, Nursing Board of Tasmania

Western Australia

**Director**

Ms Louise Horgan (from June 2007)
RN, B App Sc (Nsg) Grad Dip Ed, MSc.
Presiding Member, Nurses Board of Western Australia

Adi. Assoc. Prof. Margaret Watson (until May 2007)
RN, B App Sc (Nsg), Post Grad Dip Nsg, MSc, FRCNA
Chief Executive Officer/Registrar, Nurses Board of Western Australia

**Deputy**

Ms Louise Horgan (until June 2007)
RN, B App Sc (Nsg) Grad Dip Ed, MSc.
Presiding Member, Nurses Board of Western Australia
Northern Territory

**Director**

Ms Catherine Lynch (from December 2006)
- RN, RM Post Cert. Gerontological Nursing, B. Applied Science in Advanced Nursing, MA Women’s Studies
- Research & Policy Officer, Nursing & Midwifery Board of the Northern Territory

Ms Christine Quirke (until December 2006)
- RN, RM, B Hlth Sc, Grad Cert Ed, (Adult), Grad. Dip Legal Studies
- Research & Policy Officer, Nursing and Midwifery Board of the Northern Territory

**Deputy**

Ms Angela Brannelly (from February 2007)
- RN, BSN
- Acting Chairperson, Nursing & Midwifery Board of the Northern Territory

Ms Sharon Sykes (until January 2007)
- RN, Orthopaedic N. Cert., Grad. Dip Advanced Nursing
- Member
- Chairperson, Nursing & Midwifery Board of the Northern Territory,

**Deputy**

Prof. Mary Chiarella (from April 2007)
- RN, Cert. Anaesthetic Nursing, RM, Dip. Nursing Education (Dist), LLB (Hons), PhD (UNNSW)
- Member, Nurses and Midwives Board of NSW

**New South Wales**

**Director**

Prof. Jill White (from April 2007)
- President, Nurses and Midwives Board of NSW

Mr John Kelly (until April 2007)
- RN BA (Hons) (Qld) LLB (UNSW)
- Grad Dip Leg Prac (UTS) FRCNA FCN AFAIM MAPS
- Member, Nurses and Midwives Board of NSW

**Deputy**

Prof. Mary Chiarella (from April 2007)
- RN, Cert. Anaesthetic Nursing, RM, Dip. Nursing Education (Dist), LLB (Hons), PhD (UNNSW)
- Member, Nurses and Midwives Board of NSW

**Deputy**

Dr Denise Fassett
- B Health Sc, Grad Dip Aged Care, M Nsg, PhD
- Chairperson, Nursing Board of Tasmania

**Northern Territory**

**Director**

Ms Catherine Lynch (from December 2006)
- RN, RM Post Cert. Gerontological Nursing, B. Applied Science in Advanced Nursing, MA Women’s Studies
- Research & Policy Officer, Nursing & Midwifery Board of the Northern Territory

Ms Christine Quirke (until December 2006)
- RN, RM, B Hlth Sc, Grad Cert Ed, (Adult), Grad. Dip Legal Studies
- Research & Policy Officer, Nursing and Midwifery Board of the Northern Territory

**Deputy**

Ms Angela Brannelly (from February 2007)
- RN, BSN
- Acting Chairperson, Nursing & Midwifery Board of the Northern Territory

Ms Sharon Sykes (until January 2007)
- RN, Orthopaedic N. Cert., Grad. Dip Advanced Nursing
- Member
- Chairperson, Nursing & Midwifery Board of the Northern Territory,
Committees of Council

The ANMC has established committees and working groups for specific purposes in accordance with its objects. These Committees and working groups assist the ANMC to fulfil its strategic goals and meet its legal obligations. The chairperson of each committee is appointed by the ANMC and is a Director unless otherwise determined by the ANMC. Membership is not restricted to the ANMC members and each committee has the power to co-opt other persons with appropriate experience and expertise as determined by the ANMC. Committees and working groups report to the ANMC through the Committee Chairperson.

Finance and Audit Committee

Purpose

Regular and ongoing monitoring by Council of the financial affairs of the ANMC to ensure the business affairs of the organisation are in compliance with relevant legislation. Report on financial and audit activities to Council and oversee the risk management activities of the organisation.

Chairperson

Ms Louise Milne-Roch
ANMC Director and Deputy Chairperson

Members

Ms Anne Morrison
ANMC Director and Chairperson

Mr Bob McMullin
Community Director

Research and Policy Committee

Purpose

The Research and Policy Committee contributes to the achievement of the ANMC strategic goals through implementing research and policy initiatives as approved by Council. The Research and Policy Committee advises Council on research and/or policy requirements, which are necessary to strategically progress issues with regard to statutory nursing and midwifery regulation and matters relating to the development and management of national projects.

Chairperson

Adj, Assoc. Prof. Margaret Watson
ANMC Director (until May 2007)
Ms Moira Laverty
ANMC Director (from May 2007)

Members
Ms Moira Laverty
ANMC Director (until May 2007)

Prof. Jill White
ANMC Director (from May 2007)

Ms Alyson Smith (until February 2007)
ANMC Director

Ms Vanessa Owen (from February 2007)
ANMC Director

Ms Marion Clarke
Chief Executive Officer, Nursing Council of New Zealand

Ms Karen Cook
Chief Executive Officer, ANMC

Governance Committee
Purpose
The major focus of the Governance Committee for 2006 - 2007 was a review of the ANMC Constitution. Upon the endorsement and implementation of the revised Constitution in February 2007 the Governance Committee combined with the Finance and Audit Committee

Chairperson
Mr Bruce Brown
ANMC Director, Community Director

Members
Ms Louise Milne-Roch
ANMC Director

Mr John Kelly
ANMC Director (until April 2007)

Ms Karen Cook
Chief Executive Officer, ANMC

Registration Standards Committee
Purpose
The Committee is a collaborative partnership between the Nursing and Midwifery Regulatory Authorities and the ANMC. The Committee consists of one representative from each of the Australian and New Zealand Nursing and Midwifery Regulatory Authorities

and two ANMC Directors one of whom Chairs the Committee. The Committee makes recommendations to the ANMC on nationally consistent policy in the recognition of overseas qualified nurses and midwives, matters relating to mutual recognition and matters impacting on regulation of nurses and midwives.

