



Australian
Nursing & Midwifery
Accreditation Council



Annual Report 2023/24





Acknowledgement

The Australian Nursing and Midwifery Accreditation Council honours the traditional Custodians of Country throughout Australia. We acknowledge the continuing connection of traditional custodians to the land, waters, and sky. We are grateful to share these lands, waters and sky today, we express our sorrow for the costs of that sharing, and our hope and belief we can move to a place of equity, justice, and partnership together.

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Message from Chair



ANMAC Board Chair
Professor Roianne West (Kalkadunga Djunde)

Presenting this year's ANMAC Annual Report is an honour and privilege. Since assuming the role of Chair in May 2024, I have had the opportunity to witness ANMAC's remarkable strength and adaptability as we respond to an ever-changing healthcare landscape. This year has been a significant transformation, shaped by leadership transitions, strategic updates, and an unwavering commitment to maintaining excellence in accreditation and workforce regulation.


ANMAC's work is essential to the future of healthcare in Australia. As the accrediting body for nursing and midwifery education and a key player in assessing internationally trained professionals, ANMAC is crucial in ensuring our healthcare system remains equipped to meet the growing demands. Now, more than ever, balancing safeguarding public health with supporting a skilled and sustainable workforce is critical. The Board and I remain committed to strong governance that enables us to seize new opportunities while managing the challenges ahead.

This report captures the milestones achieved over the past year and outlines the forward-thinking vision that will guide us in the years to come. With the collective efforts of the Board, I am committed to advancing our strategic priorities and promoting collaboration across the sector, ensuring ANMAC remains at the forefront of accreditation and regulatory excellence.

Previous Board Members

We would like to take a moment to express our sincere appreciation and gratitude to our previous Board Directors. Their leadership and dedication have played a crucial role in shaping the organisation throughout their tenure:

- **Professor Karen-Leigh Edward** served as an ANMAC Director from 2023 -2024. We are deeply saddened by her passing in May 2024 and extend our condolences to her family, friends, and colleagues. Karen-Leigh's wisdom, compassion, and dedication to the health sector will be greatly missed by all who had the privilege of working with her. A full memorandum honouring her legacy and contributions can be found later in this report.
- **Adjunct Professor Kylie Ward** contributed as an ANMAC Director from 2015 to 2024, also holding the role of Chair from December 2023 to May 2024. Her commitment to advancing nursing standards and fostering excellence has imprinted on ANMAC's development and direction.
- **Professor Lorraine Sheppard** served as an ANMAC Director from 2017 to 2023, including a term as Chair from June 2023 to December 2023. Her strategic insights and steady leadership were invaluable during significant transition and growth periods.
- **Roslyn Jackson** served as an ANMAC Director from 2017 to 2023. Her expertise in governance and her passion for the sector have been instrumental in reinforcing the foundation on which ANMAC continues to grow.



We extend our heartfelt thanks for their years of service and unwavering commitment to ANMAC. Their efforts and contributions will continue to shape the organisation's path, guiding us as we face the challenges and opportunities of the future.

Significant leadership changes at ANMAC have occurred over the past year. We sincerely thank John Kelly, who concluded his tenure as CEO in July 2023, for his dedication and contributions during his time with the organisation. Following John's departure, Greg Cantwell took on the role of Interim CEO, offering steady leadership and invaluable guidance throughout this transitional period. We are deeply grateful to Greg for his commitment and the crucial support he provided during this time.

In February 2024, we welcomed Tanya Vogt as ANMAC's new CEO. The Board is confident that under Tanya's leadership, ANMAC will continue to grow, embrace new opportunities, and ensure we remain at the forefront of accreditation and workforce regulation for nursing and midwifery in Australia.

Strategic Plan and Core Values

In September 2023, ANMAC's Board and team undertook a comprehensive review to refresh our Strategic Plan and reaffirm the values that define our organisation. This process provided an opportunity to refine our focus and align our efforts with the changing needs of Australia's healthcare sector. Our updated Strategic Plan is built on four essential pillars—Accrediting, Assessing, Advocating, and Innovating—which form the foundation for ANMAC's continued evolution into a more efficient, effective, and future-ready organisation.

- **Accrediting:** We are committed to upholding rigorous nursing and midwifery education standards. Our accreditation processes ensure that healthcare professionals are competent and deliver safe, high-quality care.

- **Assessing:** As the designated assessment authority for internationally educated professionals, we strive to streamline assessment processes, ensuring they are accessible, efficient, and responsive to the demands of Australia's growing healthcare workforce.

- **Advocating:** ANMAC actively promotes high public safety and professional competency standards. We work to ensure that nurses' and midwives' voices are represented and heard within the broader healthcare system, influencing policy and regulatory frameworks.

- **Innovating:** Innovation is crucial to maintaining relevance and excellence. We embrace new ideas and forward-thinking solutions to meet the evolving challenges of the healthcare sector, ensuring that our accreditation and assessment services remain cutting-edge and effective.

Our Values and Leadership Commitment

At ANMAC, we believe that our values are not just statements but essential principles that guide everything we do. The Board is central in ensuring these values are deeply embedded in the organisation's culture and integrated into day-to-day operations. Through our governance, we oversee how these principles shape decision-making, strategic initiatives, and stakeholder relationships.



- **Integrity:** The Board ensures integrity is upheld throughout ANMAC by promoting transparency, accountability, and ethical practices. We are committed to aligning every action with our responsibility to the healthcare sector.

- **Collaboration:** Collaboration lies at the heart of our operations. The Board actively fosters teamwork within ANMAC and cultivates partnerships with external stakeholders. We regularly monitor internal communication and teamwork to ensure cooperation is a core strength of the organisation.

- **Respect:** Inclusivity and respect are central to ANMAC's interactions. Our policies and practices promote mindfulness, kindness, and appreciation of diversity. Our governance emphasises the importance of a respectful culture that values the perspectives and contributions of individuals from all backgrounds.

