



Australian  
**Nursing & Midwifery**  
Accreditation Council

Annual Report 2020/21





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ISBN: 978-0-1234567-8-9

Published by the Australian Nursing and Midwifery Accreditation Council (ANMAC), Canberra, October 2021.

This document is online at [www.anmac.org.au/publications](http://www.anmac.org.au/publications)

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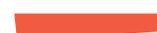
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# About Us

## 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/O23](#).

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 is 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

We aspire for a world where:

All communities receive best practice care from the nursing and midwifery professions.

## 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 five Strategic Objectives for 2018–2021 are:

1. Improve Aboriginal and Torres Strait Islander health
2. Securing our future
3. Provide quality evidence-based standards, accreditation and assessment
4. Effective stakeholder engagement
5. Strong governance and compliance framework

## 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 2020–2021

## ACCREDITATION SERVICES



Revised **Midwife Accreditation Standards** and **essential evidence** released January 21



Review of Nurse Practitioner Accreditation standards began

**BEGAN DEVELOPMENT OF REGISTERED NURSE PRESCRIBING ACCREDITATION STANDARDS**

## SKILLED MIGRATION SERVICES

7585



New applications received in 2020–2021

Customer service training

Document examination training



**CONTINUED MEETINGS WITH ASSESSING AUTHORITIES NETWORK**



OTHER



**Colloquium 2021  
Hybrid conference**

First of it's kind in Australia since the pandemic began

.....



PRESENTED AT  
**CATSINaM  
Conference**

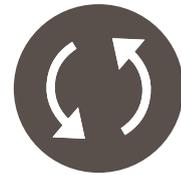


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.....

**ANMAC accredited  
for another  
year ACT Smart  
Recycling program**



.....



.....

**All staff  
undertook  
privacy  
training**

.....



# Message from the Chair

This financial year has been challenging for all of us and ANMAC recognised the importance of supporting and communicating with our stakeholders and education providers during this time.

The CEO and the Board continued to work closely with Nursing and Midwifery Board of Australia (NMBA) to maintain the integrity and quality of education. Education providers increased online delivery of their programs at short notice and prioritised students so they could complete their clinical placements.

Nurses and midwives have always worked for the benefit of the community through quality care. During the pandemic nurses and midwives have provided exceptional service in intensive care, covid wards and aged care to name a few. Students have continued to be supported through their clinical placements by clinical supervisors and both have contributed to vaccinating the community.

Over the last three years there have been two Royal Commissions that ANMAC has provided input into. The outcomes may have a future impact on ANMAC and the education of our health professionals.

The Royal Commission into Aged Care Quality and Safety was commenced in December 2018 and an interim Report submitted to the Governor-General of the Commonwealth of Australia on 31 October 2020. The key areas that relate to the work of ANMAC are those that concern the workforce that provide care to clients in aged care settings.

The Disability Royal Commission was established in April 2019 in response to community concern about widespread reports of violence against, and the neglect, abuse and exploitation of, people



Professor Wendy Cross  
ANMAC Board Chair

with disability. ANMAC was represented by Dr Margaret Gatling at the Commissions hearing in December 2020.

ANMAC will be keeping abreast of the ongoing deliberations and the final recommendations from the Royal Commission into Aged Care Quality and Safety and the Disability Royal Commission particularly in relation to education and training.

ANMAC also looks forward to the governments response to the Educating the Nurse of the Future Report which is due later in 2021.

This is my second year as chair of the Board of ANMAC and I am pleased to report that despite the challenges of the pandemic ANMAC has continued to progress work in skilled migration and accreditation services through the strategic plan 2018–2021.

The Board's strategic direction was reviewed at the beginning of the year and progress was made towards all the initiatives in the strategic priorities.

## Improve Aboriginal and Torres Strait Islander Health

ANMAC is committed to Promoting, encouraging, and supporting reconciliation with Aboriginal and Torres Strait Islander organisations and people. The Accreditation Councils, AHPRA and National Boards worked together to develop an Aboriginal and Torres Strait Islander Health Strategy for the National Registration and Accreditation Scheme.

## Securing ANMAC's Future

Over the last year ANMAC has made sure that the organisation has a secure future working in collaboration with the Nursing and Midwifery Board of Australia. We completed the key action in the strategic plan to continue to deliver Accreditation Services as the external accreditation entity until 2024.

## Provide quality evidence-based standards, assessment, and accreditation

Our role is to ensure entry to practice nursing and midwifery education programs prepare the students to meet the NMBA Practice Standards and can provide safe care in the community.

In 2020 we worked with stakeholders to develop the Midwife Accreditation Standards. The Midwife Accreditation Standards were developed using the five standards framework which has assisted in consistency with other accreditation councils and reduced duplication. This year we published the Midwife Accreditation Standards using a sound framework to develop accreditation standards through consultation with our Stakeholders.

## Effective Stakeholder Engagement

Our stakeholder engagement this year has had a strong focus on assisting education providers navigate through the effects of the coronavirus pandemic on their nursing and midwifery courses.

ANMAC and the NMBA have worked together to keep in contact with the Deans of Nursing and Midwifery through several meetings with state and territory representatives. The CEO and Director of Accreditation Services also meet quarterly with the Council of Deans of Nursing and Midwifery.

ANMAC's membership of the Health Professions Accreditation Collaboration Forum (HPACF) ensures communication across the professions and with the Australian Health Practitioner Regulation Agency (AHPRA). This year HPACF collaborated with AHPRA on the annual conference held online to discuss regulation and accreditation. The CEO and I also meet on a quarterly basis with the Chair and Executive Officer of the NMBA.

## Ensure strong governance and compliance framework

I am pleased to advise our stakeholders that ANMAC has a strong governance and compliance culture to meet the obligations of the Corporations Act 2001 (Cth). We have also closely monitored our strategic risk register with a focus on the effects of the Coronavirus pandemic.

The continued achievement of strategic innovative is due to the leadership and commitment of our Chief Executive Officer, Fiona Stoker. I would like to thank Fiona and our staff for all that they do to protect the health and safety of the Australian Community as the independent accrediting authority for nursing and midwifery education and the skills assessing authority for nurses and midwives wishing to migrate to Australia.

I would like to thank the members of our accreditation committees who undertake the valuable work of ANMAC, contributing to the quality and safety the Australian community receives through the services of nurses and midwives. I also thank the Chair of our accreditation committees, Ms Virginia Stanley Enrolled Nurse Accreditation Committee; Professor Jane Conway Registered Nurse Accreditation Committee; Associate Professor Michele Newton, Midwife Accreditation Committee; Associate Professor Haakon Strand and Dr John Smithson, Nurse Practitioner Accreditation Committee.

ANMAC remains committed to providing high value and high-quality services for education providers and overseas applicants. We look forward to another year of innovation and improvement.



Professor Wendy Cross  
ANMAC Board Chair

# Message from the CEO

This has been another challenging year for Australians here and overseas.

The Australian Federal and State/Territory Governments imposed restrictions to slow the spread of COVID-19 during the year. The restrictions have caused disruptions to many peoples lives, particularly international students enrolled in nursing and midwifery courses in Australia. We expected a reduction in the number of registered nurses and midwives applying for assessment to migrate to Australia. Our skilled migration team have been flat out over the last year processing 8,200 applications with a 4–5 week turn around. The team have been working with their manager Kathryn Baird to improve communication and the application experience. I am proud of the way the SMS staff have managed to keep focusing on the applicants and to improve part of their pathway to migration.

These restrictions have caused disruption to the usual theoretical and practical teaching conducted by both higher education and VET sector education facilities. Delivery of nursing and midwifery entry to practice programs have been affected. Since the onset of the COVID-19 restrictions in Australia, we have had regular meetings and discussions with key stakeholders including NMBA, Chief Nursing and Midwifery Officer, Council of Deans of Nursing and Midwifery (CDNM), University Australia's Health Professions Standing Education Group, Australian College of Midwifery, VET sector representatives and the G8 Universities group.



Clinical Professor Fiona Stoker  
Chief Executive Officer

In March 2020, the Australian International border was closed to all non-citizens and non-residents, which had an immediate effect on students intending to travel to Australia to commence or resume their study in nursing and midwifery entry to practice programs. After discussion with stakeholders including NMBA, permission was given for students to undertake online study (theory only) of their program while outside Australia. No more than one semester or 1/6 of the program could be undertaken outside Australia. The provision was scheduled to end in December 2020 and has now been extended to December 2021.

The key issue reported by education providers of nursing and midwifery program has been challenges in maintaining professional experience placement (PEP) arrangements due to interstate travel restrictions, social distancing rules, and the shortage of personal protective equipment. A second wave of COVID 19 infections exacerbated the challenges in securing PEP in Victoria.

Education providers reported that some students in the final stage of their programs needed to achieve a minimal number of PEP hours to complete their program however sourcing placements for minimal hours is very difficult. Following consultation with the NMBA and the Council of Deans of Nursing and Midwifery, the ANMAC Board recommended that students could apply for up to 24 hours of PEP provided they met certain 'exceptional circumstances related to the COVID-19 pandemic' criteria and met the required standards for practice. Student enrolled nurses could apply for 8 hours reduction in a PEP requirement of 400 hours. As there are ongoing challenges related to COVID-19 this will be closely monitored by ANMAC to ensure students continue to be supported in their education.

Planning has commenced for the cyclical review of the Nurse Practitioner Accreditation Standards 2015. ANMAC has agreed to review the standard in collaboration with the NMBA using a Regulatory Advisory group consisting of experienced educators and practitioner members with experience in educational preparation of nurse practitioners and an experienced nurse practitioner clinician. The first meeting of the group will be in July 2021.

ANMAC has also agreed to work with the NMBA and stakeholders to review the need for a National Assessment Tool for Pre-registration Registered Nurses (NATPRN) – Small expert group was held in early May 2021. Members made valuable contributions to the progression of the project. The next meeting is scheduled for mid-July 2021.

Skills IQ/ASQA launched a new iteration of the Diploma of Nursing Health Training Package. HLT54121 which replaced HLT54115. Registered training organisations (RTOs) have until 31 December 2023 to complete a transfer of all students to the new training package. ANMAC requires all RTOs to apply for transition to HLT54121, and an application pack is being prepared which will direct education providers to the Enrolled Nurse Accreditation Standards criteria that they must provide evidence against.

The ANMAC Staff have been flexible and adaptive again this year working from home and continuing to work collaboratively. There are challenges trying to work on-line but they have all adapted well. Accreditation services have continued accreditations using a combination of video site visits, documentation and reviewing websites. The team will have many follow-ups next year and it may take time to catch up on some site visits over 2021–22.

We haven't been able to attend many stakeholder meetings or conferences face to face this year but have engaged with our stakeholders using video conferencing and social media. We did manage to hold the Australian Pharmacy Council and ANMAC Colloquium in May this year in Canberra using a mix mode method of face to face and online. You can read more about this at the end of the Report. I also attended the CATSINaM Conference, 'Back to the Fire' in Hobart Tasmania and was able to reconnect and meet new people.