Chairperson
Ms Christine Quirke (until December 2006)
ANMC Director

Ms Alyson Smith
ANMC Director (from February 2007)

Members
Ms Vanessa Owen (until February 2007)
ANMC Director

Ms Catherine Lynch (from April 2007)
ANMC Director

Ms Dianna Kidgell
Nurses Board of Victoria

Ms Anna Kettle
Nurses and Midwives Board of NSW

Ms Cynthia Whitney
Nurses Board of Western Australia

Ms Kerry Whitehead
Nurses Board of South Australia

Ms Angela Brannelly
Nursing & Midwifery Board of the Northern Territory

Ms Kathryn Terry
Nursing Board of Tasmania

Ms Carol Mirco
ACT Nursing and Midwifery Board

Mr Barry Ayling (until April 2007)
Nursing Council of New Zealand

Ms Ann Schefe (from January 2007)
Queensland Nursing Council

Professional Reference Group
Purpose
The PRG was established in 1997 to provide a forum for cooperation, collaboration and consultation between the ANMC, stakeholders and professional bodies. Members of the PRG are National Nursing and Midwifery organisations. The Chair of the PRG
is the current Chair of the ANMC. The PRG provides opportunity for discussion on topical issues relevant to the ANMC position and policies, presentations on new initiatives, concepts and future directions, cooperative and collaborative partnerships on tasks, ventures and missions, effective discussion on matters of importance in the nursing and midwifery profession.

**Membership**

The membership of the PRG is fluid as different groups are involved in different discussions.

**Chairperson**

Ms Anne Morrison  
Chair ANMC

**Members ex officio:**

- Directors ANMC
- Chief Executive ANMC
- Research and Policy Advisors ANMC
- International Section Manager ANMC

The PRG met on two occasions during the year in August 2006 and February 2007.

In attendance at the August meeting were representatives of:

- Australian College of Mental Health Nurses
- Australian College of Midwives
- Australian Council of Deans of Nursing and Midwifery
- Royal College of Nursing, Australia
- Congress of Aboriginal and Torres Strait Islander Nurses

Attending the February meeting were representatives of:

- Royal College of Nursing, Australia
- Australian Nursing Federation
- Australian Council of Deans of Nursing and Midwifery
- Australian College of Mental Health Nurses
- Australian College of Midwives
- ANZ Council of Chief Nurses
- Congress of Aboriginal and Torres Strait Islander Nurses

**ANMC Project Management Committees (PMCs)**

ANMC project management committees are time limited committees established to manage individual projects. Membership of the committees is by invitation. The committees are chaired by an ANMC Director.

**PMC for the project A national framework for the development of decision-making tools for nursing and midwifery practice (NATIONAL DMF)**

**Chairperson**

Adj. Assoc. Prof. Margaret Watson  
ANMC Director

**Members**

Ms Vanessa Owen  
ANMC Director

Dr Christine Breakwell (until June 2006)  
National Nursing and Nursing Education Taskforce

Ms Fiona Armstrong  
Australian Nursing Federation

Ms Jenny Beutel  
ANZ Council of Chief Nurses

Ms Lynda Maidens  
National Enrolled Nurses Association

Professor Margaret McMillan  
Academic expert

Ms Marie McAuliffe  
Australian College of Midwives
Ms Rhonda Marriott  
Council of Deans of Nursing and Midwifery

Ms Karen Cook  
Chief Executive Officer ANMC

Dr Stephanie Fox-Young  
Project consultant

Ms Christine Ashley-Coe  
Project Coordinator  
Research and Policy Advisor, ANMC

PMC for the project National framework for the accreditiation of nursing and midwifery courses leading to registration, enrolment, endorsement and authorisation in Australia

Chairperson
Adj. Assoc. Prof. Margaret Watson  
ANMC Director

Members
Ms Christine Quirke (until December 2006)  
ANMC Director

Dr Christine Breakwell (until June 2006)  
National Nursing and Nursing Education Taskforce

Professor Judi Walker  
Academic expert

Professor Jill White  
Council of Deans of Nursing and Midwifery

Ms Karen Cook  
Chief Executive Officer ANMC

Ms Barbara Preston  
Project consultant

Ms Christine Ashley-Coe  
Project Coordinator  
Research and Policy Advisor, ANMC


Chairperson
Ms Moira Laverty  
ANMC Director

Members
Mr John Kelly (until April 2007)  
ANMC Director

Dr Patrick McArdle  
Ethicist, Australian Catholic University

Dr Barbara Vernon  
Australian College of Midwives

Ms Elizabeth Foley  
Royal College of Nursing, Australia

Ms Fiona Armstrong  
Australian Nursing Federation

Ms Anne Louise Stolzenhain  
National Enrolled Nurses Association

Ms Karen Cook  
Chief Executive Officer, ANMC

Ms Denise Sharp  
Project Coordinator  
Research and Policy Advisor, ANMC

PMC for the project National Guidelines on Boundaries of Professional Practice for Nurses and Midwives

Chairperson
Ms Moira Laverty  
ANMC Director

Members
Professor Jill White  
ANMC Director

Ms Vanessa Owen  
ANMC Director

Ms Marion Clarke  
Nursing Council of New Zealand

Professor Margaret McMillan  
Project Consultant

Ms Denise Sharp  
Project Coordinator  
Research and Policy Advisor, ANMC  
ANMC Director
It was with great sadness that the ANMC reported the death of Margaret Watson, in Perth, Western Australia on 8 May 2007. Margaret was a most loved and valued member of the Australian Nursing and Midwifery Council, representing the Nurses Board of Western Australia since 1999.