- **Excellence:** We are committed to delivering excellence in everything we do. The Board establishes high expectations for continuous improvement and quality, ensuring that ANMAC's work meets the evolving needs of healthcare providers and the community. Regular reviews of performance outcomes and stakeholder feedback keep us aligned with these goals.

- **Innovation:** The Board encourages innovation across all ANMAC operations areas. We support creative thinking, research, and new ideas to ensure our services remain ahead of emerging trends in education, accreditation, and workforce migration.

As custodians of these values, the Board remains dedicated to fostering a strong organisational culture that embodies integrity, collaboration, respect, excellence, and innovation. These principles will continue to shape ANMAC's direction as we respond to challenges, explore new opportunities, and work toward building a future-ready organisation.

Acknowledgment of the Member Organisations

We extend heartfelt appreciation to our esteemed member organisations for their continued collaboration and support. The Australian College of Nursing, Australian College of Midwives, Australian Nursing and Midwifery Federation, Congress of Aboriginal and Torres Strait Islander Nurses and Midwives, and the Council of Deans of Nursing and Midwifery play essential roles in shaping the future of nursing and midwifery across Australia. Their expertise, leadership, and advocacy are critical to the effectiveness of our accreditation and assessment efforts. We are truly grateful for their dedication to advancing the profession and their partnership with ANMAC to maintain the highest standards of education, clinical practice, and healthcare delivery nationwide.

Acknowledgment of the Accreditation Committees

I sincerely thank the dedicated nurses, midwives, and nurse practitioners who generously contribute their expertise to our accreditation committees. Their efforts are vital in safeguarding the quality and safety of nursing and midwifery education throughout Australia. I sincerely thank the Chairs and committee members for their steadfast commitment and service. Their dedication ensures that ANMAC's accreditation processes uphold the highest levels of excellence, integrity, and professionalism.

Acknowledgment of the Board

I sincerely thank my fellow Board members for their exceptional leadership during this year of significant transitions. Their insightful guidance and unwavering dedication have been instrumental in managing change and positioning ANMAC for ongoing success. Through their vision and commitment, the Board has maintained a clear focus on our purpose while effectively responding to the shifting demands of the healthcare sector.



Acknowledgment of the Executive Team and Staff

I want to extend my sincere appreciation to the ANMAC executive team and staff for their relentless dedication and hard work. Your resilience, professionalism, and steadfast commitment have been essential in implementing our strategic initiatives and upholding the excellence of our accreditation and assessment processes. Your efforts enable ANMAC to maintain high standards and provide vital support to the healthcare workforce throughout Australia.

Looking Ahead: Governance for a Changing Landscape

Looking ahead, the ANMAC Board remains committed to providing strong governance that anticipates and responds to the evolving demands of Australia's healthcare workforce. As the sector faces workforce shortages, technological advancements, and shifting healthcare delivery models, we focus on ensuring that ANMAC remains adaptable, innovative, and resilient. A key priority will be addressing the growing need for skilled healthcare professionals by continuously refining our accreditation processes to maintain high standards and align with the evolving needs of nursing and midwifery education.

The Board will also concentrate on workforce regulation challenges, particularly international migration and the integration of internationally educated professionals. We recognise the importance of maintaining rigorous yet flexible assessment frameworks to ensure competence while creating smoother pathways for these professionals to contribute to Australia's healthcare system. In collaboration with the executive team, we are committed to ongoing improvements that uphold the quality of education and professional readiness.

Our governance approach will continue to foster partnerships with educational institutions, professional bodies, and government agencies, ensuring our regulatory frameworks effectively support safe and high-quality healthcare. Guided by our core values of integrity, collaboration, respect, excellence, and innovation, the Board is confident that ANMAC is well-prepared to meet current challenges and lead future advancements. Together with the executive team and stakeholders, we are ready to navigate the complexities of healthcare education and workforce regulation, contributing to the well-being of communities across Australia.



Professor Roianne West (Kalkadunga Djunde)
ANMAC Board Chair



Message from CEO



CEO ANMAC
Tanya Vogt

Since stepping into the role of CEO at the Australian Nursing and Midwifery Accreditation Council in February 2024, I have been honoured to lead an organisation committed to safeguarding the health and wellbeing of the Australian community. Our purpose is to ensure that we remain at the forefront of accreditation and skilled migration services, meeting the demands of an evolving healthcare sector while maintaining the highest standards of care and professionalism.

At ANMAC, people are central to everything we do, whether it is the staff who work alongside us, the students and migrants we support, the education providers we partner with, or the healthcare professionals we engage. As Australia continues to face growing demand for healthcare workers, our work as both the accreditation authority and assessment authority plays a critical role in building and sustaining a skilled, competent workforce that is prepared to meet the challenges of today and tomorrow.

Over the past few months, I have been inspired by the dedication and expertise of the ANMAC Board and team. Together, we ensure that our role as the national accreditation authority

strengthens the nursing and midwifery professions, contributing directly to the safe and effective delivery of care across Australia. Our skilled migration service continues to enable internationally educated professionals to bring their skills and experience to Australia, further enhancing our healthcare system.

Our 2024-2027 Strategic Plan will guide us as we innovate and improve. With its focus on four key pillars, Accrediting, Assessing, Advocating, and Innovating, this plan ensures that ANMAC evolves in alignment with the needs of the healthcare workforce and community. We remain committed to operational excellence and continuous improvement, striving to create processes that are efficient, accessible, and responsive.

It is an exciting time for ANMAC, as we embark on this new chapter with fresh opportunities and challenges. Together with our Board, team, and stakeholders, I am confident that we will continue to build a future-ready organisation, fostering collaboration across the sector and meeting the evolving needs of the healthcare workforce.

We hope you find this annual report informative and reflective of our commitment to excellence and service to the healthcare sector.



CEO ANMAC
Tanya Vogt

In Memoriam

Professor Karen-Leigh Edward

Professor Karen-Leigh Edward was appointed to the ANMAC Board in December 2023, nominated by the Council of Deans of Nursing and Midwifery (CDNM). She was highly respected and valued by her fellow ANMAC Board members, even though her time with the Board was short.