Finally I would like to thank the staff at ANMAC for working through what has been another challenging year. I would also like to congratulate Melissa Cooper on attaining her PHD this year.

ANMAC staff been in and out of lock downs and have adapted to a range of situations and still managed to increase their productivity and maintain their sense of humor. Thank you to all our stakeholders who have worked with us to maintain the standard of education for nurses and midwives that we are so proud of in Australia.

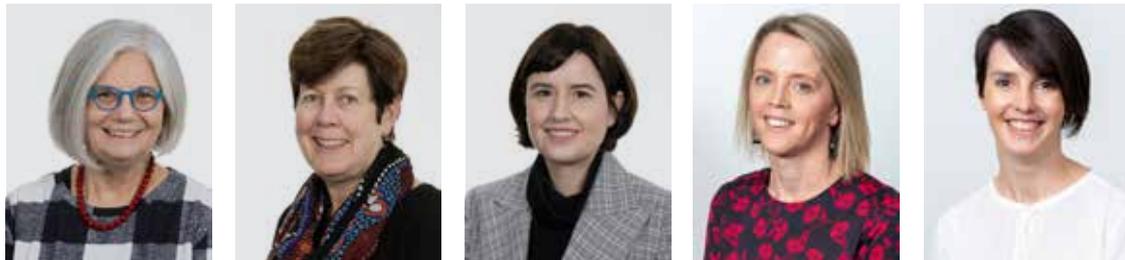


Clinical Professor Fiona Stoker  
**Chief Executive Officer**

# Our organisation

## 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), Mary-Grace Bingham  
Georgina Fargher, Taryn Simpson, Sarah Ross (resigned April 21)

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 response to the impacts of the pandemic.

We are also responsible for fulfilling our reporting obligations to the NMBA and Ahpra to 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 oversight for our organisation.



L to R: Katie Whitehead, Vanessa Cook, Milica Batar, Erin Moss (resigned March 21), Mandy Fogarty (resigned Dec 2020)

The excellent work and achievements of ANMAC is underpinned by its systems and frameworks. The periodic review of services across the organisation is an important function of Corporate Services Team to ensure ANMAC is ably supported across its operations.

## Information Technology

Technology solutions are business critical for ANMAC. Our willingness to embrace technology and build our business online some years ago, meant we were able to transfer from business office to home office swiftly at the outset of the pandemic. The impact of the pandemic has not been without its challenges and has reminded us of the importance of being a technology leader in an ever-changing environment. During the year ANMAC conducted a thorough investigation of our IT environment to ensure we remain at the forefront of technology solutions. As an outcome of the review, ANMAC is developing an implementation plan to better position the organisation for future growth and opportunities.

## Australian Pharmacy Council and ANMAC Joint Inter-professional Colloquium 2021 – *From Virtual to Reality*

In 2020 the Australian Pharmacy Council (APC) and ANMAC had to postpone the second Interprofessional Colloquium due to COVID-19. We were delighted to be able to hold the event this year! A successful innovation was the introduction of a hybrid model giving delegates the option of virtual or in person attendance, in preparedness should the pandemic once again interfere in our plans.

Given the challenges we have faced to date during the pandemic our Colloquium topics were even more relevant – burn out, mental health and shifting mindsets, to name a few. Our topics were well chosen and delivered an unmet need, with delegates' feedback signalling this was a key factor in their attendance. We saw a 50% increase in registrations on 2019, with both face-to-face and online participants rating the event highly.

## ANMAC strategic goals and values

ANMAC was able to continue promoting lifelong learning as a core value and to offer learning and development activities to our staff through training, external studies and conferences.

Our staff were able to attend virtual conferences and, in some instances, were lucky to be able to attend face to face events to engage with likeminded professionals and businesses. Our senior management staff attended the Institute of Managers and Leaders Conference and the Australian Human Resource Institute Conference Shift 20. Unsurprisingly, there was keen interest from our staff in learning how to support their colleagues working in hybrid teams and building resilience in isolation. We also developed bespoke in-house training programs based on practical needs identified by all staff.

ANMAC is committed to promoting, encouraging and supporting reconciliation with Aboriginal and Torres Strait Islander organisations and people. We encouraged our Canberra and regions staff to participate in the ACT Reconciliation Day public holiday on 31 May, with activities planned across Canberra, under the theme *More than a word. Reconciliation takes action.*

## Our Team

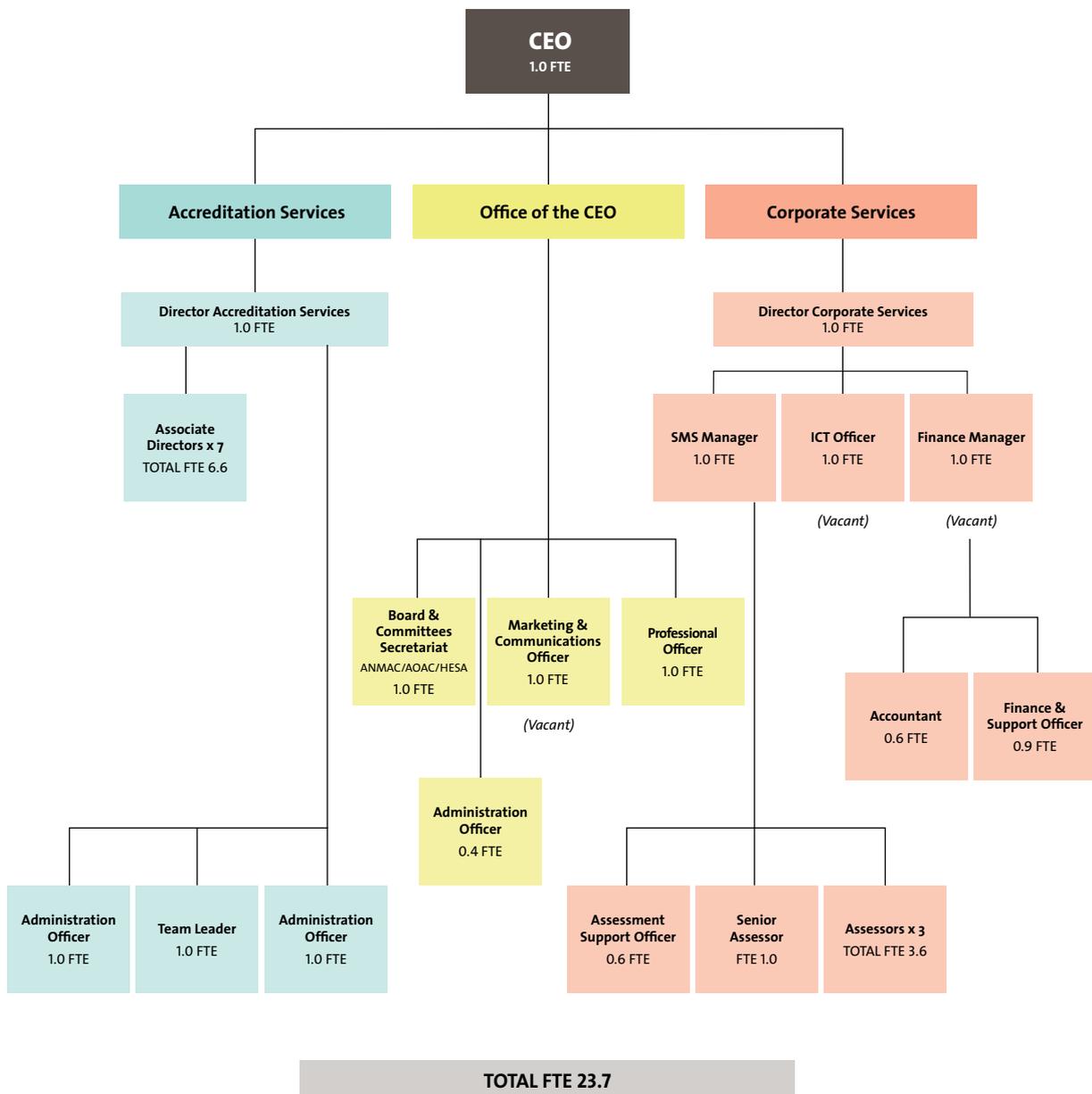
In December 2020, we farewelled Mandy Fogarty, Human Resource Manager, after fourteen years at ANMAC. Her sterling record of service demonstrates her dedication to the organisation and we thank Mandy for her loyalty and commitment. In March, we said goodbye to Erin Moss, Finance Manager, who headed up ANMAC's Finance Team for six years. ANMAC is proud of its track record of encouraging staff to pursue opportunities that provide personal and professional growth.

## Organisational chart

As at 30 June 2021, ANMAC had 23.7 full-time equivalent employees. During the year, a new position, Senior Assessor, was created in Skilled Migration Services. Positions that were vacated during this period were Finance Manager, Human Resource Manager and Manager Office of CEO.

Recruitment commenced for Senior Finance Manager, Marketing & Communications Officer and a second and newly created position, Board & Committees Secretariat. See Figure 1 for organisational structure.

Figure 1: ANMAC organisation chart as at 30 June 2021



|                                    |    |
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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, Melanie Robinson (resigned), Annie Butler

**L to R Bottom:** Sue McKerracher, 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.

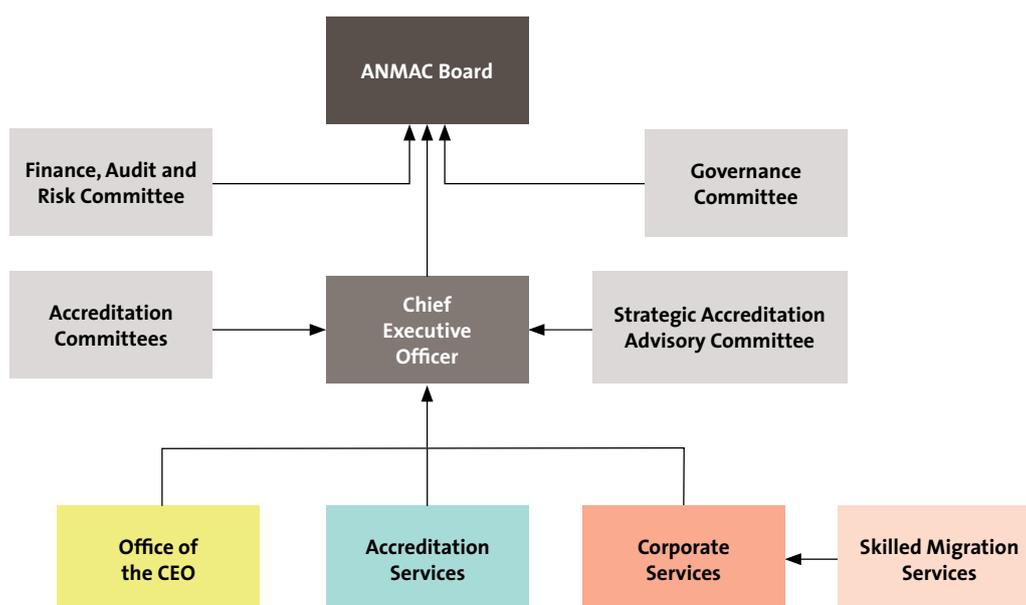
The ANMAC Board comprises nine Directors, five Member Directors and four Appointed Directors.

