



ANMC

AUSTRALIAN NURSING &
MIDWIFERY COUNCIL

AUSTRALIAN NURSING AND MIDWIFERY COUNCIL
ANNUAL REPORT 2009–10



10



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+61 2 6257 7960 or by emailing
anmc@anmc.org.au

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FROM THE CHAIRPERSONS AND THE CEO

It is with pleasure that we present the 18th annual report of the Australian Nursing and Midwifery Council (ANMC).

It has been a monumental year for the ANMC, characterised by a milieu of great uncertainty. The predominant feature of the past year has been preparation for the implementation of the National Registration and Accreditation Scheme (NRAS) for the Health Professions commencing on 1 July 2010. The ANMC, in collaboration with the State and Territory Nursing and Midwifery Regulatory Authorities (NMRAs), peak nursing and midwifery organisations and other health professionals, has been working consistently and collectively to ensure that the new national regulation system is the best it can be in delivering the mandate of regulation - protection of the public. Much of this activity has been in the form of submissions to government and Senate committees as well as participation in meetings and other fora.

On 22 April 2010 the Australian Health Workforce Ministerial Council (AHWMC) endorsed a Nursing and Midwifery Board of Australia (NMBA) decision to appoint a restructured ANMC as the nursing and midwifery professions independent accrediting body. This means that under NRAS the ANMC will be responsible for the development of accreditation standards; accreditation of nursing and midwifery courses and their providers; and assessment of internationally qualified nurses and midwives. This decision was the end result of months of work to ensure, like the other health professions under NRAS and for the good of the public, that nursing and midwifery had its own independent accrediting authority. We would like to thank our fellow nursing and midwifery organisations that provided unstinting support and without whom this achievement would not have been possible.

As part of the process of ensuring nationally consistent standards for nurses and midwives under national regulation, the ANMC received funding from the Commonwealth Department of

Health and Ageing to run a series of workshops on the ANMC Professional Practice Framework (PPF). The PPF is the suite of standards that guide and determine professional practice for nurses and midwives in Australia. Utilising a train-the-trainer model the workshops taught educators and senior clinicians about the PPF so that they could in turn train nurses and midwives in their organisations. 34 workshops were held across Australia (with the exception of Victoria) between February and April 2010.

Other highlights for the ANMC year have been the development and installation of a new database for the International Section replacing the aged and archaic previous system. The new database will extend the efficiency and functionality of the assessment of internationally educated nurses and midwives for migration purposes.

The 8th meeting of the Western Pacific and South East Asian Regions (WP/SEAR) nursing and midwifery regulators was due to take place in Bangkok, Thailand in May 2010 however due to political unrest in the country the meeting was postponed to October 2010. The ANMC has provided the secretarial support for this meeting since its inception in 1996. We are delighted that the NMBA has committed to providing the financial and human resources to continue to provide the secretariat to support this important work.

This environment of change taking place externally has been mirrored internally. In September 2009 Professor Mary Chiarella stood down as the Chairperson of the ANMC to take a position with the new Nursing and Midwifery Board of Australia. The position was ably filled by the Deputy Chairperson, Adjunct Associate Professor Moira Laverty with Ms Alyson Smith CEO/Registrar of the Nursing and Midwifery Board of South Australia becoming the new Deputy. Further change occurred on 15 June 2010 when the newly constituted Board of the ANMC held its first meeting and elected Professor Jill White of the College of Deans of Nursing and

Midwifery, Chairperson and Ms Lee Thomas of the Australian Nursing Federation Deputy chairperson. We thank all the Chairpersons for their leadership and commitment across this last year.

As always the achievements of the ANMC would not be possible without the unstinting dedication and commitment of the ANMC staff.

We acknowledge them as well as our fellow nursing and midwifery organisations, NMRAs and consumers. In closing we wish the new Board and the old and new staff of the ANMC well in the future as they negotiate the brave new world of national regulation.



Mary Chiarella
(July–September 2009)
Chairpersons



Moira Laverty
(September–15 June 2010)



Jill White
(15–30 June 2010)



Karen Cook
Chief Executive Officer

POSTSCRIPT FROM THE NEW CEO

The 'new' ANMC came into action on 1 July 2010 with a competent organisation already in place to support its new role as well as continue its ongoing role in international assessment. I express my heartfelt thanks to the previous CEO, Karen Cook and the staff of ANMC who maintained a steady hand on the tiller during a difficult period of great uncertainty and change.

The new ANMC has the extraordinary advantage of having a committed staff who have been with the organisation as it metamorphosed into its national regulatory role; and hence largely understand its business.

The new Board is also a remarkable group of community, nursing and midwifery leaders who are committed to developing the governance structures, policies and systems to support the ANMC's important role in the accreditation of entry and re-entry level education programs for nurses and midwives in Australia.

The accreditation of these courses and programs is one of the two critical regulatory safeguards designed to ensure quality and safety of the health care provided in the community by nurses and midwives; the other being the registration process. The benefits of having a national scheme will mean consistency in the approach to accreditation of these courses across all jurisdictions in Australia.



Amanda Adrian
Chief Executive Officer

ABOUT THE ANMC

The Australian Nursing and Midwifery Council (ANMC) was first established in 1992 as the Australian Nursing Council Incorporated (ANCI). Its establishment was directly related to the development of national competency standards for nurses undertaken by the Australasian Nurse Registering Authorities Conference. The original membership of ANCI included representatives from the State and Territory nurse regulatory authorities (NRAs); nominees of the Australian Nursing Federation and the Royal College of Nursing *Australia* and nominees of the Commonwealth Government. Its role was the development of national standards for statutory nursing and midwifery regulation which were implemented by the NRAs. In addition it took over the role of gazetted assessing authority for the Department of Immigration in assessing internationally qualified nurses and midwives seeking to migrate to Australia.

In 2004 the ANCI changed its name to the Australian Nursing and Midwifery Council in recognition of the separate discipline of midwifery and commenced the development of separate competency standards for midwives.

With the commencement of the National Registration and Accreditation Scheme in July 2010 it was clear that the original functions of the ANMC would no longer be required and so in April 2010 the ANMC was appointed by the Australian Health Workforce Ministerial Council as the accreditation authority for nursing and midwifery under the National Registration and Accreditation Scheme.

Through April to June 2010 the ANMC underwent a significant restructure to assume the role of accreditation authority and in May 2010 the ANMC became a Company Limited by Guarantee. The members of the ANMC now are the:

- > Australian Nursing Federation;
- > Royal College of Nursing *Australia*;
- > Congress of Aboriginal and Torres Strait Islander Nurses;
- > Australian College of Midwives; and
- > Council of Deans of Nursing and Midwifery.

The objects of the ANMC, as outlined in the Constitution prior to its restructure, were:

- > Identify matters which impact on or are relevant to statutory nursing and midwifery regulation;
- > Undertake assessments of internationally qualified nurses and midwives consistent with the registration and/or enrolment requirements of the Australian Nursing and Midwifery Regulatory Authorities;
- > Develop and be guided by a strategic view of statutory nursing and midwifery regulation in the national and international contexts;
- > Establish consultative mechanisms with key stakeholders to assist in the achievement of the purpose and objects of the Council; and
- > Foster cooperation, consult with and provide advice to government bodies, professional and other organisations, and international Nursing and Midwifery Regulatory Authorities (NMRAs).

From 1 July 2010 the objects of the ANMC, as outlined in the Constitution, are:

- a. The advancement of education, training and professional competence of nurses and midwives;
- b. The development of standards and procedures for the purposes of accrediting nursing and midwifery education and training providers and their programs of study;
- c. The review, accreditation and monitoring of nursing and midwifery programs of study, including those which lead to registration, enrolment, authorisation and endorsement to practise nursing and midwifery in Australia;
- d. The accreditation and monitoring of education providers of nursing and midwifery programs of study which lead to registration, enrolment, authorisation and endorsement to practise nursing and midwifery in Australia;
- e. The development of standards and procedures for the recognition of international authorities who accredit providers and programs of study leading to registration, enrolment, authorisation and endorsement to practise nursing and midwifery in that country;
- f. The assessment of internationally qualified nurses and midwives to determine compliance with Australian registration requirements current at the time of assessment;
- g. To advise and make recommendations to government bodies, professional and other organisations, including international nursing and midwifery regulatory authorities, on matters relating to the education, training and competence of nurses, midwives and other health professionals;
- h. To do such matters as are ancillary to or which foster or promote the advancement of those objects as the Board sees fit.

VISION

High quality nursing and midwifery practice achieved through a nationally consistent approach to regulation, which meets and responds to the needs of the Australian community and is recognised internationally for high standards and professionalism.

MISSION

The ANMC seeks to safeguard the healthcare interests of the community by formulating and promoting high standards of nursing and midwifery practice through:

- > The shared voice of nursing and midwifery regulatory authorities;
- > Development and review of professional practice standards;
- > Policy development and advice; and
- > National and international collaboration, influence and support.

VALUES

- > Commitment to **quality** healthcare and safe nursing and midwifery practice;
- > **Accountability** to the community for professional **standards** through relationships with the nursing and midwifery regulatory authorities;
- > **Respect** for **diversity** in the nursing and midwifery professions and the community;
- > **Leadership** in health and professional regulatory environments;
- > **Integrity** and **transparency** in all professional and business practices;
- > Informed and **unified** decision making; and
- > Social and environmental **responsibility**.

STRATEGIC OBJECTIVES

Key Result Areas

Regulatory Standards

- > Develop a framework for national registration/licensure;
- > Transition to a national scheme for the accreditation of nursing and midwifery courses;
- > Establish a professional practice framework which is both contemporary and future focused and meets the needs of the Australian community;
- > Develop a national approach to the management of breaches of professional standards;
- > Develop quality assurance mechanisms to support the national registration and accreditation scheme; and
- > Work to ensure that the regulatory standards are implemented by the National Board.

Leadership and Influence

- > Demonstrate the role of the ANMC as the national peak body for nursing and midwifery regulation;
- > Work in partnership with the nursing and midwifery regulatory authorities and other relevant stakeholders to influence the implementation of national regulation of nursing and midwifery;
- > Influence relevant federal government agencies on nursing and midwifery regulatory issues;
- > Develop and maintain relationships with the Australian Peak Nursing and Midwifery Forum, Australian Health Professionals Councils Forum, other nursing and midwifery organisations and other relevant stakeholders;

- > Work closely with consumer organisations on the development of the professional practice framework and communicate that framework to the community; and
- > Contribute to and support international regulatory initiatives

Capability and Performance

- > Adhere to legislated compliance requirements;
- > Maintain and continuously improve effective business systems and processes;
- > Promote an organisational culture characterised by respect for diverse views, innovation and safety;
- > Provide excellence in customer service; and
- > Comply with leading contemporary practices for governance and organisational management

VISION—“High quality nursing and midwifery practice achieved through a nationally consistent approach to regulation, which meets and responds to the needs of the Australian community and is recognised internationally for high standards and professionalism.”