Prof Karen-leigh Edward was an outstanding scholar and an international expert in mental health, resilience, gender-specific healthcare and practice-based research. She had degrees in nursing and psychology, with a PhD in Health Science.

Karen-Leigh was the Head of Nursing and Midwifery at Victoria University, Australia and was an exemplary academic and very highly regarded in the education sector. Karen-Leigh was treasurer and active member and contributor to CDNM.

She has been the recipient of numerous awards including the Australian Publishers Association Publishing Award (2011), Emerging Leader Catholic Health Australia (2012), Nursing Review Magazine Top 5 Inspiring Nurses (2013), Multigate Medical

Education Award (2014), ACORN Best Research Team in Perioperative Nursing (2016), finalist St Vincent's Health Australia Innovation and Excellence Award-Best People in Health and Aging (2018) and the World Scientists Forum International Award-Eminent Scientist and Millennium Golden International Award of IRPC (2021). She was listed in the top 2% of researchers all fields 2022 by the scientometric impact c-score by Scopus.

Karen-Leigh reflected that being appointed to the ANMAC Board was one of her proudest achievements. The Nursing profession and academia has lost a great and valued contributor.



Introduction

The Australian Nursing and Midwifery Accreditation Council (ANMAC) is the external, independent accreditation authority for both the nursing and midwifery professions and is also the appointed assessor for skills qualifications.

Our purpose is to protect the health and safety of the Australian community by:

- Establishing high-quality education standards and accrediting nursing, midwifery, and other healthcare education programs.
- Assessing and validating the skills, qualifications, and experience of internationally trained nurses, midwives, and other healthcare professionals to support their skilled migration journey through formal agreements with the Department of Home Affairs.

ANMAC ensures that all nurses, midwives, and healthcare workers entering the workforce are safe, culturally aware, and competent practitioners aligned with evolving professional standards.

Through our accreditation and skills assessments, we shape both the current and future workforce of Australia's healthcare sector. Our work, delivered independently from the Nursing Midwifery Board of Australia (NMBA), Ahpra, and government departments, ensures high standards across healthcare professions, supporting practitioners in meeting the evolving needs of the Australian community and contributing to the safety and well-being of the population.

Our Purpose, Vision and Pillars and Commitments

Our Purpose

To protect the health of the Australian community by assessing and accrediting nursing and midwifery and other healthcare programs. We work to ensure every nurse, midwife and health care worker commencing work in the Australian community is a safe, culturally aware, and competent practitioner in accordance with current standards.

Our Vision

To safeguard the health and wellbeing of the Australian community through a skilled and culturally competent nursing, midwifery, and health care workforce, advocating for equitable access to healthcare and promoting cultural safety.

Our Pillars and Commitments

At the Australian Nursing and Midwifery Accreditation Council (ANMAC), we are guided by four key pillars: Accrediting, Assessing, Advocating, and Innovating. These pillars underpin our ongoing work to safeguard public health, elevate standards in healthcare education, and strengthen the Australian healthcare workforce.

Our objectives under each pillar are as follows:

ACCREDITING:

We act as an external and independent accreditation entity under the National Law, upholding the objectives of the national registration and accreditation scheme. By maintaining an effective, transparent, and efficient accreditation process for nursing, midwifery, and other health and aged care practitioners, we ensure the highest standards in healthcare education and public health safety.

ASSESSING:

We assess the qualifications and skills of internationally qualified nurses, midwives, and other health professionals wanting to migrate to Australia. Through efficient and transparent assessments, we enable skilled professionals to contribute to Australia's healthcare workforce and public health system.

ADVOCATING:

We are committed to advocating, educating, and advising government bodies and healthcare institutions on matters related to the education, training, and competence of healthcare professionals. We aim to be a valued voice for vulnerable groups and work towards building the capacity of the Australian healthcare workforce to deliver culturally safe services, particularly for Aboriginal and Torres Strait Islander Peoples.

INNOVATING:

We strive for continuous innovation by aligning our technology investments with business goals, driving business efficiencies through simplification and automation, and enhancing decision-making with data-driven insights. Our commitment to sustainability and trust-building through effective partnerships remains central to our approach.

These pillars guide our work to ensure excellence in healthcare education and practice. For further insights into our strategic priorities and goals, you can explore [ANMAC's Strategic Plan here](#).



Our Values



INTEGRITY

Ensuring all we do is ethical and honest, and being accountable for what we do, and choose not to do.



EXCELLENCE

We endeavour every time to ensure high quality work, always mindful of the end user experience and balancing the diverse needs of all relevant stakeholders.



COLLABORATION

This is at the heart of what we do: it underpins our approach to teamwork, leadership, and communication.



INNOVATION

We seek to be creative and responsive and think outside the box in our work and in our leadership. We value research as a key enabler of innovation.



RESPECT

We are always inclusive, mindful & kind, and open to celebrate the individual differences that make us who we are.

Our People

At ANMAC, our commitment to people is at the heart of everything we do. Our collective effort spanning the Board, executive team, staff, committee members and assessors, is driven by a shared purpose to protect the health and well-being of the Australian community. Together, we work to ensure that the nursing, midwifery workforce and the broader healthcare is skilled, culturally competent, and ready to meet the evolving needs of healthcare.

We are deeply committed to cultivating an inclusive and supportive environment where everyone feels respected and valued. At ANMAC, we embrace diversity in all its forms and strive to create a workplace that is welcoming, safe, and equitable. We honour and uphold the dignity of all individuals, regardless of their gender, age, race, gender identity, health status, relationship status, sexual orientation, disability, socioeconomic background, or religion.