Soon after her appointment to the Council, Margaret became an active member of the Research and Policy Committee, assuming the position of Chair following the retirement of Ms Jan Dent in 2004. During her term as Chair, the Committee was responsible for leading the development of several key national standards. These included the National Competency Standards for the Nurse Practitioner and the Midwife, the Review of the National Standards for the Registered Nurse, the development of the National Framework for the Accreditation of Nursing and Midwifery Courses leading to Registration, Enrolment, Endorsement and Authorisation, the National Framework for the Development of Decision-making Tools for Nursing and Midwifery Practice, the revision of the Code of Professional Conduct and Ethics for Nurses, and the development of a Code of Professional Conduct and Ethics for Midwives.

In addition to her contribution as Chair of the Research and Policy Committee, in the last two years Margaret also chaired the Project Management Committees of the Decision Making Framework project, and the Accreditation project. Margaret worked tirelessly to produce national standards for the nursing and midwifery professions. Her contribution to the regulation of nursing and midwifery in Australia is significant. She is sadly missed.

It would take considerable pages to list the achievements of Ella Lucy Lowe, who died at the age of only 52 on Boxing Day 2006, while still serving her 4th year as President of the Nurses Board of Victoria. A Board member of the NBV for 7 years, and her four years as president saw her continually pushing boundaries in her pursuit of excellence, and the leadership qualities the Board now enjoys. Her skill and dedication established the NBV as a leading professional body both in Victoria and nationally. In recognition of all her valuable work, the Nurses Board of Victoria will announce a Research Grant in her name.

Ella was also a Deputy Councillor of the ANMC from 20 October 2004 until her death, bringing to the national and international arena the same drive and passion which was the hallmark of her work in Victoria. All who worked with her acknowledged the leadership she provided and inspired.

Ella was a tireless defender and supporter of nurses, their education, and their rightful recognition as true professionals. Ella made an enormous contribution towards a modern, forward thinking profession. She is greatly missed.

AUSTRALIAN NURSING AND MIDWIFERY COUNCIL INCORPORATED

DIRECTORS’ REPORT

The Directors of the Australian Nursing and Midwifery Council Incorporated submit their financial report for the financial year ended 30 June 2007

Directors

The names of Directors and Deputy Directors throughout the year and at the date of this report are:

**Directors**
- Ms Louise Horgan (From June 2007)
- Mr John Kelly (Until April 2007)
- Ms Moira Laverty
- Ms Catherine Lynch (From December 2006)
- Ms Louise Milne-Roch (Deputy Chair Person)
- Ms Anne Morrison (Chair Person)
- Ms Vanessa Owen
- Ms Christine Quirke (Until November 2006)
- Ms Alyson Smith
- Prof. Jill White (From April 2007)
- Adj. Assoc. Prof. Margaret Watson (Until May 2007)
- Mr Bruce Brown (Community Director)
- Mr Bob McMullin (Community Director)

**Deputy Directors**
- Ms Angela Brannelly (From February 2007)
- Prof. Mary Chiarella (From April 2007)
- Ms Anne Copeland
- Dr Lynette Cusack
- Dr Denise Fassett
- Ms Louise Horgan (Until June 2007)
- Ms Ella Lowe (Until December 2007)
- Ms Carol Mirco
- Ms Sharon Sykes (Until January 2007)
- Ms Jill White (Until April 2007)

Principal Activities

The principal activities of the Council during the financial year were:

- the development of standards for the statutory regulation of nursing and midwifery; and
- the assessment of the qualifications of overseas nurses and midwives.

Significant Changes

No significant change in the nature of these activities occurred during the year.

Operating Result

The loss for the year amounted to $1,926 (2006: profit of $30,237).

Signed in accordance with a resolution of the Directors.

Ms Anne Morrison
Chairperson
6 September 2007

Ms Louise Milne-Roch
Deputy Chairperson
### INCOME STATEMENT
FOR THE YEAR ENDED 30 JUNE 2007

<table>
<thead>
<tr>
<th>Note</th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
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<td>$</td>
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<tr>
<td>Revenues</td>
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<td>1,622,113</td>
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<tr>
<td>Less: Expenses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communications and marketing</td>
<td>71,224</td>
<td>38,300</td>
</tr>
<tr>
<td>Compliance costs (including accounting and legal fees)</td>
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<td>61,066</td>
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<tr>
<td>Conferences</td>
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<tr>
<td>Council and committee</td>
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<tr>
<td>Depreciation</td>
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<td>Employee benefits</td>
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<td>Operating lease</td>
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<td>Other property expenses</td>
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<tr>
<td>Projects</td>
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<tr>
<td>Loss on disposal of plant and equipment</td>
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<tr>
<td>Recruitment expenses</td>
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<td>WP/SEAR expenses</td>
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<tr>
<td>Other expenses</td>
<td>159,925</td>
<td>174,432</td>
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<tr>
<td>Total Expenses</td>
<td>1,624,039</td>
<td>1,465,514</td>
</tr>
</tbody>
</table>

Profit/(Loss) for the year | 3 | (1,926) | 30,237 |

(The accompanying notes form part of this financial report)
AUSTRALIAN NURSING AND MIDWIFERY COUNCIL INCORPORATED