HIGHLIGHTS OF THE YEAR JULY 2009–JUNE 2010

- November 2009** Launch of the ANMC Framework, Standards and Criteria for the Accreditation of Nursing and Midwifery Courses Leading to Registration, Enrolment, Endorsement and Authorisation in Australia.
-
- February 2010** Nursing and Midwifery Board of Australia approved the ANMC Accreditation standards.
- Nursing and Midwifery Board of Australia supported the proposal for a restructured ANMC to be appointed as the accreditation authority for nursing and midwifery.
- ANMC Board Endorsed *A Nurse's Guide to Professional Boundaries*.
-
- February–April 2010** Implementation of the ANMC Professional Practice Framework through 34 Train-the-Trainer workshops across Australia.
-
- April 2010** ANMC appointed by the Australian Health Workforce Ministerial Council as the independent accreditation authority for nursing and midwifery under the National Registration and Accreditation Scheme.
-
- May 2010** ANMC Board Endorsed Standards and Criteria for the Accreditation of Courses for Re-Entry to the Register for Nurses and Midwives in Australia.
- ANMC adopts new Constitution and becomes a Company Limited by Guarantee.
- ANMC Endorsed *A Midwife's Guide to Professional Boundaries*.
-
- June 2010** Last meeting of the outgoing Board of the ANMC and inaugural meeting of the incoming Board of the ANMC Ltd.
- ANMC transfers Professional Practice Framework to the Nursing and Midwifery Board of Australia.

ANMC ACHIEVEMENTS 1992–2010

2010

- > Appointment of ANMC as the independent accreditation authority for nursing and midwifery under the National Registration and Accreditation Scheme
- > Standards and Criteria for the Accreditation of Courses for Re-Entry to the Register for Nurses and Midwives in Australia—**Endorsed**
- > A Nurse’s Guide to Professional Boundaries and A Midwife’s Guide to Professional Boundaries—**Endorsed**
- > Implementation of ANMC Professional Practice Framework through 34 Train—the-Trainer workshops across Australia
- > APNMF Joint Position Statement—*New Health Worker Roles*—**Endorsed**
- > Guideline *The Responsibilities of Nurses and Midwives in the Event of a Declared Natural Disaster*—**Endorsed**
- > 7th meeting of the nursing and midwifery regulatory authorities from the Western Pacific and South East Asian Regions (WP/SEAR), Singapore
- > Launch of the Codes of Ethics and Professional Conduct for Nurses and Midwives in Australia at Parliament House, Canberra

2009

- > National Continuing Competence Framework for Nurses and Midwives—**Endorsed**
- > National Standards and Criteria for the Accreditation of Nursing and Midwifery Courses Leading to Registration, Enrolment, Endorsement and Authorisation in Australia—**Endorsed**
- > Launch of the ANMC Framework, Standards and Criteria for the Accreditation of Nursing and Midwifery Courses Leading to Registration, Enrolment, Endorsement and Authorisation in Australia, National Press Club, Canberra
- > Memorandum of Cooperation signed with The College of Nursing

2008

- > Codes of Ethics and Professional Conduct for Nurses in Australia—**Endorsed**
- > Codes of Ethics and Professional Conduct for Midwives in Australia—**Endorsed**
- > National Standards for the Assessment of Internationally Qualified Nurse and Midwives for Registration and Migration—**Endorsed**
- > Implementation of the National Decision Making Framework in ACT, NT and NSW
- > Position Statement *Registered Nurse and Midwife Education in Australia*—**Endorsed**

2007

- > National Decision Making Framework—**Endorsed**
- > Position statement *Inclusion of Aboriginal and Torres Strait Islander Peoples Health and Cultural Issues in Courses leading to Registration or Enrolment*—**Endorsed**
- > Position statement *Verification of Licensure*—**Endorsed**
- > Position statement *Orientation of Overseas Nurses and Midwives into the Australian Healthcare Context*—**Endorsed**
- > Position statement *Ethical Recruitment of Overseas Nurses and Midwives*—**Endorsed**

2006

- > Signing of Memorandum of Cooperation with Congress of Aboriginal and Torres Strait Islander Nurses
- > Signing of Memorandum of Understanding with Midwifery Council of New Zealand
- > Signing of Memorandum of Cooperation with Royal College of Nursing Australia
- > 6th meeting of the nursing and midwifery regulatory authorities from the Western Pacific and South East Asian Regions (WP/SEAR), Wellington, New Zealand

2005

- > *National Competency Standards for the Registered Nurse—Endorsed*
 - > *National Competency Standards for the Midwife—Endorsed*
 - > *National Competency Standards for Nurse Practitioners—Endorsed*
 - > Signing of Memorandum of Cooperation with Australian College of Midwives
 - > Australian Nursing Council launches its change of name to the Australian Nursing and Midwifery Council
-

2004

- > 5th meeting of the nursing and midwifery regulatory authorities from the Western Pacific and South East Asian Regions (WP/SEAR), Kuala Lumpur, Malaysia
-

2003

- > *Code of Conduct for Nurses in Australia—Revised*
-

2002

- > *National Competency Standards for the Enrolled Nurse—Endorsed*
 - > *Code of Ethics for Nurses in Australia—Revised*
 - > 4th meeting of the nursing and midwifery regulatory authorities from the Western Pacific and South East Asian Regions (WP/SEAR), Hong Kong
-

2001

- > Signing of Memorandum of Cooperation with the Nursing Council of New Zealand
-

2000

- > 3rd meeting of the nursing and midwifery regulatory authorities from the Western Pacific and South East Asian Regions (WP/SEAR), Bangkok, Thailand
-

1998

- > 2nd meeting of the nursing and midwifery regulatory authorities from the Western Pacific and South East Asian Regions (WP/SEAR), Brisbane, Australia
-

1996

- > Guidelines for the Accreditation of Nursing Courses
 - > *Competency Standards for the Registered Nurse—Revised*
 - > Inaugural meeting of the nursing and midwifery regulatory authorities from the Western Pacific and South East Asian Regions (WP/SEAR), Wellington, New Zealand
-

1995

- > *Code of Professional Conduct for Nurses in Australia—Endorsed*
-

1993

- > *Code of Ethics for Nurses in Australia—Endorsed*
-

1992

- > The Australian Nursing Council Inc. was established
-

APPOINTMENT OF THE ANMC AS THE NEW ACCREDITATION AUTHORITY

On 22 April 2010 the Australian Health Workforce Ministerial Council (AHWMC) endorsed a Nursing and Midwifery Board of Australia (NMBA) decision to appoint a restructured Australian Nursing and Midwifery Council (ANMC) as the nursing and midwifery professions independent accrediting body. This meant that under the new National Registration and Accreditation Scheme (NRAS) for Health Professionals commencing 1 July 2010 the ANMC would be responsible for:

- > Development of accreditation standards;
- > Accreditation of nursing and midwifery courses and their providers; and
- > Assessment of internationally qualified nurses and midwives for migration.

Prior to 1 July 2010 nursing and midwifery courses had been accredited by the Nursing and Midwifery Regulatory Authorities in each of the States and Territories. The AHWMC decision brought nursing and midwifery in line with the other professions under NRAS which already had independent accrediting bodies.

The AHWMC decision was recognition of the ANMC's unparalleled reputation, skills and experience in the development of professional standards. The ANMC has been committed to nursing and midwifery accreditation and standards over many years. Last year the ANMC developed, in consultation, with the professions, national accreditation standards and criteria for the accreditation of nursing and midwifery courses leading to initial registration, enrolment, endorsement and authorisation in Australia. Recently the ANMC has completed accreditation standards and criteria for courses for nurses (registered and enrolled) and midwives to re-enter the register.



Members of the new ANMC Board. From left Ms Debra Cerasa, RCNA, Dr Sally Goold, CATSIN, Ms Lee Thomas, ANF, Ms Roz Donnellan-Fernandez, ACM and Professor Jill White, CDNM. Absent Mr Greg Sam and Ms Anita Phillips, Community Directors



The outgoing ANMC Board and CEO. From left Adjunct Associate Professor Moira Laverty, NBT, Professor Jill White, NMBNSW, Associate Professor Linda Starr, NMBSA, Ms Karen Cook, CEO, ANMC, Ms Robyn Staniforth, ACT Nursing and Midwifery Board, Mr Ross MacDonald, Queensland Nursing Council, Adjunct Associate Professor Robyn Collins, Nursing and Midwifery Board of WA. Absent Mr Greg Sam and Ms Anita Phillips, Community Directors.



Incoming ANMC Chair Professor Jill White addressing the audience at the ANMC celebration.



From left: Ms Rosemary Bryant, Commonwealth Chief Nurse & Midwifery Officer, Ms Elizabeth Percival, Foundation Chair, ANMC, Ms Elizabeth Foley, Australian Nursing Federation.



Outgoing ANMC Chair, Adjunct Associate Professor Moira Laverty addressing the audience at the ANMC celebration.

New Board

In order to fulfil its new role the ANMC has transferred from an Incorporated Association to a company limited by guarantee. On 15 June 2010 the ANMC's newly constituted Board convened for its first meeting.

The new Board of the ANMC will have a total of eleven Directors.

Five nominated by the member organisations of the ANMC, one nominated from the Vocational Education Training sector, two nominated by the AHWMC and three community Directors.

Currently the new Board has seven directors. They are:

- > Ms Roslyn Donnellan-Fernandez from the Australian College of Midwives;
- > Ms Lee Thomas from the Australian Nursing Federation;

- > Dr Sally Goold, OAM, from the Congress of Aboriginal and Torres Strait Islander Nurses;
 - > Professor Jill White from the Council of Deans of Nursing and Midwifery;
 - > Ms Debra Cerasa from the Royal College of Nursing *Australia*;
 - > Ms Anita Phillips—Community Director; and
 - > Mr Gregory Sam—Community Director
- ANMC is fortunate that both Ms Phillip and Mr Sam, who were on the previous Board of the ANMC have agreed to remain on the Board.

At its meeting the Board elected Professor Jill White as its inaugural Chair and Ms Lee Thomas as Deputy Chair.

ANMC RESEARCH AND POLICY INITIATIVES

As the peak national organisation established for the purpose of facilitating a national approach to nursing and midwifery regulation in Australia, the ANMC led, and was responsible for establishing and supporting research initiatives consistent with this agenda. National research projects we 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 focus on ensuring that the professional practice standards for nurses and midwives continued to evolve using the best available research and evidence as well as responding to the health care requirements of the Australian public. In the 2009/2010 year the staff of the Research and Policy department had worked to ensure the successful completion of several major projects.

The following outlines the various research initiatives undertaken and completed over the last twelve months.

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

This project was developed in two stages. The first involved 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.

The second stage centred on the relationship between the Codes of Ethics and Professional Conduct for Nurses and Midwives and the issue of professional boundaries. The Guidelines on professional boundaries were harmonised to ensure consistency between the Codes and the new ANMC professional boundaries Guidelines. The project was completed in early 2010 and the resulting Guidelines were endorsed by the ANMC Board in May 2010. The Guidelines were included in the suite of documents transferred to the Nursing and Midwifery Board of Australia in June 2010.

Development of Standards and Criteria for the Accreditation of Nursing and Midwifery Courses: Re-entry to the register.

During 2009–2010 ANMC undertook a project to develop *Standards and Criteria for the Accreditation of Courses for Re-Entry to the Register for Nurses and Midwives*.