Board of Directors



Chair of the Board
Professor Roianne West



Deputy Chair
Professor Joanne Gray



Board Director
Deb Blow



Board Director
Annie Butler



Board Director
Aswin Kumar

Executive Leadership Team



Chief Executive Officer
Tanya Vogt



Deputy Chief Executive Officer
Greg Cantwell



Director Support Services
David Richardson



Director Accreditation Services
Alan Merrit



Director Skilled Migration Services
Kath Baird



The Accreditation Committee Members

Enrolled Nurse Accreditation Committee

Ms Susan Spozetta

Ms Emma Grady
Ms Linda Willington
Ms Michelle Hall
Ms Kath Horton
Ms Cheryl Alexander
Ms Zainab Akhter
Ms Sue Howlett
Ms Emma Murrell
Ms Judy Peters -
Chair till 25.01.2024

Midwife Accreditation Committee

Dr Dianne Bloxsome

Dr Marnie Griffiths
Assoc. Prof Amanda Carter
Assoc. Prof Virginia Stulz
Assoc. Prof Shahla Meedya
Dr Angela Brown
Dr Jennifer Fenwick
Prof Kathleen Baird -
Chair till 31.08.23
Prof. Fiona Bogossian -
Chair till 25.01.2024

Nurse Practitioner Accreditation Committee

Ms Leanne Boase

Professor Carol Grech
Ms Josephine Burton
Ms Toni Slotnes-O'Brien
Adj. Prof Chris Raftery
Mr Aaron Grogan
Ms Mary Kearns
Dr Suzanne Williams
Dr Jane Currie -
Chair till 31.08.2023

Registered Nurse Accreditation Committee

Dist. Prof Patsy Yates

Prof. Frank Donnelly
Dr Amanda Connors
Dr. Sally Robertson
Ms Colleen Kelly
Dr Jo Gibson
Dr Caroline Browne
Assoc. Prof Murray Fisher
Prof. Tracey Moroney –
Chair till 31.08.2023

Strategic Accreditation Advisory Committee

Ms Tanya Vogt

Mr Alan Merritt
Professor Moira Williamson
Ms Julianne Bryce
Professor Linda Deravin
Ms Susan Spozetta
Dr Dianne Bloxsome
Ms Leanne Boase
Dist. Prof Patsy Yates
Mr Greg Cantwell –
Chair till 29.02.2024



Accreditation

ANMAC's accreditation processes continue to play a vital role in safeguarding Australia's healthcare system. As the accreditation authority assigned by the Nursing and Midwifery Board of Australia (NMBA), we develop education (accreditation) standards, which are approved by the NMBA, and accredit programs leading to the registration or endorsement of nurses and / or midwives in Australia..

Education providers including RTOs, TAFEs, and universities seeking to deliver nursing or midwifery programs must meet and maintain these education accreditation standards. In addition to accrediting new programs, ANMAC also monitors and re-accredits existing education programs.

Only students who complete accredited programs are eligible for registration or endorsement with the NMBA, ensuring that Australia's nursing and midwifery workforce is well-prepared to deliver safe, competent, and culturally aware healthcare.

In 2023/24, ANMAC accredited four new programs, including one from a new

education provider and three from existing providers. Over the financial year, a total of 30 programs were accredited, bringing the total number of accredited programs to 177. ANMAC continues to work with 86 education providers across Australia, ensuring the ongoing quality of nursing and midwifery education.

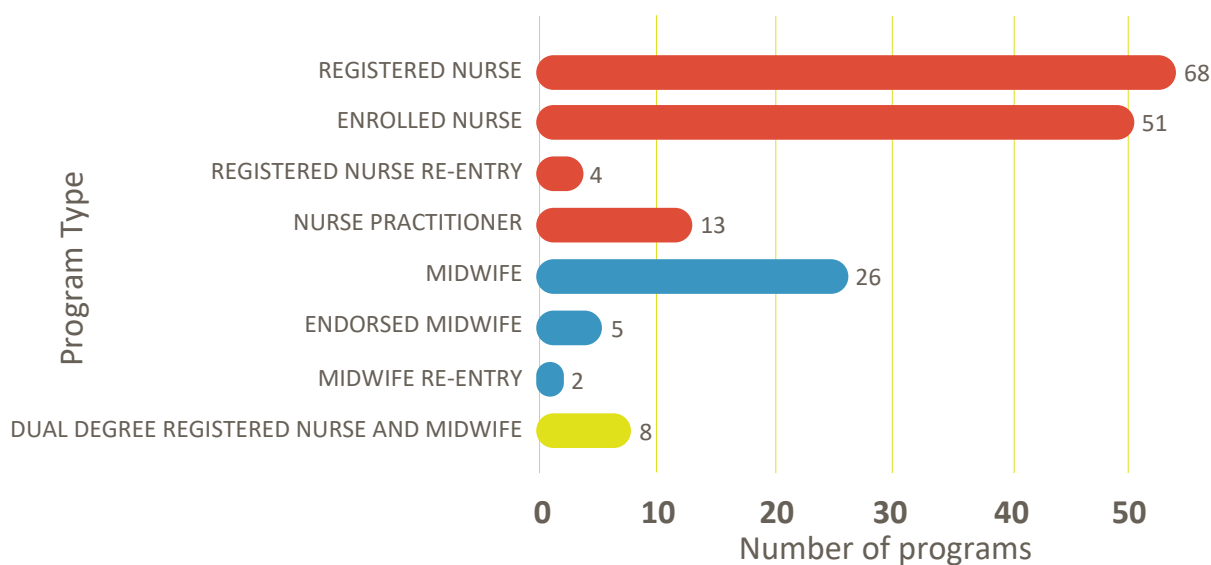
ANMAC's education accreditation standards and processes continue to safeguard the quality of Australia's healthcare system by ensuring that nurses and midwives are educated to the highest standards.



Accreditation Impact



Total Programs Accredited by Type





Skilled Migration

The ANMAC Skilled Migration Services (SMS) team is committed to ensuring the integrity and efficiency of the skills assessment process for overseas-born nurses, midwives, and direct care workers. We undertake this work on behalf of the Australian Government, supporting various migration programs. Our assessments determine the suitability of applicants for migration based on their qualifications, registration, and work experience.