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.

Figure 2: ANMAC Governance structure



## 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.

**Table 1: Finance, Audit and Risk Committee member attendance for 2020–21**

| Name                           | 25/8/20* | 24/11/20 | 15/12/20 | 23/2/21 | 25/5/21 |
|--------------------------------|----------|----------|----------|---------|---------|
| Roslyn Jackson (Chairperson)*  | ✓        | ✓        | ✓        | ✓       | ✓       |
| Melanie Robinson               | ○        | ○        | ✓        | N/A     | N/A     |
| Professor Lorraine Sheppard ** | ✓        | N/A      | N/A      | N/A     | N/A     |
| Adjunct Professor Kylie Ward   | ○        | ✓        | ✓        | ✓       | ✓       |
| Professor Joanne Gray **       | N/A      | N/A      | N/A      | ✓       | ✓       |

✓ = Present ○ = Apology N/A = Not a member at the time

\* Reappointed as Committee Chairperson on 27/10/2020 \*\* Appointed as Committee member from 16/02/2021

**Table 2: Governance Committee member attendance in 2020–21**

| Name                         | 22/9/20 | 10/11/20 | 25/2/21 | 11/5/21 |
|------------------------------|---------|----------|---------|---------|
| Professor Lorraine Sheppard* | N/A     | –        | ✓       | ✓       |
| Karen Taylor (Chairperson)** | N/A     | N/A      | N/A     | N/A     |
| Professor Wendy Cross        | –       | –        | ○       | ✓       |
| Sue McKerracher              | –       | –        | ✓       | ✓       |
| Ann Kinnear <sup>+</sup>     | N/A     | N/A      | ○       | ✓       |
| Annie Butler**               | N/A     | –        | ✓       | ✓       |

✓ = Present ○ = Apology N/A = Not a member at the time

\* Appointed by the Board as a member and Chairperson of this Committee: 27/10/20

\*\* Appointed by the Board as a Committee member: 27/10/20

+ Resigned as a Member Director of ANMAC with effect from 31/07/20

++ Resigned as an Appointed Director of ANMAC with effect from 10/04/20

■ Meeting cancelled

## Board Directors

### **Professor Wendy Cross (Chairperson)**

RN, RPN, BAppsSc (AdvNsg), Med, PHD, FACN, FACHMN, MAICD

Board Committee Member – Governance  
Victoria

### **Annie Butler**

RM, BSc, MSc

Member Director – Australian Nursing and  
Midwifery Federation  
Victoria

### **Melanie Robinson (resigned)**

BSci (Nursing), Grad Dip Nsg (Paediatric),  
MRSch (Nursing)

Member Director – Congress of Aboriginal and  
Torres Strait Islander Nurses and Midwives  
(resigned)

Board Committee Member – Finance, Audit  
and Risk (resigned)  
Australian Capital Territory

### **Adjunct Professor Kylie Ward**

RN, MMgt, Dip App Sci (Nursing), Acute Care Cert.,  
FACN, FACHSM(Hon), Wharton Fellow, MAICD

Member Director – Australian College of Nursing  
Board Committee member – Finance, Audit and Risk  
Australian Capital Territory

### **Professor Roianne West**

PhD, MMHN, RN, BN, FHEA, FCATSINaM

Member Director – Congress of Aboriginal  
and Torres Strait Islander Nurses and Midwives  
Queensland

### **Professor Joanne Gray**

RM, RM, PhD, FACM

Member Director – University of Technology Sydney  
Sydney

## Community Directors

### **Roslyn Jackson**

Appointed Director – Community Director  
(Finance expert)

Board Committee Chairperson – Finance, Audit  
and Risk  
Australian Capital Territory

### **Sue McKerracher**

Appointed Director – Community Director  
(Marketing and Promotion expert)

Board Committee member – Governance  
Australian Capital Territory

### **Professor Lorraine Sheppard**

BA App. Sci (physiotherapy), MBA, PhD

Appointed Director – Accreditation Expert  
Board Committee Member – Finance, Audit and Risk

### **Karen Taylor (resigned)**

Appointed Director – Vocational Education and  
Training sector expert

Board Committee Chairperson – Governance  
South Australia

## Meeting Attendance Record

During the financial year, seven meetings of Directors were held. Attendances by each Director during the year were as follows:

**Table 1: Attendance at board meeting, by director, in 2020–21**

| Name of Director                                   | Out of season meeting<br>13/8/20 | 8/9/20 | Out of season meeting<br>16/9/20 | 27/10/20 | 3/2/21 | 9/3/21 | 8/6/21 | ATTENDED |
|--|----------------------------------|--------|----------------------------------|----------|--------|--------|--------|----------|
| Wendy Cross, (Chairperson)*                        | ✓                                | ✓      | ○                                | ✓        | ✓      | ✓      | ✓      | 6/6      |
| Professor Lorraine Sheppard (Deputy Chairperson)** | ✓                                | ✓      | ✓                                | ✓        | ✓      | ✓      | ✓      | 7/7      |
| Debbie Blow  | N/A                              | N/A    | N/A                              | ✓        | ✓      | ✓      | ✓      | 4/4      |
| Annie Butler                                       | ✓                                | ✓      | ✓                                | ✓        | ✓      | ✓      | ✓      | 7/7      |
| Professor Joanne Gray                              | N/A                              | N/A    | N/A                              | N/A      | ✓      | ✓      | ✓      | 3/3      |
| Roslyn Jackson                                     | ✓                                | ✓      | ✓                                | ✓        | ✓      | ✓      | ✓      | 7/7      |
| Sue McKerracher                                    | ✓                                | ✓      | ✓                                | ✓        | ✓      | ✓      | ✓      | 7/7      |
| Melanie Robinson                                   | ✓                                | ✓      | ✓                                | ✓        | N/A    | N/A    | N/A    | 4/4      |
| Adjunct Professor Kylie Ward                       | ○                                | ✓      | ~                                | ✓        | ✓      | ✓      | ✓      | 5/6      |
| Professor Roianne West                             | N/A                              | N/A    | N/A                              | N/A      | N/A    | ○      | ✓      | 1/2      |

✓ = Present ○ = Apology N/A = Not a member at the time

~ Not in attendance due to a conflict of interest with the matter for decision at the meeting

\* Appointed as Chairperson on 24/02/2020; reappointed as Chairperson on 27/10/2020

\*\* Appointed as Deputy Chairperson on 24/02/2020; reappointed as Deputy Chairperson on 27/10/2020

## 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.





3

Improve Aboriginal and  
Torres Strait Islander health



# 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   |
|----------------------|--|
| <b>JULY 2020</b>     | NAIDOC Week was postponed due to COVID-19  |
| <b>NOVEMBER 2020</b> | The theme for NAIDOC Week was “Always was always will be”. This theme recognised that First Nations people have occupied and cared for this continent for over 65,000 years. Due to the COVID 19 pandemic ANMAC staff were working from home, so we circulated NAIDOC week resources and materials to staff and publicised it on our social media networks |
| <b>MAY 2021</b>      | ANMAC CEO Fiona Stoker attended the CATSINaM Conference. Due to the pandemic Fiona attended and presented virtually.   |
| <b>JUNE 2021</b>     | National Reconciliation Week was celebrated at ANMAC. We gathered to watch a TED talk about the importance of Aboriginal and Torres Strait Islander language.  |

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 or Innovate RAP document and displayed in ANMAC Head Office.



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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, Jackie Doolan, Dr. Wendy Penney, Bridget Roache, Dr. Melissa Cooper

**L to R Bottom:** Wayne Johnston, Julie Watts, Sara Couch, Melanie Schaefer, Kate Imeson

**Right:** Kim Porozny



## Accreditation Services team

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

The team is led by the Director Accreditation Services.

## How we performed

In 2020–21, the Accreditation Services team accredited 23 programs of study for nursing and midwifery. The team also assessed 105 changes to accredited programs of study, including for 5 new program delivery sites.

After the Registered Nurse Accreditation Standards and Essential Evidence document were released in November 2019, the team assessed 42 projects to transition registered nurse entry to practice programs to meet significant changes in the new standards. This ensured that all registered nurse entry to practice programs meet Criteria 1.3b (English language skills on enrolment) and Criteria 2.4 (enrolled nurse pathway requirements).

The revised Midwife Accreditation Standards and Essential Evidence document was released in January 2021. The significant difference between the 2014 accreditation standards and the 2021 standards is the English language skills on enrolment requirements. All midwife entry to practice programs are required to provide evidence of transition to the new English language requirement prior to enrolments for second semester 2021. These standards have been developed using the 5 standards format.

Throughout 2020–21, the team's work extended to provide advice and direction to education providers during COVID-19 pandemic. Physical distancing requirements to limit the spread of the pandemic led to periodic campus closures and a

move to online program delivery. Increased physical distancing restrictions during outbreaks of the virus resulted in health services temporarily withdrawing student professional experience placement opportunities particularly in aged care.

The impact of COVID-19 pandemic meant the Accreditation Services team dealt with additional projects to:

- assess changes to accredited program delivery
- collate details of student numbers in all nursing and midwifery programs
- collate details of offshore delivery of accredited programs.

In July 2020 – all ANMAC accredited programs (192) were issued a COVID-19 program monitoring survey to report on adjustments made to accredited program deliver as a result of COVID 19 pandemic restrictions. A second monitoring survey was distributed in late September 2020. As the COVID-19 related restrictions continued to have an impact on education programs in 2021, a further monitoring survey has been forwarded to education providers in July 2021.

ANMAC and the 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.

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

In addition to publishing the Midwife Accreditation Standards 2021, ANMAC has begun preliminary work in relation to the review of the Nurse Practitioner accreditation standards 2015. The NMBA will be undertaking a review of the Nurse Practitioner endorsement standards in 2021/2022. Because of the inter-connectedness of the two standards, ANMAC, NMBA and other key stakeholders will hold initial discussions to establish the main focus for the separate reviews.

The team also focused on quality improvement and customer service by progressing work on introducing electronic submission of documents for education providers.

## A profile of accreditations

The 33 newly accredited programs (Figure 2) included:

- 4 enrolled nurse programs
- 28 registered nurse programs
- 31 midwifery programs
- 1 nurse practitioner program.