This project followed the completed ANMC project to develop *Standards and Criteria for the Accreditation of Nursing and Midwifery Courses leading to Registration, Enrolment, Endorsement and Authorisation in Australia* and was completed in May 2010 ready for the commencement of the National Registration and Accreditation Scheme.

The project was overseen by an expert Steering Committee. As with all ANMC projects these standards were the product of extensive collaboration and consultation. This robust system of consultation was supported by vigorous project governance, validation, evaluation and distribution of the standards to stakeholders and the public.

Implementation of the ANMC Professional Practice Framework

National ANMC standards such as the Codes of Ethics and Professional Conduct and the Competency Standards have been the backbone of nursing and midwifery professional practice for many years. In recent years the project work undertaken by the Research & Policy Committee has expanded the range and depth of these standards in the interest of protecting the public by ensuring the competence of nurses and midwives.

This comprehensive range of standards is termed the Professional Practice Framework (PPF). The components of the PPF form a matrix that support nurses and midwives in providing safe, quality care in an increasingly complex and challenging health environment. The key components are:

- > *The Codes of Ethics and Professional Conduct for Nurses and Midwives in Australia;*
- > *Competency Standards for the Enrolled Nurse, Registered Nurse, Midwife and Nurse Practitioner;*
- > *The National Framework for Continuing Competence for Nurses and Midwives;*



Participants at the Broome Professional Practice Framework workshop.

“National ANMC standards such as the Codes of Ethics and Professional Conduct and the Competency Standards have been the backbone of nursing and midwifery professional practice for many years.”

- > *The National Decision Making Framework for Nurses and Midwives;* and
- > *Guidelines on Professional Boundaries for Nurses and Midwives.*

As these standards form the basis of nurses' and midwives' regulatory responsibilities it is essential that they are understood and applied in their practice. To facilitate awareness and understanding of the standards, the ANMC obtained funding from the Commonwealth Department of Health and Ageing to implement the Professional Practice Framework across the jurisdictions. Using a similar model to that used for the implementation of the Decision Making Framework, workshops were presented across the country (with the exception of Victoria) using a 'train the trainer' model.

With the commencement of national registration and accreditation the Nursing and Midwifery Board of Australia is now responsible for the development of codes and guidelines and so has been provided with the Professional Practice Framework.



Participants at the Townsville Professional Practice Framework workshop.



Left. Mr Gordon Poulton and Ms Christine Ashley, facilitators at several of the Queensland Professional Practice Framework workshops

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 2009/2010 the following submissions were made:

- > Health Practitioner Regulation (Consequential Amendments) Bill 2010;
- > Commonwealth Chief Nurse and Midwifery Officer—National strategy to address violence and bullying in nursing and midwifery;
- > National Guidance on Collaborative Maternity Care Consultation: National Health & Medical Research Council;
- > Strengthening the Australian Quality Framework Council, Australian Quality Framework Council;
- > Health Legislation Amendment (Midwives and Nurse Practitioner) Bill 2009 and two related Bills;
- > Consultation on the enrolled nurse and nurse assistant scopes of practice, Nursing Council of New Zealand;
- > Consultation on the registered nurse scope of practice under the Health Practitioners Competence Assurance Act (2003) Nursing Council of New Zealand; and

- > Setting and monitoring academic standards for Australian Higher Education.
- > Nursing and Midwifery Board of Australia (NMBA) consultation on the Guidelines for education requirements for endorsement of eligible midwives;
- > NMBA consultation on the Registration Standard for Endorsement of Midwives; and
- > NMBA Consultation on draft registration standards and related matters.

Jointly as a member of the Australian Peak Nursing and Midwifery Forum

- > Submission responding to the exposure draft of Nursing and Midwifery Board of Australia Codes and Guidelines.

INTERNATIONAL SECTION



ANMC International Section staff members. From left Judy Conroy, International Section Manager until May 2010, Jason Smart, Administration Officer, Mark Braybrook, Professional Officer until May 2010, Acting International Section Manager from June 2010, Pan Warburton, Assessment Officer

ASSESSING AUTHORITY

The ANMC as the gazetted assessing authority for the Department of Immigration and Citizenship (DIAC) assessed internationally qualified registered nurses and midwives who apply for permanent migration under the General Skilled Migration Program. The ANMC used the standards for assessment of internationally qualified nurses and midwives for migration purposes to determine the suitability of applicants for migration.

The Health Practitioner Regulation National Law Act (2009) also recognises that accreditation authorities oversee the assessment of overseas qualified health practitioners who are seeking registration. As the newly appointed accreditation authority for nursing and midwifery, the ANMC will continue, as a primary function, to assess the skills of nurses and midwives who are applying for skilled migration visas to enter Australia.

The ANMC assesses nurses and midwives under two categories:

- > Nurses / midwives who have registration in Australia or New Zealand—Modified; and
- > Nurses / midwives who have registration outside Australia or New Zealand—Full.

The number of modified assessment applications increased dramatically from January to March

2010, consistent with numbers of graduating international students and uncertainty of future visa options due to DIAC reviewing the Skilled Occupations List.

In February 2010 the ANMC International Section installed a new database to provide a faster and more efficient processing pathway for applications and payments. Applicants now apply online, entering their own information therefore negating the need for the transfer of information from the paper based application form. The online application also allows for immediate payment of assessment fees by credit card into the ANMC account.

The online application link is available on the ANMC website home page with information to applicants and agents to read before commencing the application. The applicant is still required to manually send in a downloaded application form along with their usual certified documents so that a paper based assessment can continue. The database has the capacity to incorporate other functions which can be extended in the future.

The ANMC continues to provide presentations to agents regarding the ANMC skills assessment process, including presentations at state migration agent conferences, and communication with the Migration Institute of Australia.

2009–2010 ASSESSMENTS

In 2009–2010 ANMC received 2857 applications

Average Age	31.1 yrs
Female	(2428) 85%
Male	(429) 15%

Number of applications for assessment received (lodged and paid)

Full Assessments	298
Modified Assessments	2559
Total	2857

Australian Standard Classification of Occupations Breakdown

2323 -11 Registered Nurse	2750
2324 -11 Registered Midwife	53
2325 -11 Registered Mental Health Nurse	51
2326 -11 Registered Developmental Disability Nurse	3

Outcomes of Assessment for Migration Purposes

Application assessed as suitable to apply for migration	2616
Application assessed as unsuitable to apply for migration	83
Incomplete assessments	158

Table 1. Country of birth for full assessment applicants— number and percentage of total (298)

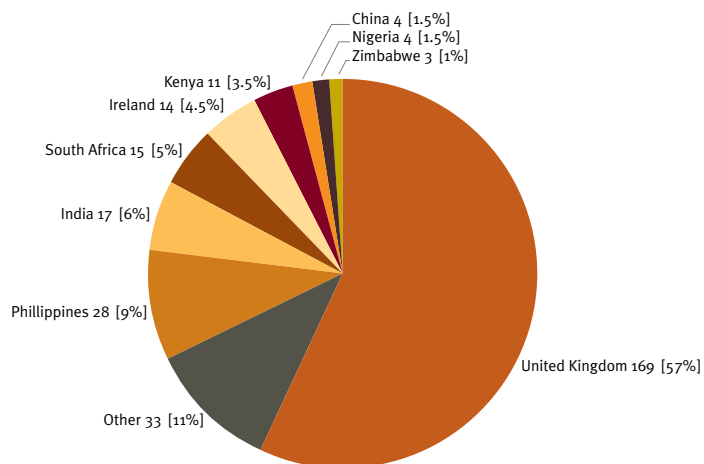


Table 2. Full assessment comparison

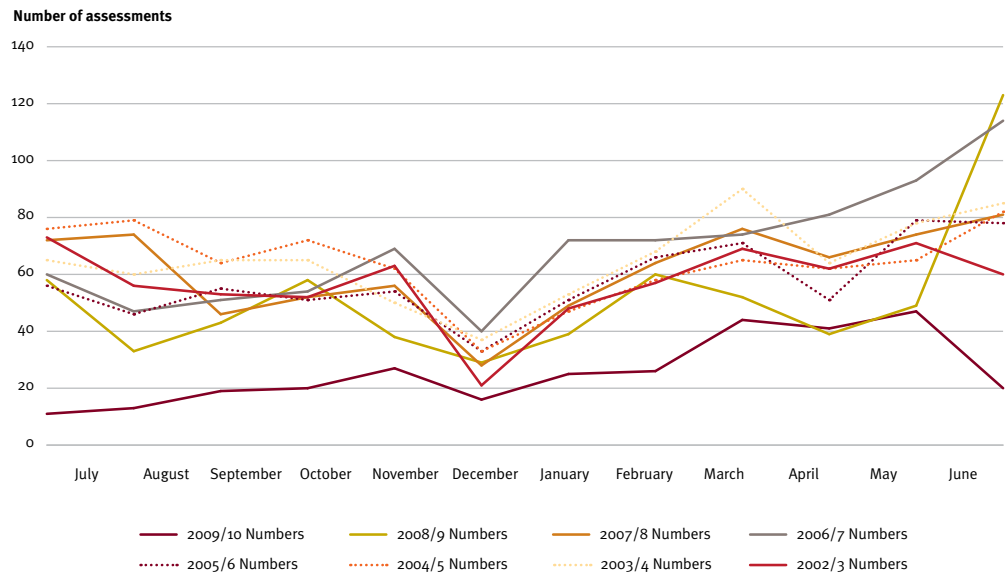
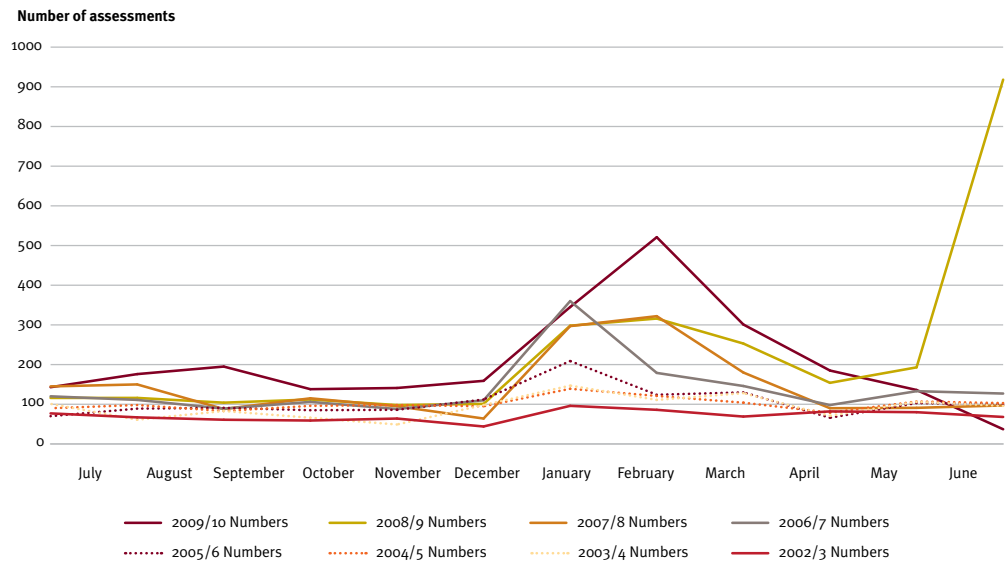


Table 3. Modified assessment comparison



REGISTRATION STANDARDS COMMITTEE

The Registration Standards Committee (RSC) was originally the *Collaborative Advisory Panel* and the Committee's membership compiled a representative from each State and Territory Nursing and Midwifery Regulatory Authority and two ANMC Board members. The Committee was responsible for the standards and criteria for assessment of internationally qualified nurses and midwives for both registration and migration. With the introduction of national registration and accreditation the RSC held its final meeting on 22 April 2010 and presented six proposals for the Nursing and Midwifery Board of Australia to consider.

