



Annual Report
2021/22



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About us

Who We Are

The Australian Nursing and Midwifery Accreditation Council (ANMAC), plays a key role in protecting the health and safety of the Australian Community by ensuring high standards of nursing and midwifery education. This assures the community that nurses and midwives who complete education programs accredited by ANMAC can practice to a standard established by the Nursing and Midwifery Board of Australia.

Accreditation Services

ANMAC has been established as an external accreditation entity by the Nursing and Midwifery Board of Australia (NMBA) to exercise selected accreditation functions on their behalf, under agreement with the Australian Health Practitioner Regulation Agency (Ahpra)) [s 43, 1b, Health Practitioner Regulation National Law Act 2009 (National Law), as in force in each state and territory). ANMAC, as an external entity, is a separate organisation to the NMBA.

ANMAC's accreditation functions are detailed in the National Law, which is the legislative instrument used to implement Australia's National Registration and Accreditation Scheme; these functions include:

- developing accreditation standards for approval by a National Board [s 42a]
- assessing programs of study, and the education providers that provide the programs of study, to determine whether the programs meet approved accreditation standards [s 43b]
- making recommendations and giving advice to a National Board about the above matters [s 42e].
- ANMAC accreditation functions are managed by our Accreditation Services team.

Skilled migration services

ANMAC is the Government approved independent assessing authority for nurses and midwives applying for Australian migration under the General Skilled Migration program. Refer to Schedule 1 of the Migration Regulations 1994 – Specification of Skilled Occupations, Relevant Assessing Authorities and Countries for General Skilled Migration Visas – IMM12/023.

ANMAC's role as an assessing authority is authorised by the Department of Home Affairs and approved by the Department of Education, Skills and Employment.

To work in Australia nurses and midwives must register with the Nursing and Midwifery Board of Australia (NMBA) and meet the NMBA's registration standards. Nurses and midwives applying to migrate to Australia, may be asked to provide information about their eligibility to register with the NMBA. Skilled migration services are responsible for assessing the skills and qualifications of nurses and midwives seeking to migrate to Australia.

The NMBA's registration process is independent and separate to ANMAC's skilled migration process.

Our Vision

Excellence in nursing and midwifery education and accreditation to achieved high quality healthcare for all Australian communities

Our Mission

We take the lead to:

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

Our Strategic Objectives

Our priority is to protect the health and safety of the Australian community by establishing high-quality standards of nursing and midwifery education, training and assessment. Our Strategic Objectives for 2021–2024 are:

1. Respectful relationships
2. Lead, collaborate and innovate quality accreditation and assessment
3. Promote Aboriginal and Torres Strait Islander health and cultural safety
4. Business for the future

Our Values

Accountability

We do what we say we will do.

We are responsible for our actions.



Excellence

We expect the best from ourselves and each other.



Inclusion

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



Integrity

We do the right thing.

We are committed to the highest ethical standards.



Lifelong learning

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



Major achievements 2021–22

ACCREDITATION SERVICES



38 PROGRAMS
OF STUDY
ACCREDITED



Review of
Nurse Practitioner
Accreditation
standards began

SKILLED MIGRATION SERVICES

9914

NEW APPLICATIONS
received in
2021–2022



Redesign
Comms Strategy



Ongoing
Fraud Training




CONTINUED MEETINGS
WITH ASSESSING
AUTHORITIES
NETWORK



Presented at the
Migration Institute of
Australia Symposium

OTHER



**Colloquium
preparation for
interprofessional
2022**

Developing
innovate Rap



**INVESTIGATION OF
ANMAC'S IT ENVIRONMENT**



PRESENTED AT
**CATSINaM
Back to the Fire
Conference**

Message from the Chair

I have been in the privileged position of chair of ANMAC since November 2020. During this time, I have worked with the ANMAC Directors during the uncertain period of the COVID-19 pandemic.

2020–2021 has been another interesting year as we emerge from the Pandemic. Coronavirus is still present in the community, and everyone is still mindful of the signs and symptoms and the need to be careful. Thank you to all the nurses, midwives and health professionals who have worked steadily providing care over the last two years. I know that this has taken a toll on the health workforce, and we are now experiencing shortages in nursing, midwifery and other health care providers.

Students in nursing and midwifery have been learning under difficult circumstances and ANMAC has collaborated with the Council of Deans of Nursing and Midwifery (ANZ) to support students through clinical placements. Education providers have been innovative in ensuring students get broad experience across different practice areas. Technology has also been useful in ensuring that students are able to engage with clients through telehealth and smart phones in preparation for a more digital future.

The Board has continued working through its strategic plan and the five strategic objectives. The Board reconfirmed the values of the organisation which form the platform for the strategic objectives of:

- Respectful Relationships
- Lead, Collaborate and Innovate Quality Accreditation and Assessments
- Promote Aboriginal and Torres Strait Islander Health
- Business for the Future



Professor Wendy Cross
ANMAC Board Chair

The Board acknowledges the role that stakeholders have in collaborating in the work of ANMAC and in particular those that participated in the development of the midwife accreditation standards. These were released in January 2021 following approval by the Nursing and Midwifery Board of Australia. We are currently collaborating with the Midwife accreditation Committee to review the endorsed midwife prescribing standards and will provide an update next Annual Report.

We have continued to undertake the accreditation functions that ANMAC is responsible for under the Health Practitioner Regulation National Law (2009). We have provided two Key Performance Indicator reports to the NMBA in line with our Agreement. ANMAC has worked closely with the NMBA to provide information to education providers through increased meetings. We are also pleased to be undertaking two major projects with the NMBA, the review of Nurse Practitioner practice and accreditation standards and the National Assessment Tool for Pre-Registered Nurses (NATPRN). The NATPRN project may enable practice settings to have one tool for all students making assessment consistent across the country.

The Board recognised that ANMAC had not increased fees for accreditation for the last six years. During this time costs have increased together with an increase in workload. The Board requested a review of the fee structure and to take in to account the major functions assigned to ANMAC by the NMBA.

ANMAC also assesses registered nurses and midwives that are seeking to migrate to Australia and despite coronavirus we have seen an increase in applications. Over the next year ANMAC will work closely with the Department of Education, Skills and Employment to further encourage increased efficiencies in assessment. I am pleased to advise that ANMAC has increased its collaboration with a number of Government agencies.

The Board has a commitment to improving the health and participation in the health workforce of Aboriginal and Torres Strait Islander People in Australia. To increase stakeholder participation in the work of ANMAC the Board has made a commitment to appoint two Directors from First Nations People. The Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM) is already a member of ANMAC, and Professor Roianne West is a Director. ANMAC will seek to make a second appointment in the 2021–22 financial year. This will meet one of the initiatives from the National Scheme's Aboriginal and Torres Strait Islander Health and Cultural Safety Strategy. This commitment will continue to flow through the organisation at the operational level.

As part of our increasing responsibilities to stakeholders together with a commitment to interprofessional collaboration, the Board is also working with the Australian Osteopathic Accreditation Council to establish a community reference group in the next financial year.

I would like to thank my director colleagues particularly the chairs of the Board Committees; Professor Lorraine Shephard, chair of Governance and deputy chair of the Board; and Ros Jackson Chair of the Finance Audit and Risk Committee for the work they have undertaken this year. The Board lost one member in February this year, Sue McKerracher. Sue was a community member with the Board from April 2018. She provided well balanced and wise advice and we wish her well for the future.

I would also like to thank the CEO, Clinical Professor Fiona Stoker and her team for the achievements they have made in supporting the Board to achieve the initiatives in the strategic plan 2021–2024. I acknowledge that the past two years have been difficult, but the staff have continued to find ways to keep the flow of work in accreditation and skilled migration going. Importantly, I particularly want to acknowledge and thank Fiona Stoker for her leadership of ANMAC over the past 8 years and her development of the business. Fiona decided in May that she would like to pursue other opportunities in retirement, and we accepted her resignation, official at the end her contract. Fiona has consistently provided excellent advice to the board and through her team provided pertinent and timely information for our deliberations. The Board wishes Fiona every happiness in the next phase of her life, and as we welcome the new CEO to the organisation.

I thank the members of our accreditation committees who undertake the valuable work of ANMAC contributing to the quality and safety of nursing and midwifery education in Australia. Thank you to the Chairs of the following accreditation committees.

- **Professor Tracey Moroney**
Registered Nurse accreditation committee
- **Judy Peters**
Enrolled Nurse accreditation committee
- **A/Professor Jane Currie**
Nurse Practitioner accreditation committee
- **Professor Kathleen Baird**
Midwife accreditation committee

I look forward to collaborating with the directors, CEO and staff at ANMAC next year in providing high quality accreditation services for education providers. I look forward to another year innovation and quality improvements for the benefits of our stakeholders.



Professor Wendy Cross
ANMAC Board Chair

Message from the CEO

The advent of Coronavirus has changed the way we view the flexibility of working from home and striking a balance for workplace satisfaction.

This year has again been an extraordinary time with the lingering effects of coronavirus. All of the ANMAC staff worked from home until the new year when we moved step by step back to the office. We adopted a similar position to other organisations recognising the change in employee needs and the wish to work more flexibly by working three days in the office and two days at home. I am proud of the way in which the staff at ANMAC continued to focus on assisting our stakeholders to work through the ongoing implications of Coronavirus.

We worked closely with the Nursing and Midwifery Board of Australia and the Council of Deans of Nursing and Midwifery (ANZ) to support students during their education. Students assisted with the protection of the community through their placements at vaccination centres learning different skills. Now we have and are moving into a more digitally enhanced world students have been using technology using telehealth and other devices, to interact with clients. ANMAC recognised the need to support students in midwifery to continue to engage in continuity of care of mothers by releasing an explanatory note during the pandemic that supported the use of digital devices. We recognise this is not ideal, but it does enable students to meet the requirements of the accreditation standards.

ANMAC also entered into a discussion with the NMBA regarding the hours required for clinical placement as some students were unable to meet the required 800 hours. An explanatory note was released advising that up to 40 hours for student nurses in registered nursing courses could be applied for waiver if they met the NMBA standards for practice. Students in enrolled nursing courses could apply for up to 16 hours if they met the NMBA practice standards.



Clinical Professor Fiona Stoker
Chief Executive Officer

With the large number of students in professional experience placements it is pleasing to note that only 1,986 students have not been able to fully complete the requisite number of 800 hours.

Despite the ongoing impact that coronavirus has had at ANMAC, business has progressed as usual.

Skilled Migration Services received 9,914 applications in 2021–2022 which is an increase of 21.5% on the 7,790 applications received in 2019–20. Applicants are still only waiting 3–4 weeks for their assessment to be completed. The Skilled Migration team have also put in extra effort to participate in the Australian Government's Migrant Skills Incentive Program, completing assessments within the 3 week timeframe. Applicants were fast tracked to enable them to join the workforce quickly and in areas of need. The team have been performing at an outstanding level.

Accreditation Services have risen to the challenge of accrediting programs while unable to undertake site visits for a period of time. Once it was safe for the Associate Directors and the education providers, we were able to re-commence site visits in early 2022. The team coordinated 38 accreditations 9 more than the previous year a 24% increase, as well as undertaking additional monitoring for program changes and changes due to Coronavirus to ensure the accreditation standards continue to be met.