At the end of 2020–21, we recorded 184 accredited programs of study being delivered by 84 education providers. This is a decrease from 2019–20 when there were 187 accredited programs. This decrease is attributed to several providers taking longer to prepare and submit for accreditation resulting in expiry of accreditation. Seven programs were discontinued (Figure 1) including:

- 1 enrolled nurse program
- 1 registered nurse program
- 1 EPIQ program
- 1 dual degree
- 1 midwifery program
- 2 nurse practitioner programs

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 1: Discontinued programs by registration

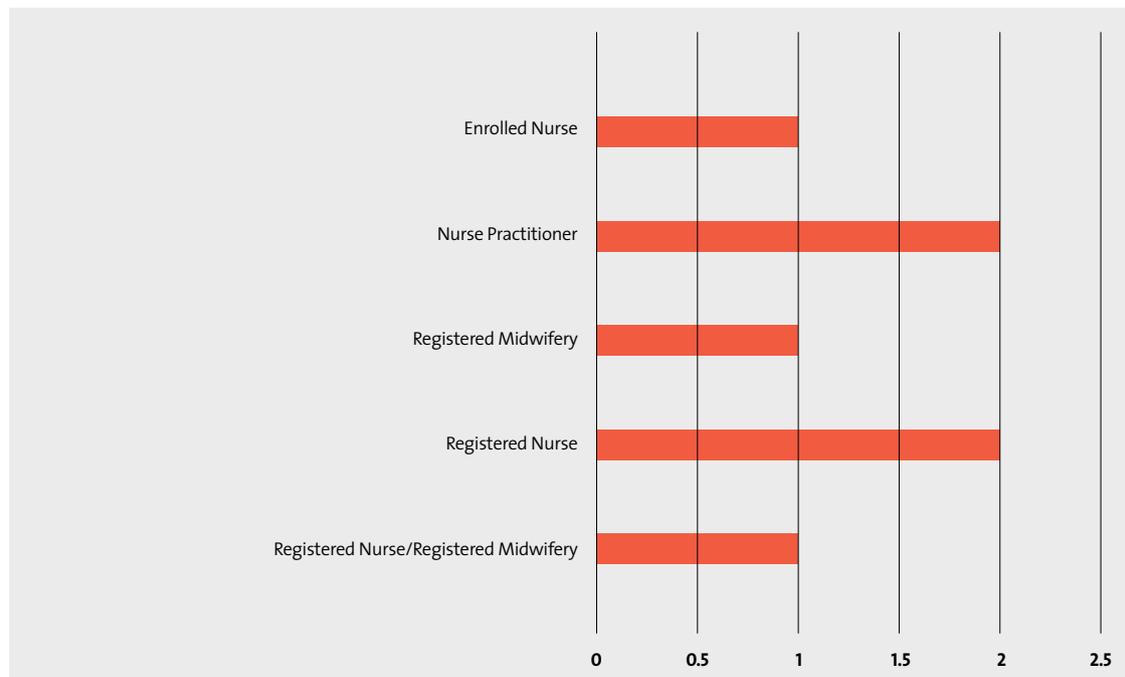


Figure 2: Distribution of programs accredited in 2020–21 by registration type

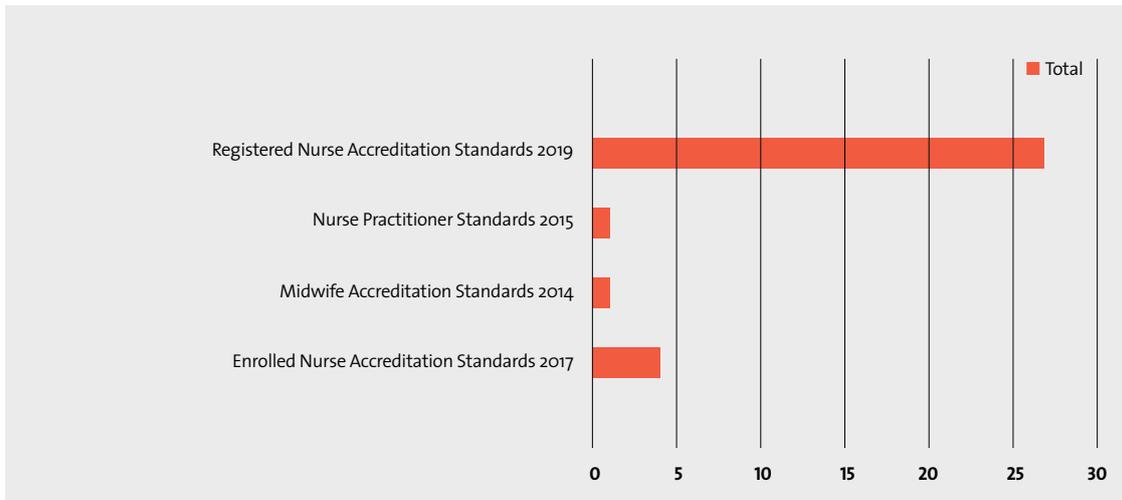
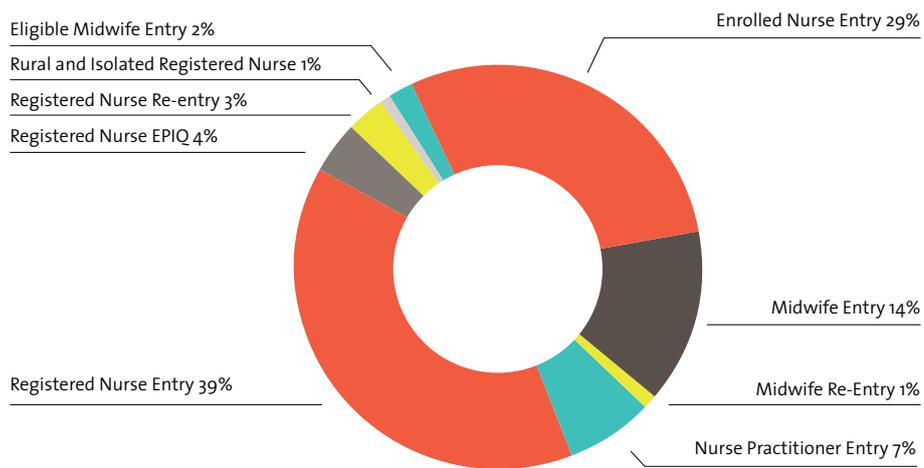


Figure 3 Distribution of accredited programs by program type (30 June 2021)



## A profile of monitoring activities

Section 50 of the National Law requires ANMAC to monitor approved programs of study by conducting routine, targeted or random monitoring of accredited programs of study.

Monitoring 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 169 program monitoring reports
- reviewed 109 targeted monitoring reports
- reviewed 231 specific program change reports including responses to the COVID 19 surveys
- assessed 4 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 significantly increased by 64 per cent in 2020–21.

## Quality improvement

### REVIEW OF MIDWIFE ACCREDITATION STANDARDS

The Midwife Accreditation Standards 2021 were published in January 2021. An accompanying essential evidence document was developed to detail the minimum evidence required to meet the standards.

Supporting documentation and templates were developed to support education providers to provide the information required during the accreditation process. This included a curriculum and program content checklist, staff matrix, program content mapping template and assessment mapping template

### DEVELOPMENT OF REGISTERED NURSE PRESCRIBING ACCREDITATION STANDARDS

The development of Registered Nurse Prescribing Accreditation Standards to assess and accredit programs for registered nurse prescribing continues to be held until consultation on corresponding standards for practice have been completed.

### REVIEW OF NURSE PRACTITIONER ACCREDITATION STANDARDS

Preparatory work began on the Nurse Practitioner Accreditation Standards in conjunction with the NMBA who will simultaneously be reviewing the on the endorsement requirements.

The distribution of accredited programs by program type at 30 June 2021 is shown in Figure 3.

## ELECTRONIC SUBMISSION OF DOCUMENTS

Work continued on our website infrastructure, including to support the electronic submission of documents for education providers.

Work was undertaken to test and validate the functionality of the system to ensure it is robust enough to manage the volume of work to be undertaken. Further development of the final product continued throughout the year to improve ease of use for the end users.

Once the development work is finalised, education providers will be able to interact with us through the website and obtain real-time information about the status of their programs and ongoing assessment projects.

## STAKEHOLDER FEEDBACK

The Accreditation Services team has reviewed ANMAC's education provider feedback process and made it more nimble. 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 survey 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.

## OTHER ACTIVITIES

In 2020–21, the Accreditation Services team:

- represented ANMAC on professional reference groups for other health professions
- represented ANMAC on the Expert Reference Group responsible for the review of the Prescribing Competencies Framework
- represented ANMAC on the Enrolled Nurse Industry Reference Committee
- Undertook immunisation program assessment for Health Education Services Australia
- 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

As the independent assessing authority nominated by the Department of Home Affairs, ANMAC's Skilled Migration Services team assess the qualifications and skills of nurses and midwives for the purposes of skilled migration.

This work involves determining if an applicant has the qualifications and experience needed for migration to Australia under the General Skilled Migration Program.

The team assess nurses and midwives with overseas nursing and/or midwifery qualifications, as well as nurses and midwives from overseas who have obtained nursing and/or midwifery qualifications in Australia.



**L to R Top:** Kathryn Baird (Manager), Craig Bennett, Pan Warburton

**L to R Bottom:** Aeyasha Mohammed, Dhanuska Drummond, Taryn Simpson

## How we performed

The Skilled Migration Services team (SMS) managed a steady increase in application numbers throughout the year. The increase included an unanticipated number of requests for re-issues. Applicants seek re-issues of their determination letter to change nominated ANZSCO code or to add additional periods of paid work experience. A total of 7585 new applications were received in 2020–2021 with an additional 1861 paid re-issue requests. Overall, the team completed 8200 assessments and maintained a 4–5 week waiting time.

## A profile of applicants

A total of 93 per cent of all applications were made by nurses and midwives currently registered to practice in Australia. These applicants applied for a modified skills assessment and typically had a combination of both overseas and Australian nursing or midwifery qualifications. Full skills assessments represented 5 per cent of the applications. These applicants remain offshore and have obtained a minimum bachelor level degree from the UK, Canada, the US, Hong Kong or Ireland.

Skilled migrant applicants are typically female and aged in their 20's. 3 in 10 applicants nominate a migration agent to assist them with their application and almost 8 in 10 applicants provide professional references to support paid work experience. 7 in 10 applicants are originate from India, Nepal or the Philippines (Figure 3).