DEPARTMENT OF IMMIGRATION AND CITIZENSHIP

On 1 July 2010 ANMC ceased to use Australian Standard Classification of Occupations (ASCO) Codes, and these Codes will be replaced by Australian and New Zealand Standard Classification of Occupations (ANZSCO) Codes. ANZSCO Codes provide further information about specific disciplines within nursing and midwifery, and all applications received after 30 June 2010 will be assessed under ANZSCO Codes, with existing assessments unaffected. The full list of nursing and midwifery occupations that ANMC assesses is listed in the *Commonwealth of Australia, Migration Regulations 1994, Legislative Instrument—June 2010*.

LEADERSHIP AND INFLUENCE

INTERNATIONAL

As a national organisation the ANMC has always operated in a global environment. Engagement in international forums informed the work of the ANMC. This is particularly important in light of the current reform agenda for the regulation of health professionals in Australia.

International Council of Nurses meetings

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.

Regulation is one of the pillars of the ICNs work.

ICN Credentialing Forum and Regulators' Forum

Karen Cook, CEO, and Angela Brannelly, Board Director of the ANMC attended the tenth ICN Credentialing Forum in November 2009 held in Lisbon, Portugal, followed by the annual Regulators Forum. The ANMC has enjoyed and benefited from its involvement in these forums and is pleased that Australia will continue to have a strong presence through the participation of the Nursing and Midwifery Board of Australia now that the role of the ANMC has changed.

Western Pacific and South East Asian Regulators (WP/SEAR)

The initial impetus for a meeting of the Western Pacific and South East Asian Regions Nursing and Midwifery Regulatory Authorities arose at the 2nd International Conference on the Regulation of Nursing and Midwifery held in London in 1995. The first meeting was held in 1996 in Wellington, New Zealand. The meetings have been held on a biennial basis since then. In total, 7 successful WP/SEAR meetings have been held, and the 8th meeting is currently being planned for October 2010.

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. Some of the major achievements to arise from previous WP/SEAR meetings include the development and implementation of *WP/SEAR Common Competencies for Registered Nurses*, and the introduction of mentoring relationships between WP/SEAR member countries.

Since the first WP/SEAR meeting, the ANMC has had the pleasure of providing secretariat support for these important meetings. Given the changes to nursing and midwifery regulation in Australia, ANMC has now handed over the secretariat function of WP/SEAR to the Nursing and Midwifery Board of Australia.

NATIONAL

Representation

The ANMC has always been and will continue to be 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 committees and working groups and attended many meetings and forums. These have included:

- > Australian Government, Department of Health and Ageing—Aged Care Workforce Committee;
- > Australian Government, Department of Health and Ageing—Office of the Chief Nurse and Midwifery Officer—Nursing and Midwifery Stakeholder Reference Group;
- > University of Queensland—Reforming Healthcare: Nurse practitioners and workforce design—Collaborating organisation, project advisory group;
- > National registration and accreditation consultation forums;

- > Coalition of National Nursing Organisations meetings;
- > Department of Veteran Affairs—Community Nursing Industry Advisory Council;
- > Council of Ambulance Authorities—Education Subcommittee; and
- > Professions Australia forums on accreditation and ethics.
- > Royal College of Nursing, *Australia*, Annual Conference 2009: “National Registration and Accreditation”—Karen Cook
- > Australian College of Midwives Annual Conference, 2009: “The Decision Making Framework, the Professional Practice Framework and National Regulation of Midwifery”—Dianna Kidgell

Presentations

The ANMC has always sought opportunities to engage with the professions. This assisted the organisation to disseminate information on the work of the ANMC and provided 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 2009–2010 staff of the ANMC gave the following presentations:

July 2009

- > University of Wollongong, Occasional Address: Graduation Ceremony—Karen Cook

August 2009

- > ANF (SA Branch) Professional Day, “Protecting the Public—The Fruits of Nursing and Midwifery Regulation in Australia”—Karen Cook

September 2009

- > CATSIN, Annual Conference 2009, Melbourne: Keynote speaker—“National Registration and Accreditation”—Karen Cook
- > Mater Education Centre Conference 2009, Setting the Australian Healthcare Agenda, How is Nursing Positioned?: “National Registration and Accreditation for Nurses and Midwives”—Karen Cook
- > Occupational English Test, Annual National Forum: “Effective Workplace Communication”—Karen Cook

October 2009

- > Nursing in General Practice Network Meeting: “National Registration and Accreditation”—Karen Cook

April 2010

- > University of Southern Queensland, Toowoomba: Occasional Address: Graduation Ceremony—Karen Cook

ORGANISATIONAL COLLABORATIONS

The ANMC continues to establish consultative mechanisms with key stakeholders to assist in the achievement of the purpose and objects of the Council. Mechanisms for this include participation in Steering Committees, Reference Groups, Working Groups and Memorandums of Cooperation and Understanding.

Memoranda of Understanding (MOU)

The ANMC and the Nursing Council of New Zealand have had an MOU since 2001 whilst the ANMC and the Midwifery Council signed their MOU in 2006. The work completed under the auspices of the MOUs has facilitated the movement of nurses and midwives between the two countries under the Trans-Tasman Mutual Recognition Act.

With the implementation of national registration and accreditation in Australia, the subsequent change in role of the ANMC and the establishment of the Nursing and Midwifery Board of Australia the ANMC looks forward to ongoing relationships with the Nursing Council

of New Zealand and the Midwifery Council of New Zealand in conjunction with the Nursing and Midwifery Board of Australia.

Memoranda of Cooperation (MOC)

ANMC has enjoyed the benefits of formal collaboration through Memoranda of Cooperation with the Congress of Aboriginal and Torres Strait Islander Nurses (CATSIN), the Royal College of Nursing (RCNA), *Australia* and the Australian College of Midwives (ACM). The MOCs have enhanced the work of the ANMC in the development of standards.

As part of the ANMC restructure CATSIN, RCNA and the ACM have become members of the ANMC. This makes the individual Memoranda of Cooperation redundant.

The College of Nursing

The purpose of the MOC between the ANMC and The College of Nursing has been for collaborative activity and support where mutual interests are identified and where each organisation considered that it is strengthened in its purpose by such activity.

Australian Peak Nursing and Midwifery Forum (APNMF)

The APNMF works together on issues of national importance to nursing and midwifery and provides leadership for nurses and midwives at a national and international level. The members of the APNMF are the ANMC, RCNA, Australian Nursing Federation, CATSIN, Council of Deans of Nursing and Midwifery, Coalition of National Nursing Organisations and the ACM. The major focus of APNMF efforts throughout the year was joint lobbying and submissions to the Council of Australian Governments on aspects of the National Registration and Accreditation Scheme.

Health Professions Councils Forum

The Forum is a coalition of the Councils of the regulated health professions comprising the:

- > Australian Dental Council;
- > Australian Medical Council;
- > Australian Nursing and Midwifery Council;
- > Australian Pharmacy Council;
- > Australian Physiotherapy Council;
- > Australian Psychology Accreditation Council;
- > Council on Chiropractic Education Australasia;
- > Optometry Council of Australia and New Zealand;
- > Australian Osteopathic Council; and
- > Australian and New Zealand Podiatry Accreditation Council.

Forum members contribute individually and collectively to issues of national importance to the regulated health professions.

PERFORMANCE AND CAPABILITY

MEMBERSHIP OF COUNCIL

July 2009 until ANMC restructure 15 June, 2010

The ANMC consisted of Nursing and Midwifery Regulatory Authorities in the State and Territories of Australia, namely;

- > The Nursing and Midwifery Board of the Northern Territory;
- > The ACT Nursing and Midwifery Board;
- > The Nursing Board of Tasmania;
- > The Nursing and Midwifery Board of South Australia;
- > The Nursing and Midwifery Board of Western Australia;
- > The Queensland Nursing Council; and
- > The Nurses and Midwives Board of New South Wales.

Each of the Members appointed a representative to attend all meetings of the Council and to act on its behalf. The representatives are called Directors. Each Member also nominated a Deputy as a representative. Two community directors appointed by the representatives also sat on the Board of the Council.

DIRECTORS AND DEPUTIES FOR 2009–2010

July 2009 until ANMC restructure on 15 June, 2010

Queensland

Director

Mr Ross MacDonald (until 15 June 2010)
RN, MBA, JD, FRCNA
Chief Executive Officer, Queensland Nursing Council

Deputy

Ms Anne Copeland (until September 2009)
RN, B App Sc (Nsg), MAdmin, Grad Dip Fin Man, FRCNA, AFACHSE
Chairperson, Queensland Nursing Council

Ms Veronica Casey (from September 2009–15 June 2010)
RN, RM, B.Nsg, M.Nsg, FRCNA
Member, Queensland Nursing Council

Western Australia

Director

Adj. Associate Professor Robyn Collins (until May 2010)
RN, RM, BAppSc, MRCNA, CD
Chief Executive Officer, Nursing and Midwifery Board of Western Australia

Ms Janice Butt (May–15 June, 2010)
MA (Ed), PGCEA, ADM, RM, RN (UK), FACM
Midwife Member, Nursing and Midwifery Board of Western Australia

Deputy

Ms Louise Horgan (until May 2010)
RN, B App Sc (Nsg), Grad Dip Ed, MSc.
Presiding Member, Nursing and Midwifery Board of Western Australia

South Australia

Director

Ms Alyson Smith (until May 2010)
RN, CCNC, Dip T (Nse Ed), B Ed (Prof Dev),
M HSM
ANMC Deputy Chairperson—September 2009
until 5 May 2010
Chief Executive Officer/Registrar, Nursing and
Midwifery Board of South Australia

Associate Professor Linda Starr

(May–15 June, 2010)
RN, RPN, Dip App Sci (Nsg), BN (Ed),
Grad Dip Ed, LLB, GCLP, LLM, FRCNA
Member, Nursing and Midwifery Board of
South Australia

Deputy

Dr Lynette Cusack (until August 2009)
RN, RM, Dip App Sc (Nsg Studies), B.Nsg,
MHA, PhD
Presiding Member, Nursing and Midwifery
Board of South Australia

Associate Professor Linda Starr (September
2009 until May 2010)

RN, RPN, Dip App Sci (Nsg), BN (Ed),
Grad Dip Ed, LLB, GCLP, LLM, FRCNA
Member, Nursing and Midwifery Board of
South Australia