This year also saw a change to the Health Training Package with all education providers delivering the Diploma of Nursing required to transition to the new package. Accreditation Services completed the work for 18 organisations to transition to the new training package. ANMAC has begun preliminary work in relation to the review of the Nurse Practitioner standards in collaboration with the NMBA. A scoping literature review has been undertaken and will inform the development of the endorsement standards and the accreditation standards.

Recognising the importance of moving to a digitally focused future ANMAC, has been reviewing the technology to support upgrading our systems. We have been working with experts to ensure that our information technology systems are up to date and able to manage the complete move to working electronically. We are also upgrading our website and will undertake all precautions we can to safeguard our information. I am pleased to see that the work put in this year will enable the staff at ANMAC to start having improvements in technology with more to be done in 2022–23.

Due to the pandemic, I attended most of the key stakeholder meetings by video conferencing. The director of Accreditation Services and I had a number of meetings with the Executive officer of the NMBA and the Council of Deans of Nursing and Midwifery (ANZ). Video conferencing enabled us to keep in touch re changes in the education environment and to be able to respond effectively.

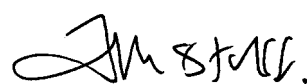
We also collaborated with other nursing and midwifery leaders in meetings with the Chief Nurse and Midwifery Officer (CNMO) of the Commonwealth. I am also a member of the National Nursing and Midwifery Education Advisory Network that is responding to the Educating the Nurse of the Future Report. ANMAC continues to collaborate with the NMBA in progressing some of the recommendations including a National Assessment Tool for Pre-Registered Nurses.

This year our attendance at conferences was limited however, I was pleased to be invited to CATSINaM's Back to the Fire conference series in Nipauluna, (Hobart). Roianne and I had an engaging conversation with the audience rather than the standard presentation. ANMAC are looking forward to working with CATSINaM in 2022–23 on the recommendations from the *“getting em and keepin em and growin em”* Report we will be able to provide more information in next year's Annual Report.

ANMAC Staff have been working on the second reconciliation action plan (Innovate) and this will be published later this year. We are pleased that Sarah Richards provided us with beautiful artwork to complement the next stage of our reconciliation journey. Sarah is a local artist from Queanbeyan and the picture is displayed on page 22 of the Annual Report.

This will be my last CEO message for ANMAC as I move onto other areas. I have been the CEO at ANMAC for eight years and have been in the nursing profession for 50 years commencing my education in September 1972. I have always been proud of my profession and have watched it grow from strength to strength educationally and in practice. I have been privileged in a number of my positions to work with some amazing people who have made significant contributions to nursing and midwifery over the years. I have particularly enjoyed the collaboration with the Council of Deans of Nursing and Midwifery and the rich conversations with academics past and present. There are so many people to acknowledge that have provided leadership within the professions and I thank you for your collegiality and support over the years.

A big thank you to Professor Wendy Cross and the members of the Board and my wonderful colleagues at ANMAC that I have worked with over the last eight years. ANMAC would not be such a great organisation without the dedicated work that you all undertake, I have enjoyed working with you and wish you all the best for the future in maintaining the quality of nursing and midwifery programs in Australia.



Clinical Professor Fiona Stoker
Chief Executive Officer

Office of the CEO

Office of the Chief Executive Officer

Our Office of the Chief Executive Officer team drives high-performance across ANMAC. It is responsible for operationalising our strategic objectives and initiatives, set by the ANMAC Board to achieve our agreed mission.



L to R: Professor Fiona Stoker (CEO), Georgina Fargher, Mary-Grace Bingham (moved to Accreditation June 22), Samantha Fogarty, Greg Cantwell, Taryn Simpson (moved to Skilled Migration Services)

We take the lead to:

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

To achieve our mission, we deliver strategic initiatives by working cooperatively with the ANMAC Board, staff, committee members and stakeholders.

A key component of our work is to ensure we provide the ANMAC Board and Board Committees with comprehensive and timely information to inform effective decision making. To support the Board with its functions, we provide it and its committees with high level Secretariat support.

The Office of the CEO is responsible for communicating with stakeholders on behalf of ANMAC and the ANMAC Board. In response to COVID-19, we increased communication with our education providers during the year – face-to-face and through communiques – to help them navigate changes to their nursing and midwifery programs in

We are also responsible for fulfilling our reporting obligations to the NMBA and Apha who provide some of our funding. During the year our reporting model changed to focus on key performance indicators set by Ahpra, comprising these 10 strategic or operational KPIs:

1. cultural safety
2. safety and quality
3. reducing regulatory burden and increasing consistency
4. funding and fee setting principles
5. governance
6. independence
7. operational management processes and risk assessment framework
8. accreditation standard review
9. process for accreditation of programs of study and providers
10. stakeholder collaboration

The Office of the CEO team is also responsible for using tactical promotional strategies to optimise digital marketing platforms to grow our brand awareness and create a better understanding of our role within the nursing and midwifery professions. We achieve this through these four strategies:

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

Quality improvement

We recognise the importance of having distinct teams operating within ANMAC, to improve our communication, collaboration and ability to build stronger relationships.

Corporate Services

Providers of quality support services, operational requirements, and compliance for our organisation

The excellent work and achievements of ANMAC are underpinned by its systems, frameworks, and the outcomes of services provided from IT to Finance to Human Resources, Marketing and Communications across the organisation. The function of the Corporate Services Team is to ensure ANMAC is supported across all its business operations.



L to R Top: Marina Bolton (Director), Katie Whitehead (resigned April 2022), Marleny Ashby
L to R Bottom: Viviana Torres, Vanessa Cook, Milica Batar (maternity leave)
No photo provided: Krishna Panchal

The Corporate Services team has undergone major change and several new staff have joined the team between August 2021 to June 2022. Welcome to all our new team, Marleny Ashby is our new Finance Manager, Viviana Torres is our new Marketing and Communication Officer.

Marina Bolton joined ANMAC as the Director Corporate Services in March 2022 to replace Katie Whitehead. The team continues to drive the IT, Finance, Human Resources and Marketing and Communication agenda throughout ANMAC to support all business areas in ANMAC.

Information Technology

Information Technology (IT) is a critical business element of ANMAC today as it is in the future. ANMAC wants to ensure that our stakeholders can access the information they require to interact with us and have influence in nursing, midwifery, accreditation, and skills migration in the Australian community. ANMAC's willingness to embrace innovative technology and update many of its current programs will assist in driving our business into the future. During the past year ANMAC conducted a review of its IT resources and environment to ensure it remains at the forefront of technology solutions. ANMAC has developed an IT Strategic Plan to better position the organisation for future business growth and opportunities. In partnership with all our IT business partners we are driving the change to improve our technology internally and externally for our stakeholders.

ANMAC's Website Re-Design

ANMAC engaged Oxide to undertake a review and re-design of our website, to ensure that our external stakeholders such as nursing and midwifery education providers and our skills migration team who provide independent assessments for nurses and midwives applying for Australian migration have ease of access and use of our website.

ANMAC's Cyber Security Risk Assessment

In May 2022, Blueshift undertook an Essential8 Security review of ANMAC's IT systems with its current IT providers F1, Annexa and Oxide. Blueshift delivered an assessment update of the potential areas of exposure, along with recommendations to manage and mitigate IT risks ANMAC may be exposed to. The Essential8 Security review included an overview of ANMAC's current state of security environment, key findings, gaps and opportunities, key vulnerabilities, and areas of increased risks.

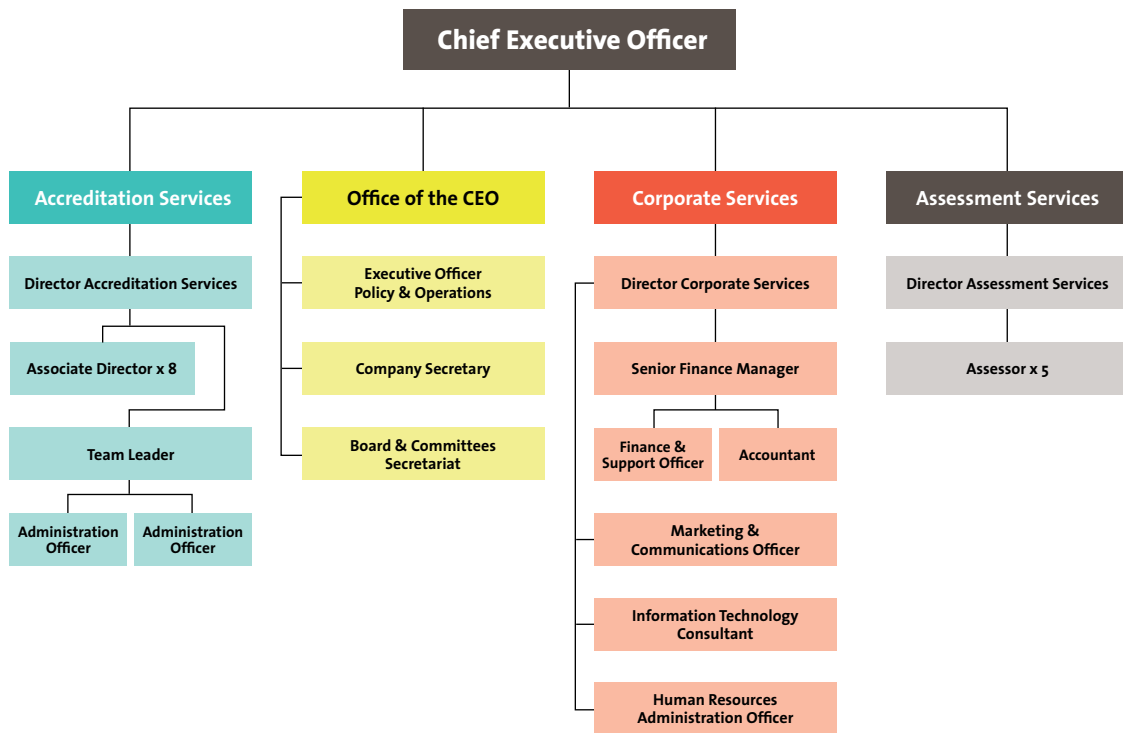
The outcomes of the Cyber Assessment were positive with only a couple of areas requiring further attention. ANMAC is presently working with Blueshift and our IT providers to further minimise any cyber security risks.

Driving ANMAC's Workplace Culture

Since March 2022, a Culture Committee has been created with representation from each business area. All committee members discuss cultural changes and strategies that will assist in improving ANMAC's current and future workplace culture. The Committee meets every month to develop strategic outcomes and actions.

Organisational chart

Figure 1: ANMAC Organisation Chart as at June 2022



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Governance

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Governance

We are the appointed accrediting authority for nursing and midwifery in Australia in accordance with the *Health Practitioner Regulation National Law 2009 (QLD)* (the National Law) under the National Registration and Accreditation Scheme. Our governing body is our Board of Directors. The Board is established in accordance with and governed by the provisions of our constitution.