Figure 3: Country of birth of applicants in 2020–21

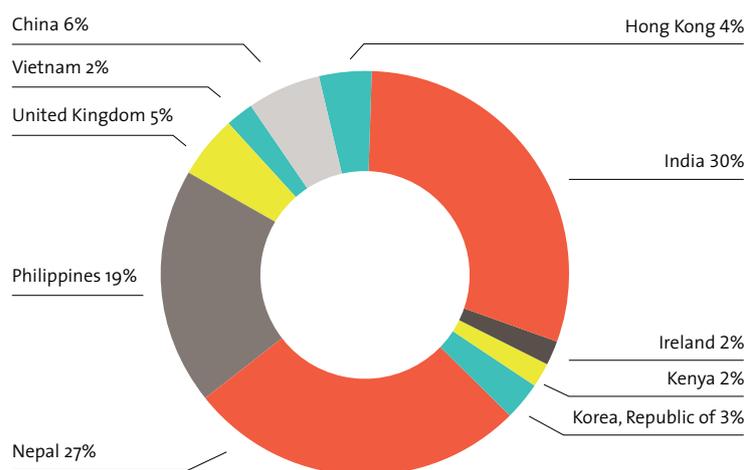
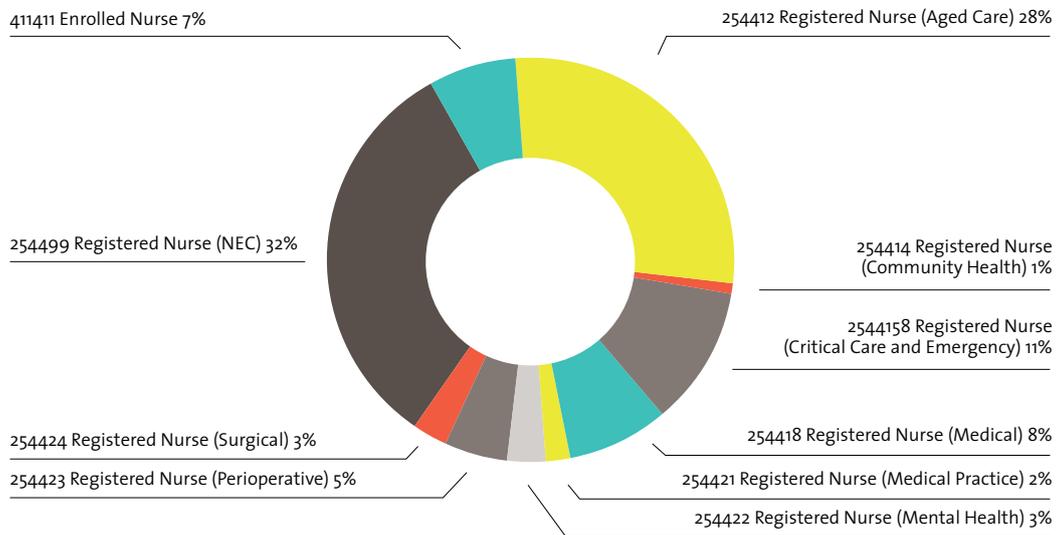


Figure 4: Final ANZSCO codes used for applications completed in 2020–21.



## ANZSCO code selection

ANZSCO code selection is a mandatory requirement of the skills assessment and provides information about an applicant’s work experience in a clinical or non-clinical specialty area. It is a part of the broader national classification system that defines skill level and specialisation.

- 4 in 10 nurses nominated the generic nursing code, 254499 Not Elsewhere Classified where work is undertaken across all areas of health
- Nursing in aged care facilities (ANZSCO 254412) and in hospitals, particularly medical wards (ANZSCO 254418), intensive care units and emergency departments (ANZSCO 254415) were selected by 4 in 10 applicants.
- Midwifery applications remain low at less than 1%, with more than 9 in 10 applications for registered nurses. Enrolled nurses make up 7% of all applications.

## Quality improvement

In February 2021, the Department of Education, Skills and Employment (DESE) issued revised Guidelines for Assessing Authorities. The guidelines provided clarifying detail relating to the assessment of information, identifying fraud, managing risk and compliance requirements. ANMAC worked to ensure all relevant policies and guidelines reflected changes in the guidelines.

The assessment team worked on an innovation project that focused on the applicant experience. This activity identified multiple opportunities for ANMAC to improve communication. The Executive team supports the changes and will work to incorporate them in the planned website redesign.

Professional development opportunities were provided and included:

- Document examination training
- Privacy
- Communications, Quality Client Services

## Skilled Migration team

This year we welcomed Craig Bennett to the assessment team. Craig's role is to manage the daily operations and provide support to the assessment team. Craig is a UK qualified registered nurse and has come to ANMAC with aged care, general practice, community nursing and management experience.



Effective stakeholder engagement..... 40

# Effective stakeholder engagement

As the independent accreditation authority for nursing and midwifery education and skills assessing authority for nurses and midwives seeking to migrate under the General Skilled Migration program we are committed to engaging with our stakeholders including regulators, peak bodies and education providers in the higher education sector and the vocation education sector.

To achieve effective engagement, we use a variety of engagement activities and communication channels including, social media, email correspondence, corporate documents, surveys, face-to-face meetings with stakeholders, ANMAC Committee meetings, consultation forums and partnerships supported by memoranda of understanding.

In 2020, with the Coronavirus pandemic some of our face-to-face engagement activities were put on hold or held via videoconference. During the coronavirus pandemic we increased our communication with education providers to help them navigate the effects of the pandemic on their nursing and midwifery programs. We engaged with education providers through email, communiques and attended meetings of the Council of Dean Nursing and Midwifery. We worked closely with the Nursing and Midwifery Board of Australia to find solutions and provide guidance to our education providers during this difficult time.

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. Due to the Coronavirus pandemic many of the conferences we regularly attend were cancelled in 2020/2021, including our annual Colloquium that we hold in conjunction with the Australian Pharmacy Council. The Colloquium theme was *From Virtual to Reality: the journey to work readiness*. In May 2021 we held the Colloquium which was the first face to face Conference held in Australia since the start of the Pandemic.

## National Conference Attendance

Due to the Pandemic, many conferences were postponed or cancelled all together. The few Conferences that were available were held virtually where possible.

### CATSINaM 2021 Inaugural Conference Series

In line with our strategic objective to improve Aboriginal and Torres Strait Islander health we supported the annual Congress of Aboriginal and Torres Strait Islander Nursing and Midwifery (CATSINaM) conference. CEO Fiona Stoker presented virtually at the Tasmanian leg of this conference series.

### Stakeholder Engagement Meetings

Although we were in the middle of a global pandemic ANMAC continued attending stakeholder meeting virtually. These include:

- NMBA
- AHPRA
- ALG (Accreditation Liaison Group) Meetings
- OET Advisory Meetings (Occupational English test)
- HPACF (Health Professions Accreditation Collaborative Forum)
- Meetings with Australian College of Nursing (ACN)
- NMSRG Meetings (Nursing and Midwifery Strategic reference Group)

All of these were attended virtually to ensure ANMAC continued to engage with our stakeholders during the pandemic.

## Australian Pharmacy Council and Australian Nursing and Midwifery Accreditation Council

### JOINT INTER-PROFESSIONAL COLLOQUIUM 2021

#### From Virtual to Reality

ANMAC and the Australian Pharmacy Council (APC) hosted our second joint interprofessional Colloquium in Canberra on 6th May 2021.

The hybrid event, postponed from last year, saw 200 practitioners, health educators and regulators from across the professions come together to explore From virtual to reality: the journey to work readiness.



ANMAC Board Chair Professor Wendy Cross presenting during a session

The Colloquium provided one the first face to face conferences held anywhere in the world since the start of the pandemic. The majority of delegates attended in person while the rest of the delegates participated online.



**ANMAC staff attending the Colloquium**

**L to R:** Craig Bennett, Katie Whitehead, Mary-Grace Bingham, Professor Fiona Stoker, Dr Margaret Gatling, Taryn Simpson  
**Right:** Kathryn Baird (Skilled Migration Services Manager) and Craig Bennett (Skilled Migration Services Senior Assessor)

This years theme focused on building strategies and frameworks that enhance work readiness upon graduation. 18 speakers shared their research and expertise on building system resilience, simulation and assessment methods, the interprofessional continuum and the significance of entrustable professional activities. A key theme thought the sessions was building systems and organisation cultures that support learning collaboration and growth.

Keynote speaker, Professor Zubin Austin spoke about students being unresilient in an resilient workplace rather than resilient in an unresilient workplace. His research indicates that organisational culture and workplaces are important components in helping to make some resilient.

Throughout the day delegates and speakers discussed learning from other professions and the importance of engaging key stakeholders. Speakers emphasised student feedback and collaboration with hospitals, community and regulatory bodies to encourage and foster student growth.



The Colloquium finished with a lively and very entertaining debate. Teams debated “Patients are safer if students do not practice on them – from virtual to reality”.

In lieu of speaker gifts this year there was a donation made to the Vivian Bulwinkel Project. This project by the Australian College of Nursing is to raise funds for a commemorative sculpture recognising the life of Lieutenant Colonel Vivian Bullwinkel, a nurse who served in WW2, in the grounds of the Australia War Memorial.

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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 2021.

| 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 (Chairperson)   |                               |
| Professor Lorraine Sheppard (Deputy Chairperson)  |                               |
| Deb Blow  | Appointed on 27 October 2020  |
| Annie Butler  |                               |
| Professor Joanne Gray   | Appointed on 01 December 2020 |
| Roslyn Jackson  |                               |
| Sue McKerracher   |                               |
| Melanie Robinson  | Resigned on 19 January 2021   |
| Adjunct Professor Kylie Ward  |                               |
| Professor Roianne West  | Appointed on 26 February 2021 |

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

| Information on Directors                   |   |
|--|---|
| <b>Professor Wendy Cross – Chairperson</b> |   |
| <b>Qualifications</b>                      | RN, RPN, BAAppSc(AdvNsg), MEd, PhD, FACN, FACMHN, MAICD   |
| <b>Experience</b>                          | <p>Professor Wendy Cross is the Dean of the School of Health, Federation University, Australia. In 2017, she was appointed as a National Mental Health Commissioner in Australia for a two-year term. Wendy has 40 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.</p> <p>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 including community health services and a Victorian Institute of TAFE.</p> <p>Wendy is the immediate past President of the Australian College of Mental Health Nurses; Fellow of the Australian College of Nursing; immediate past Chair of the Council of Deans of Nursing and Midwifery (Australia &amp; New Zealand).</p> |

| Information on Directors                                |   |
|---|---|
| <b>Professor Lorraine Sheppard – Deputy Chairperson</b> |   |
| <b>Qualifications</b>                                   | BAppSci (physiotherapy), MBA, PhD, GAICD, MAPHysioA   |
| <b>Experience</b>                                       | <p>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.</p> <p>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.</p> <p>Through her time as Professor of physiotherapy and health care management to CEO level Lorraine has operated in highly regulated health and education environments and has a track record in delivering on growth strategies, research leadership, in stakeholder engagement and business turnaround in start-up organisations, education and health.</p>   |
| <b>Deb Blow</b>   |   |
| <b>Qualifications</b>                                   | RN, BN, Grad Dip Crit Care, Grad Dip FET, GAICD   |
| <b>Experience</b>                                       | <p>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.</p> <p>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.</p> <p>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.</p> <p>Deb is the recipient for the 2020 National Achievement Award through the Australian Training Awards.</p> |