Tasmania

Director

Adjunct Associate Professor Moira Laverty
ANMC Deputy Chairperson—until
September 2009
ANMC Chairperson—September 2009 until
15 June 2010
RN, RPN, B App Sc (Nsg Admin), Grad Dip,
Hlth Serv. Mgmt, MBA, FRCNA, AFCHSE
Chief Executive Officer, Nursing Board
of Tasmania

Deputy

Professor Denise Fassett (until May 2010)
B Health Sc, Grad Dip Aged Care, M Nsg, PhD
Chairperson, Nursing Board of Tasmania

New South Wales

Director

Professor Mary Chiarella

ANMC Chairperson—until September 2009
RN, Cert in Anaesthetic Nursing, RM,
Dip in Nursing Education (Dist). LLB (Hons),
PhD (UNSW)
Member, Nurses and Midwives Board of NSW

Adjunct Professor Debra Thoms

(September 2009 until 15 June 2010)
RN, RM, Grad.Cert Bioethics, Adv. Dip Arts, BA,
MNA, FCN, FRCNA, FACHSM (Hon)
Member, Nurses and Midwives Board of NSW

Deputy

Professor Jill White (until 15 June 2010)
RN, RM, B Ed, M Ed, Assoc Dip Nur. Ed, PhD.
President, Nurses and Midwives Board of NSW

Northern Territory

Director

Ms Angela Brannelly (until May 2010)
RN, BSN
Chairperson, Nursing and Midwifery Board of
the Northern Territory

Deputy

Mr Steve Cooper (until May 2010)
Practitioner Member, Nursing and Midwifery
Board of the Northern Territory

Australian Capital Territory

Director

Ms Robyn Staniforth (until 15 June 2010)
RN, B Bus
Chief Executive Officer, ACT Nursing and Midwifery Board

Deputy Director

Ms Jenny McLoughlin (until March 2010)
RN, RM, BSc (Nsg), MPH
Member, ACT Nursing and Midwifery Board

Mr Alan Merritt (from March until June 2010)
BN, M HSc (Education)
Member, Act Nursing and Midwifery Board

COMMUNITY DIRECTORS

Mr Gregory Sam
MPH, BAppSc, BArts (Admin)

Ms Anita Phillips
BA, Dip Soc Studs, MPA

The Directors of the ANMC held twelve (12) meetings during the 2009–2010 financial year. The Chairs of the NMRAs joined the Directors for the November 2009 and February 2010 meetings.

Director	Eligible to attend	Attendance
BRANNELLY, Angela	8	6
BUTT, Janice	3	2
CHIARELLA, Mary	2	2
COLLINS, Robyn	8	7
LAVERTY, Moira	12	12
MACDONALD, Ross	12	12
COPELAND, Anne	3	2
PHILLIPS, Anita	12	8
SAM, Greg	12	11
SMITH, Alyson	8	8
STANIFORTH, Robyn	12	10
STARR, Linda	3	2
THOMS, Debra	10	5

COMMITTEES OF COUNCIL

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

RESEARCH AND POLICY COMMITTEE

Purpose

The Research and Policy Committee contributed to the achievement of the ANMC strategic goals through implementing research and policy initiatives as approved by Council. The Research and Policy Committee advised Council on research and/or policy requirements 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 Associate Professor Moira Laverty
ANMC Director

Members (during 2009–2010)

Adj Associate Professor Robyn Collins,
ANMC Director

Ms Anita Phillips ANMC Community Director

Ms Carolyn Reed Chief Executive Officer,
Nursing Council of New Zealand

Ms Karen Cook Chief Executive Officer, ANMC

The final meeting of the Research and Policy Committee was held on 14 April 2010.

Recommendations included that ANMC should hand over to the NMBA the Professional Practice Framework (PPF) and also the Decision Making Framework (DMF) and PPF manuals (training tools) and a clearly articulated plan for ongoing education. This could be through employment of a professional officer (nurse or midwife) in every State and Territory. The Committee noted that it was essential for the NMBA to maintain the impetus for education of nurses and midwives about their regulatory responsibilities.

CORPORATE GOVERNANCE COMMITTEE

Purpose

The Corporate Governance Committee oversees the corporate governance framework of the organisation to ensure the business affairs of the organisation are conducted in accordance with relevant legislation and policy. The Committee also reports on financial and audit activities to the Board and oversees the risk management activities of the organisation.

Chairperson

Mr Greg Sam

ANMC Community Director

Members (during 2009–2010)

Prof Mary Chiarella, Chairperson ANMC and Nurses and Midwives Board of NSW

Mr Greg Sam, ANMC Community Director

Mr Ross MacDonald, ANMC Director, Queensland Nursing Council

Adj Prof Debra Thoms, ANMC Director, Nurses and Midwives Board of NSW

Adj Assoc Prof Moira Laverty, ANMC Chairperson and Nursing Board of Tasmania

REGISTRATION STANDARDS COMMITTEE

Purpose

The Registration Standards Committee (RSC) has been a long standing committee of the ANMC. The purpose of the RSC was to advise the Nursing and Midwifery Regulatory Authorities (NMRAs) on regulatory issues and to advance national standards for the assessment of internationally qualified nurses and midwives.

The RSC comprised a representative from the NMRAs of Australia and New Zealand and was chaired by one of the two ANMC Board Directors who were mandatory members.

Chairperson

Ms Alyson Smith, ANMC Director

Members (during 2009–2010)

Ms Angela Brannelly, ANMC Director and Nursing and Midwifery Board of Northern Territory

Ms Marie Hill, Nurses and Midwives Board of Western Australia

Ms Mary Miller, Nurses and Midwives Board of Western Australia

Ms Heather Gillett, Nurses and Midwives Board of Western Australia

Ms Kathryn Terry, Nursing Board of Tasmania

Ms Kerry Whitehead, Nursing and Midwifery Board of South Australia

Ms Anna Kettle, Nurses and Midwives Board of New South Wales

Ms Maureen Giddins Blues, Nurses and Midwives Board of New South Wales

Ms June Hodge, Nurses Board of Victoria

Ms Andrea McCance, Nursing Council of New Zealand

Ms Robyn Staniforth, ACT Nursing and Midwifery Board

Ms Jenny Short, Queensland Nursing Council

Ms Bernadette Thomson, Queensland Nursing Council

The final meeting of the RSC was held on Thursday 22 April 2010.

The Committee made several recommendations to the ANMC Board including that:

- > the ANMC National Standards for the Assessment of Internationally Qualified Nurses and Midwives for Registration and Migration—Standards 1 to 5 be adopted by the NMBA;
- > the NMBA commission the development of an assessment tool which maps internationally qualified applicants' qualifications against the relevant approved accreditation standard applicable in Australia; and
- > for the consistent assessment of Internationally Qualified Nurses and Midwives from 1 July 2010 it was recommended that:
 1. the NMBA explore the development of national examinations to assess the theoretical component of Internationally Qualified applicants' educational preparation.
 2. the NMBA commission further work toward achievement of Standard 6 of the ANMC National Standards for the Assessment of Internationally Qualified Nurses and Midwives for Registration and Migration.
 3. the NMBA commission work to determine whether assessment of internationally qualified applicants' qualifications for registration as well as migration be undertaken by the appointed accreditation authority to facilitate efficiency and consistency of decision making.

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 was the current Chair of the ANMC. The PRG provided 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 was fluid and groups were involved in different discussions.

Chairperson

Professor Mary Chiarella, Chair ANMC (until September 2009)

Adj Associate Professor Moira Laverty, Chair ANMC (September 2009–June 2010)

Members ex officio:

- > Directors, ANMC; and
- > Chief Executive Officer, ANMC

The PRG met on two occasions during the financial year in August 2009 and February 2010.

In attendance at the August 2009 meeting were representatives of the:

- > Australian College of Mental Health Nurses;
- > Australian College of Midwives;
- > Australian Council of Deans of Nursing and Midwifery;
- > Australian and New Zealand Council of Chief Nurses;
- > Royal College of Nursing, *Australia*;
- > College of Nursing; and
- > Congress of Aboriginal and Torres Strait Islander Nurses.

In attendance at the February 2010 meeting were representatives of the:

- > 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;
- > Australian New Zealand Council of Chief Nurses;
- > College of Nursing; and
- > Congress of Aboriginal and Torres Strait Islander Nurses.

MEMBERSHIP OF COUNCIL

16–30 June, 2010

The ANMC now consists of the following members:

- > Australian Nursing Federation;
- > Royal College of Nursing, *Australia*;
- > Congress of Aboriginal and Torres Strait Islander Nurses;
- > Australian College of Midwives; and
- > Council of Deans of Nursing and Midwifery.

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. Two community directors appointed by the representatives also sit on the Board of the Council.

Directors

Professor Jill White

RN, RM, B Ed, M Ed, Assoc Dip Nur. Ed, PhD.
Chairperson, ANMC
Member, Council of Deans of Nursing and Midwifery

Lee Thomas

RN, RM, BN (Neo)
Deputy Chairperson, ANMC
Federal Secretary, Australian Nursing Federation

Debra Cerasa

RN, RM, M of Ed, Ld & Mng, G Cert Bus Adm, Dip CD, B.App Sc (NSG), G Dip AD Ed & Trg, RCCN (ICU), FRCNA, G Cert CB Ed.
Chief Executive Officer, Royal College of Nursing, *Australia*

Roslyn Donnellan-Fernandez

RN, RM, RMHN, RMN, IBCLC, M NStud, BN, DIP Nursing, JP (SA).
Board Member, Australian College of Midwives

Dr Sally Goold, OAM

RN, Dip NEd, BAppSc (Nursing), MNSt, DN (HC) FRCNA, FCN, (NSW).
Executive Officer, Congress of Aboriginal and Torres Strait Islander Nurses