L to R Top: Professor Wendy Cross (Chair), Professor Lorraine Sheppard (Deputy Chair), Adjunct Professor Kylie Ward, Annie Butler, Sue McKerracher (resigned February 2022)

L to R Bottom: Deb Blow, Professor Joanne Gray, Roslyn Jackson, Professor Roianne West

ANMAC Board

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

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

Our Board is responsible for setting the strategic direction of the organisation, to achieve our mission:

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

To achieve the strategic objectives, meet our fiduciary requirements and governance arrangements the Board has established two Board Committees. The Board appoints a Chairperson and terms of reference for each Committee. The Board Committees make recommendations to the Board.

FINANCE AUDIT AND RISK COMMITTEE

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

- Financial reporting
- Internal control systems
 - Compliance management
 - Risk management systems
 - Internal and external audit functions.

GOVERNANCE COMMITTEE

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

- Comply with current regulatory requirements
- Reflect contemporary business, governance, policy and ethical requirements.

Technical Advisory Committees

In addition to the Board Committees ANMAC has established a number of Technical Advisory Committees (Figure 2. ANMAC Governance structure) that report to the Chief Executive Officer. ANMAC has for Accreditation Committees that represent the various nursing and midwifery professions:

- Enrolled Nurse Accreditation Committee (ENAC)
- Midwife Accreditation Committee (MAC)
- Nurse Practitioner Accreditation Committee (NPAC)
- Registered Nurse Accreditation Committee (RNAC)

ANMAC has also established a Strategic Accreditation Advisory Committee (SAAC)

ACCREDITATION COMMITTEES

Purpose

To promote and protect the health of the community by reviewing the assessment outcomes of nursing and midwifery programs of study leading to registration/endorsement undertaken by appointed ANMAC assessment teams and make recommendations regarding the accreditation to the CEO.

Deliverables:

- To review the reports and recommendations from accreditation assessment teams and ensure that there is sufficient evidence that a program being assessed meets the relevant accreditation standards
- To make recommendations to the CEO concerning whether accreditation should be granted, granted conditionally or not granted
- To review, ratify and provide advice on substantial complaints and monitoring reports
- Review standards and explanatory notes on an adhoc basis
- Reviewing the outcomes of assessments undertaken by ANMAC assessment teams for enrolled nurse programs of study.

STRATEGIC ACCREDITATION ADVISORY COMMITTEE (SAAC)

Purpose

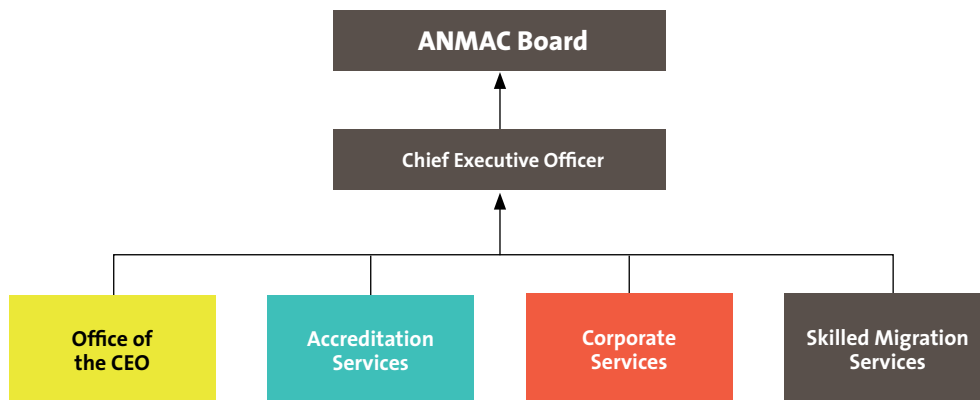
The Strategic Accreditation Advisory Committee (SAAC) will provide high level strategic advice to the Chief Executive Officer in all areas relative to the Accreditation function of the Australian Nursing and Midwifery Accreditation Council (ANMAC).

Deliverables:

- To provide high level advice to the CEO of ANMAC in relation to the Accreditation functions of the organisation, this may include:
 - the development of Nursing and Midwifery Accreditation Standards.
 - high level issues in Accreditation.
 - high level issues in relation to regulation, accreditation and education.
- To assist ANMAC in understanding and responding to external policies that impact on ANMAC's functions including:
 - changes in whole of government policy that impact on health professional regulation, accreditation and education.
 - changes within the university sector that impact on nursing and midwifery education.
 - changes within the vocational education and training sector that impact on nursing and midwifery education.
- To provide a forum for debate and discussion in relation to professional issues that are relevant to nursing and midwifery education including:
 - research and best practice in accreditation and education.
 - international issues in accreditation and education.

The membership and meeting attendance for each Committee is provided at Annex A.

Figure 2: ANMAC Governance structure



**Improve Aboriginal and
Torres Strait Islander health**

3

Improve Aboriginal and Torres Strait Islander health

To meet the strategic objective, *Improve Aboriginal and Torres Strait Islander health* we continued to implement actions from our Reflect Reconciliation Action Plan and develop the Innovate Reconciliation Action Plan.

The COVID-19 Pandemic had a huge impact on ANMAC’s ability to celebrate the various Aboriginal and Torres Strait Islander important dates in the calendar.

MONTH	ACTION
APRIL 2021–AUGUST 2022	ANMAC CEO, Fiona Stoker presented at the Nipaluna (Hobart), Gimuy (Cairns) and Djubuguli/Warrane (Sydney CATSINaM Back to the Fire Conference series).
JULY 2021	The theme for NAIDOC Week was “Heal Country”. This theme recognised that Healing Country is more than changing a word in our national anthem – it is about the historical, political, and administrative landscapes adapting to successfully empower and celebrate Aboriginal and Torres Strait Islander communities, nations, and heritage. Resources were circulated with all staff and discussed at a face-to-face morning tea.
MAY 2022	National Reconciliation Week was celebrated at ANMAC. The theme, <i>Be Brave, Make Change</i> . Challenged us to continue the unfinished work of reconciliation. Resources and access to local and national events were circulated to staff and publicised on our social media networks.
JUNE 2022	Three ANMAC staff members attended the National Reconciliation Action Plan Conference in Sydney on 7–9 June 2022. This provided ANAMC RAP Committee members with the opportunity to connect with RAP organisation members, policymakers, academics, and community members and be challenged to be brave in their commitments to reconciliation.

As part of our Innovate RAP ANMAC procured a beautiful piece of art from a Queanbeyan artist named Sarah Richards from Marrawuy Journeys. Aspects of this artwork will be used throughout our Innovate RAP document and displayed in ANMAC Head Office.



**Quality evidence-based standards,
accreditation and assessment**

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Accreditation Services

Our Accreditation Services team manages our accreditation functions

As a core part of our business, Accreditation Services:

- reviews accreditation submissions
- coordinates the development and review of accreditation standards
- monitors accredited programs of study on an ongoing basis.

The team also participates in accreditation-related activities including improving processes, representing ANMAC on relevant professional reference groups and committees, and engaging with stakeholders while attending and presenting at conferences.



L to R Top: Dr. Margaret Gatling, Melanie Schaefer, Kim Porozny, Kate Imeson, Jackie Doolan

L to R Middle: Mary Grace Bingham, Bridget Roach, Elijah Marangu, Gayle McLelland, Sara Couch

L to R Bottom: Wendy Penney, Katherine Austin, Julie Watts (resigned April 2022), Wayne Johnston (resigned April 2022), Dr Melissa Cooper (resigned April 2022)

Accreditation Services team

The Accreditation Services team comprises a three-person administration team and nine Associate Directors (ADs) who undertake accreditation reviews and other accreditation-related activities.

The team is led by the Director Accreditation Services.

In April 2022, the team farewelled three experienced ADs, Dr Melissa Cooper, Ms Julie Watts, and Mr Wayne Johnston. However, we were delighted to welcome on board new ADs: Dr Gayle McLelland, Ms Kathryn Austin and Dr Elijah Marangu. We were also very pleased to welcome Ms Mary-Grace Bingham who transferred her skills and knowledge to accreditation services from her previous role in the Office of the CEO.

How we performed

In 2021–22, the Accreditation Services team accredited 38 programs of study for nursing and midwifery. The team also assessed 159 changes to accredited programs of study, including for 8 new program delivery sites. We have been conducting additional monitoring of all accredited programs since the onset of the COVID-19 pandemic. This to ensure that the standards continue to be met despite any changes in delivery as a result of the pandemic. As the restrictions related to the COVID-19 pandemic continued to have an impact on education programs in 2021–22, a monitoring survey was sent to education providers in July 2021. The team have processed 99 survey responses covering all currently accredited programs. The assessment of accreditation applications has continued throughout the pandemic with face-to-face site visits recommencing in early 2022.

ANMAC and the Nursing and Midwifery Board of Australia (NMBA) have continued to collaborate extensively to provide communiques and explanatory notes to education providers about the changes they could make to program delivery while still complying with accreditation standards. The Accreditation Services team directed education providers to these communiques and answered queries promptly. The team facilitated the provision of flexible, safe, and compliant options for programs to continue to meet the accreditation standards while supporting students, staff, and stakeholders during this challenging time.

This translated to 175 education provider requests to reduce professional placement hours which in turn assisted 1,986 students to complete their studies.

With the change to the Health Training Package all education providers delivering the Diploma of Nursing were required to transition to the new training package HLT54121. The accreditation team completed 18 transitions with other providers undertaking a full accreditation to meet the new training package requirements.

Accreditation Services managed this additional workload while continuing to support the essential functions of accreditation delegated to ANMAC by the NMBA under the Health Practitioner Regulation National Law.

ANMAC has begun preliminary work in relation to the review of the Nurse Practitioner Accreditation Standards 2015. The NMBA and ANMAC commissioned a scoping literature review on nurse practitioner education both in Australia and internationally. The findings of the review will inform the development of both the NMBA nurse practitioner endorsement standards and the accreditation standards. ANMAC, NMBA and other key stakeholders will be holding initial discussions to establish the main focus of both pieces of work. The team also focused on quality improvement and customer service by progressing work on introducing the electronic submission of documents for education providers.

A profile of accreditations

The 38 newly accredited programs (Figure 3) included:

- 5 enrolled nurse programs
- 19 registered nurse programs
- 9 midwifery programs including 1 re-entry program
- 1 prescribing for midwives
- 3 dual degrees
- 1 nurse practitioner program

At the end of 2021–22, we recorded 181 accredited programs of study delivered by 81 education providers. This is a decrease from 2020–21 when there were 184 accredited programs. This decrease is attributed to several providers taking longer to prepare and submit for accreditation resulting in expiry of accreditation, 44 programs were due to expire. Eight programs were discontinued (Figure 4) including:

- enrolled nurse programs
- 1 registered nurse program
- 2 EPIQ program
- 1 Re-entry RN program
- 1 dual degree
- 1 nurse practitioner program

However, all programs that are in 'teach-out' following expiry of accreditation are still subject to monitoring until all students have exited the program.