BALANCE SHEET
FOR THE YEAR ENDED 30 JUNE 2007

<table>
<thead>
<tr>
<th>Note</th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Current Assets</td>
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<tr>
<td>Cash and cash equivalents</td>
<td>4</td>
<td>19,692</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>5</td>
<td>13,544</td>
</tr>
<tr>
<td>Inventories</td>
<td>6</td>
<td>1,573</td>
</tr>
<tr>
<td>Other assets</td>
<td>7</td>
<td>76,485</td>
</tr>
<tr>
<td>Investments</td>
<td>8</td>
<td>711,163</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td></td>
<td><strong>822,457</strong></td>
</tr>
<tr>
<td>Non-current Assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Plant and equipment</td>
<td>9</td>
<td>83,698</td>
</tr>
<tr>
<td><strong>Total Non-current Assets</strong></td>
<td></td>
<td><strong>83,698</strong></td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td></td>
<td><strong>906,155</strong></td>
</tr>
<tr>
<td>Current Liabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade and other payables</td>
<td>10</td>
<td>71,631</td>
</tr>
<tr>
<td>Provisions</td>
<td>11</td>
<td>42,827</td>
</tr>
<tr>
<td>Other liabilities</td>
<td>12</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Current Liabilities</strong></td>
<td></td>
<td><strong>114,458</strong></td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td></td>
<td><strong>114,458</strong></td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td></td>
<td><strong>791,697</strong></td>
</tr>
<tr>
<td>Equity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retained profits</td>
<td></td>
<td>791,697</td>
</tr>
<tr>
<td><strong>Total Equity</strong></td>
<td></td>
<td><strong>791,697</strong></td>
</tr>
</tbody>
</table>

(The accompanying notes form part of this financial report)
AUSTRALIAN NURSING AND MIDWIFERY COUNCIL INCORPORATED

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2007

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>Retained Profits</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at the beginning of the year</td>
<td>793,623</td>
<td>763,386</td>
</tr>
<tr>
<td>Profit/(loss) for the year</td>
<td>(1,926)</td>
<td>30,237</td>
</tr>
<tr>
<td>Balance at the end of the year</td>
<td>791,697</td>
<td>793,623</td>
</tr>
</tbody>
</table>

**CASH FLOW STATEMENT**
FOR THE YEAR ENDED 30 JUNE 2007

<table>
<thead>
<tr>
<th>Note</th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>Cash flows from operating activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receipts from fees, sales and other</td>
<td>865,010</td>
<td>774,813</td>
</tr>
<tr>
<td>Operating and other grant receipts</td>
<td>809,222</td>
<td>858,918</td>
</tr>
<tr>
<td>Payments to suppliers and employees</td>
<td>(1,635,554)</td>
<td>(1,524,700)</td>
</tr>
<tr>
<td>Interest received</td>
<td>39,691</td>
<td>37,371</td>
</tr>
<tr>
<td><strong>Net cash provided by/(used in) operating activities</strong></td>
<td>14 (a)</td>
<td>78,369</td>
</tr>
<tr>
<td><strong>Cash flows from investing activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Proceeds from sale of fixed assets</td>
<td>955</td>
<td>820</td>
</tr>
<tr>
<td>Fixed assets purchased</td>
<td>(25,052)</td>
<td>(35,764)</td>
</tr>
<tr>
<td>Payments for investments</td>
<td>(100,835)</td>
<td>(220,349)</td>
</tr>
<tr>
<td><strong>Net cash provided by (used in) investing activities</strong></td>
<td>(124,932)</td>
<td>(255,293)</td>
</tr>
<tr>
<td><strong>Net increase/(decrease) in cash held</strong></td>
<td>(46,563)</td>
<td>(108,891)</td>
</tr>
<tr>
<td><strong>Cash at the beginning of the financial year</strong></td>
<td>66,255</td>
<td>175,146</td>
</tr>
<tr>
<td><strong>Cash at the end of the financial year</strong></td>
<td>14(b)</td>
<td>19,692</td>
</tr>
</tbody>
</table>

(The accompanying notes form part of this financial report)
NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations), other authoritative pronouncements of the Australian Accounting Standards Board and the requirements of the Associations Incorporation Act (1991).

The financial report covers the Australian Nursing and Midwifery Council Incorporated (the Council) as an individual entity. The Council is incorporated in the Australian Capital Territory under the Associations Incorporation Act (1991).

The financial report of the Council complies with all Australian equivalents to International Financial Reporting Standards (AIFRS) in their entirety.

A number of Australian Accounting Standards have been issued or amended prior to the date of this report but are only applicable to future reporting periods and accordingly have not been applied in preparing this financial report. The Directors are of the opinion that when the relevant Accounting Standards are first applied, there will be no material impact on the accounting policies of the Council and no material impact on the income statement or balance sheet of the Council.

The following is a summary of the material accounting policies adopted by the Council in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

Basis of Preparation

Reporting Basis and Conventions

The financial report has been prepared on an accruals basis and is based on historical costs modified by the revaluation of selected non-current assets, and financial assets and financial liabilities for which the fair value basis of accounting has been applied.

Accounting Policies

(a) Income Tax

(b) Inventory
Inventories are measured at the lower of cost and net realisable value. Costs are assigned on a specific identification basis and include direct costs and appropriate overheads, if any. Costs are assigned on the basis of weighted average costs.
NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT’D)

(c) Plant and Equipment
Each class of plant and equipment is carried at cost less, any accumulated depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed at each balance sheet date to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets’ employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

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

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

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

(d) Depreciation
The depreciable amount of all fixed assets is depreciated on a straight-line basis over their useful lives commencing from the time the asset is held ready 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.

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

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

Leased assets are depreciated over their estimated useful lives where it is likely that the Council will obtain ownership of the asset or otherwise over the term of the lease.

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

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

(f) Investments
Investments are measured on the cost basis and include cash on deposit with original maturities of greater than three months.
(g) Financial Instruments

Recognition
Financial instruments are initially measured at cost on trade date, which includes transaction costs, when the related contractual rights or obligations exist. Subsequent to initial recognition these instruments are measured as set out below.