Community Directors

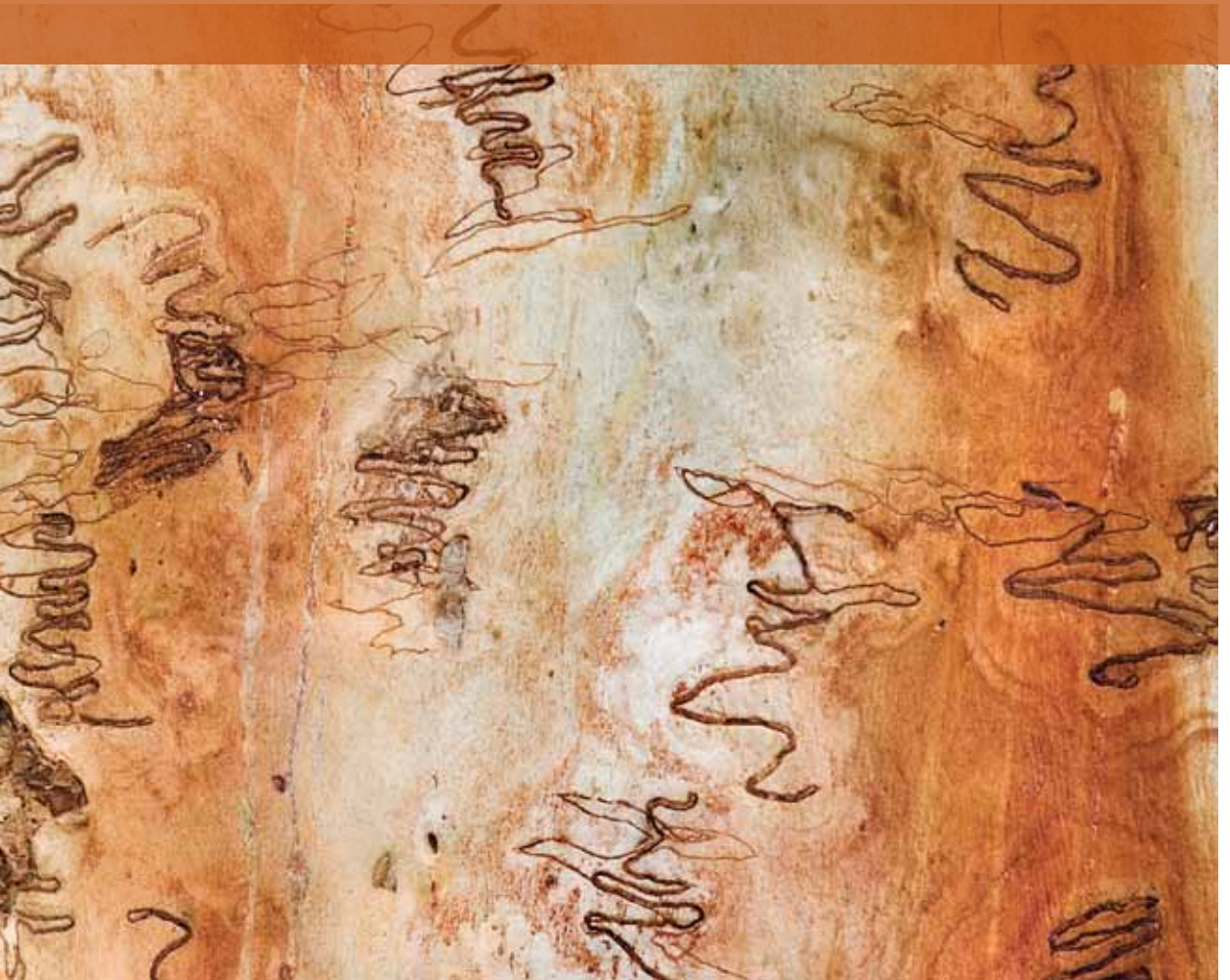
Mr Gregory Sam

MPH, BAppSc, BArts (Admin)

Ms Anita Phillips

BA, Dip Soc Studs, MPA

FINANCIALS



AUSTRALIAN NURSING AND MIDWIFERY COUNCIL INCORPORATED

Directors' Report

The directors of Australian Nursing and Midwifery Council Limited (ANMC) present the annual financial statements of ANMC for the year ended 30 June 2010. On 26 May 2010, ANMC changed from an incorporated association to a company limited by guarantee.

Directors

The names and particulars of the directors of ANMC during or since the end of the 2009 financial year are:

Directors for ANMC Incorporated

Ms Angela Brannelly (Until May 2010)
Prof. Mary Chiarella (Chairperson) (Until September 2009)
Adj. Professor Debra Thoms (From September 2009 until June 2010)
Adj. Associate Prof. Moira Laverty (Deputy Chairperson until September 2009) (Chairperson from September 2009 until June 2010)
Mr Ross MacDonald (Until June 2010)
Adj. Associate Prof. Robyn Collins (Until May 2010)
Ms Janice Butt (From May 2010 until June 2010)
Ms Alyson Smith (until September 2010) (Deputy Chairperson September until May 2010)
Associate Prof. Linda Starr (From May 2010 until June 2010)
Ms Robyn Staniforth (Until June 2010)
Ms Anita Phillips (Community Director) (until June 2010)
Mr Greg Sam (Community Director) (until June 2010)

New Board of Directors appointed for ANMC Limited

Prof. Jill White (Chairperson) (From June 2010)
Ms Lee Thomas (Deputy Chairperson) (From June 2010)
Ms Rosemary Bryant (From July 2010)
Ms Debra Cerasa (From June 2010)
Ms Roslyn Donnellan-Fernandez (From June 2010)
Dr Sally Goold (From June 2010)
Ms Anita Phillips (Community Director) (From June 2010)
Mr Greg Sam (Community Director, Company Secretary) (From June 2010)

Deputy Directors for ANMC Incorporated

Mr Steve Cooper (Until May 2010)
Prof. Jill White (Until June 2010)
Prof. Denise Fassett (Until May 2010)
Ms Anne Copeland (Until September 2009)
Ms Louise Horgan (Until May 2010)
Ms Veronica Casey (From September 2009 until June 2010)
Dr Lynette Cusack (Until August 2009)
Ms Jennifer McLoughlin (Until March 2010)
Associate Prof. Linda Starr (From September 2009 until May 2010)
Mr Alan Merritt (From March 2010 until June 2010)

No Deputy Directors are appointed under new constitution for ANMC Limited

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

AUSTRALIAN NURSING AND MIDWIFERY COUNCIL INCORPORATED

Directors' Report

Objectives and Strategies

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

Principal Activities and Achievements

The principal activities of ANMC 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.

During the year, ANMC processed 2,786 (2009: 3,400) applications for assessment of qualifications.

Measurement of Performance:

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

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

Operating Results and Review of Operations

The deficit for ANMC for the year ended 30 June 2010 was \$399,750 (2009: surplus of \$171,596). There has not been any significant change to ANMC's operations during the year.

Company Limited by Guarantee

The liability of the members is limited.

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

AUSTRALIAN NURSING AND MIDWIFERY COUNCIL INCORPORATED

Directors' Report

Directors' Attendance at Board Meeting

One board meeting was held since 26 May 2010. Attendances by each director appointed for ANMC Limited were as follows:

DIRECTORS' MEETING		
Name	Number Eligible to Attend	Number Attended
Prof. Jill White	1	1
Ms Lee Thomas	1	1
Ms Rosemary Bryant	0	0
Ms Debra Cerasa	1	1
Ms Roslyn Donnellan-Fernandez	1	1
Dr Sally Goold	1	1
Ms Anita Phillips	1	0
Mr Greg Sam	1	1

DIRECTORS' INFORMATION

Name	Prof. Jill White
Qualifications and experience	RN, RM, B Ed, M Ed, Assoc Dip Nur. ED, PhD. Professor Jill White is currently the Dean of Sydney Nursing School at The University of Sydney, having taken up this position at the end of January 2008. Jill is currently Chairperson of the Australian Nursing and Midwifery Council (ANMC) and Deputy Chair of the Council of Deans of Nursing and Midwifery.
Name	Ms Lee Thomas
Qualifications and experience	RN, RM, BN (Neo) Prior to taking on her current role as the National Secretary of the Australian Nursing Federation, Ms Lee Thomas served as Branch Secretary of the ANF (SA Branch) for eight years having had 20 years experience in the nursing profession.
Name	Ms Rosemary Bryant
Qualifications and experience	RN, BA, Grad Dip Health Admin, FRCNA Ms Rosemary Bryant has been the Commonwealth Chief Nurse and Midwifery Officer since July 2008. She has had a broad career in acute hospital and community nursing, as well as in government relations. She has a broad experience in policy development both in nursing and the broader health sector.
Name	Ms Debra Cerasa
Qualifications and experience	RN, RM, M of Ed, Ld & Mng, G Cert Bus Adm, Dip CD, B.App Sc (NSG), G Dip AD Ed & Trg, RCCN (ICU) FRCNA, G Cert CB Ed. Ms Debra Cerasa is a Senior Executive with over 30 years in the health profession. She is currently CEO of the Royal College of Nursing, <i>Australia</i> (RCNA) and has been a member of a number of Boards and Committees. These include current membership of the Association of Australian Rural & Remote Nurses and she is Chair of the Rural Health Services Nurse Executive Group.

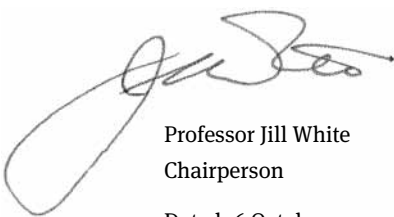
DIRECTORS' INFORMATION

Name	Ms Roslyn Donnellan-Fernandez
Qualifications and experience	RN, RM, RMHN, RMN, IBCLC, MNStud, BN, Dip Nursing, JP (SA) Ms Roslyn Donnellan-Fernandez has been a member of the Nursing and Midwifery Board of South Australia for many years and has experience in midwifery regulation, education and practice. She is currently on the Board of the Australian College of Midwives.
Name	Dr Sally Goold
Qualifications and experience	RN, RM, Dip Neo, B.APP.SC Nursing, MN Stud, DH (HC), FRCNA, FCN Dr Sally Goold is a Wiradjuri woman and was instrumental in forming the Congress of Aboriginal and Torres Strait Island Nurses (CATSIN), of which she is Executive Director. She has an extensive background in the nursing profession and is a Board member of a number of organisations including the National Indigenous Health Equality Council.
Name	Ms Anita Phillips
Qualifications and experience	BA, Dip Soc Studs, MPA Ms Anita Phillips brings her extensive experience as a social worker in many fields to the position of Community Director with the ANMC. Currently Ms Anita Phillips is the ACT Public Advocate. She has worked in neighbourhood centres, hospitals, psychiatric services, not for profit agencies and rural health policy in the ACT, and is a sessional lecturer in the School of Social Work at the Australian Catholic University.
Name	Mr Greg Sam
Qualifications and experience	MPH, BAppSc, BArts (Admin) Mr Greg Sam is the Joint Managing Director of Parker & Partners, which is Australia's leading bi-partisan specialist public affairs firm. He is a specialist in public health policy and administration having worked as a senior executive in the public, private and non-Government health and social policy sectors.

Auditor's Independence Declaration

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is attached to this directors' report.

Signed in accordance with a resolution of the directors.



