



Australian  
**Nursing & Midwifery**  
Accreditation Council

The background features a photograph of a nurse in a clinical setting, wearing a dark blue uniform with red accents. She is focused on a task, possibly a patient's care. The image is overlaid with large, diagonal geometric shapes in shades of blue, orange, and white. The text '2022-23' is underlined, and 'Annual REPORT' is in a larger, bold font.

# 2022–23

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# Annual REPORT

[www.anmac.org.au](http://www.anmac.org.au)

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# Contents

<b>Message from Chair and Interim CEO</b>	<b>2</b>
<b>Introduction</b>	<b>4</b>
Our vision	5
Our mission	5
Our strategic objectives	5
Our values	5
<b>Who we are</b>	<b>6</b>
Board of Directors	6
The Accreditation Committee Members	7
Senior Management	7
<b>Educating the Nurse and Midwife of today &amp; the future</b>	<b>8</b>
<b>Contributing to the Nursing &amp; Midwifery Workforce</b>	<b>10</b>
<b>International and National Collaboration</b>	<b>12</b>
Consultations	13
Collaboration	13
<b>Financials</b>	<b>14</b>

# Message from Chair and Interim CEO

## Welcome to the Australian Nursing and Midwifery Accreditation Council (ANMAC) annual report for 2022/2023.

As the appointed accreditation and skilled migration authority for nursing and midwifery, we are proud to accredit and assess the following:

- Registered nurses
- Enrolled nurses
- Nurse practitioners
- Midwives

The COVID-19 tail still impacts the assessment of placement availability, but we see the end in sight. Many thanks for collaborating with the Council of Deans of Nursing and Midwifery (CDNM) and the Nursing and Midwifery Board of Australia (NMBA).

Over the last few years, ANMAC has focused on the quality cycle, inputs, comparisons, and models of outputs. Seeking our interprofessional comparisons and models, we have needed to be vigilant in skills migration, cyber security, and fraud. Quietly behind the scenes, as part of a striving quality cycle, we review and implement changes focused on our users' experience, leveraging information technology opportunities to provide data.

ANMAC continues its vital role underpinning the challenges in the workforce in nursing and midwifery as we contemplate future healthcare, mobility of the workforce and changes on the horizon arising from royal commissions and government reviews. We are actively participating in reviews of nursing and midwifery; more details in our collaboration section.

Nothing is done all by itself. You can't do it alone – and so, it is with the community and people of ANMAC. We have surrounded ourselves with a really strong team who have complementary abilities.

But to make it work, we have inspired trust and confidence in a common purpose and ambition. We apply our values lens to all we do and are guided by the values in our strategies.

The strength of our approach is our balance of members and an independent board of directors, who provide context and keep ANMAC guided on regulation, good governance, and industry changes.

ANMAC has long been committed to ensuring nurses and midwives have the appropriate level of education to provide culturally safe nursing care for First Nations Peoples. Since 2012, in consultation with First Nations nurses, midwives and academics, Nursing and Midwifery accreditation standards require that nursing and midwifery programs contain a subject that addresses the history, health, wellness and culture of the Aboriginal and Torres Strait Islander Peoples. This commitment extends to ensure First Nation Peoples are represented on Accreditation Committees, and all staff have completed Cultural Safety Training.



**L to R:** Lorraine Sheppard,  
Chair of the Board and  
Greg Cantwell, Interim CEO

Recently, we have seen considerable change “at the top” with a new Interim CEO and Chair of the Board. As outgoing CEO Fiona Stoker, Chair Wendy Cross and Margaret Gatling, Accreditation Director, we thank them and wish them well as they conclude their terms of appointment.

What this does is bring fresh eyes to ANMAC. Change is often a little uncomfortable, but what an exciting time for us to take the role of Chair of the Board, having joined the ANMAC board in 2017 and Interim CEO in April 2022.

We continue to apply more flexible working arrangements to enable access whilst attracting and retaining staff, many of whom are nurses and midwives; accommodation of new working environments. Necessarily, we are strengthening IT, our outward-facing portals and quality assurance constantly. Big legacy projects are being tackled in IT and cyber security, as well as using it for onboarding and moderating our assessors in accreditation.

We are customer-facing – helping others to get things done, supporting our provider’s journey and our information requirements for accreditation and assessment. Thank you to those who provided feedback to our recent survey, which we, as part of our strategy planning, sought out your views. Feedback can feel challenging but is essential, and we have completed a board review and skills matrix review.

ANMAC continues its thinking broadly and for the long term. Accreditations have increased, and we have responded with a significantly reduced average time to accredit. Supporting the future health workforce, our skilled migration assessment has exploded in number.

We would like to personally thank the dedicated nurses, midwives and nurse practitioners who continue to contribute to our accreditation and skilled migration committee panels and welcome us to site visits.