The 2023/2024 period has been particularly busy, with over 15,000 applications processed through the ANMAC portal. In addition to assessing nurses and midwives, we continue to play a key role in evaluating nursing support workers and personal care assistants to bolster Australia's health care workforce.

To meet growing demand, we recruited and trained new team members, which has allowed us to maintain relatively low assessment wait times. Ongoing improvements to our verification processes and system enhancements have ensured that our high-quality, efficient assessment services are sustained.

Stakeholder engagement has been a key focus of the SMS team's work. We have actively participated in consultations, reviews, and industry events related to both nursing, midwifery, and aged care. Our collaboration with the Department of Home Affairs, the Department of Employment and Workplace Relations, and various universities, TAFEs, and registered training organisations has strengthened our support for skilled migrants on their journey to Australia.

To improve understanding of the process, we have hosted several webinars for migration agents and recruiters.

The SMS team takes great pride in the services we provide to applicants, employers, and migration agents. Ensuring a smooth and supportive applicant journey remains central to everything we do.



Skilled Migration Key Achievements

Our efforts throughout the year have focused on fraud detection, industry engagement, and providing guidance to all those involved in the skilled migration journey.

Rigorous work experience verification

SMS has established an improved approach to fraud detection by verifying all claims of overseas work experience, ensuring the integrity of every assessment.

Engagement with key stakeholders:

We engaged with the Department of Health and Aged Care and the Nursing and Midwifery Board of Australia (NMBA) on Recommendation 1 of the Independent Review of Overseas Health Practitioner Regulatory Settings (Kruk report), ensuring alignment and collaboration on vital regulatory issues.

Presentations and Forums:

SMS presented at key industry events, including the Department of Health and Aged Care Workforce Roundtable, the Riverina Workforce Forum, and attended the Health Workforce Summit, contributing to discussions shaping the future of Australia's healthcare workforce.

Submissions to major reviews:

SMS provided a number of important submissions to key consultations and reviews, including:

- **Department of Employment and Workplace Relations** – *Guiding principles and standards for Skilled Migration Assessing Authorities (the Guide)*
- **Australian Bureau of Statistics** – *ANZSCO Comprehensive Review*
- **Department of Home Affairs** – *Review of the Points Test*

Webinars for key stakeholders:

We conducted webinars to guide applicants, migration agents, international students, aged care providers, and employers through the skilled migration assessment process, making the journey smoother and more transparent.