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

Loans and receivables
Loans and receivables are financial assets with fixed or determinable payments and are stated at amortised cost using the effective interest rate method.

Held-to-maturity investments
These investments have fixed maturities, and it is the intention to hold these investments to maturity. Any held-to-maturity investments held are stated at amortised cost using the effective interest rate method.

Available-for-sale financial assets
Available-for-sale financial assets include any financial assets not included in the above categories. Available-for-sale financial assets are reflected at fair value. Unrealised gains and losses arising from changes in fair value are taken directly to equity.

Financial liabilities
Financial liabilities are recognised at amortised cost, comprising original debt less principal payments and amortisation.

Impairment
At each reporting date, an assessment is made whether there is objective evidence that a financial instrument has been impaired. In the case of available-for-sale financial instruments, a prolonged decline in the value of the instrument is considered to determine whether an impairment has arisen. Impairment losses are recognised in the income statement.
(h) Impairment of Assets
At each reporting date, the carrying values of tangible and intangible assets are reviewed to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset’s fair value less costs to sell and value in use, is compared to the asset’s carrying value. Any excess of the asset’s carrying value over its recoverable amount is expensed to the income statement.

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

(i) Employee Benefits
Provision is made for the liability for employee benefits arising from services rendered by employees to balance date. The benefits expected to be settled within one year to employees for their entitlements have been measured at the amounts expected to be paid including on-costs and are disclosed as current liabilities. Employee benefits payable later than one year are measured at the present value of the estimated future cash outflows to be made in respect of those benefits. In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based upon historical data.

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

(k) 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. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

(l) Revenue
Revenue from the rendering of a service is recognised upon the delivery of the service to the customers.

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

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

Income from grant funding is recognised as the relevant grant funding requirements are satisfied. Grant funding received but not yet recognised as revenue is deferred to the balance sheet as income in advance.
NOTE 1   SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT’D)

(l)  Revenue (con’t)
Government grants relating to expense items are recognised as income over the periods necessary to match the grant revenue to the costs they are compensating. Government grants relating to assets are credited to deferred income at fair value and are credited to income over the expected useful life of the asset in a manner that is consistent with the recognition of depreciation and amortisation in respect of the asset.

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

(m)  Goods and Services Tax (GST)
Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the balance sheet are shown inclusive of the GST.

Cash flows are presented in the cash flow statement on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

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

Critical Accounting Estimates and Judgments
The Directors evaluate estimates and judgments incorporated into the financial report 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 Council.

The Directors do not believe that there were any key estimates or key judgements used in the development of the financial report that give rise to a significant risk of material adjustment in the future, apart for any adjustments that might arise out of matters disclosed in notes 19 and 23 of this financial report.
NOTE 2  REVENUE

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating activities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>− Overseas assessments fees received</td>
<td>828,860</td>
<td>648,000</td>
</tr>
<tr>
<td>− Publication sales</td>
<td>18,742</td>
<td>131,225</td>
</tr>
<tr>
<td>− Copyright fees</td>
<td>4,137</td>
<td>1,803</td>
</tr>
<tr>
<td>− Grant income</td>
<td>681,216</td>
<td>674,042</td>
</tr>
<tr>
<td>− WP/SEAR income</td>
<td>39,798</td>
<td>-</td>
</tr>
<tr>
<td>− Other income</td>
<td>3,634</td>
<td>1,834</td>
</tr>
<tr>
<td></td>
<td>1,576,387</td>
<td>1,456,904</td>
</tr>
<tr>
<td>Non-operating activities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>− Interest received</td>
<td>45,726</td>
<td>38,685</td>
</tr>
<tr>
<td>− Gain on sale of assets</td>
<td>-</td>
<td>162</td>
</tr>
<tr>
<td></td>
<td>45,726</td>
<td>38,847</td>
</tr>
<tr>
<td>Total revenue</td>
<td>1,622,113</td>
<td>1,495,751</td>
</tr>
</tbody>
</table>

NOTE 3  PROFIT/(LOSS)

Profit/ (loss) for the year has been determined after the following expenses:

- Depreciation of plant and equipment: 39,529, 31,767
- Cost of sales - publications: 3,988, 51,244
- Obsolete stock written off: 28,989, 2,225
- Superannuation contributions: 60,558, 51,108
- Loss on disposal of plant and equipment: 726, -

Remuneration of auditor:

- Audit of financial report: 6,400, 5,500
- Preparation of financial report including AIFRS: 1,000, 1,825
- Prior year underaccrual: 825, -
- Advice on funding agreement: -2, 400
- Accounting assistance: -2, 890
- Advice on salary sacrifice and PAYG: -2, 1,850
- Review of internal processes and systems: 8,732, 6,500
- FBT and workers’ compensation: 1,030, 600

Total: 17,987, 19,565
## NOTE 4  CASH AND CASH EQUIVALENTS

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash at bank and on hand</td>
<td>19,692</td>
<td>66,255</td>
</tr>
<tr>
<td></td>
<td>19,692</td>
<td>66,255</td>
</tr>
</tbody>
</table>

## NOTE 5  TRADE AND OTHER RECEIVABLES

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sundry debtors</td>
<td>13,544</td>
<td>62,578</td>
</tr>
<tr>
<td></td>
<td>13,544</td>
<td>62,578</td>
</tr>
</tbody>
</table>

## NOTE 6  INVENTORIES

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stock– at cost</td>
<td>1,573</td>
<td>33,559</td>
</tr>
<tr>
<td></td>
<td>1,573</td>
<td>33,559</td>
</tr>
</tbody>
</table>