We are very grateful to our many partners, including the Council of Deans of Nursing and Midwifery, the Nursing and Midwifery Board of Australia and the many organisations we collaborate with. Thank you to our fellow Board members, executive team, staff, and everyone for a fantastic year.

**Lorraine Sheppard**  
Chair of the Board

**Greg Cantwell**  
Interim CEO

# Introduction

Australia Nursing and Midwifery Accreditation Council (ANMAC) is the external and independent accreditation entity under the National Law by agreement with the Nursing and Midwifery Board of Australia (NMBA).

In addition, ANMAC assesses the qualifications and skills of internationally qualified nurses, midwives, and related health practitioners who wish to migrate to Australia through agreements with the Department of Home Affairs.

Through this work, ANMAC contributes to educating the Nurse and Midwife of today and the future, and Australia's Nurse and Midwifery workforce.

## Our vision

Excellence in Nursing and Midwifery education and accreditation to achieve 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 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.

### Life-long learning

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

# Who we are

## Board of Directors

**Top L to R:** Professor Lorraine Sheppard (Chair), Professor Roianne West (Deputy Chair), Adjunct Professor Kylie Ward, Deb Blow

**Bottom Row:** Roslyn Jackson, Professor Joanne Gray, Annie Butler, Wendy Cross (resigned 6/6/23)

As at 30/6/23



## The Accreditation Committee Members

### Enrolled Nurse Accreditation Committee

Mrs Judy Peters  
Dr Catriona Booker  
Ms Susan Spozetta  
Ms Emma Grady  
Ms Linda Willington  
Ms Michelle Hall  
Ms Kathi Horton  
Ms Corrine Op't Hoog

### Nurse Practitioner Accreditation Committee

Dr Jane Currie  
Assoc Prof Dianne Crellin  
Dr Petra Czarniak  
Dr Kathleen Tori  
Ms Leanne Boase  
Prof Carol Grech  
Ms Josephine Burton

### Registered Nurse Accreditation Committee

Prof Tracey Moroney  
Distinguished Prof Patsy Yates  
Dr Ingrid Brooks  
Prof Lauren McTier  
Prof Karen Clark Burg  
Dr Amanda Connors  
Assoc Prof Frank Donnelly  
Adj Prof Sally Robertson

### Midwife Accreditation Committee

Prof Fiona Bogassian  
Dr Dianne Bloxsome  
Dr Elaine Jefford  
Dr Marnie Griffiths  
Prof Kathleen Baird  
Prof Linda Sweet  
Dr Sara Bayes  
Assoc Prof Donna Hartz

### Strategic Accreditation Advisory Committee

Prof Moira Williamson  
Ms Julianne Bryce  
Tracey Moroney  
Prof Kathleen Baird  
Mrs Judy Peters  
Dr Jane Currie

## Senior Management



**L to R:** Greg Cantwell, Alan Merritt, Kathryn Baird, David Richardson, Fiona Stoker retired on 30/11/2022.

# Educating the Nurse and Midwife of today & the future

ANMAC accredits Nursing and Midwifery Education Programs delivered by Education Providers in the university and vocational education sectors and registered training organisations.

Accreditation is provided by a team of nursing and/or midwifery peers against a set of standards approved by the Nursing and Midwifery Board of Australia. Only those students studying an accredited course are eligible to be registered with the Nursing and Midwifery Board of Australia on completion of their studies.

In 2022/23, forty-four (44) new nursing and midwifery programs were accredited. There were 148 changes to existing accredited programs, including eight new program delivery sites.

## THE 44 NEWLY ACCREDITED PROGRAMS INCLUDE:



**18** ENROLLED NURSE PROGRAMS



**11** REGISTERED NURSE PROGRAMS



**10** MIDWIFERY PROGRAMS  
Including 1 re-entry program



**1** PRESCRIBING FOR MIDWIVES



**3** DUAL DEGREES



**1** NURSE PRACTITIONER PROGRAM

**176 ACCREDITED STUDY PROGRAMS**

Delivered by 106 education providers



The ongoing impact of COVID-19 during this period on education programs remained. ANMAC processed 395 requests from education providers to reduce professional placement hours. In turn, this helped 4,293 students complete their studies throughout the COVID-19 years 2020-2023. ANMAC continued to provide support regarding the reduction in the number of professional placement hours for Registered and Enrolled nursing students, until 30 April 2023.

### Distribution of accredited programs by program type (30 June 2023)



# Contributing to the Nursing & Midwifery Workforce

Australia has a mix of domestically trained and overseas-born nurses and midwives to meet health workforce needs. Nurses and midwives migrating to Australia require a skills assessment to demonstrate they have the necessary qualifications, skills, and experience to work in Australia. ANMAC undertakes these assessments.