Skilled Migration Our Impact

Total Applicants

15,239

SKILLS ASSESSMENTS COMPLETED

ACROSS

FOUR

APPLICATION TYPES



15,148

APPLICANTS APPLIED FOR A MIGRATION
SKILLS ASSESSMENT

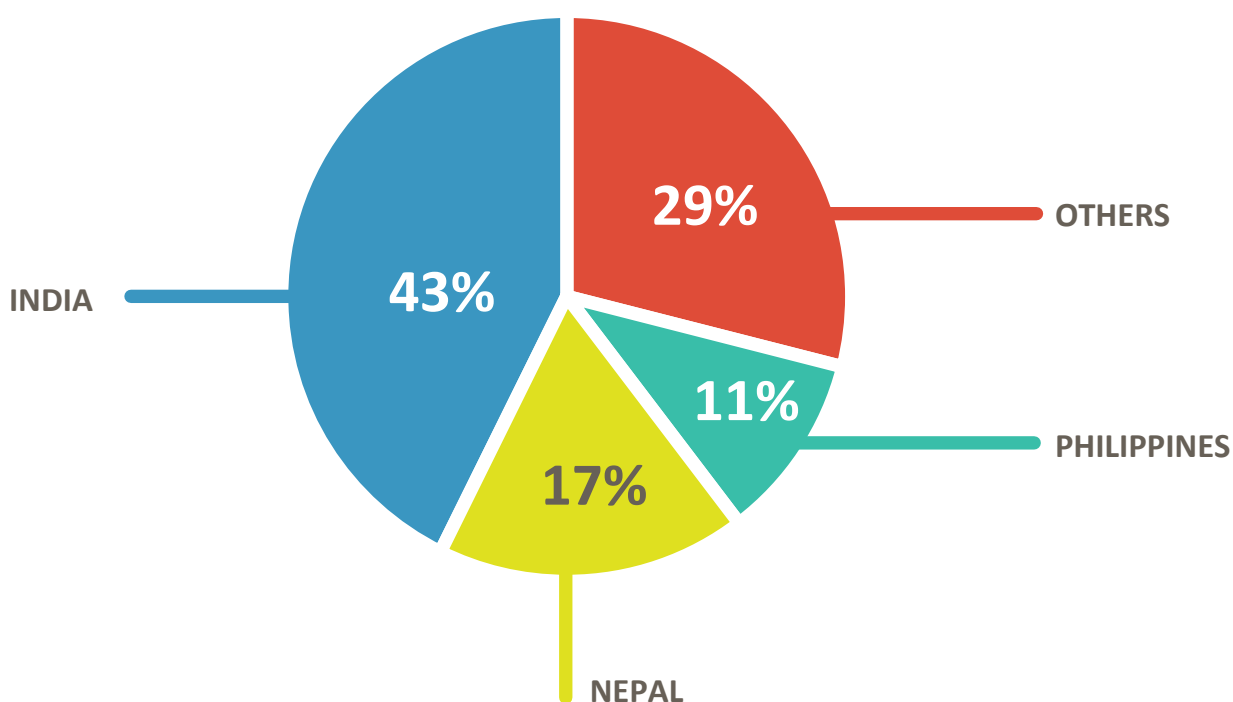
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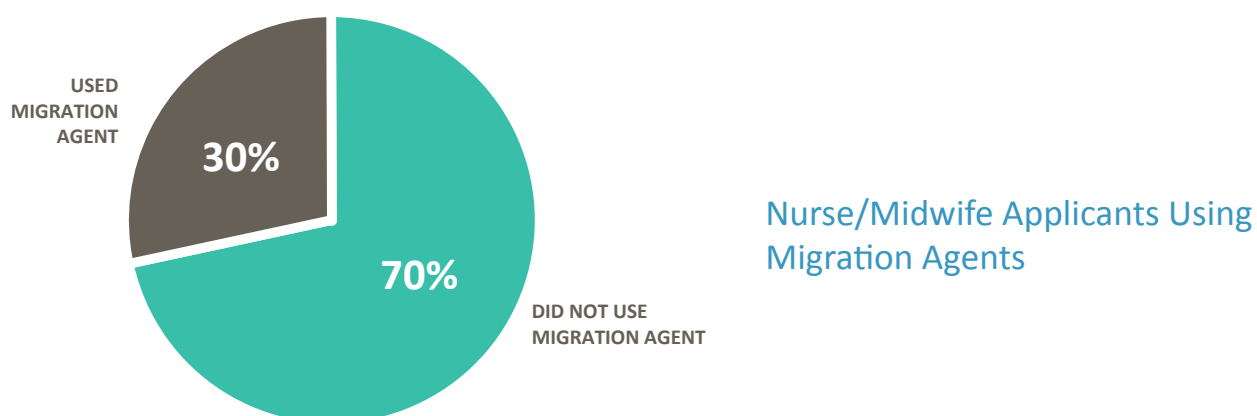
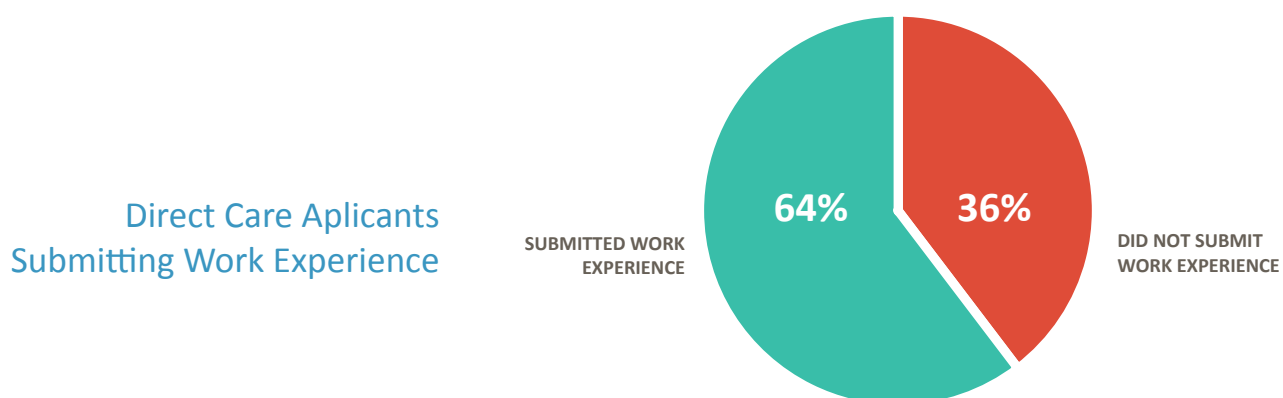
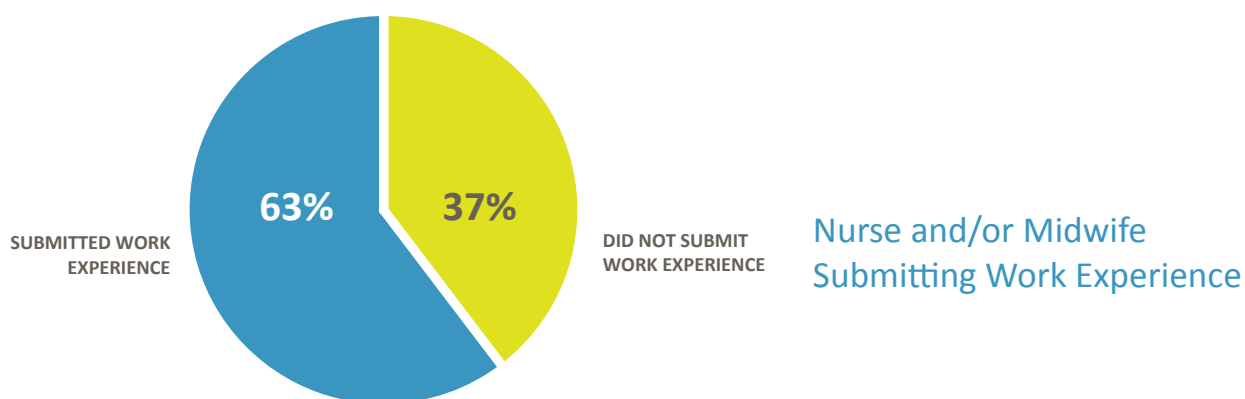
1,786

DIRECT CARE SKILLS ASSESSMENTS FOR AGED CARE



Nurse/Midwife Applicants by Country of Origin





Supporting Skilled Migration



Priya's Story:

Priya came to Australia in 2022 to complete a bridging program, following her nursing education and work experience in India. She had initially been referred to the program by the Nursing and Midwifery Board of Australia a few years earlier, but her plans were delayed due to the impact of the COVID-19 pandemic. During this time, she tragically lost her father, making her journey even more challenging. Despite the hardships, including leaving her family behind to pursue her dreams, Priya persevered. Now settled in Australia, she works in a Forensic Mental Health Unit and has plans to begin a Master's in Mental Health Nursing. With the support of her ANMAC skills assessment, she became a permanent resident, and she looks forward to building a bright future for herself and her growing family.



Fatima's Story:

Originally from the Philippines, Fatima worked briefly as a nurse in the Philippines before moving to the United Arab Emirates (UAE), where she gained valuable experience in both geriatric and paediatric clinical areas. She moved to Australia on a student visa and completed a Bachelor of Nursing at Deakin University. This allowed her to register as a Registered nurse in Australia and receive a skills assessment outcome from ANMAC, which helped her to progress her application for permanent residency. With two job offers, one in the public sector and another in aged care – Fatima chose aged care, a field she remains passionate about. Today, she continues to thrive in her role, embracing her work and her new life in Australia.