Figure 3: Distribution of programs accredited in 2020–21 by registration standard type

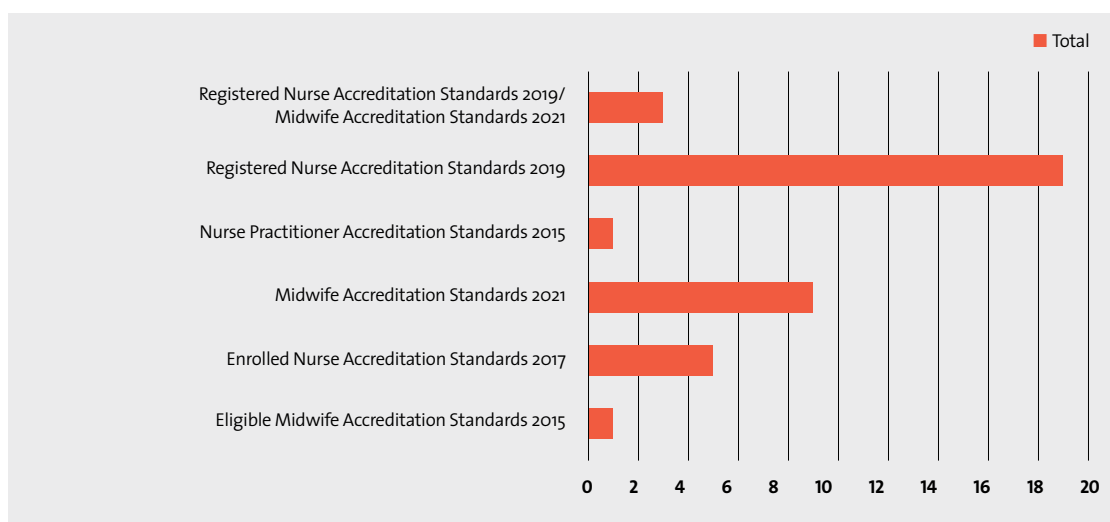
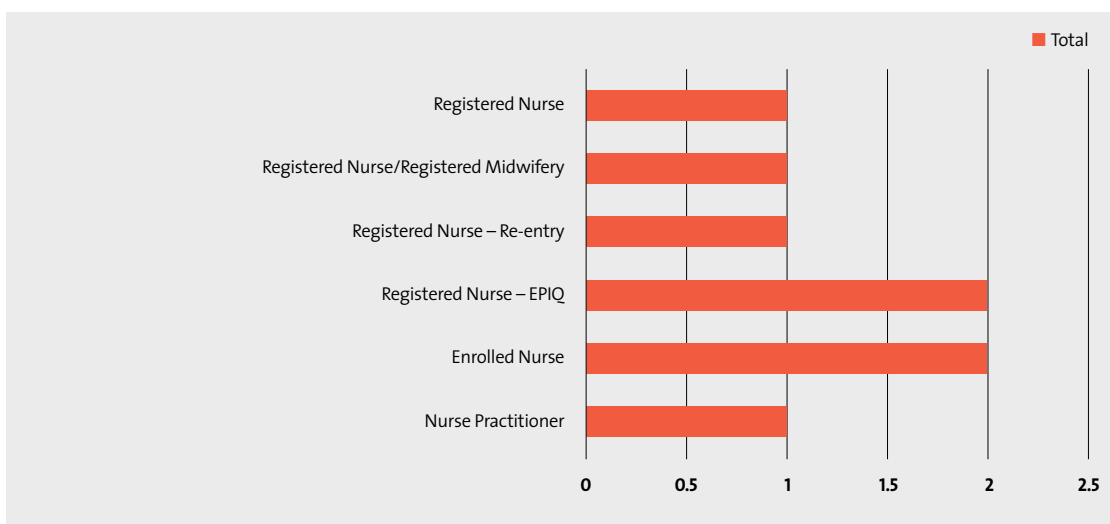


Figure 4: Discontinued programs by registration



A profile of monitoring activities

Section 50 of the Health Practitioner Regulation National Law requires ANMAC to monitor approved programs of study by conducting routine, targeted or random monitoring of accredited programs of study. Monitoring of ANMAC accredited and NMBA approved programs of study can include:

- reviewing annual program monitoring reports provided by education providers on the anniversary of accreditation
- reviewing targeted reporting requirements stipulated at the time the program is accredited, when a program change is approved or made because of a complaint conducting monitoring site visits
- requesting specific details on the impact of COVID-19 pandemic on programs
- investigating complaints.

This reporting year, we:

- reviewed 142 program monitoring reports
- reviewed 130 targeted monitoring reports
- reviewed 325 specific program change reports including responses to the COVID-19 pandemic surveys
- assessed 11 complaints.

We use monitoring functions to ensure approved programs continue to be delivered as accredited. As a result of strengthening ANMAC's risk-based accreditation processes, the number of specific monitoring reports increased by 19 per cent in 2021–22.

Quality improvement

REVIEW OF NURSE PRACTITIONER ACCREDITATION STANDARDS

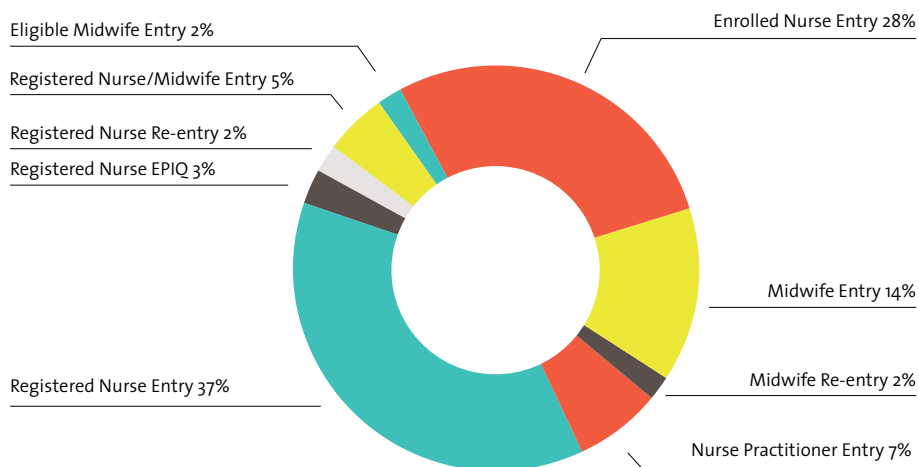
As described above, preparatory work began on the Nurse Practitioner Accreditation Standards 2015 in conjunction with the NMBA who will simultaneously be reviewing the endorsement requirements. The distribution of accredited programs by program type on 30 June 2022 is shown in Figure 5.

STAKEHOLDER FEEDBACK

The Accreditation Services team has reviewed ANMAC's education provider feedback process and made it nimbler and more responsive. Ongoing quality improvement principles have been embedded. This included:

- sending surveys to education providers to capture feedback
- looking at ways to improve response rates including sending surveys as soon as possible after accreditation to capture timely feedback
- sending self-assessment surveys to all assessment team members to discover any additional training needs that might be required
- convening a quality improvement committee to review and act on stakeholder feedback at regular intervals through the year.

Figure 5 Distribution of accredited programs by program type (30 June 2022)



OTHER ACTIVITIES

In 2021–22, members of the Accreditation Services team:

- represented ANMAC on professional reference groups for other health professions
- represented ANMAC on the Enrolled Nurse Industry Reference Committee
- represented ANMAC on the National Monitoring Delivery Committee to facilitate engagement with education providers offering the Diploma of Nursing
- represented ANMAC on the Digital Capabilities Advisor Group that shaped the Capability Framework in Digital Health in Medicine
- represented ANMAC on the Health Professions Accreditation Collaborative (HPAC) Forum Managers Sub Committee
- represented ANMAC on Intellectual Disability Health Education and Training Expert Advisory Group
- undertook program accreditation reviews for the Osteopathic Accreditation Council

FUTURE

We will continue to deliver quality accreditation services by:

1. ensuring accredited programs meet regulatory requirements by continuing to work with the NMBA, Australian Skills Quality Authority and Tertiary Education Quality and Standards Agency
2. finalising a training program for ANMAC accreditation assessors
3. working to complete and launch the new electronic document submission process for education providers
4. contribute to the upgrade of the ANMAC website including adding new content for Accreditation Services.

Skilled Migration Services

ANMAC's Skilled Migration Services (SMS) manage the assessment process for nurses and midwives who are wanting to migrate to Australia.



L to R Top: Kath Baird, Aeyasha Mohammed, Dhanushka Drummond
L to R Bottom: Taryn Duggan, Pan Warburton, Craig Bennett
No photo provided: Toni Pye

As the independent assessing authority nominated by the Department of Home Affairs (DoHA), ANMAC determines if an applicant has the qualifications and experience needed for migration to Australia under the General Skilled Migration Program. This determination then assists the DoHA with their decision making.

Applicants migrate to Australia from around the world, bringing with them skills, knowledge and experience. ANMAC's outcome goes part way to ensuring they have the best chance at migration as possible. We work closely with the DoHA and the Department of Employment and Workplace Relations to ensure skilled migrants are supported in their migration journey. Contemporary systems and policies ensure a robust and timely assessment process.

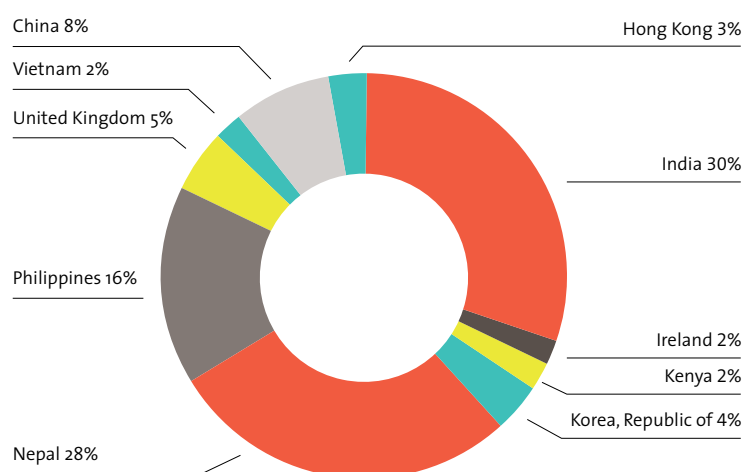
Who are ANMAC's applicants?

Skilled migration applicants come to ANMAC for a skills assessment because it is a requirement for their visa application. They are required to produce the ANMAC outcome letter as evidence of their suitability to migrate to Australia and practice as a nurse or midwife.

During 2021–22:

- 30% of applicants used a migration agent
- 16% of applicants were male
- Most came from Nepal, India, or the Philippines
- 50% of applicants are in their 20s, born between 1993 and 2002.
- 66% submit work experience for assessment. If ANMAC finds the work experience suitable and the minimum requirements have been met, periods of work are reported on in ANMAC's outcome letter.

Figure 6: Top 10 Countries of Birth



The applicant experience

For applicants wanting to migrate under the Australian Government's General Skilled Migration program they need to apply for a migration skills assessment online via the ANMAC website. Applicants then must provide documentation to support their education and work experience claims. They also must prove they are who they say they are.