## SKILLED MIGRATION SERVICES

**95%**  
INCREASE ▲

in new applications  
when compared with  
applications made in  
2021/2022

IMPLEMENTED  
A NEW  
COMMUNICATIONS  
STRATEGY



Introduced  
new verification  
processes



Information  
sessions

AT UNIVERSITIES,  
TAFE'S AND RTO'S

**15502**

NEW APPLICATIONS  
RECEIVED

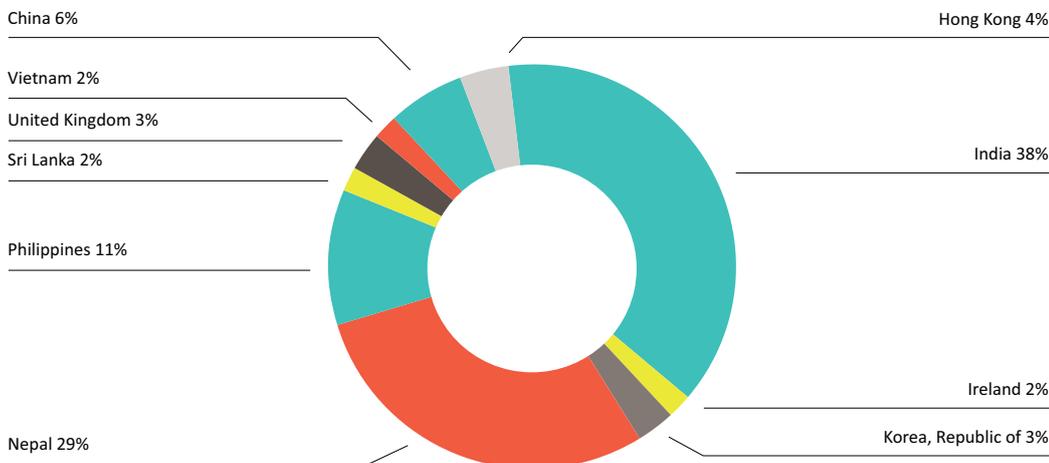


Began assessing  
personal care workers  
to support the  
Aged Care industry

In 2022/23, ANMAC undertook 16,270 assessments, a 95% increase on last year. This represents a 30% increase in applications from nurses living overseas, primarily from the United Kingdom and Hong Kong, who had the qualifications equivalent to those required for registration in Australia. However, India and Nepal remain the two countries where Nurses and Midwives are most likely to migrate from making up 67% of all applications.

Under agreement with the Department of Home Affairs, ANMAC has also commenced Assessments of Nursing Support Workers and Personal Care Assistants as part of the Aged Care Labour Agreement.

### Top 10 Applicant Countries of Birth



# International and National Collaboration

Collaboration, consultation, and engagement underpin the work at ANMAC. ANMAC consults widely and is consulted on many aspects of Nursing and Midwifery, from education programs, workforce issues, scope of practice, standards, students' clinical placements, and Birthing on Country.



## Consultations

- Nurse Practitioner Standards
- Registered Nurse Prescribing Accreditation Standards
- Education Provider Stakeholder Engagement Survey
- Independent review of health practitioner regulatory settings (Kruk Review), COAG, National Cabinet

## Collaboration

- Co-led webinars with the Department of Home Affairs and the Australian Community Workers Association (ACWA) to support the introduction of the Aged Care Industry Labour Agreement.
- Represented at the Aged Care Week Expo in Sydney with Australian Community Workers Association.
- CATSINaM 25th Anniversary Conference: Former CEO, Fiona Stoker, was an invited speaker on Education in Aboriginal and Torres Strait Islander Healthcare.
- 12th International Council of Nurses, Nurse Practitioner / Advanced Practice Nursing Conference – Invited Speaker – Global and National Perspectives on Regulation of Advanced Practice through the lens of critical discourse analysis.
- Inter Professional Education Colloquium 2022, ‘Enlighten, empower, and emancipate: Planting the seeds to future proof our professions’ hosted in partnership with Australian Pharmacy Council.

- Actively supporting the South Pacific Chief Nursing and Midwifery Officers Alliance Regional Quality Improvement Program which supports Pacific Island countries to strengthen their health systems nursing and midwifery education and practices.
- Participants in the Trans-Tasman Midwifery Education Consortium Conference 2023.
- Health Professional Accreditation Collaborative Forum and Forum of National Chairs members.
- Chief Nursing and Midwifery Office and are members of:
  - Nursing and Midwifery Strategic Reference Group
  - National Nursing Workforce Strategy – Strategic Advisory Group
  - Early Career Nurse and Midwife Working Group.
- Coalition of National Nursing and Midwifery Organisations (CoNNMO) is made up of 63 national nursing and midwifery organisations in an alliance to work collectively to advance the nursing and midwifery profession to improve health care.
- Council of Deans of Nursing and Midwifery (Aust & NZ).
- Nursing and Midwifery Board of Australia
- Department of Home Affairs.
- South Pacific Chief Nursing and Midwifery Alliance.