Stakeholder Engagement and Collaboration

Stakeholder engagement and collaboration are fundamental to ANMAC's role as the accreditation authority for nursing and midwifery and the skills assessment authority for nurses and midwives and health care workers. To effectively carry out our responsibilities, we actively engage with a diverse range of stakeholders, professional organisations, other peak bodies and education providers both higher education and vocational education sectors. Our engagement takes many forms, such as ANMAC face-to-face discussions, consultation forums, and formal partnerships.

Collaboration and consultation are central to our work, and we are regularly involved in discussions on a wide range of topics related not only to nursing and midwifery professions, but to the broader healthcare sector. These include education programs, workforce issues, immigration scope of practice, students' clinical placements, and culturally safe practices. These activities ensure that ANMAC remains connected and responsive to the needs and developments within the health and aged care sector.

ANMAC Consultations

- Nurse Practitioner Accreditation Standards – Second stage closed April 2024.
- Registered Nurse Prescribing Accreditation Standards - Second stage closed October 2023.

Consultation

- National Nursing Workforce Strategy consultation
- Intellectual Disability Health Capability Framework
- Assessment reform for the age of artificial intelligence – Tertiary Education Quality and Standards Agency (TEQSA)
- Unleashing the Potential of our Health Workforce – Scope of Practice Review
- Nurse Practitioner Workforce Plan.
- Department of Employment and Workplace Relations (DEWR) 'Guiding principles and standards for Skilled Migration Assessing Authorities (the Guide)'.
- Independent review of health practitioner regulatory settings Kruk review – various consultation responses and implementation – Recommendation 1



Collaboration

- ANMAC membership:
 - Nursing and Midwifery Strategic Reference Group (NMSRG)
 - National Nursing and Midwifery Education Advisory Network (NMEAN)
 - National Nursing Workforce Strategy – Strategic Advisory Group
 - Health Professions Accreditation Collaborative Forum
 - Midwifery Futures Project (NMBA) – Expert Advisory Group
 - Review of EN and RN Standards for Practice (NMBA) - Regulatory Advisory Group (RAG)
 - Nurse Practitioner Regulatory framework (NMBA) – RAG.
- Nursing and Midwifery Board of Australia (NMBA)
- Council of Deans of Nursing and Midwifery (Australian and New Zealand) (CDNM)
- Enrolled Nursing Moderation and Delivery Committee (MDC)
- National Enrolled Nursing Advisory Council (NENAC)
- Registered Nurse Prescribing Working Group NMBA
- Leaders in Indigenous Nursing and Midwifery Education Network (LINMEN)
- Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM)
- Intellectual Disability Health Education and Training Expert Advisory Group
- Coalition of National Nursing and Midwifery Organisations (CoNNMO)

- South Pacific Chief Nursing and Midwifery Officers Alliance (SPCNMA)
- Department of Home Affairs
- The Australian Community Workers Association (ACWA)
- Tertiary Education Quality and Standards Agency (TEQSA)
- HumanAbility.

Engagement

- Supporting Increased Bilateral Cooperation Between Indonesian and Australian Nursing Professions (Australia Indonesia Centre) – Research Advisory Group
- Aged Care week
- CDNM Conference
- Queensland Nursing and Midwifery Leaders conference, Educating the future workforce presentation and panel
- International nursing workforce project (Research Advisory panel) led by the Australia-Indonesia Centre
- Nursing Forum - Australian College of Nursing Conference
- Australian College of Midwives Conference
- CATSINaM Conference
- The Council on Licensure, Enforcement and Regulation (CLEAR) - Annual Education Conference
- National Health Workforce Summit.
- Interprofessional Education (IPE) Colloquium 2024 – Winhangarra (Listen, Hear, Think)



Health Education Services Australia

Health Education Services Australia (HESA) exists to advance professional health education and training both within Australia and internationally. HESA plays a key role in ensuring the quality and integrity of education through the development of rigorous education standards. As part of its commitment to quality assurance, HESA evaluates education programs against these standards, providing both initial and ongoing accreditation. It also maintains a national register of accredited programs, ensuring transparency and public confidence in healthcare education. Additionally, HESA oversees the quality assurance of professional practice experiences, helping ensure students are well-prepared for their roles within the healthcare workforce. Currently, HESA has two key areas of service:

1. Immunisation Accreditation

This work first commenced when the Commonwealth Department of Health approached ANMAC to establish a single point of entry for immunisation education providers seeking accreditation against the National Immunisation Education Framework for Health Professionals. HESA was identified as the most suitable body to develop and accredit these programs, as they do not lead to registration or endorsement with Ahpra.

Despite it not being a requirement to have immunisation courses accredited, HESA continues to receive applications, as Governments and organisations recognise the value and assurance that HESA accreditation provides in ensuring program quality and safeguarding public safety.

Accreditations in 2023/24

- **Australian College of Nursing:** *Immunisation for Registered Nurses*
- **Benchmark Group:** *Course in Immunisation Practice in Primary Healthcare*
- **Cunningham Centre:** *First Nations Immunisation Course*
- **SA Health:** *Understanding Vaccines and the National Immunisation Program*