Professor Jill White
Chairperson

Dated: 6 October 2010
Canberra, ACT



Ms Anita Phillips
Director



Level 7, St George Centre
60 Marcus Clarke Street

GPO Box 500
Canberra ACT 2601

Tel (02) **6279 5400**
Fax (02) 6279 5444

mail@duesburysnexia.com.au
www.duesburysnexia.com.au

**AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001
TO THE DIRECTORS OF
AUSTRALIAN NURSING AND MIDWIFERY COUNCIL LIMITED**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2010 there have been:

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


Duesburys Nexia
Canberra, 6 October 2010


G J Murphy
Partner

AUSTRALIAN NURSING AND MIDWIFERY COUNCIL INCORPORATED

Statement of comprehensive income for the year ended 30 June 2010

	Note	2010 \$	2009 \$
Revenues	2	1,743,585	2,080,113
Less: Expenses			
Communications and marketing		70,097	72,719
Compliance costs (including accounting and legal fees)		78,212	46,309
Conferences		49,986	136,273
Council and committee		119,462	163,004
Depreciation		39,163	46,491
Employee benefits		1,139,893	868,018
Grants returnable		–	84,757
Loss on disposal of assets		–	5,654
Operating lease		102,653	99,801
Other property expenses		22,132	24,399
Projects		347,208	188,687
Other expenses		174,529	172,405
Total Expenses		2,143,335	1,908,517
Surplus/(deficit) for the year	3	(399,750)	171,596
Total comprehensive income for the year		(399,750)	171,596

AUSTRALIAN NURSING AND MIDWIFERY COUNCIL INCORPORATED

Statement of financial position as at 30 June 2010

	Note	2010 \$	2009 \$
Current Assets			
Cash and cash equivalents	4	74,733	296,511
Trade and other receivables	5	100,471	11,879
Inventories	6	190	816
Other assets	7	105,627	73,111
Investments	8	481,521	875,038
Total Current Assets		762,542	1,257,355
Non-Current Assets			
Plant and equipment	9	57,120	98,365
Total Non-Current Assets		57,120	98,365
Total Assets		819,662	1,355,720
Current Liabilities			
Trade and other payables	10	257,264	206,652
Provisions	11	28,648	48,773
Other liabilities	12	45,000	220,357
Total Current Liabilities		330,912	475,782
Non-Current Liabilities			
Provisions	11	13,635	5,073
Total Non-Current Liabilities		13,635	5,073
Total Liabilities		344,547	480,855
Net Assets		475,115	874,865
Equity			
Retained surplus		475,115	874,865
Total Equity		475,115	874,865

AUSTRALIAN NURSING AND MIDWIFERY COUNCIL INCORPORATED

Statement of changes in equity for the year ended 30 June 2010

	Note	2010 \$	2009 \$
Retained Surplus			
Balance at the beginning of the year		874,865	703,269
Total comprehensive income for the year		(399,750)	171,596
Balance at the end of the year		475,115	874,865

AUSTRALIAN NURSING AND MIDWIFERY COUNCIL INCORPORATED

Statement of cash flows for the year ended 30 June 2010

	Note	2010 \$	2009 \$
Cash flows from operating activities			
Receipts from fees, sales, grants and other		1,545,593	2,236,479
Payments to suppliers and employees		(2,198,723)	(1,984,339)
Interest received		35,753	71,679
<i>Net cash provided by/(used in) operating activities</i>	<i>14 (a)</i>	<i>(617,377)</i>	<i>323,819</i>
Cash flows from investing activities			
Proceeds from sale of fixed assets		3,182	400
Fixed assets purchased		(1,100)	(25,903)
Payments for investments		–	(63,164)
Proceeds from investments		393,517	–
<i>Net cash provided by (used in) investing activities</i>		<i>395,599</i>	<i>(88,667)</i>
Net increase/(decrease) in cash held		(221,778)	235,152
Cash at the beginning of the financial year		296,511	61,359
Cash at the end of the financial year	14 (b)	74,733	296,511

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Preparation

Reporting Basis and Conventions

The financial statements are general purpose financial statements that have been prepared in accordance Australian Accounting Standards, Australian Accounting Interpretations, other authoritative pronouncements of the Australian Accounting Standards Board and the requirements of the Corporations Act 2001.

These financial statements cover the Australian Nursing and Midwifery Council Limited (ANMC) as an individual entity. On 26 May 2010, ANMC changed from an incorporated association to a company limited by guarantee. ANMC is incorporated under the Corporations Act 2001 and is domiciled in Australia.

During the current year ANMC adopted all of the new and revised Australian Accounting Standards and Interpretations applicable to its operations which became mandatory. The adoption of these standards has had a minor impact on the presentation and disclosure of certain information within the financial statements. The main impacts have arisen from the revised standard AASB 101 *Presentation of Financial Statements*. As a result a number of terminology changes and amendments to the format and content of the financial statements have been made. The changes include the introduction of the statement of comprehensive income and related amendments to the statement of changes in equity.

A number of Australian Accounting Standards have been issued or amended prior to the date of these statements but are only applicable to future reporting periods and accordingly have not been applied in preparing these financial statements. 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 ANMC and no material impact on the statement of comprehensive income or statement of financial position of ANMC. Application of the pending standards, particularly those relating to the introduction of tiers of Accounting Standards, is expected to result in some reduction in the level of disclosure in the financial statements.

These financial statements have been prepared on an accruals basis and are 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.

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

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

Accounting Policies

a Income Tax

ANMC is a tax exempt body under relevant provisions of the Income Tax Assessment Act, 1997.

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.

c Plant and Equipment

Each class of plant and equipment is carried at cost less, any accumulated depreciation and impairment losses.

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

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

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

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

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 ANMC 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 ANMC will obtain ownership of the asset or otherwise over the term of the lease.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

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 profit or loss 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 recognised in other comprehensive income and accumulated in an investment revaluation reserve.

Financial liabilities

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

Impairment

At the end of the reporting period, 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 profit or loss.

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

h Impairment of Assets

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

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

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 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 ANMC 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.

Contributions are made by ANMC to employee superannuation funds and are charged as expenses when incurred.

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.

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 statement of financial position as income in advance.

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

NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

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 statement of financial position are shown inclusive of the GST.

Cash flows are presented in the statement of cash flows 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 statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within ANMC.

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

2010 **2009**
\$ \$

NOTE 2 REVENUE

Operating activities:

Overseas assessments fees received	732,645	970,765
Publication sales	1,021	2,408
Copyright fees	1,744	89,856
Grant income—states bodies contribution	579,130	743,974
Project Income	384,000	209,390
Other income	3,719	6,339

1,702,259 **2,022,732**

Non-operating activities:

Interest received	41,326	57,381
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Total revenue	1,743,585	2,080,113
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AUSTRALIAN NURSING AND MIDWIFERY COUNCIL INCORPORATED

Notes to the financial statements for the year ended 30 June 2010

	2010	2009
	\$	\$

NOTE 3 SURPLUS/(DEFICIT)

Surplus/(deficit) for the year has been determined after the following expenses:

Depreciation of plant and equipment	39,163	46,491
Cost of sales—publications	119	2
Superannuation contributions	78,285	66,948
Loss on disposal of assets	–	5,654

Remuneration of auditor:

Audit of financial statements including assistance in preparation of financial statements—current year accrual	15,000	15,000
Prior year under/(over) accrual	(5,000)	1,400
Assistance preparing additional financial statement disclosures	1,834	1,500
Grant acquittal audits	760	800
Assistance in preparing 3-year budget models and business plan	21,334	–
FBT and workers' compensation	1,250	1,175
Other assistance and advice	4,546	–

	39,724	19,875
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NOTE 4 CASH AND CASH EQUIVALENTS

Cash at bank and on hand	74,733	296,511
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NOTE 5 TRADE AND OTHER RECEIVABLES

Sundry debtors	100,471	11,879
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The sundry debtors are neither overdue nor impaired.

NOTE 6 INVENTORIES

Stock— at cost	190	816
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NOTE 7 OTHER ASSETS

Rental bond	33,474	22,169
Accrued interest	25,888	20,315
GST	18,358	10,127
Prepayments	27,907	20,500

	105,627	73,111
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NOTE 8 INVESTMENTS

Term deposits	481,521	875,038
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Term deposits have terms to maturity ranging from approximately 2 months to 1 year.

AUSTRALIAN NURSING AND MIDWIFERY COUNCIL INCORPORATED

Notes to the financial statements for the year ended 30 June 2010

	2010 \$	2009 \$
NOTE 9 PLANT AND EQUIPMENT		
Furniture and fittings—at cost	41,231	41,231
Less: Accumulated depreciation	(37,543)	(36,523)
	3,688	4,708
Plant and equipment—at cost	211,617	238,799
Less: Accumulated depreciation	(161,369)	(153,083)
	50,248	85,716
Software—at cost	77,590	77,590
Less: Accumulated depreciation	(74,406)	(69,649)
	3,184	7,941
	57,120	98,365

(a) Depreciation rates and methods

Class of assets	Depreciation rates	Depreciation method
Furniture and fittings	8%–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:

	Furniture and fittings at cost \$	Plant and equipment at cost \$	Software at cost \$	Total \$
Balance at 1 July 2008	5,729	99,812	19,466	125,007
Additions	–	25,550	353	25,903
Disposals/write offs	–	(6,054)	–	(6,054)
Depreciation expense	(1,021)	(33,592)	(11,878)	(46,491)
Balance at 30 June 2009	4,708	85,716	7,941	98,365
Additions	–	1,100	–	1,100
Disposals/write offs	–	(3,182)	–	(3,182)
Depreciation expense	(1,020)	(33,386)	(4,757)	(39,163)
Carrying amount at 30 June 2010	3,688	50,248	3,184	57,120

AUSTRALIAN NURSING AND MIDWIFERY COUNCIL INCORPORATED

Notes to the financial statements for the year ended 30 June 2010

	2010 \$	2009 \$
NOTE 10 TRADE AND OTHER PAYABLES		
Trade creditors, accruals and other	147,767	159,166
Payroll liabilities	103,679	46,560
GST payable	5,818	926
	257,264	206,652

NOTE 11 PROVISIONS

Current

Employee benefits—annual leave	28,648	48,773
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Non-current

Employee benefits—long service leave	13,635	5,073
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NOTE 12 OTHER LIABILITIES

Income in advance	45,000	135,600
Overpaid/unexpended contributions (Note 13)	–	84,757
	45,000	220,357

NOTE 13 FUNDING AGREEMENT

The 2009 and 2010 Funding Agreements provide for the return of unexpended funds to the Contributing Parties, if required, at the end of the term of the agreements. For the year ended 30 June 2009, an amount of \$84,757 was recognised as repayable to the contributing parties. No amounts are repayable to the Contributing Parties in relation to the 2010 agreement. On 18 June 2009 the Nurses Board of Victoria gave six (6) months notice of resignation from ANMC which took effect on 18 December 2009. No funding was received from the Nurses Board of Victoria during the year ended 30 June 2010.

AUSTRALIAN NURSING AND MIDWIFERY COUNCIL INCORPORATED

Notes to the financial statements for the year ended 30 June 2010

	2010 \$	2009 \$
NOTE 14 CASH FLOWS INFORMATION		
(a) Reconciliation of cash flows from operations with surplus/(deficit) for the year		
Surplus/(deficit) for the year	(399,750)	171,596
Non-cash flows in surplus/(deficit)		
Depreciation	39,163	46,491
Loss on disposal of assets	–	5,654
Changes in assets and liabilities:		
(Increase)/Decrease in trade and other receivables	(88,592)	15,901
(Increase)/Decrease in other assets	(32,516)	5,138
(Increase)/Decrease in inventories	626	(85)
Increase/(Decrease) in trade and other payables	50,612	(96,421)
Increase/(Decrease) in other liabilities	(175,357)	159,312
Increase/(Decrease) in provisions	(11,563)	16,233
Net cash provided by/(used in) operating activities	(617,377)	323,819

(b) Reconciliation of cash

Cash at the end of the financial year as shown in the statement of cash flows is reconciled to the related items in the statement of financial position as follows:

Cash at bank and on hand	74,733	296,511
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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 ANMC, directly or indirectly, including any Director of ANMC.

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

Salary	235,820	216,122
Superannuation	24,590	17,703
Bonuses	8,337	–
Other benefits—sitting fees and other	30,091	26,810
Termination benefits	124,575	–
	423,413	260,635

In addition to the above compensation, ANMC paid Association Liability Insurance of \$5,350 (2009: \$5,350), 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. ANMC 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.