| Information on Directors     |   |
|------------------------------|---|
| <b>Annie Butler</b>          |   |
| <b>Qualifications</b>        | RN, BSc, MSc  |
| <b>Experience</b>            | <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.</p> <p>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.</p> <p>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</p> <p>Annie has a degree in Health Science, an Honour's degree in Nursing.</p> |
| <b>Professor Joanne Gray</b> |   |
| <b>Qualifications</b>        | RM, RN, PhD, FACM   |
| <b>Experience</b>            | <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 Head, Graduate School of Health 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.</p> <p>Joanne is the current President of the Australian College of Midwives.</p> |

| Information on Directors |   |
|--------------------------|---|
| <b>Roslyn Jackson</b>    |   |
| <b>Qualification</b>     | FCA, FGIA, GAICD  |
| <b>Experience</b>        | <p>Roslyn Jackson is a Fellow Chartered Accountant and a Fellow of the Governance Institute of Australia. She has worked in public practice providing taxation advice, as a corporate accountant in the Australian Government, as a CFO for a large NFP and COO for an Australian Government Company and has held numerous director positions.</p> <p>Roslyn has owned and operated a training and consulting company, based in Canberra, for over 25 years. 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.</p> <p>Roslyn is an experienced non-executive director, having held numerous positions predominantly in the NFP health sector. She has held the chair of several boards and also chaired audit, finance and risk sub-committees.</p> <p>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.</p>  |
| <b>Sue McKerracher</b>   |   |
| <b>Experience</b>        | <p>Sue McKerracher has been a media, marketing and advocacy professional for more than 30 years, working in the UK and Australia.</p> <p>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 &amp; 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.</p> <p>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.</p> <p>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.</p> |

| Information on Directors            |   |
|-------------------------------------|---|
| <b>Melanie Robinson</b>             |   |
| <b>Qualifications</b>               | BSci(Nursing), Grad Dip Nsg(Paediatric), MRsch(Nursing)   |
| <b>Experience</b>                   | Melanie Robinson is the Director Aboriginal Health at Child and Adolescent Health Service (WA). Mel has worked in diverse roles in nursing over the past 30 years, including clinical practice, education, and policy. Mel who has cultural connections to the Gidja and Ngarinyin people of the Kimberley in Western Australia, is also passionate about supporting young Aboriginal and Torres Strait Islander people. Having grown up on Gibb River Station on Ngallagunda community before moving to Derby as a young girl, she has a connection with the particular health challenges faced by rural and remote communities. Mel has a deep personal understanding of the impacts of colonisation, including having family members affected by Stolen Generations policies. Through her professional and own family's, Mel has seen many examples of institutional and interpersonal racism contributing to poor health outcomes and inequitable access to healthcare. During her career, Mel has worked at hospitals in Derby, Fitzroy Crossing and Perth, as well as aged care services in Derby and Dublin, Ireland. Mel has also worked as a nurse educator at Marr Mooditj Training, and in policy in the Western Australian Department of Health. She completed a Masters in Nursing Research at the University of Notre Dame Australia in 2018. |
| <b>Adjunct Professor Kylie Ward</b> |   |
| <b>Qualification</b>                | RN, MMgt, Dip App Sci (Nursing), Acute Care Cert., FACN, Wharton Fellow, MAICD  |
| <b>Experience</b>                   | Adjunct Professor Kylie Ward grew up on the lands of the people of the Dharruk Nation in Sydney's West. Kylie has had a successful and celebrated career as a Nursing Leader and Health and Aged Care Executive in Australia for over 25 years. Kylie has held positions of Managing Director, Director of Clinical Operations, Director of Nursing and Midwifery, Director of the Division of Medicine, Associate Director of Women's and Children's Health and Executive Director of Nursing and Midwifery in three major health services in New South Wales and Victoria. Kylie has been a NUM, After Hours Coordinator, Campus Manager, Bed Manager and Patient Flow Manager. Her clinical background is in intensive care and aged care. Kylie's expertise is in transformational leadership and management, organisational culture, change management, models of care, redesign and clinical informatics. Kylie has been a lecturer for Masters Degree and Undergraduate Masters Degree nursing students in leadership and management at Monash University. Kylie is now Chief Executive Officer of the Australian College of Nursing (ACN).  |

| Information on Directors |   |
|--------------------------|---|
| Professor Roianne West   |   |
| Qualification            | PhD, MMHN, RN, BN, FHEA, FCATSiNaM  |
| Experience               | <p>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.</p> <p>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 recently announced as the 2020 Lowitja Institute Cranlana and a Principle Fellow of the Higher Education Academy.</p> |

## 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:

- review of accreditation standards
- 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 8,292 applications for assessment of qualifications and accredited 33 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 2021 was \$1,789,576 (2020: \$908,445)

## 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, seven 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                         | 6               |
| Professor Lorraine Sheppard (Deputy Chairperson) | 7                         | 7               |
| Deb Blow   | 4                         | 4               |
| Annie Butler                                     | 7                         | 6               |
| Professor Joanne Gray                            | 3                         | 3               |
| Roslyn Jackson                                   | 7                         | 7               |
| Sue McKerracher                                  | 7                         | 7               |
| Melanie Robinson                                 | 4                         | 4               |
| Adjunct Professor Kylie Ward                     | 6                         | 5               |
| Professor Roianne West                           | 2                         | 1               |

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 2021 has been received and can be found on page 52 of the financial report.

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



Wendy Cross  
Chairperson



Roslyn Jackson  
Chairperson – Finance Audit and Risk

Date: 7 September 2021

## Auditor's Independence Declaration



### **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 2021 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.

A handwritten signature in grey ink, appearing to read 'Nexia Duesburys (Audit)'. The signature is written in a cursive style.

**Nexia Duesburys (Audit)**  
Canberra, 7 September 2021

A handwritten signature in grey ink, appearing to read 'G J Murphy'. The signature is written in a cursive style.

**G J Murphy**  
Partner

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Nexia Duesburys (Audit) (ABN 21 841 310 270) 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 [www.nexia.com.au/eng](http://www.nexia.com.au/eng). Another Nexia International office Nexia Australia Pty Ltd provide services to clients.

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**Consolidated Statement of Comprehensive Income  
For the year ended 30 June 2021**

|  | Note | 2021<br>\$       | 2020<br>\$       |
|--|------|------------------|------------------|
| <b>Revenue</b>                                 |      |                  |                  |
| Accreditation revenue                          |      | 1,129,498        | 1,081,151        |
| Grant income                                   |      | 2,863,575        | 2,811,400        |
| Overseas assessment fees                       |      | 2,821,350        | 2,071,570        |
| Sundry income                                  |      | 235,406          | 182,537          |
| Government assistance                          |      | 20,000           | 100,000          |
| Gain/(loss) on sale of assets                  |      | 45               | 136              |
| Interest income                                |      | 40,887           | 98,878           |
|  |      | <b>7,110,761</b> | <b>6,345,672</b> |
| <b>Expenses</b>                                |      |                  |                  |
| Communications and marketing                   |      | 29,400           | 33,036           |
| Compliance costs                               |      | 248              | 6,910            |
| Consultancy expenses                           |      | 137,545          | 86,222           |
| Corporate expenses                             |      | 199,318          | 232,861          |
| Depreciation and amortisation                  |      | 477,315          | 552,938          |
| Amortisation of lease assets                   |      | 279,119          | 279,120          |
| Employee benefits expense                      |      | 3,629,374        | 3,543,173        |
| Lease interest                                 |      | 82,962           | 95,810           |
| IT expenses                                    |      | 371,162          | 270,754          |
| Lease expenses                                 |      | 7,589            | 8,761            |
| Other property expenses                        |      | 48,759           | 48,446           |
| Recruitment expenses                           |      | 12,047           | 20,969           |
| Travel expenses                                |      | 46,347           | 258,227          |
|  |      | <b>5,321,185</b> | <b>5,437,227</b> |
| <b>Surplus/(Deficit) before income tax</b>     |      | <b>1,789,576</b> | <b>908,445</b>   |
| Income tax expense                             | 1(b) | -                | -                |
| <b>Surplus/(Deficit) for the year</b>          |      | <b>1,789,576</b> | <b>908,445</b>   |
| <b>Total comprehensive income for the year</b> |      | <b>1,789,576</b> | <b>908,445</b>   |

**Consolidated Statement of Financial Position**  
**For the year ended 30 June 2021**

|  | Note | 2021<br>\$        | 2020<br>\$ |
|--|------|-------------------|------------|
| <b>Assets</b>                                  |      |                   |            |
| <b>Current assets</b>                          |      |                   |            |
| Cash and cash equivalents                      | 3    | <b>3,906,933</b>  | 1,636,775  |
| Trade and other receivables                    | 4    | <b>234,120</b>    | 362,174    |
| Financial assets                               | 5    | <b>7,616,555</b>  | 7,116,187  |
| Other assets                                   | 6    | <b>112,353</b>    | 165,270    |
| <b>Total current assets</b>                    |      | <b>11,869,961</b> | 9,280,406  |
| <b>Non-current assets</b>                      |      |                   |            |
| Property, plant and equipment                  | 7    | <b>765,110</b>    | 985,876    |
| Intangible assets                              | 8    | <b>254,082</b>    | 370,705    |
| Right of use assets                            | 9    | <b>1,279,299</b>  | 1,558,418  |
| <b>Total non-current assets</b>                |      | <b>2,298,491</b>  | 2,914,999  |
| <b>Total assets</b>                            |      | <b>14,168,452</b> | 12,195,405 |
| <b>Liabilities</b>                             |      |                   |            |
| <b>Current liabilities</b>                     |      |                   |            |
| Trade and other payables                       | 10   | <b>307,256</b>    | 309,154    |
| Lease liability                                | 9    | <b>363,363</b>    | 334,784    |
| Employee provisions                            | 11   | <b>556,797</b>    | 574,258    |
| Other liabilities – income received in advance |      | <b>1,490,650</b>  | 964,818    |
| <b>Total current liabilities</b>               |      | <b>2,718,066</b>  | 2,183,014  |
| <b>Non-current liabilities</b>                 |      |                   |            |
| Provision for makegood                         |      | <b>250,000</b>    | 250,000    |
| Lease liability                                | 9    | <b>1,561,307</b>  | 1,924,671  |
| Employee provisions                            | 11   | <b>96,175</b>     | 84,392     |
| <b>Total non-current liabilities</b>           |      | <b>1,907,482</b>  | 2,259,063  |
| <b>Total liabilities</b>                       |      | <b>4,625,548</b>  | 4,442,077  |
| <b>Net assets</b>                              |      | <b>9,542,904</b>  | 7,753,328  |
| <b>Equity</b>                                  |      |                   |            |
| Retained surplus                               |      | <b>9,542,904</b>  | 7,753,328  |
| <b>Total equity</b>                            |      | <b>9,542,904</b>  | 7,753,328  |