In 2021/2022, ANMAC:

- received 9,914 applications, including 1,953 requests for updates (also known as re-issues)
 - Applicants residing overseas – 389 and yet to obtain registration
 - Applicants residing overseas but part-way through the (Australian Health Practitioner Regulation Agency (Ahpra) registration process – 200
 - Applicants living in Australia and registered with Ahpra – 9,323

- supported 9,063 applicants on their migration journey by completing a migration skills assessment.

Of these:

- 50% had completed an undergraduate nursing or midwifery program in Australia
- 9% brought their education and experience from the UK, Canada, Ireland, the US, or Hong Kong.
- 41% brought their overseas nursing and midwifery education and experience, as well as additional Australian or New Zealand qualifications.
- Applicants waited between 3–4 weeks to receive their assessment outcome.

Stakeholder engagement in 2021/2022

ANMAC continues to engage with the assessing authority network to ensure application and assessment processes remain contemporary and fit for purpose. Migration agents also engage with ANMAC to better understand the various migration pathways for nurses and midwives.

In 2020/2021, ANMAC participated in Pilots 1 and 2 of the Australian Government's Migrant Skills Incentive Program which saw the fast-tracking of 348 modified skills assessments. These pilots identified eligible applicants who were already in Australia and ready to contribute to the Australian workforce. By fast-tracking their assessments, they were able to participate in the workforce sooner. ANMAC also attended and presented at the Migration Institute of Australia's annual Symposium in May providing important information to assist and guide migration agents in applying for an ANMAC skills assessment.

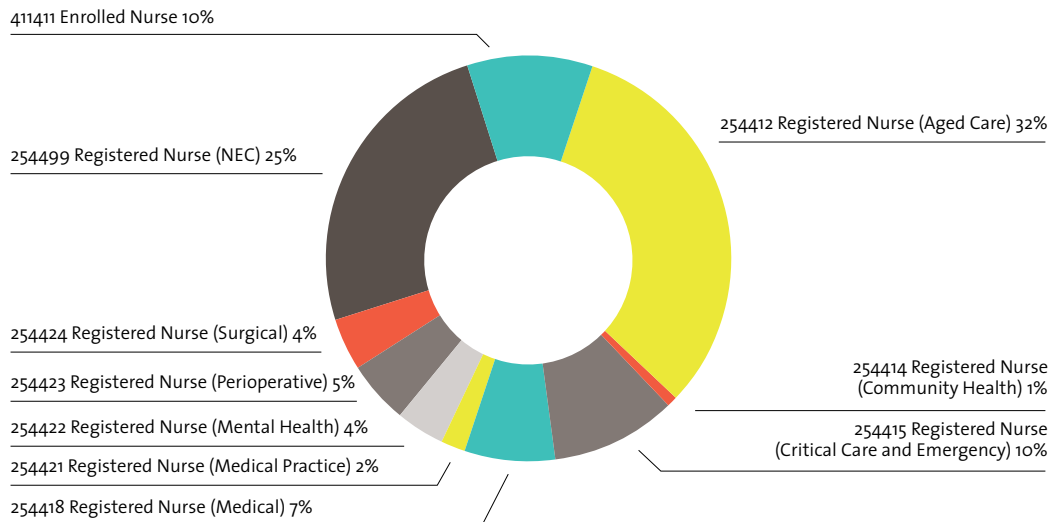
Improving what we do

ANMAC recently passed the Assessing Authority Quality Assurance (AAQA) Team's guidelines compliance and website audit. These monitoring activities support commitment to best practice. ANMAC continues to work closely with the AAQA team to effectively support Australia's skilled migration program.

Detecting fraud continues to be a primary focus for the assessment team. Regular training, including updates on the latest in fraud tactics assists the team in their decision making. All claims of Australian work experience are verified directly with the employer. This is mostly done over email and by phone and provides the assessor with an opportunity to ask additional information. Employers welcome this direct contact with ANMAC.

The website redesign and content review has provided staff with additional insights into the applicant experience. We continue to aim to provide an application process that is simple to understand and easy to navigate.

Figure 7: Top 10 ANZSCO Codes





Engaged Stakeholders



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Stakeholder Engagement..... 34



Stakeholder Engagement

In 2021–22, with the Coronavirus pandemic still continuing in the latter part of the year our face-to-face engagement activities were again put on hold or held via videoconference.

We continued to liaise and communicate with education providers to help them navigate the effects of the pandemic on their nursing and midwifery programs. We also worked closely with the Nursing and Midwifery Board of Australia to find solutions and provide guidance to our education providers as students assisted with vaccination hubs as part of their clinical placement. We engaged with education providers through email, communiques and attended meetings with education providers. We are fortunate to have employed Viviana Torres this year as our Comms and marketing person which has enabled us to be more active on social media channels. We have been better able to connect with a broader range of stakeholders through this medium. We are also planning the improvement of website following feedback from stakeholders.

Stakeholder Engagement Meetings

ANMAC continues to attend a number of major stakeholder meetings both Virtually and face to face when possible. ANMAC is an important contributor to Nursing and Midwifery policy in Australia. We also make important contributions to the Department of Education Skills and Employment and the Department of Immigration to support nurses and midwives migrating to Australia. ANMAC has a number of meetings with the following important stakeholder Groups:

- Australian Health Practitioner Regulatory Agency
- Accreditation Liaison Group
- Nursing and Midwifery Board of Australia
- Occupational English Test Advisory Meetings
- Health Professions Accreditation Collaborative Forum
- Accreditation Managers meeting
- Nursing and Midwifery Strategic reference Group
- Nursing and Midwifery Education Advisory Network
- Council of National Nursing and Midwifery Organisations
- Department of Education Skills and Employment Assessing Authority Critical Friends



National Conference Attendance

A key aspect of our face-to-face engagement is attendance and presentations at conference with a national audience and international audience. This provides us with an opportunity to share our expertise in accreditation of nursing and midwifery education programs and assessment of internationally qualified nurses and midwives

The Council of Deans of Nursing and Midwifery conference was held on the Sunshine Coast in March. This was the first Face to Face Conference that members of ANMAC attended resulting in a reunion with many of our education providers. It was a treasured experience to be able to interact face to face to hear really interesting papers for the first time in a while.

In May 2021 we held the ANMAC/APC Colloquium which was the first face to face Conference held in Australia since the start of the Pandemic. Unfortunately, we had to defer the 2022 Colloquium until September 2022. However, planning was well underway in this fiscal year, and we will be able to report on the 2022 Colloquium in 2022/2023 Annual Report.



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Directors' Report

The Directors present their report on Australian Nursing & Midwifery Accreditation Council (ANMAC) for the financial year ended 30 June 2022.

Directors	
The names of each person who has been a director during the year and to the date of the report are:	
Professor Wendy Cross (Chair)	Reappointed as chair on 09 November 2021
Professor Lorraine Sheppard (Deputy Chair)	Reappointed as deputy chair on 09 November 2021
Deb Blow	
Annie Butler	
Professor Joanne Gray	
Roslyn Jackson	
Sue McKerracher	Resigned on 25 February 2022
Adjunct Professor Kylie Ward	
Professor Roianne West	

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

Information on Directors	
Professor Wendy Cross – Chair	
Qualifications	RN, RPN, BAAppSc(AdvNsg), MEd, PhD, FACN, FACMHN, MAICD
Experience	Professor Wendy Cross is the Deputy Vice Chancellor, Academic at Federation University, Australia. In 2017, she was appointed as a National Mental Health Commissioner in Australia for a two-year term. Wendy has 47 years' experience as clinician, academic and applied researcher (and Principal Investigator) with a focus on mental health, health services evaluation and workforce. She has developed clinical best practices and workplace training extensively focused on public health services. She has received more than \$3 million in research grants, has more than 120 publications across all domains, has supervised multiple research candidates to successful completions and is regularly sought after for thesis examination. She reviews for a variety of health related peer reviewed journals. Wendy is a long-standing academic and has held senior appointments within Australia and holds a number of honorary professorial appointments. Currently she is a TEQSA expert; a member of the NSW Health Ethics Advisory Panel; Director of the Australian Nursing and Midwifery Accreditation Council (ANMAC); Director of the Australian Osteopathic Accreditation Council (AOAC). She has held numerous board director positions as well as multiple committees in health and education.

Information on Directors	
Professor Lorraine Sheppard – Deputy Chair; Chair of Governance Committee	
Qualifications	BAppSci (physiotherapy), MBA, PhD, GAICD, MAPHysioA
Experience	Professor Lorraine Sheppard is a respected Non-Executive Director and experienced Chair with deep expertise in regulation, accreditation, health, disability and education. She has significant experience in unifying diverse operations, business transformation, shapes strong corporate cultures and delivers increased stakeholder value. Lorraine is an influential ethical leader with an analytical mind and has many passions. These include working with vulnerable populations, improving the lives of people and their communities, philanthropy diversity and inclusion through the arts and sport. Through her time as CEO and Professor of physiotherapy and health care management she has operated in highly regulated health and education environments. Lorraine has a track record in delivering on growth strategies, research leadership, stakeholder engagement and business turnaround in start-up organisations, education and health.
Deb Blow – Director	
Qualifications	RN, BN, Grad Dip Crit Care, Grad Dip FET, GAICD
Experience	Deb Blow has worked in the health industry for over 35 years. Over this time, Deb worked as an aged care worker before going on to become an Enrolled Nurse and then a Registered Nurse. Deb has worked in a diverse range of areas including aged care, surgical, emergency, peri-operative and critical care in public, private and rural / remote settings prior to transitioning to the university and then VET sector. Deb is the Director of Faculty and Executive leader in Health and Nursing with TAFE Queensland. Her expertise and focus have been on supporting organisations 'grow their own workforce' through tailored delivery partnerships. As the Product Lead for delivery of Health and Nursing Training across TAFE Queensland, Deb oversees the development and management of TAFE Queensland Master Product. Deb holds roles on National committees such as the Nursing and Midwifery Strategic Reference Group, established to provide comment and advice to the Department of Health and the Chief Nursing and Midwifery Officer (CNMO); and the National Enrolled Nurse Advisory Council (NENAC), a peak body representing the TAFE Sector within Australia. Deb has also represented TAFE Directors Australia in Commonwealth appointed expert advisory groups in the health, aged care, and nursing industry. Deb is the recipient for the 2020 National Achievement Award through the Australian Training Awards.