## NOTE 7  OTHER ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rental bond</td>
<td>22,169</td>
<td>22,169</td>
</tr>
<tr>
<td>Accrued interest</td>
<td>23,216</td>
<td>17,181</td>
</tr>
<tr>
<td>GST</td>
<td>6,483</td>
<td>8,248</td>
</tr>
<tr>
<td>Prepayments</td>
<td>24,617</td>
<td>17,551</td>
</tr>
<tr>
<td></td>
<td>76,485</td>
<td>65,149</td>
</tr>
</tbody>
</table>

## NOTE 8  INVESTMENTS

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash on Deposit</td>
<td>711,163</td>
<td>610,328</td>
</tr>
<tr>
<td></td>
<td>711,163</td>
<td>610,328</td>
</tr>
</tbody>
</table>

## NOTE 9  PLANT AND EQUIPMENT

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Furniture and fittings – at cost</td>
<td>39,207</td>
<td>38,528</td>
</tr>
<tr>
<td>Less: Accumulated depreciation</td>
<td>(34,153)</td>
<td>(32,100)</td>
</tr>
<tr>
<td></td>
<td>5,054</td>
<td>6,428</td>
</tr>
<tr>
<td>Plant and equipment – at cost</td>
<td>167,947</td>
<td>154,902</td>
</tr>
<tr>
<td>Less: Accumulated depreciation</td>
<td>(115,865)</td>
<td>(102,439)</td>
</tr>
<tr>
<td></td>
<td>52,082</td>
<td>52,463</td>
</tr>
<tr>
<td>Software – at cost</td>
<td>69,693</td>
<td>65,487</td>
</tr>
<tr>
<td>Less: Accumulated depreciation</td>
<td>(43,131)</td>
<td>(24,522)</td>
</tr>
<tr>
<td></td>
<td>26,562</td>
<td>40,965</td>
</tr>
<tr>
<td></td>
<td>83,698</td>
<td>99,856</td>
</tr>
</tbody>
</table>
NOTE 9  PLANT AND EQUIPMENT (Cont’d)

(a) Depreciation rates and methods

Class of assets                        | Depreciation rates | Depreciation method |
--------------------------------------|--------------------|---------------------|
Furniture and fittings                | 7.5% - 13%         | Straight line       |
Plant and equipment                   | 7% - 33%           | Straight line       |
Software                              | 27%                | Straight line       |

b) Movements in carrying amounts

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

<table>
<thead>
<tr>
<th></th>
<th>Furniture and fittings at cost</th>
<th>Plant and equipment at cost</th>
<th>Software at cost</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance at the beginning of year</td>
<td>$6,428</td>
<td>$52,463</td>
<td>$40,965</td>
<td>$99,856</td>
</tr>
<tr>
<td>Additions</td>
<td>679</td>
<td>20,167</td>
<td></td>
<td>25,052</td>
</tr>
<tr>
<td>Disposals/write offs</td>
<td>-</td>
<td>(1,681)</td>
<td>-</td>
<td>(1,681)</td>
</tr>
<tr>
<td>Depreciation expense</td>
<td>(2,053)</td>
<td>(18,867)</td>
<td>(18,609)</td>
<td>(39,529)</td>
</tr>
</tbody>
</table>

| Carrying amount at the end of year | $5,054 | $52,082 | $26,562 | $83,698 |

NOTE 10  TRADE AND OTHER PAYABLES

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade creditors and accruals</td>
<td>$46,296</td>
<td>$58,468</td>
</tr>
<tr>
<td>Payroll liabilities</td>
<td>$25,199</td>
<td>$33,862</td>
</tr>
<tr>
<td>GST payable</td>
<td>$136</td>
<td>$2,825</td>
</tr>
</tbody>
</table>

| Total                        | $71,631 | $95,155 |
NOTE 11 PROVISIONS

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee benefits – annual leave</td>
<td>42,827</td>
<td>23,017</td>
</tr>
<tr>
<td></td>
<td>42,827</td>
<td>23,017</td>
</tr>
</tbody>
</table>

NOTE 12 OTHER LIABILITIES

<table>
<thead>
<tr>
<th></th>
<th></th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income in advance</td>
<td>-</td>
<td>25,930</td>
</tr>
<tr>
<td></td>
<td>-</td>
<td>25,930</td>
</tr>
</tbody>
</table>

NOTE 13 FUNDING AGREEMENT

The 2004-2007 Funding Agreement provides for the return of unexpended funds to the Contributing Parties, if required, at the end of the term of the agreement. No unexpended funds existed at the end of the 2004-2007 Funding Agreement and therefore no funds are payable to the Contributing Parties.

NOTE 14 CASH FLOW STATEMENT

(a) Reconciliation of cash flows from operations with profit/(loss) for the year

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Profit/(loss) for the year</td>
<td>(1,926)</td>
<td>30,237</td>
</tr>
<tr>
<td>Non-cash flows in profit/(loss):</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depreciation</td>
<td>39,529</td>
<td>31,767</td>
</tr>
<tr>
<td>(Profit)/loss on disposal of plant and equipment</td>
<td>726</td>
<td>(162)</td>
</tr>
<tr>
<td>Changes in assets and liabilities:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Increase)/Decrease in trade and other receivables</td>
<td>49,034</td>
<td>67,177</td>
</tr>
<tr>
<td>(Increase)/Decrease in other assets</td>
<td>(11,336)</td>
<td>(17,495)</td>
</tr>
<tr>
<td>(Increase)/Decrease in inventories</td>
<td>31,986</td>
<td>(23,701)</td>
</tr>
<tr>
<td>Increase/(Decrease) in trade and other payables</td>
<td>(23,524)</td>
<td>15,816</td>
</tr>
<tr>
<td>Increase/(Decrease) in other liabilities</td>
<td>(25,930)</td>
<td>34,119</td>
</tr>
<tr>
<td>Increase/(Decrease) in provisions</td>
<td>19,810</td>
<td>8,644</td>
</tr>
<tr>
<td>Net cash provided by/(used in) operating activities</td>
<td>78,369</td>
<td>146,402</td>
</tr>
</tbody>
</table>
NOTE 14  CASH FLOW STATEMENT (cont’d)

(b) Reconciliation of cash

Cash at the end of the financial year as shown in the cash flow statement is reconciled to the related items in the balance sheet as follows:

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash at bank and on hand</td>
<td>19,692</td>
<td>66,255</td>
</tr>
<tr>
<td></td>
<td><strong>19,692</strong></td>
<td><strong>66,255</strong></td>
</tr>
</tbody>
</table>

(c) The Council has no credit stand-by or financing facilities in place.