**Above left:** South Pacific Chief Nursing and Midwifery Officers Alliance Regional Quality Improvement Program

**Right:** Former CEO, Fiona Stoker speaking at the CATINaM 25th Anniversary Conference

# Financials



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## 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 2023, the consolidated statement of profit or loss and other 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 2023 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 2022.

#### 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 2023, 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.

#### Audit. Tax. Advisory.

Nexia Dunsborgs (Audit) (ABN 21 041 530 272) is a firm of Chartered Accountants. It is affiliated with, but independent from Nexia Australia Pty Ltd. Nexia Australia Pty Ltd is a member of Nexia International, a leading, global network of independent accounting and consulting firms. For more information please see [www.nexia.com.au/legal](http://www.nexia.com.au/legal). Neither Nexia International nor Nexia Australia Pty Ltd provide services to clients.

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

**Directors' responsibility for the financial statements**

The directors of the company are responsible for the preparation of the financial statements that give a true and fair view in accordance with Australian Accounting Standards – 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](http://www.auasb.gov.au/auditors_responsibilities/ar3.pdf). This description forms part of our auditor's report.

A handwritten signature in blue ink, appearing to read "G J Murphy".

A handwritten signature in blue ink, appearing to read "G J Murphy".

**Nexia Duesburys (Audit)**  
Canberra, 13 September 2023

**G J Murphy**  
Partner

Consolidated Statement of Profit or Loss  
As at 30 June 2023

	Note	2023 \$	2022 \$
<b>REVENUE</b>			
Revenue from contracts with customers	3	10,323,459	7,741,381
Other revenue	3	505,093	36,046
		10,828,552	7,777,427
<b>EXPENSES</b>			
Consultancy expenses		380,741	285,459
Corporate expenses		290,834	186,152
Depreciation and amortisation		284,541	418,216
Amortisation of lease assets		279,120	279,120
Employee expenses		4,298,409	3,560,101
Superannuation		454,267	346,785
Lease interest		53,010	68,170
IT Expenses		1,040,249	593,253
Lease expenses		8,056	7,706
Other property expenses		49,498	54,212
Recruitment expenses		91,735	77,803
Project contribution		105,859	-
Travel expenses		492,301	124,305
		7,828,620	6,001,282
Surplus/(Deficit) before income tax		2,999,932	1,776,145
Income tax expense	1(b)	-	-
Surplus/(Deficit) for the year		2,999,932	1,776,145
Total comprehensive income for the year		2,999,932	1,776,145

Consolidated Statement of Financial Position  
As at 30 June 2023

	Note	2023 \$	2022 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents		<b>4,132,115</b>	3,311,091
Trade and other receivables		<b>92,698</b>	362,089
Financial assets		<b>12,617,031</b>	10,616,555
Other assets		<b>291,865</b>	174,988
<b>TOTAL CURRENT ASSETS</b>		<b>17,133,709</b>	14,464,723
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment		<b>406,839</b>	558,903
Intangible assets		<b>108,709</b>	164,634
Right-of-use assets	1	<b>721,059</b>	1,000,179
<b>TOTAL NON-CURRENT ASSETS</b>		<b>1,236,607</b>	1,723,716
<b>TOTAL ASSETS</b>		<b>18,370,316</b>	16,188,439
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables		<b>546,069</b>	339,388
Lease liability		<b>425,669</b>	393,629
Employee provisions		<b>613,781</b>	591,342
Contract liabilities – income received in advance		<b>1,460,805</b>	2,091,143
<b>TOTAL CURRENT LIABILITIES</b>		<b>3,046,324</b>	3,415,502
<b>NON-CURRENT LIABILITIES</b>			
Provision for makegood		<b>250,000</b>	250,000
Lease liabilities		<b>742,009</b>	1,167,678
Employee provisions		<b>13,002</b>	36,210
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>1,005,011</b>	1,453,888
<b>TOTAL LIABILITIES</b>		<b>4,051,335</b>	4,869,390
<b>NET ASSETS</b>		<b>14,318,981</b>	11,319,049
<b>EQUITY</b>			
Retained surplus		<b>14,318,981</b>	11,319,049
<b>TOTAL EQUITY</b>		<b>14,318,981</b>	11,319,049

## Directors' Declaration

### Australian Nursing and Midwifery Accreditation Council Limited

ABN: 91 021 040 318

### Directors' Declaration

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

The financial statements and notes, as set out on pages 9 to 26, 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 2022; and
- (b) give a true and fair view of the financial position of the Group as at 30 June 2023 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 2022.

Lorraine Sheppard

Chair

Roslyn Jackson

Chair - Finance Audit and Risk Committee

13 - 9 - 23

Dated