Information on Directors	
Annie Butler – Director	
Qualifications	RN, BHSc, BN(Hons)
Experience	<p>Annie Butler is the Federal Secretary for the Australian Nursing and Midwifery Federation. Annie was formally appointed to the role in June 2018, having served as the Assistant Federal Secretary since March 2014, and following years of experience in the clinical, professional and industrial areas of nursing. Annie is a registered nurse with more than a decade's experience working in public hospitals, the community and on health education projects, and a further decade working in research and education. She worked for the New South Wales Nurses and Midwives' association, for a further decade, as a professional officer, organiser and lead organiser, prior to moving to the national position of Assistant Federal Secretary and now holding the position of Federal Secretary.</p> <p>Annie believes that we must fight to maintain the professions of nursing and midwifery in Australia and ensure their advancement. She is passionate about improving Australia's system of health and aged care and the critical role nurses and midwives have to play in the future of our health system. Annie is particularly keen to see nurses drive change for improvements in Australia's aged care sector. Annie has a degree in Health Science and an Honours degree in Nursing.</p>
Professor Joanne Gray – Director	
Qualifications	RM, RN, PhD, FACM
Experience	<p>Professor Joanne Gray is a leading midwifery academic and she has been involved in midwifery education in the higher education sector for many years. Joanne's current role is Acting Pro Vice-Chancellor, Education at the University of Technology Sydney (UTS). Joanne has worked as a midwife in both rural and metropolitan New South Wales and has played a key role in the development and implementation of midwifery curricula, including the first distance education midwifery program for registered nurses (Charles Sturt University, 1990) and the first Bachelor of Midwifery to be offered in NSW (UTS, 2005). Joanne has had a number of academic leadership positions including as Director of Studies and Course Coordinator for the Graduate Diploma and Bachelor of Midwifery programs and as Associate Dean, Teaching and Learning in the Faculty of Health at UTS. Joanne has been active in a number of governance roles and recently completed a six-year term as Chair of the UTS Academic Board and as a member and then Chair, Midwifery Accreditation Committee with ANMAC. Joanne has also recently completed a term as a health practitioner member of the NSW Board of the Nursing and Midwifery Board of Australia. Joanne is the current President of the Australian College of Midwives..</p>

Information on Directors	
Roslyn Jackson – Chair of Finance, Audit and Risk Committee	
Qualifications	FCA, FGIA, GAICD
Experience	Roslyn Jackson is a Fellow Chartered Accountant and a Fellow of the Governance Institute of Australia and the Australian Institute of Company Directors. She has held Senior Executive positions within the Australian Government and the private sector and has specialised in Public Financial Management and Public sector Governance. She has developed and facilitated training packages for many businesses; both for profit and not-for-profit, and for the government sector; Australian, state and local government. She has facilitated, written and reviewed courses on behalf of the Australian Institute of Company Directors since 1995, in the areas of finance, governance and risk. Roslyn is an experienced non-executive director, having held numerous positions predominantly in the NFP health and education sectors. She has held the chair of several boards and chaired audit, finance and risk sub-committees. Roslyn is currently Chair of Health Education Services Australia, Director of Australian Nursing and Midwifery Accreditation Council and Director of the Canberra Institute of Technology. She is also Chair of the Audit and Risk Committee for the National Blood Authority.
Sue McKerracher – Director (date of resignation: 25 February 2022)	
Experience	Sue McKerracher has been a media, marketing and advocacy professional for more than 30 years, working in the UK and Australia. In the 1980s she set up an award-winning full service communications agency in London. After a management buy-out in 2000, Sue continued as an adviser. Her client list included Ernst & Young, Unilever, Sovereign Capital, the Museums Libraries and Archives Council and British Library. Moving to Australia in 2007, Sue had her own company in Melbourne providing strategic advice, marketing, communications and project management to federal, state and local governments, cultural institutions, and universities. In 2012, Sue joined the Australian Library and Information Association (ALIA), the peak body for libraries and information professionals, as CEO, heading up the team based at ALIA House, Canberra, and staff working in every state and territory. In her current role, Sue works with other stakeholders to pursue a broad range of interests, including lobbying for copyright law reform, supporting humanities research, improving digital access to cultural collections, championing Australian writing, developing an early language and literacy strategy, and ensuring quality education through higher education and Vocational Education and Training (VET) course accreditation.

Information on Directors	
Adjunct Professor Kylie Ward – Director	
Qualifications	RN, MMgt, FACN, FCHSM (HON), Wharton Fellow, MAICD
Experience	Adjunct Professor Kylie Ward’s story is grounded in service to others, a vision for a greater future and tenacity to get the job done. Kylie’s strengths lie in breaking down the walls, reframing the issue for fresh thinking and bringing people together to create long-lasting solutions. Kylie currently serves as CEO of the Australian College of Nursing (ACN). She has led a program of transformation at ACN, increasing revenue, tripling student numbers, raising awareness of the profession and building a legacy of nursing leadership, policy, sponsorship, and community. Kylie is inspired to increase the recognition of nurses and women in society. Articulating and amplifying the professional voice of nurses, ensuring they have a major seat at the table to develop health and social policy. Kylie holds honorary academic appointments with five leading Australian universities. Before joining ACN, Kylie ran a successful consultancy specialising in transformation, executive coaching, leadership and change management. She is renowned for her business acumen, entrepreneurship, and visionary style leadership.
Professor Roianne West – Director	
Qualifications	PhD, MMHN, RN, BN, FHEA, FCATSINaM
Experience	Professor Roianne West is a Kalkadunga and Djaku-nde woman hailing from her grandmother’s ancestral lands in North West of Queensland. Her drive to improve Aboriginal and Torres Strait Islander health is part of a long family tradition and includes careers of nursing spanning four generations. Professor West is an active researcher and leads the Yuwan Gulgan study of Aboriginal and Torres Strait Islander Health and Cultural Safety Education and Training which aims to improve safety and quality in Aboriginal and Torres Strait Islander Health and Cultural Safety health professional education and training through an Indigenous Research lens. Professor West has completed a Bachelor of Nursing, a Masters of Mental Health Nursing, and a PhD which developed a model of excellence for increasing Indigenous nurses in Australia 2012. Professor West was Australia’s first Professor of Indigenous Health in a joint appointment between a state health service and a university school of nursing and midwifery, Foundation Chair in First Peoples Health, Director of the First Peoples Health Unit and the inaugural Dean of First Peoples Health all at Griffith University. Professor West is the only Aboriginal Nurse in the country currently who is a recipient of both the CATSINaM Sally Goold Award and Fellowship. She was also announced as the 2020 Lowitja Institute Cranlana and a Principle Fellow of the Higher Education Academy.

Objectives and strategies

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

Principal activities and achievements

The principal activities of ANMAC during the financial year were:

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

During the financial year, ANMAC completed 9,094 applications for assessment of qualifications and accredited 38 nursing and midwifery programs. No significant changes in the nature of ANMAC's activities occurred during the financial year.

Measurement of performance

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

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

Operating results and review of operations

The surplus of ANMAC and its consolidated entity for the year ended 30 June 2022 was \$1,776,145 (2021: \$1,789,576)

Members guarantee

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

Meetings of Directors

During the financial year, six meetings of directors were held. Attendances by each director during the year were as follows:

Directors' Meetings		
Name	Number eligible to attend	Number attended
Professor Wendy Cross (Chairperson)	6	5
Professor Lorraine Sheppard (Deputy Chairperson)	6	6
Deb Blow	6	6
Annie Butler	6	4
Professor Joanne Gray	6	6
Roslyn Jackson	6	6
Sue McKerracher	4	4
Adjunct Professor Kylie Ward	6	4
Professor Roianne West	6	3

Professor Wendy Cross and Adjunct Professor Kylie Ward were not eligible to attend one meeting during the year due to a potential conflict of interest.

Auditor's independence declaration

The auditor's independence declaration in accordance with section 60–40 of the *Australian Charities and Not-for-profits Commission Act 2012* (Cth), for the year ended 30 June 2022 has been received and can be found on page 6 of the financial report.

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



Wendy Cross
Chair



Roslyn Jackson
Chair – Finance Audit and Risk

Date: 7 September 2022



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

**To the Members of Australian Nursing and Midwifery Accreditation Council
Limited**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2022 there have been no contraventions of the auditor independence requirements as set out in any applicable code of professional conduct in relation to the audit.

Nexia Duesburys (Audit)
Canberra, 7 September 2022

G J Murphy
Partner

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Liability limited by a scheme approved under Professional Standards Legislation.

Consolidated Statement of Comprehensive Income
For the year ended 30 June 2022

	Note	2022 \$	2021 \$
Revenue			
Revenue from contracts with customers	3	7,741,381	7,001,079
Other revenue	3	36,046	109,682
		7,777,427	7,110,761
Expenses			
Communications and marketing		-	22,900
Consultancy expenses		285,459	144,045
Corporate expenses		186,152	199,566
Depreciation and amortisation		418,216	477,315
Amortisation of lease assets		279,120	279,119
Employee benefits expense		3,560,101	3,336,554
Superannuation		346,785	292,820
Lease interest		68,170	82,962
IT expenses		593,253	371,162
Lease expenses		7,706	7,589
Other property expenses		54,212	48,759
Recruitment expenses		77,803	12,047
Travel expenses		124,305	46,347
		6,001,282	5,321,185
Surplus/(Deficit) before income tax		1,776,145	1,789,576
Income tax expense	1(b)	-	-
Surplus/(Deficit) for the year		1,776,145	1,789,576
Total comprehensive income for the year		1,776,145	1,789,576

Consolidated Statement of Financial Position
For the year ended 30 June 2022

	Note	2022 \$	2021 \$
Assets			
Current assets			
Cash and cash equivalents	4	3,311,091	3,906,933
Trade and other receivables	5	362,089	234,120
Financial assets	6	10,616,555	7,616,555
Other assets	7	174,988	112,353
Total current assets		14,464,723	11,869,961
Non-current assets			
Property, plant and equipment	8	558,903	765,110
Intangible assets	9	164,634	254,082
Right of use assets	10	1,000,179	1,279,299
Total non-current assets		1,723,716	2,298,491
Total assets		16,188,439	14,168,452
Liabilities			
Current liabilities			
Trade and other payables	11	339,388	307,256
Lease liability	10	393,629	363,363
Employee provisions	12	591,342	556,797
Other liabilities – income received in advance		2,091,143	1,490,650
Total current liabilities		3,415,502	2,718,066
Non-current liabilities			
Provision for makegood		250,000	250,000
Lease liability	10	1,167,678	1,561,307
Employee provisions	12	36,210	96,175
Total non-current liabilities		1,453,888	1,907,482
Total liabilities		4,869,390	4,625,548
Net assets		11,319,049	9,542,904
Equity			
Retained surplus		11,319,049	9,542,904
Total equity		11,319,049	9,542,904

**Consolidated Statement of Changes in Equity
For the year ended 30 June 2022**

2022	Retained surplus	Total
	\$	\$
Balance at 1 July 2021	9,542,904	9,542,904
Total comprehensive income for the year	1,776,145	1,776,145
Balance at 30 June 2022	11,319,049	11,319,049

2021	Retained surplus	Total
	\$	\$
Balance at 1 July 2020	7,753,328	7,753,328
Total comprehensive income for the year	1,789,576	1,789,576
Balance at 30 June 2021	9,542,904	9,542,904

Consolidated Statement of Cash Flows
For the year ended 30 June 2022

	Note	2022 \$	2021 \$
Cash flows from operating activities:			
Receipts from fees, sales and grants		8,749,318	8,252,877
Payments to suppliers and employees		(5,820,608)	(4,953,393)
Interest received		28,642	28,670
Interest payments on lease liabilities		(68,170)	(82,962)
Net cash provided by/(used in) operating activities		2,889,182	3,245,192
Cash flows from investing activities:			
Proceeds from sale of plant and equipment		900	45
Payment for intangible assets		-	(24,507)
Purchase of plant and equipment		(122,561)	(115,419)
Payments for term deposits		(3,000,000)	(500,368)
Net cash provided by/(used in) investing activities		(3,121,661)	(640,249)
Cash flows from financing activities:			
Principal payment of lease liabilities		(363,363)	(334,785)
Net cash provided by/(used in) financing activities		(363,363)	(334,785)
Net increase/(decrease) in cash held		(595,842)	2,270,158
Cash and cash equivalents at beginning of year		3,906,933	1,636,775
Cash and cash equivalents at end of financial year	4	3,311,091	3,906,933

Notes to the Consolidated Financial Statements For the year ended 30 June 2022

1 Summary of significant accounting policies

Basis of Preparation

These consolidated financial statements and notes represent those of Australian Nursing and Midwifery Accreditation Council Limited (the Company or ANMAC) and its controlled entity Health Education Services Australia Pty Ltd (HESA) (jointly referred to as the Group).