NOTE 15  KEY MANAGEMENT PERSONNEL COMPENSATION

Key management personnel is defined by AASB 124 “Related Party Disclosures” as those persons having authority and responsibility for planning, directing and controlling the activities of the Council, directly or indirectly, including any Director of the Council.

The aggregate remuneration paid to key management personnel (including Directors) during the financial year is as follows:

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Short-term benefits</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salary</td>
<td>281,067</td>
<td>209,944</td>
</tr>
<tr>
<td>Superannuation</td>
<td>25,380</td>
<td>18,575</td>
</tr>
<tr>
<td>Other benefits – sitting fees</td>
<td>5,560</td>
<td>6,784</td>
</tr>
<tr>
<td></td>
<td><strong>312,007</strong></td>
<td><strong>235,303</strong></td>
</tr>
</tbody>
</table>

In addition to the above compensation, the Council paid Association Liability Insurance of $7,593 (2006: $8,960), which includes directors’ and officers’ liability insurance.

NOTE 16  RELATED PARTY DISCLOSURES

Other than the compensation of key management personnel (Note 15) and the provision of funding by Contributing Parties, there were no related party transactions during the financial year.

NOTE 17  FINANCIAL INSTRUMENTS

(a) Terms, Conditions and Accounting Policies

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

(b) Financial Risk Management

The financial instruments consist mainly of deposits with banks, short term investments, and accounts receivable and payable. The Council does not trade or speculate in derivatives.

The main purpose of the financial instruments is to raise funds for normal activities and invest excess funds in an appropriate manner.
NOTE 17  FINANCIAL INSTRUMENTS (cont’d)

(i) Financial risks and risk management
The main risks the Council is exposed to through its financial instruments are liquidity risk, credit risk and interest rate risk.

Liquidity risk
The liquidity risk is managed by monitoring forecast cash flows and ensuring that adequate short term funds are maintained.

Credit risk
The maximum exposure to credit risk at balance date in respect of recognised financial assets, excluding the value of any collateral or other security, is the carrying amount, net of any provisions for impairment of those assets, as disclosed in the balance sheet and notes to the financial statements. This risk is monitored and managed by management reviewing financial assets and ensuring collections are made on a timely basis and that unacceptable concentrations of credit risk are avoided.

Interest rate risk
The Council’s exposure to interest rate risk is managed by the Council reviewing the interest rate profile, current interest rates and the market outlook, and taking action as necessary to ensure that risk levels are maintained at a satisfactory level. The Council’s exposure to interest rate risk and the effective weighted average interest rate for each class of financial assets and financial liabilities is set out below:

<table>
<thead>
<tr>
<th>Weighted Average Effective Interest Rates</th>
<th>Non Interest Bearing</th>
<th>Variable Interest Rates</th>
<th>Fixed Interest Rate Maturing Within 1 Year</th>
<th>Fixed Interest Rate Maturing Within 1 to 5 Years</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>%</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Financial Assets</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>3.20% 4.78%</td>
<td>200 200 19,492 66,055</td>
<td>- - - -</td>
<td>19,692 66,255</td>
<td></td>
</tr>
<tr>
<td>Cash on Deposit</td>
<td>6.52% 5.8%</td>
<td>- - - - 711,163 610,328</td>
<td>- - - -</td>
<td>- - 610,328</td>
<td></td>
</tr>
<tr>
<td>Receivables</td>
<td>n/a</td>
<td>13,544 62,578</td>
<td>- - - -</td>
<td>13,544 62,578</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>13,744 62,778 19,492 66,055 711,163 610,328 - - -</td>
<td>744,399 739,161</td>
<td>13,544 62,578</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Financial Liabilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payables</td>
<td>n/a</td>
<td>71,631 95,155</td>
<td>- - - -</td>
<td>71,631 95,155</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>71,631 95,155</td>
<td>- - - - - - - - - - - -</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(c) Net Fair Values
Financial assets and financial liabilities are carried at their net fair value at balance date. The carrying value of financial assets and financial liabilities approximate their net fair value due to their short terms to maturity or market interest rates. No financial assets or financial liabilities are traded on organised markets in standardised form.
NOTE 18  CAPITAL AND LEASING COMMITMENTS

(a) Operating lease commitments

<table>
<thead>
<tr>
<th>Year</th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td></td>
<td>96,649</td>
<td>90,523</td>
</tr>
<tr>
<td></td>
<td>159,682</td>
<td>254,730</td>
</tr>
<tr>
<td>Total</td>
<td>256,331</td>
<td>345,253</td>
</tr>
</tbody>
</table>

Being for rent of office and carpark.
Payable:
- not later than 1 year
- later than 1 year but not later than 5 years

The property lease is a non-cancellable lease with a five-year term commencing 1 February 2005, with rent payable monthly in advance. Contingent rental provisions within the lease agreement require that the minimum lease payments be increased by 5% per annum. An option exists to renew the lease at the end of the five year term for an additional term of five years.

(b) Capital expenditure commitments

Capital expenditure commitment contracted for telephone system.