Snapshot of ongoing work

10 WITH 12 PROGRAMS BEING MONITORED ANNUALLY. 

EDUCATION PROVIDERS

Future Plans

- Immunisation standards for review in 2025

2. National Placement Evaluation Centre (NPEC)

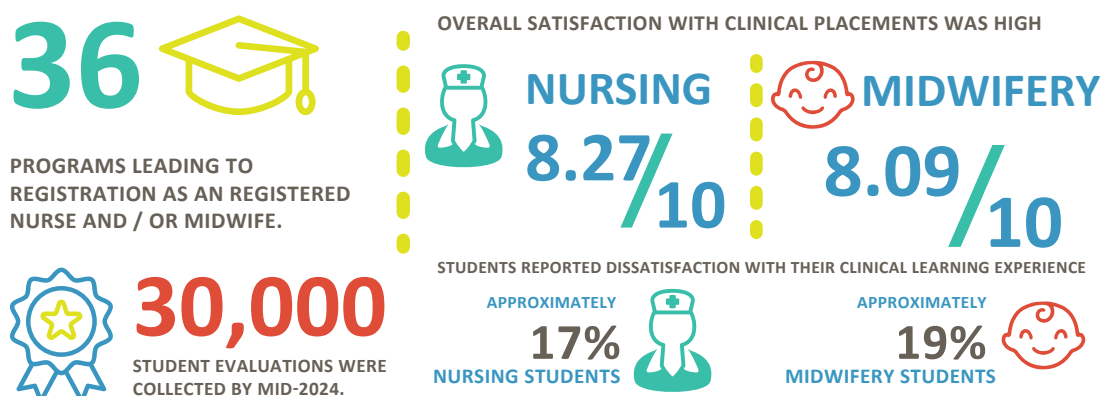
In Australia, nursing and midwifery students are required to complete clinical placements as part of their education. These placements, known as professional practice or midwifery practice experiences, are essential to their education. Accreditation Standards mandate the monitoring of student evaluations of these placements to ensure quality. However, prior to 2022, there was no nationally agreed approach to this evaluation.

The National Placement Evaluation Centre (NPEC) was initially funded as a quality improvement project by the Council of Deans of Nursing and Midwifery Australia and New Zealand (CDNM) in 2018. In response to CDNM's request, HESA took ownership of NPEC to ensure the independence of its work from the education providers and institutions

contributing to data collection. NPEC is overseen by a core group of experienced placement and research staff with the goal to measure and enhance the quality of clinical placements in nursing and midwifery education programs through rigorous evaluation and continuous improvement.

In 2023, NPEC achieved key milestones, including the release of its first annual report on student evaluations of clinical placements. This report is based on data collected from 36 universities (98%) offering Bachelor of Nursing programs and 19 offering Midwifery programs. By mid-2024, the dataset had grown to over 30,000 evaluations, making it a valuable national resource.

Key Achievements



NPEC now offers a nationally consistent approach to evaluating clinical placements, operating and managing what is potentially the world's largest national clinical education evaluation dataset.

For information on Health Education Services Australia (HESA), visit: www.hesa.com.au.



Financials







Financials

Auditor's Report



Nexia
Australia

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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 2024, 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 material accounting policy information, 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 2024 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 2024, 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 Duesburys (Audit) (ABN 21 841 510 270) 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. Neither Nexia International nor Nexia Australia Pty Ltd provide services to clients.

Liability limited under a scheme approved under Professional Standards Legislation.



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.

A handwritten signature in dark ink, appearing to read "Nexia Duesburys".

Nexia Duesburys (Audit)
Canberra, 18 September 2024

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

G J Murphy
Partner



Financials

Consolidated Statement of Profit or Loss

Australian Nursing and Midwifery Accreditation Council Limited

ABN: 91 021 040 318

Consolidated Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2024

	2024 \$	2023 \$
Revenue		
Revenue from contracts with customers	10,848,894	10,323,459
Other revenue	712,420	505,093
	11,561,314	10,828,552
Expenses		
Consultancy expenses	463,161	380,741
Corporate expenses	313,047	290,834
Depreciation and amortisation	273,032	284,541
Amortisation of lease assets	279,119	279,120
Employee expenses	5,135,397	4,298,409
Superannuation	579,672	454,267
Lease interest	36,634	53,010
IT Expenses	1,151,415	1,040,249
Lease expenses	8,583	8,056
Other property expenses	66,050	49,498
Recruitment expenses	55,753	91,735
Project contribution	245,426	105,859
Travel expenses	432,796	492,301
	9,040,085	7,828,620
Surplus/(Deficit) before income tax	2,521,229	2,999,932
Income tax expense	-	-
Surplus/(Deficit) for the year	2,521,229	2,999,932
Total comprehensive income for the year	2,521,229	2,999,932

Australian Nursing and Midwifery Accreditation Council Limited

ABN: 91 021 040 318

**Consolidated Statement of Financial Position
As At 30 June 2024**

	2024	2023
	\$	\$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	4,565,394	4,132,115
Trade and other receivables	66,967	92,698
Financial assets	14,617,031	12,617,031
Other assets	406,976	291,865
TOTAL CURRENT ASSETS	19,656,368	17,133,709
NON-CURRENT ASSETS		
Property, plant and equipment	311,210	406,839
Intangible assets	50,599	108,709
Right-of-use assets	441,940	721,059
TOTAL NON-CURRENT ASSETS	803,749	1,236,607
TOTAL ASSETS	20,460,117	18,370,316
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	382,211	546,069
Lease liabilities	459,575	425,669
Employee provisions	521,297	613,781
Contract liabilities - income received in advance	1,662,171	1,460,805
TOTAL CURRENT LIABILITIES	3,025,254	3,046,324
NON-CURRENT LIABILITIES		
Provision for makegood	250,000	250,000
Lease liabilities	282,434	742,009
Employee provisions	62,219	13,002
TOTAL NON-CURRENT LIABILITIES	594,653	1,005,011
TOTAL LIABILITIES	3,619,907	4,051,335
NET ASSETS	16,840,210	14,318,981
EQUITY		
Retained surplus	16,840,210	14,318,981
TOTAL EQUITY	16,840,210	14,318,981

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 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 2022; and
- (b) give a true and fair view of the financial position of the Group as at 30 June 2024 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.

Professor Roianne West
Chair, ANMAC Board of Directors

Signature:



Dated: 18 September 2024

Professor Joanne Gray
Chair, ANMAC Finance, Audit and Risk Committee

Signature:



Dated: 18 September 2024





For further information, contact:

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