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures, Interpretations of the Australian Accounting Standards Board and the Australian Charities and Not-for profits Commission Act 2012. The Company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards. The financial statements are presented in Australian dollars which is the Group's functional and presentation currency. The amounts presented in the financial statements have been rounded to the nearest dollar.

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

New and amended accounting policies adopted by the Company

The Company has adopted all of the new, revised or amended accounting standards and interpretations issued by the Australian Accounting Standards Board that are mandatory for the current reporting period.

For the year ended 30 June 2022, the Company has adopted AASB 1060 General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities.

Prior to the adoption of AASB 1060, the Company prepared financial statements under the Reduced Disclosure Requirements framework. The adoption of AASB 1060 has not had any material impact on the financial performance or position of the Company in either the current or prior financial reporting periods. As a result, comparative information has not been restated.

The adoption of AASB 1060 has resulted in some minor disclosure changes in the financial statements.

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

Accounting policies

(a) Principles of consolidation

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

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

(b) Income Tax

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

Notes to the Consolidated Financial Statements For the year ended 30 June 2022

(c) Leases

At inception of a contract, the Company assesses whether a contract is, or contains, a lease. A contract is considered to contain a lease if it allows the Company the right to control the use of an identified asset over a period of time in return for consideration.

Where a contract or arrangement contains a lease, the Company recognises a right-of-use asset and a lease liability at the commencement date of the lease.

A right-of-use asset is initially measured at cost, which is the present value of future lease payments adjusted for any lease payments made at or before the commencement date, plus any make-good obligations and initial direct costs incurred. Lease assets are depreciated using the straight-line method over the shorter of their useful life and the lease term. Periodic adjustments are made for any re-measurements of the lease liabilities and for impairment losses.

Lease liabilities are initially measured at the present value of future minimum lease payments, discounted using the Company's incremental borrowing rate if the rate implicit in the lease cannot be readily determined, and are subsequently measured at amortised cost using the effective interest rate. Minimum lease payments include fixed payments, amounts expected to be paid under a residual value guarantee, the exercise price of purchase options for which the Company is reasonably certain to exercise and incorporate the Company's expectations of lease extension options.

The lease liability is remeasured when there are changes in future lease payments arising from a change in rates, index or lease terms from exercising an extension or termination option. A corresponding adjustment is made to the carrying amount of the lease assets.

Short term leases (lease term of 12 months or less) and leases of low value assets (\$10,000 or less) are recognised as incurred as an expense in the consolidated statement of comprehensive income.

(d) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, deposits held at call with banks and other short term highly liquid investments that are readily convertible to known amounts of cash and are subject to an insignificant risk of change in value.

(e) Accounts Receivable and Other Debtors

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

(f) Revenue and other income

Revenue recognised under AASB 15 is measured at the amount which the Group expects to receive in consideration for satisfying performance obligations to a customer. A performance obligation is the distinct good or service defined within the contract with a customer. The transaction price is allocated to one or more performance obligations contained within the contract, with revenue being recognised as or when the performance obligation is satisfied.

Timing of Revenue Recognition

Revenue is recognised either at a point in time or over time, when (or as) the Group satisfies performance obligations by transferring the promised goods or services to its customers.

If the Group satisfies a performance obligation before it receives the consideration, the Group recognises either a contract asset or a receivable in its statement of financial position, depending on whether something other than the passage of time is required before the consideration is due. A contract liability is recognised where the Group has received funds but not satisfied its performance obligations.

Notes to the Consolidated Financial Statements For the year ended 30 June 2022

(f) Revenue and other income (continued)

Grant income

Grant revenue is recognised in profit or loss when the Group satisfies the performance obligations stated within the funding agreements. If conditions are attached to the grant which must be satisfied before the Group is eligible to retain the contribution, the grant will be recognised in the consolidated statement of financial position as a liability until those conditions are satisfied.

Service income

Revenue is recognised on the delivery of services to the customer over the relevant financial year.

Accreditation revenue

Accreditation revenue is brought to account on the basis of the stage of completion of each accreditation. As such the Group estimates the stage of completion of each accreditation that is in progress at the end of the reporting period. The estimates are based on a series of milestones that have been determined by management. Accreditation fees are billed in advance and recorded as 'Contract liabilities – income received in advance' in the consolidated statement of financial position until it is recognised as revenue.

Overseas assessment fees

Revenue from assessment fees is recognised over the period that the assessment process is performed. Assessment fees are paid on application and are non-refundable. Amounts received are recorded as 'Contract liabilities – income received in advance' in the consolidated statement of financial position until it is recognised as revenue.

Government assistance

Government assistance was received during the previous year under the Cash Flow Boost program. Payments under this program were recognised as revenue once the Group was entitled to receive the payments. A receivable was recognised at year end for any payments that the Group was entitled to that had not been received. Payments received were included as part of 'Government assistance' in the consolidated statement of comprehensive income.

Interest revenue

Interest revenue is recognised using the effective interest method.

Other income

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

(g) Goods and services tax (GST)

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

Receivables and payables are stated inclusive of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the consolidated statement of financial position.

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

Notes to the Consolidated Financial Statements For the year ended 30 June 2022

(h) Property, plant and equipment

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

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. All other repairs and maintenance are recognised as expenses in profit or loss in the financial period in which they are incurred.

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

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

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

Depreciation

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

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

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

(i) Accounts payable and other payables

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

Notes to the Consolidated Financial Statements For the year ended 30 June 2022

(j) Financial instruments

Initial recognition and measurement

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

Financial instruments (except for trade receivables) are initially measured at fair value plus transaction costs, except where the instrument is classified 'at fair value through profit or loss', in which case transaction costs are expensed to profit or loss immediately. In most circumstances trade receivables are initially measured at the transaction price.

Classification and subsequent measurement

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

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

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

Financial assets

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

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

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

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

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

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

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

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

Notes to the Consolidated Financial Statements For the year ended 30 June 2022

(j) Financial instruments (continued)

Financial liabilities

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

Impairment of financial assets

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

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

(k) Impairment of non-financial assets

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

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

(l) Intangibles

Intellectual property

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

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

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

Amortisation

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

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

Notes to the Consolidated Financial Statements For the year ended 30 June 2022

(m) Employee provisions

Short-term employee provisions

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

Other long-term employee provisions

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

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

Superannuation

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

(n) Economic dependence

The Australian Nursing and Midwifery Accreditation Council Limited (ANMAC) has been appointed as the independent accreditation authority for the nursing and midwifery profession in Australia until 30 June 2024 subject to satisfactory performance. The ability of ANMAC to undertake this role is dependent on the receipt of funding from the Australian Health Practitioner Regulation Agency, which has been secured until 30 June 2023. Without this funding Australian Nursing and Midwifery Accreditation Council Limited would be unable to undertake the accreditation role.

(o) Comparatives

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

Critical Accounting Estimates and Judgments

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

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

Key estimates

Accreditation revenue

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

Notes to the Consolidated Financial Statements
For the year ended 30 June 2022

2 Operating segments

	Accreditation		Skilled Migration Services and Other		Total	
	2022	2021	2022	2021	2022	2021
	\$	\$	\$	\$	\$	\$
Revenue						
Grant income received	2,920,847	2,863,575	-	-	2,920,847	2,863,575
Accreditation income	1,477,893	1,129,498	-	-	1,477,893	1,129,498
Overseas assessments	-	-	3,218,439	2,821,350	3,218,439	2,821,350
Other revenue	630	116	159,618	296,222	160,248	296,338
	4,399,370	3,993,189	3,378,057	3,117,572	7,777,427	7,110,761
Expenses						
Direct expenses	2,095,081	1,861,099	984,786	873,650	3,079,867	2,734,749
Overheads	1,706,865	1,644,853	1,214,550	941,583	2,921,415	2,586,436
	3,801,946	3,505,952	2,199,336	1,815,233	6,001,282	5,321,185
Net surplus/(deficit)	597,424	487,237	1,178,721	1,302,339	1,776,145	1,789,576

3 Revenue and Other Income

	2022	2021
	\$	\$
Revenue from contracts with customers		
Accreditation income	1,477,893	1,129,498
Grant income	2,920,847	2,863,575
Overseas assessment fees	3,080,943	2,821,350
Faster migrant skills assessment incentive*	137,496	-
Service and other fees	124,202	186,656
	7,741,381	7,001,079
* Faster migrant skills assessment incentives are short term and not on-going. Represented by:		
Revenue recognised at a point in time	-	-
Revenue recognised over time	7,741,381	7,001,079
	7,741,381	7,001,079
Other revenue		
Sundry income	8,639	48,750
Gain/(loss) on sale of assets	900	45
Interest income	26,507	40,887
Government assistance	-	20,000
	36,046	109,682

Notes to the Consolidated Financial Statements
For the year ended 30 June 2022

4 Cash and cash equivalents

	2022	2021
	\$	\$
Cash on hand	241	94
Cash at bank	3,310,850	3,906,839
	3,311,091	3,906,933

5 Trade and other receivables

	2022	2021
	\$	\$
Trade and other receivables	362,089	234,120
	362,089	234,120

6 Financial assets

	2021	2020
	\$	\$
Term deposits	10,517,883	7,517,883
Term deposit – Rental bond	98,672	98,672
	10,616,555	7,616,555

Term deposits have initial terms to maturity between 6 months and 1 year.