**Consolidated Statement of changes in Equity  
For the year ended 30 June 2021**

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

| 2020                                    | Retained surplus | Total            |
|---|------------------|------------------|
|   | \$               | \$               |
| <b>Balance at 1 July 2019</b>           | 6,844,883        | 6,844,883        |
| Total comprehensive income for the year | 908,445          | 908,445          |
| <b>Balance at 30 June 2020</b>          | <b>7,753,328</b> | <b>7,753,328</b> |

**Consolidated Statement of Cash Flows**  
**For the year ended 30 June 2021**

|  | 2021               | 2020             |
|--|--------------------|------------------|
| Note   | \$                 | \$               |
| <b>Cash flows from operating activities:</b>               |                    |                  |
| Receipts from fees, sales and grants                       | <b>8,252,877</b>   | 7,084,038        |
| Payments to suppliers and employees                        | <b>(4,953,393)</b> | (4,767,390)      |
| Interest received  | <b>28,670</b>      | 122,778          |
| Interest payments on lease liabilities                     | <b>(82,962)</b>    | (95,810)         |
| <b>Net cash provided by/(used in) operating activities</b> | <b>3,245,192</b>   | 2,343,616        |
| <b>Cash flows from investing activities:</b>               |                    |                  |
| Proceeds from sale of plant and equipment                  | <b>45</b>          | 136              |
| Payment for intangible assets                              | <b>(24,507)</b>    | (74,955)         |
| Purchase of plant and equipment                            | <b>(115,419)</b>   | (85,828)         |
| Payments for term deposits                                 | <b>(500,368)</b>   | (2,000,416)      |
| <b>Net cash provided by/(used in) investing activities</b> | <b>(640,249)</b>   | (2,161,063)      |
| <b>Cash flows from financing activities:</b>               |                    |                  |
| Principal payment of lease liabilities                     | <b>(334,785)</b>   | (307,809)        |
| <b>Net cash provided by/(used in) financing activities</b> | <b>(334,785)</b>   | (307,809)        |
| Net increase/(decrease) in cash held                       | <b>2,270,158</b>   | (125,256)        |
| Cash and cash equivalents at beginning of year             | <b>1,636,775</b>   | 1,762,031        |
| <b>Cash and cash equivalents at end of financial year</b>  | <b>3</b>           | <b>3,906,933</b> |
|  |                    | 1,636,775        |

## Notes to the Consolidated Financial Statements For the year ended 30 June 2021

### 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 the Australian Accounting Standards – Reduced Disclosure Requirements 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.

#### (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.

#### (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.

## Notes to the Consolidated Financial Statements For the year ended 30 June 2021

### (c) Leases (continued)

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.

#### **Grant income**

Grant revenue is recognised in profit and 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.

## Notes to the Consolidated Financial Statements For the year ended 30 June 2021

### (f) Revenue and other income (continued)

#### 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 '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 'income received in advance' in the consolidated statement of financial position until it is recognised as revenue.

#### Government assistance

Government assistance has been received during the year under the Cash Flow Boost program. Payments under this program are recognised as revenue once the Group is entitled to receive the payments. A receivable is recognised at year end for any payments that the Group is entitled to that have not been received. Payments received are 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 payable 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 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 2021

### (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%           |

### (j) 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 2021

### (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 2021

### (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 2021

### (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.

### (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 2022. 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. In the previous year, term deposits were recorded as part of cash and cash equivalents in Note 3 of the financial statements. In the current year the term deposits are recorded as part of financial assets in Note 4 of the financial statements. Comparative figures have been updated accordingly.

### 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 2021

## 2 Operating segments

|                              | Accreditation    |                  | Skilled Migration Services and Other |                  | Total            |                  |
|------------------------------|------------------|------------------|--------------------------------------|------------------|------------------|------------------|
|                              | 2021             | 2020             | 2021                                 | 2020             | 2021             | 2020             |
|                              | \$               | \$               | \$                                   | \$               | \$               | \$               |
| <b>Revenue</b>               |                  |                  |                                      |                  |                  |                  |
| Grant income received        | 2,863,575        | 2,811,400        | -                                    | -                | 2,863,575        | 2,811,400        |
| Accreditation income         | 1,129,498        | 1,081,151        | -                                    | -                | 1,129,498        | 1,081,151        |
| Overseas assessments         | -                | -                | 2,821,350                            | 2,071,570        | 2,821,350        | 2,071,570        |
| Other revenue                | 116              | -                | 296,222                              | 381,551          | 296,338          | 381,551          |
|                              | <b>3,993,189</b> | <b>3,892,551</b> | <b>3,117,572</b>                     | <b>2,453,121</b> | <b>7,110,761</b> | <b>6,345,672</b> |
| <b>Expenses</b>              |                  |                  |                                      |                  |                  |                  |
| Direct expenses              | 1,861,099        | 2,108,479        | 873,650                              | 875,248          | 2,734,749        | 2,983,727        |
| Overheads                    | 1,644,853        | 1,778,626        | 941,583                              | 674,874          | 2,586,436        | 2,453,500        |
|                              | <b>3,505,952</b> | <b>3,887,105</b> | <b>1,815,233</b>                     | <b>1,550,122</b> | <b>5,321,185</b> | <b>5,437,227</b> |
| <b>Net surplus/(deficit)</b> | <b>487,237</b>   | <b>5,446</b>     | <b>1,302,339</b>                     | <b>902,999</b>   | <b>1,789,576</b> | <b>908,445</b>   |

## 3 Cash and cash equivalents

|              | 2021             | 2020             |
|--------------|------------------|------------------|
|              | \$               | \$               |
| Cash on hand | 94               | 288              |
| Cash at bank | 3,906,839        | 1,636,487        |
|              | <b>3,906,933</b> | <b>1,636,775</b> |

## 4 Trade and other receivables

|                             | 2021           | 2020           |
|-----------------------------|----------------|----------------|
|                             | \$             | \$             |
| Trade and other receivables | 234,120        | 351,614        |
| Provision for impairment    | -              | (16,764)       |
| Other debtors               | -              | 27,324         |
|                             | <b>234,120</b> | <b>362,174</b> |

## 5 Financial assets

|                            | 2021             | 2020             |
|----------------------------|------------------|------------------|
|                            | \$               | \$               |
| Term deposits              | 7,517,883        | 7,017,515        |
| Term deposit – Rental bond | 98,672           | 98,672           |
|                            | <b>7,616,555</b> | <b>7,116,187</b> |

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

Notes to the Consolidated Financial Statements  
For the year ended 30 June 2021

## 6 Other assets

|                | 2021           | 2020           |
|----------------|----------------|----------------|
|                | \$             | \$             |
| <b>Current</b> |                |                |
| Prepayments    | 95,395         | 110,529        |
| Accrued income | 16,958         | 54,741         |
|                | <b>112,353</b> | <b>165,270</b> |

## 7 Property, plant and equipment

|   | 2021           | 2020           |
|---|----------------|----------------|
|   | \$             | \$             |
| <b>Plant and equipment</b>              |                |                |
| At cost                                 | 216,419        | 208,792        |
| Accumulated depreciation                | (194,212)      | (157,179)      |
|   | <b>22,207</b>  | <b>51,613</b>  |
| <b>Furniture, fixtures and fittings</b> |                |                |
| At cost                                 | 1,174,030      | 1,107,829      |
| Accumulated depreciation                | (624,214)      | (497,469)      |
|   | <b>549,816</b> | <b>610,360</b> |
| <b>Computer software</b>                |                |                |
| At cost                                 | 679,068        | 634,473        |
| Accumulated depreciation                | (485,981)      | (310,570)      |
|   | <b>193,087</b> | <b>323,903</b> |
|   | <b>765,110</b> | <b>985,876</b> |

### 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<br>Equipment | Furniture,<br>Fixtures and<br>Fittings | Computer<br>Software | Total          |
|---------------------------------------|------------------------|--|----------------------|----------------|
|                                       | \$                     | \$                                     | \$                   | \$             |
| <b>Year ended 30 June 2021</b>        |                        |  |                      |                |
| Opening balance                       | 51,613                 | 610,360                                | 323,903              | 985,876        |
| Additions                             | 8,342                  | 66,200                                 | 40,877               | 115,419        |
| Disposals                             | -                      | -                                      | -                    | -              |
| Transfers                             |                        |  | 3,718                | 3,718          |
| Depreciation expense                  | (37,748)               | (126,744)                              | (175,411)            | (339,903)      |
| <b>Balance at the end of the year</b> | <b>22,207</b>          | <b>549,816</b>                         | <b>193,087</b>       | <b>765,110</b> |

Notes to the Consolidated Financial Statements  
For the year ended 30 June 2021

**8 Intangible assets**

|                              | 2021               | 2020        |
|------------------------------|--------------------|-------------|
|                              | \$                 | \$          |
| <b>Intellectual Property</b> |                    |             |
| At cost                      | <b>1,560,198</b>   | 1,733,809   |
| Accumulated amortisation     | <b>(1,306,116)</b> | (1,363,104) |
|                              | <b>254,082</b>     | 370,705     |

**Movements in Carrying Amounts**

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

|                                       | Intellectual<br>Property<br>\$ |
|---------------------------------------|--------------------------------|
| <b>Year ended 30 June 2021</b>        |                                |
| Opening balance                       | 370,705                        |
| Additions                             | 24,507                         |
| Transfers                             | (3,718)                        |
| Amortisation                          | (137,412)                      |
| <b>Balance at the end of the year</b> | <b>254,082</b>                 |

Notes to the Consolidated Financial Statements  
For the year ended 30 June 2021

**9 Lease assets and liabilities**

|  | 2021             | 2020             |
|--|------------------|------------------|
|  | \$               | \$               |
| <b>Right-of-use-assets</b>                           | -                | -                |
| Balance at beginning of the year                     | 1,837,538        | -                |
| Amount recognised on adoption of AASB 16 Leases      | -                | 1,837,538        |
| <b>Balance at year end</b>                           | <b>1,837,538</b> | <b>1,837,538</b> |
| <b>Accumulated amortisation</b>                      |                  |                  |
| Balance at the beginning of the year                 | (279,120)        | -                |
| Amortisation for the year                            | (279,119)        | (279,120)        |
| <b>Balance at year end</b>                           | <b>(558,239)</b> | <b>(279,120)</b> |
|  | <b>1,279,299</b> | <b>1,558,418</b> |
| <b>Lease liabilities</b>                             |                  |                  |
| Current  | 363,363          | 334,784          |
| Non-current  | 1,561,307        | 1,924,671        |
|  | <b>1,924,670</b> | <b>2,259,455</b> |
| <b>Movement of lease liabilities during the year</b> |                  |                  |
| Balance at beginning of the year                     | 2,259,455        | -                |
| Amount recognised on adoption of AASB 16 Leases      | -                | 2,567,264        |
| Lease payments                                       | (417,747)        | (403,619)        |
| Interest expense                                     | 82,962           | 95,810           |
| <b>Balance at year end</b>                           | <b>1,924,670</b> | <b>2,259,455</b> |

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.