(c) Financial risks and risk management

The main risks ANMC 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. ANMC has adequate working capital to meet its financial liabilities at year end. Trade and other payables are expected to be settled on normal commercial terms. Unspent grant funds are expected to be settled within three months.

From 1 July 2010, ANMC is dependent upon funding from the Australian Health Practitioner Regulation Agency to subsidise its ongoing operations for a period of at least 3 years.

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 statement of financial position 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.

ANMC does not hold any collateral against financial assets. ANMC has no significant credit risk at year end.

Interest rate risk

ANMC's exposure to interest rate risk is managed by ANMC 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. ANMC'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:

AUSTRALIAN NURSING AND MIDWIFERY COUNCIL INCORPORATED

Notes to the financial statements for the year ended 30 June 2010

NOTE 17 FINANCIAL INSTRUMENTS (CONT'D)										
	Weighted Average Effective Interest Rates		Non Interest Bearing		Variable Interest Rates		Fixed Interest Rate Maturing Within 1 Year		Total	
	%		\$		\$		\$		\$	
	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009
Financial Assets										
Cash	2.25%	3.80%	1,545	200	73,188	296,311	-	-	74,733	296,511
Cash on Deposit	5.30%	5.09%	-	-	-	-	481,521	875,038	481,521	875,038
Receivables	n/a	n/a	100,471	11,879	-	-	-	-	100,471	11,879
Total			102,016	12,079	73,188	296,311	481,521	875,038	656,725	1,183,428
Financial Liabilities										
Payables	n/a	n/a	251,446	205,726	-	-	-	-	251,446	205,726
Other liabilities	n/a	n/a	45,000	220,357	-	-	-	-	45,000	220,357
Total			296,446	426,083	-	-	-	-	296,446	426,083

ANMC's exposure to cash flow interest rate risk relates to financial assets and liabilities subject to floating interest rates. These risks arise due to the entity holding cash and cash equivalents and short term investments. The entity minimises its exposure by continuously analysing its interest rate exposure and by fixing interest rates on deposits with banks and short term investments, where appropriate. There have been no changes in the market risks, methods and assumptions from the previous period.

The following table details the effect on profit before tax and on equity if interest rates on financial assets and financial liabilities had been 1% higher or lower and all other variables were held constant. Considering the market outlook and the current interest rates, management believes a 1% movement in interest rates is reasonably possible.

	2010 Interest Rate Sensitivity						2009 Interest Rate Sensitivity			
	Carrying amount		-1%		+1%		-1%		+1%	
	2010	2009	Profit	Equity	Profit	Equity	Profit	Equity	Profit	Equity
Financial Assets										
Cash and cash equivalents	74,733	296,511	(747)	(747)	747	747	(2,965)	(2,965)	2,965	2,965
Investments	481,521	875,038	(4,815)	(4,815)	4,815	4,815	(8,750)	(8,750)	8,750	8,750
Receivables	100,471	11,879	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Financial Liabilities										
Payables	251,446	205,726	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other liabilities	45,000	220,357	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

AUSTRALIAN NURSING AND MIDWIFERY COUNCIL INCORPORATED

Notes to the financial statements for the year ended 30 June 2010

(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 approximates 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 RISK MANAGEMENT

ANMC's objectives when managing capital are to safeguard its ability to continue as a going concern.

As ANMC does not issue shares, it manages its capital through the budgeting and planning process and ensures that adequate funds are maintained to meet its operational and financial objectives. From 1 July 2010, ANMC is dependent upon funding from the Australian Health Practitioner Regulation Agency to subsidise its ongoing operations for a period of at least 3 years.

ANMC monitors its capital on the basis of its working capital (current assets less current liabilities) and accumulated funds, as disclosed in the statement of financial position.

There have been no changes to this strategy since the previous financial year.

2010	2009
\$	\$

NOTE 19 CAPITAL AND LEASING COMMITMENTS

(a) Operating Lease Commitments

Being for rent of office and car park.

Payable:

Not later than 1 year	–	61,481
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Subsequent to year end ANMC has entered into a lease agreement for its new business premises. The lease commences on 1 September 2010 for three years, with an option to extend the agreement for a further three years. The annual rental is \$113,050 plus GST, with a fixed increase of 4% per annum for the initial three year period.

NOTE 20 CONTINGENT LIABILITIES

ANMC has no contingent assets or liabilities at year end.

In the previous year, there was disclosure of estimated liabilities that may become payable if ANMC was wound up as part of the restructuring of the registration of health professionals and the accreditation of their training and education programs. As ANMC is taking the accreditation role from 1 July 2010, the contingent liabilities no longer exist.

NOTE 21 EVENTS AFTER THE REPORTING PERIOD

These financial statements were authorised for issue by the Directors on the date of signing the attached Directors' Declaration. The Directors have the right to amend the financial statements after they are issued.

Restructure of Activities from 1 July 2010

From 1 July 2010, ANMC is the independent accreditation authority for the nursing and midwifery professions under the National Registration and Accreditation Scheme.

Since being appointed by the Australian Health Workforce Ministerial Council to undertake the new function, ANMC has undergone a fundamental restructure and implemented a transition change program that includes:

- > Corporate reform from an Incorporated Association to a Company Limited by Guarantee;
- > Adoption of a new Constitution to meet the requirements of the Corporations Act 2001 (Cth);
- > Appointment of new Members and Board of Directors;
- > Recruitment of a new Chief Executive Officer;
- > Creation of a new Accreditation Section;
- > Closure of the old Research & Policy Section;
- > Sourcing a new corporate headquarters;
- > Reassignment of some relevant Intellectual Property;
- > Staff transition programs;
- > Information transfer from State and Territory-based Nursing and Midwifery Regulatory Authorities (NMRAs); and
- > Development of an Accreditation Policy Framework.

The impact of the appointment, restructuring, transitional arrangements and the Nursing and Midwifery Board of Australia policy that extended the reaccreditation period of preapproved courses until 30 June 2012, results in ANMC being unable to support additional costs, and the human and capital requirements until 30 June 2013.

To achieve the goal of becoming self-funding, sustainable and a fully functioning independent accreditation body, ANMC is requiring expected funding of \$1.7 million to support the operating deficit through the transition period from 1 July 2010 to 30 June 2013. On 12 August 2010, ANMC received notification from the Australian Health Practitioner Regulation Agency that it would provide \$525,000 (inclusive of GST) towards the costs of providing accreditation activities for the 2011 financial year. At this stage no formal agreement has been entered into in relation to funding for the 2012 and 2013 financial years.

New Premises

Subsequent to year end ANMC has entered into a lease agreement for its new business premises. The lease commences on 1 September 2010 for three years, with an option to extend the agreement for a further three years. The annual rental is \$113,050 plus GST, with a fixed increase of 4% per annum for the initial three year period.

There are no other events after reporting period that require an amendment of, or further disclosure in, these financial statements.

NOTE 22 SEGMENT REPORTING

For the year ended 30 June 2010, ANMC operated 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.

From 1 July 2010, ANMC is the independent accreditation authority for the nursing and midwifery profession under the National Registration and Accreditation Scheme.

NOTE 23 ECONOMIC DEPENDENCY

The ability of ANMC to undertake the role as the independent accreditation authority for the nursing and midwifery profession in Australia, is dependent on the receipt of funding from the Australian Health Practitioner Regulation Agency for a period of at least three years. Without this funding, ANMC will be unable to undertake the new accreditation role.

On 12 August 2010, ANMC received notification from the Australian Health Practitioner Regulation Agency that it would provide \$525,000 (inclusive of GST) towards the costs of providing accreditation activities for the 2011 financial year. At this stage no formal agreement has been entered into in relation to funding for the 2012 and 2013 financial years.

NOTE 24 COMPANY DETAILS

The principal place of business of ANMC up to 8 September 2010 was:

Australian Nursing and Midwifery Council
20 Challis Street
Dickson ACT 2602

From 8 September 2010, the principal place of business is:

Level 3, Empire Chambers
1-13 University Avenue,
Canberra ACT 2601

AUSTRALIAN NURSING AND MIDWIFERY COUNCIL INCORPORATED

Directors' Declaration

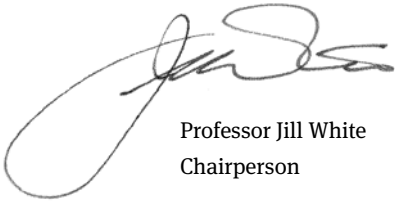
The directors of Australian Nursing and Midwifery Council Limited declare that the financial statements comprising the Statement of Comprehensive Income, Statement of Financial Position, Statement of Changes in Equity, Statement of Cash Flows and Notes to the Financial Statements are in accordance with the Corporations Act 2001, and:

1. Comply with Australian Accounting Standards and the Corporations Regulations 2001; and
2. Give a true and fair view of ANMC's financial position as at 30 June 2010 and its performance for the period ended on that date.

In the directors' opinion there are reasonable grounds to believe that ANMC will be able to pay its debts as and when they become due and payable.

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

On behalf of the Directors



Professor Jill White
Chairperson



Ms Anita Phillips
Director



Level 7, St George Centre
60 Marcus Clarke Street

GPO Box 500
Canberra ACT 2601

Tel (02) **6279 5400**
Fax (02) 6279 5444

mail@duesburysnexia.com.au
www.duesburysnexia.com.au

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
AUSTRALIAN NURSING AND MIDWIFERY COUNCIL LIMITED**

We have audited the accompanying financial statements of Australian Nursing and Midwifery Council Limited (ANMC), which comprise the statement of financial position as at 30 June 2010, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the directors' declaration.

Directors' Responsibility for the Financial Statements

The directors of ANMC are responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Act 2001. This responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial statements that are 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 statements 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 statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to ANMC's preparation and fair presentation of the financial statements 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 ANMC'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 statements.

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

Independence

In conducting our audit, we have complied with the independence requirements of the Corporations Act 2001.

Auditor's Opinion

In our opinion, the financial statements of Australian Nursing and Midwifery Council Limited are in accordance with the Corporations Act 2001, including:

- (i) giving a true and fair view of ANMC's financial position as at 30 June 2010 and of its performance for the period ended on that date; and
- (ii) complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Regulations 2001.


Duesburys Nexia
Canberra, 6 October 2010


G J Murphy
Partner

STAFF OF THE ANMC AT JUNE 30 2010



Chief Executive Officer

Ms Karen Cook

Research and Policy Advisor

Ms Dianna Kidgell

Research and Policy Officer

Ms Rowena Robinson

Business Manager

Ms Kay Posthuma

Office Manager

Ms Susan Williams

International Section Manager

Ms Judy Conroy—until May 2010

Mr Mark Braybrook—from June 2010 (acting)

Professional Officer—International Section

Mr Mark Braybrook—until May 2010

Assessment Officer—International Section

Ms Pan Warbuton

Accreditation Officer

Ms Judy Conroy—from June 2010

Administrative Assistants

Mr Jason Smart

Ms Anne Kocaj

Executive Assistant

Ms Penny Tompsett

Public Relations Officer

Ms Mandy Fogarty

Receptionist

Ms Pamela Windross