7 Other assets

	2022	2021
	\$	\$
Current		
Prepayments	160,165	95,395
Accrued income	14,823	16,958
	174,988	112,353

Notes to the Consolidated Financial Statements
For the year ended 30 June 2022

8 Property, plant and equipment

	2022	2021
	\$	\$
Plant and equipment		
At cost	330,360	216,419
Accumulated depreciation	(221,215)	(194,212)
	109,145	22,207
Furniture, fixtures and fittings		
At cost	1,172,873	1,174,030
Accumulated depreciation	(756,230)	(624,214)
	416,643	549,816
Computer software		
At cost	627,082	679,068
Accumulated depreciation	(593,967)	(485,981)
	33,115	193,087
	558,903	765,110

Movements in carrying amounts

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

	Plant and Equipment	Furniture, Fixtures and Fittings	Computer Software	Total
	\$	\$	\$	\$
Year ended 30 June 2022				
Opening balance	22,207	549,816	193,087	765,110
Additions	122,561	-	-	122,561
Depreciation expense	(35,623)	(133,173)	(159,972)	(328,768)
Balance at the end of the year	109,145	416,643	33,115	558,903

Notes to the Consolidated Financial Statements
For the year ended 30 June 2022

9 Intangible assets

	2022	2021
	\$	\$
Intellectual Property		
At cost	1,560,198	1,560,198
Accumulated amortisation	(1,395,564)	(1,306,116)
	164,634	254,082

Movements in Carrying Amounts

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

	Intellectual Property \$
Year ended 30 June 2022	
Opening balance	254,082
Additions	-
Amortisation	(89,448)
Balance at the end of the year	164,634

10 Lease assets and liabilities

	2022	2021
	\$	\$
Right-of-use-assets	-	-
Balance at beginning of the year	1,837,538	1,837,538
Balance at year end	1,837,538	1,837,538
Accumulated amortisation		
Balance at the beginning of the year	(558,239)	(279,120)
Amortisation for the year	(279,120)	(279,119)
Balance at year end	(837,359)	(558,239)
	1,000,179	1,279,299
Lease liabilities		
Current	393,629	363,363
Non-current	1,167,678	1,561,307
	1,561,307	1,924,670
Future lease payments		
Not later than one year	447,500	432,367
Later than one year and not later than five years	1,227,798	1,675,298
	1,675,298	2,107,665

The leases are related to ANMAC's office premises:

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

Notes to the Consolidated Financial Statements
For the year ended 30 June 2022

11 Trade and other payables

	2022	2021
	\$	\$
Trade and other payables	256,830	242,518
Accrued expenses	69,773	48,851
GST payable	12,785	15,887
	339,388	307,256

12 Employee provisions

	2022	2021
	\$	\$
Current		
Annual leave	275,060	300,557
Long service leave	316,282	256,240
	591,342	556,797
Non current		
Long service leave	36,210	96,175
	36,210	96,175
	627,552	652,972

13 Contingencies

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

Under the rental lease agreement for Majura Park there are contingent liabilities for repayment of the lessor's fitout contribution plus any outstanding lease commitments if a repayment event occurs. Where certain exception clauses apply, a lower amount may be payable in relation to outstanding lease commitments. The calculation of the contingent liabilities is determined by the rental lease agreement and the values are reducing over a set time period. The value of the contingent liabilities at year end are: Repayment of lessor's fitout contribution \$214,500 (2021:\$286,000) and if applicable, early surrender payment of \$149,053 (2021:\$149,053).

14 Events after the end of the reporting period

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

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

15 Related parties

Transactions between related parties are on normal commercial terms and conditions no more favorable than those available to other parties unless otherwise stated. No related party transactions occurred during the year except for the payments to key management personnel as disclosed in Note 17.

Notes to the Consolidated Financial Statements

For the year ended 30 June 2022

16 Financial assets and liabilities

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

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

	Note	2022 \$	2021 \$
Financial assets			
Financial assets at amortised cost:			
Cash and cash equivalents	4	3,311,091	3,906,933
Trade and other receivables	5	362,089	234,120
Term deposits	6	10,616,555	7,616,555
Total financial assets		14,289,735	11,757,608
Financial liabilities			
Financial liabilities at amortised cost:			
Trade and other payables	11	326,603	291,369
Total financial liabilities		326,603	291,369

17 Key management personnel remuneration

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

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

	2022 \$	2021 \$
KMP compensation	892,436	863,938

18 Auditors' Remuneration

	2022 \$	2021 \$
Audit and review of financial statements – current year accrual	23,700	22,675
Other assurance services – current year accrual	3,500	3,500
Prior year (over accrual)/under accrual	(5,525)	3,650
Accounting and tax assistance and advice	17,924	10,605
	39,599	40,430

Notes to the Consolidated Financial Statements For the year ended 30 June 2022

19 Members' guarantee

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

20 Statutory information

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

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

Directors' Declaration

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

The financial statements and notes, as set out on pages 10 to 27, are in accordance with the Australian Charities and Not-for-profits Commission Act 2012 and:

- a. comply with Australian Accounting Standards – Simplified Disclosures and the Australian Charities and Not-for-profits Commission Regulation 2013; and
- b. give a true and fair view of the financial position of the Group as at 30 June 2022 and of its performance for the year ended on that date.

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

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



Wendy Cross
Chair



Roslyn Jackson
Chair – Finance Audit and Risk Committee

Dated 7 September 2022



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

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Australian Nursing and Midwifery Accreditation Council Limited (the company) and controlled entities (the consolidated entity), which comprise the consolidated statement of financial position as at 30 June 2022, the consolidated statement of comprehensive income, consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

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

- (i) giving a true and fair view of the consolidated entity's financial position as at 30 June 2022 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards – Simplified Disclosures and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis for opinion

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

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

Other information

The directors are responsible for the other information. The other information comprises the information in Australian Nursing and Midwifery Accreditation Council Limited's directors' report for the year ended 30 June 2022, but does not include the financial statements and the auditor's report thereon.

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

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

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Independent Auditor's Report (Continued)

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

Directors' responsibility for the financial statements

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

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

Auditor's responsibility for the audit of the financial statements

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

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



Nexia Duesburys (Audit)
Canberra, 7 September 2022



G J Murphy
Partner



Annex A – Membership of ANMAC committees



Enrolled Nurse Accreditation Committee attendance (ENAC)..... 68

Midwife Accreditation Committee attendance (MAC)..... 69

Registered Nurse Accreditation Committee (RNAC) 70

Nurse Practitioner Accreditation Committee (NPAC)..... 71

Strategic Accreditation Advisory Committee (SAAC) 72

Enrolled Nurse Accreditation Committee Attendance (ENAC)

	29-Jul-21	26-Aug-21	30-Sep-21	28-Oct-21	18-Nov-21	09-Dec-21	03-Feb-22	03-Mar-22	07-Apr-22	05-May-22	02-Jun-22	Attendance	Eligible to Attend	% attendance
Melanie Birks	✓	✓	✓	✓	✓	✓	~					6	6	100
Kate McCluskey	✓	✓	✓	✓	o	✓	~					5	6	83
Corinne op't Hoog	✓	✓	✓	✓	o	✓	✓	✓	✓	✓	✓	10	11	91
Kathi Horton	✓	✓	✓	o	✓	✓	✓	✓	✓	✓	✓	10	11	91
Judy Peters	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	11	11	100
Catriona Booker	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	11	11	100
Susan Spozetta	c	✓	✓	✓	✓	✓	✓	✓	o	✓	✓	9	10	90
Emma Grady		c	✓	✓	✓	✓	✓	o	✓	✓	o	7	9	78
Linda Willington						c	✓	✓	✓	o	✓	4	5	80
Michelle Hall						c	✓	✓	✓	✓	✓	5	5	100

✓ Present o Absent ~ Stepped down c Commenced

Midwife Accreditation Committee (MAC)

	26-Jul-21	23-Aug-21	27-Sep-21	25-Oct-21	8-Nov-21	15-Nov-21	6-Dec-21	31-Jan-22	28-Feb-22	4-Apr-22	3-May-22	31-May-22	Attendance	Eligible to Attend	% attendance
Kathleen Baird		✓	✓	✓	○	✓	✓	✓	✓	✓		✓	9	10	90
Fiona Bogossian		✓	○	✓	✓	✓	✓	✓	✓	✓		✓	9	10	90
Amelia Druhan		○	✓	✓	✓	✓	✓	○	✓	✓		✓	8	10	80
Linda Sweet		✓	✓	○	✓	✓	✓	✓	✓	✓		✓	9	10	90
Sara Bayes		✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	10	10	100
Dianne Bloxsome		✓	✓	✓	✓	✓	✓	○	✓	✓		✓	9	10	90
Elaine Jefford					c	✓	✓	✓	✓	○		✓	5	6	83

✓ Present ○ Absent ~ Stepped down c Commenced ■ Meeting cancelled

Registered Nurse Accreditation Committee (RNAC)

	28-Jul-21	25-Aug-22	29-Sep-21	27-Oct-21	17-Nov-21	8-Dec-21	2-Feb-22	2-Mar-22	6-Apr-22	4-May-22	1-Jun-22	Attendance	Eligible to Attend	% attendance
Tracey Moroney	✓	✓	✓	✓	✓	✓		✓	✓	✓	o	9	10	90
Patsy Yates		c	✓	✓	o	✓		✓	✓	✓	✓	7	8	88
Ingrid Brooks	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	10	10	100
Karen Clark-Burg	✓	✓	✓	✓	✓	✓		✓	✓	✓	o	9	10	90
Lauren McTier	✓	✓	✓	✓	✓	o		✓	✓	✓	✓	9	10	90
Amanda Connors		c	✓	✓	✓	✓		✓	✓	✓	✓	8	8	100
Frank Donnelly		c	✓	✓	✓	✓		✓	✓	✓	✓	8	8	100
Sally Robertson		c	✓	✓	✓	✓		✓	✓	✓	✓	8	8	100
Leanne Heaton	✓	✓	~									2	2	100
Rhonda Wilson	o	✓	~									1	2	50

✓ Present o Absent ~ Stepped down c Commenced Meeting cancelled

Nurse Practitioner Accreditation Committee (NPAC)

	27-Jul-21	24-Aug-21	28-Sep-21	26-Oct-21	16-Nov-21	7-Dec-21	1-Feb-22	1-Mar-22	5-Apr-22	3-May-22	31-May-22	Attendance	Eligible to Attend	% attendance
Jane Currie	✓		✓	○		✓		✓	✓			5	6	83
Di Crellin	✓		✓	✓		✓		✓	✓			6	6	100
Petra Czarniak	✓		✓	✓		✓		✓	✓			6	6	100
Kathleen Tori	✓		✓	✓		✓		✓	✓			6	6	100
Leanne Boase	○		✓	✓		✓		✓	✓			5	5	100
Carol Grech	○		✓	✓		✓		✓	✓			5	5	100

✓ Present ○ Absent ~ Stepped down c Commenced ■ Meeting cancelled

Strategic Accreditation Advisory Committee (SAAC)

	03-Aug-21	04-Nov-21	27-Apr-22	Attendance	Eligible to Attend	% attendance
Fiona Stoker	✓	✓	✓	3	3	100
Margaret Gatling	✓	✓	✓	3	3	100
Moira Williamson	✓	✓	✓	3	3	100
Julianne Bryce	✓	✓	o	2	3	67
Melanie Birks	✓	~		1	1	100
Tracey Moroney	✓	✓	✓	3	3	100
Kathleen Baird	✓	✓	✓	3	3	100
Jane Currie	o	✓	✓	2	3	67

✓ Present o Absent ~ Stepped down c Commenced ■ Meeting cancelled