<table>
<thead>
<tr>
<th>Year</th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>-</td>
<td>10,543</td>
</tr>
<tr>
<td>Total</td>
<td>-</td>
<td>10,543</td>
</tr>
</tbody>
</table>

NOTE 19  CONTINGENT LIABILITIES

On 13 April 2007, the Council of Australian Governments (COAG) agreed on arrangements for a new system for the registration of health professionals and the accreditation of their training and education programs for implementation by July 2008. This process is subject to the finalisation of an Intergovernmental Agreement (IGA) reflecting the COAG decision and outlining the arrangements for the scheme and transitional matters. Subject to the IGA being finalised, it is likely that the Australian Nursing and Midwifery Council will be wound up as part of the new arrangements subsequent to 1 July 2008.

Should the decision be made to wind up the Council, certain assets may not be realised at the values currently recorded in the financial statements and additional liabilities may arise to settle contractual and other obligations with suppliers and employees. The Council is uncertain of transitional arrangements that may be made as part of the IGA, however the Council has estimated that the additional costs to settle its obligations at the time of winding up are unlikely to exceed $350,000.

NOTE 20  EVENTS AFTER THE BALANCE SHEET DATE

This financial report was authorised for issue by the Directors on the date of signing the attached Statement by the Directors.

There are no other events after the balance sheet date that require amendment of, or further disclosure in, the financial report.
NOTE 21 SEGMENT REPORTING

The Council operates in the health care segment by developing standards for the statutory regulation of nursing and midwifery and assessing the qualifications of international nurses and midwives.

NOTE 22 ECONOMIC DEPENDENCY

The continuing provision of services by the Australian Nursing and Midwifery Council is dependent upon funding from Contributing Parties in accordance with relevant funding agreements.

NOTE 23 GOING CONCERN

As disclosed in Note 19, it is likely that the Australian Nursing and Midwifery Council will be wound up subsequent to 1 July 2008, as part of the new arrangements for the national registration and accreditation of health professionals. Should this occur, the Council may not realise its assets and extinguish its liabilities in the normal course of business. The Directors are satisfied that the accounting policies described in Note 1 are appropriate until such time as the IGA is signed to implement the new schemes.

NOTE 24 COUNCIL DETAILS

The principal place of business of the Council is:

Australian Nursing and Midwifery Council
20 Challis Street
Dickson ACT 2602
AUSTRALIAN NURSING AND MIDWIFERY COUNCIL INCORPORATED

STATEMENT BY THE DIRECTORS

In the opinion of the Directors the financial report as set out on pages 2 to 17:

1. Presents fairly the financial position of Australian Nursing and Midwifery Council Incorporated as at 30 June 2007 and its performance for the financial year ended on that date in accordance with the Australian Accounting Standards (including the Australian Accounting Interpretations) and other authoritative pronouncements of the Australian Accounting Standards Board.

2. At the date of this statement, there are reasonable grounds to believe that Australian Nursing and Midwifery Council Incorporated will be able to pay its debts as and when they fall due.

This declaration is made in accordance with a resolution of the Directors dated this 10th day of September 2007.

Ms Anne Morrison
Chairperson

Ms Louise Milne-Roch
Deputy Chairperson
INDEPENDENT AUDITOR’S REPORT
TO THE MEMBERS OF AUSTRALIAN NURSING AND MIDWIFERY COUNCIL INCORPORATED

We have audited the accompanying financial report of Australian Nursing and Midwifery Council Incorporated which comprises the Balance Sheet as at 30 June 2007, and the Income Statement, Statement of Changes in Equity and Cash Flow Statement for the year ended on that date, a summary of significant accounting policies and other explanatory notes.

The Directors are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations). This responsibility includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor’s Responsibility
Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor’s judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Association’s preparation and fair presentation of the financial report 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 Association’s internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by The Directors, as well as evaluating the overall presentation of the financial report.

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

In our opinion,

(a) the financial report of Australian Nursing and Midwifery Council Incorporated is properly drawn up:
   (i) so as to give a true and fair view of the assets and liabilities of the Association as at 30 June 2007, the income and expenditure and cash flows of the Association for the financial year ended on that date and the other matters required by subsection 72(2) of the Associations Incorporation Act to be dealt with in the financial report;
   (ii) in accordance with the provisions of the Associations Incorporation Act; and
   (iii) in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations).

(b) we have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purpose of the audit;

(c) proper accounting records and other records have been kept by the Association as required by the Act; and

(d) the audit was conducted in accordance with the rules of the Association.

Duesbury's Nexia
Canberra, 10 September 2007

G J Murphy
Partner
ANMC Organisational Chart

COUNCIL
(Eight representatives, one from each of the NMRAs & Two Public Members)

- RESEARCH & POLICY (RAP)
- REGISTRATION STANDARDS (RSC)
- FINANCE & AUDIT (FAA)
- GOVERNANCE

CHIEF EXECUTIVE OFFICER

- INTERNATIONAL SECTION MANAGER
- RESEARCH & POLICY ADVISORS
- BUSINESS MANAGER

- Assessment Officers
- Professional Officer
- Public Relations Officer
- Accounts Officer
- Receptionist

Executive Assistant
Staff of the ANMC at 30 June 2007

Chief Executive Officer
  Ms Karen Cook

International Section Manager
  Ms Judy Conroy

Research and Policy Advisors
  Ms Christine Ashley-Coe
  Ms Denise Sharp

Business Manager
  Ms Kay Posthuma

Assessment Officers
  Ms Pilar Christis
  Ms Pan Warbuton

Professional Officer- International Section
  Ms Jo Baker

Executive Assistant
  Ms Bronwyn Ecclesfield

Public Relations Officer
  Ms Mandy Fogarty

Accounts Officer
  Ms Susan Williams

Receptionist
  Ms Trish Scanlan