**10 Trade and other payables**

|                          | 2021           | 2020           |
|--------------------------|----------------|----------------|
|                          | \$             | \$             |
| Trade and other payables | 242,518        | 256,564        |
| Accrued expenses         | 48,851         | 27,683         |
| GST payable              | 15,887         | 24,907         |
|                          | <b>307,256</b> | <b>309,154</b> |

**Notes to the Consolidated Financial Statements**  
**For the year ended 30 June 2021**

**11 Employee provisions**

|                    | 2021           | 2020    |
|--------------------|----------------|---------|
|                    | \$             | \$      |
| <b>Current</b>     |                |         |
| Annual leave       | <b>300,557</b> | 286,696 |
| Long service leave | <b>256,240</b> | 287,562 |
|                    | <b>556,797</b> | 574,258 |
| <b>Non current</b> |                |         |
| Long service leave | <b>96,175</b>  | 84,392  |
|                    | <b>96,175</b>  | 84,392  |
|                    | <b>652,972</b> | 658,650 |

**12 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 \$286,000 (2020:\$364,000) and if applicable, early surrender payment of \$149,053. (2020:\$149,053).

**13 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.

**14 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 16.

## Notes to the Consolidated Financial Statements For the year ended 30 June 2021

### 15 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 | 2021<br>\$        | 2020<br>\$       |
|---|------|-------------------|------------------|
| <b>Financial assets</b>                         |      |                   |                  |
| <b>Financial assets at amortised cost:</b>      |      |                   |                  |
| Cash and cash equivalents                       | 3    | 3,906,933         | 1,636,775        |
| Trade and other receivables                     | 4    | 234,120           | 362,174          |
| Term deposits                                   | 5    | 7,616,555         | 7,116,187        |
| <b>Total financial assets</b>                   |      | <b>11,757,608</b> | <b>9,115,136</b> |
| <b>Financial liabilities</b>                    |      |                   |                  |
| <b>Financial liabilities at amortised cost:</b> |      |                   |                  |
| Lease liabilities                               | 9    | 1,924,670         | 2,259,455        |
| Trade and other payables                        | 10   | 291,369           | 284,247          |
| <b>Total financial liabilities</b>              |      | <b>2,216,039</b>  | <b>2,543,702</b> |

### 16 Key management personnel remuneration

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

|                  | 2021<br>\$ | 2020<br>\$ |
|------------------|------------|------------|
| KMP compensation | 863,938    | 731,696    |

## Notes to the Consolidated Financial Statements For the year ended 30 June 2021

### 17 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.

### 18 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 11 to 27, are in accordance with the Australian Charities and Not-for-profits Commission Act 2012 and:

- a. comply with Australian Accounting Standards – Reduced Disclosure Requirements 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 2021 and of the 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 2021

## **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 2021, 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 2021 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards – Reduced Disclosure Requirements 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 2021, 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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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 – Reduced Disclosure Requirements 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.



**Nexia Duesburys (Audit)**  
Canberra, 7 September 2021



**G J Murphy**  
Partner





|  |    |
|--|----|
| Enrolled Nurse Accreditation Committee attendance (ENAC) ..... | 76 |
| Midwife Accreditation Committee attendance (MAC).....          | 77 |
| Registered Nurse Accreditation Committee (RNAC) .....          | 78 |
| Strategic Accreditation Advisory Committee (SAAC) .....        | 79 |

## Annex A – Membership of ANMAC committees



## Enrolled Nurse Accreditation Committee Attendance (ENAC)

|                          | 9 Jul 2020 | 6 Aug 2020 | 10 Sept 2020 | 8 Oct 2020 | 5 Nov 2020 | 26 Nov 2020 | 4 Feb 2021 | 25 Feb 2021 | 25 Mar 2021 | 29 Apr 2021 | 27 May 2021 | 24 Jun 2021 | Attendance |
|--------------------------|------------|------------|--------------|------------|------------|-------------|------------|-------------|-------------|-------------|-------------|-------------|------------|
| <b>Virginia Stanley</b>  | ✓          | ✓          | ✓            | ✓          | ✓          | ✓           | ✓          | ✓           | ✓           | ✓           | ✓           | ✓           | 12/12      |
| <b>Kate McCluskey</b>    | ✓          | ✓          | ✓            | ✓          | 1          | ✓           | 0          | 0           | 0           | ✓           | ✓           | ✓           | 10/12      |
| <b>Melanie Birks</b>     | ✓          | ✓          | ✓            | ✓          | 1          | ✓           | ✓          | 1           | ✓           | ✓           | ✓           | ✓           | 12/12      |
| <b>Corinne op't Hoog</b> | ✓          | ✓          | ✓            | ✓          | 1          | ✓           | ✓          | 1           | ✓           | ✓           | ✓           | ✓           | 12/12      |
| <b>Amy Sheppard</b>      | ✓          | ✓          | ✓            | ✓          | ~          | ~           | ~          | ~           | ~           | ~           | ~           | ~           | 4/12       |
| <b>Kathi Horton</b>      | 0          | ✓          | ✓            | ✓          | 0          | ✓           | ✓          | ✓           | ✓           | 0           | ✓           | ✓           | 10/12      |
| <b>Judy Peters</b>       | 0          | 0          | ✓            | 0          | 0          | ✓           | ✓          | ✓           | ✓           | 0           | ✓           | ✓           | 8/12       |
| <b>Catrina Booker</b>    | ✓          | ✓          | ✓            | ✓          | ✓          | ✓           | ✓          | 0           | ✓           | ✓           | ✓           | ✓           | 11/12      |

✓ Present 0 Absent ~ Stepped down

## Midwife Accreditation Committee (MAC)

|                           | 6 Jul 2020 | 3 Aug 2020 | 7 Sep 2020 | 6 Oct 2020 | 2 Nov 2020 | 23 Nov 2020 | 1 Feb 2021 | 22 Feb 2021 | 22 Mar 2021 | 27 Apr 2021 | 24 May 2021 | 21 Jun 2021 | Attendance |
|---------------------------|------------|------------|------------|------------|------------|-------------|------------|-------------|-------------|-------------|-------------|-------------|------------|
| <b>Michelle Newton</b>    | ✓          |            | ✓          |            | ✓          |             | ○          |             | ✓           |             | ✓           | ✓           | 6/7        |
| <b>Deborah Davis</b>      | ✓          |            | ✓          |            | ✓          |             | ✓          |             | ✓           |             | ○           | ○           | 5/7        |
| <b>Amelia Druhan</b>      | ✓          |            | ○          |            | ✓          |             | ○          |             | ✓           |             | ✓           | ✓           | 5/7        |
| <b>Fiona Bogossian</b>    | ✓          |            | ○          |            | ○          |             | ✓          |             | ✓           |             | ✓           | ✓           | 5/7        |
| <b>Michelle Underwood</b> | ○          |            | ○          |            | ○          |             | ~          |             | ~           |             | ~           | ~           | 0/7        |
| <b>Linda Sweet</b>        | ✓          |            | ✓          |            | ✓          |             | ✓          |             | ✓           |             | ✓           | ✓           | 7/7        |
| <b>Sara Bayes</b>         | ✓          |            | ✓          |            | ✓          |             | ✓          |             | ✓           |             | ✓           | ✓           | 7/7        |
| <b>Kathleen Baird</b>     | ✓          |            | ✓          |            | ✓          |             | ✓          |             | ✓           |             | ✓           | ○           | 6/7        |

✓ Present ○ Absent ~ Stepped down  Meeting cancelled

## Registered Nurse Accreditation Committee (RNAC)

|                  | 8 Jul 2020 | 5 Aug 2020 | 9 Sep 2020 | 7 Oct 2020 | 4 Nov 2020 | 25 Nov 2020 | 3 Feb 2021 | 24 Feb 2021 | 24 Mar 2021 | 28 Apr 2021 | 26 May 2021 | 23 June 2021 | Attendance |
|------------------|------------|------------|------------|------------|------------|-------------|------------|-------------|-------------|-------------|-------------|--------------|------------|
| Jane Conway      | ✓          | ○          | ✓          | ✓          | ✓          | ✓           | ✓          | ✓           | ✓           | ✓           | ✓           | ○            | 10/12      |
| Leanne Heaton    | ✓          | ✓          | ✓          | ✓          | ✓          | ✓           | ✓          | ✓           | ✓           | ✓           | ✓           | ✓            | 12/12      |
| Rhonda Wilson    | ○          | ○          | ✓          | ✓          | ✓          | ○           | ○          | ✓           | ○           | ✓           | ✓           | ✓            | 7/12       |
| Erin McLeod      | ✓          | ✓          | ✓          | ✓          | ~          | ~           | ~          | ~           | ~           | ~           | ~           | ~            | 4/12       |
| Ingrid Brooks    | ✓          | ○          | ✓          | ✓          | ✓          | ✓           | ✓          | ✓           | ○           | ✓           | ✓           | ✓            | 10/12      |
| Tracy Moroney    | ✓          | ✓          | ✓          | ○          | ✓          | ✓           | ✓          | ✓           | ✓           | ○           | ✓           | ✓            | 10/12      |
| Karen Clark-Burg | ✓          | ✓          | ✓          | ○          | ✓          | ✓           | ○          | ✓           | ✓           | ✓           | ○           | ✓            | 9/12       |
| Lauren McTier    | ✓          | ○          | ✓          | ✓          | ✓          | ✓           | ✓          | ✓           | ○           | ✓           | ✓           | ✓            | 10/12      |

✓ Present ○ Absent ~ Stepped down

## Strategic Accreditation Advisory Committee (SAAC)

|                          | 31 Mar 2020 | 14 Jul 2020 | 1 Dec 2020 | 16 Mar 2021 | Attendance |
|--------------------------|-------------|-------------|------------|-------------|------------|
| <b>Fiona Stoker</b>      |             |             | ✓          |             | 1/2        |
| <b>Margaret Gatling</b>  |             |             | ✓          |             | 1/2        |
| <b>Liza Edwards</b>      |             |             | ~          |             | 0/2        |
| <b>Debbie Blow</b>       |             |             | ~          |             | 0/2        |
| <b>Katherine Jackman</b> |             |             | ~          |             | 0/2        |
| <b>Tracey Moroney</b>    |             |             | ✓          |             | 1/2        |
| <b>Moira Williamson</b>  |             |             | ✓          |             | 1/2        |
| <b>Julianne Bryce</b>    |             |             | ✓          |             | 1/2        |
| <b>Michelle Newton</b>   |             |             | ✓          |             | 1/2        |
| <b>Virginia Stanley</b>  |             |             | ✓          |             | 1/2        |
| <b>Haakan Strand</b>     |             |             | ✓          |             | 1/2        |
| <b>Jane Conway</b>       |             |             | ✓          |             | 1/2        |
| <b>John Smithson</b>     |             |             | o          |             | 0/1        |

✓ Present   o Absent   ~ Stepped down   Meeting cancelled

