



Australian
Nursing & Midwifery
Accreditation Council

anmac

Annual Report 2010–11



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FROM THE CHAIR



Professor Jill White
ANMAC Board Chair

It has been an exciting and extremely demanding 12 months at the Australian Nursing and Midwifery Council (ANMAC) as we build the new national accreditation system for the nursing and midwifery professions in Australia. We celebrate the successful completion of the first accreditation assessments and their subsequent approval by the Nursing and Midwifery Board of Australia (NMBA) and acknowledge the contribution of all who participated in these historic events.

At the meeting on 19 April 2011 the Board of ANMAC made the decision to grant accreditation to the first two programs that have undergone assessment under the new national accreditation scheme. One of the programs was a Diploma of Nursing to be conducted in the vocational education and training (VET) sector and the other program was a Bachelor of Nursing program to be conducted in the higher education/university sector. As at 30 June 2011, two programs had been accredited by the ANMAC Board with those programs subsequently approved by the NMBA as nursing and midwifery programs leading to registration or endorsement in Australia; and a further 43 accreditation assessments are progress for full accreditation and major changes.

While the education providers submitting these initial programs for assessment have been the pioneers; the patience, problem solving skills and good will of all parties has meant that the national accreditation scheme is being well tested. ANMAC is learning much and incorporating this learning into the scheme continuously. Improvements have been, and will continue to be integrated into our evolving

communication strategies, policy, procedures, forms and instruments that we are developing for our accreditation function. We still have a long way to go, as the complexity and enormity of developing a robust accreditation system that will serve us as a nation is not something that can be crafted overnight. We continue to face the challenges of meeting the different expectations of the education providers and the nursing and midwifery leaders who were very familiar with the particular systems in the individual states and territories. Each day brings us a new policy challenge and a different nuance to understand and for which to develop a principled, pragmatic and consistent response. Feedback from our many stakeholders is recognised as critical to our growth and development, so please take the opportunity to interact with us at every opportunity. We are working to make the ANMAC website a pivotal communication centre for the organisation — watch it develop on: www.anmac.org.au and give us your ideas to make it better.

The International Services team continues to provide consistent, high quality and timely assessments for those nurses and midwives seeking the opportunity to come to Australia under the category of skilled immigrants. While the service does not conduct assessments for all international nurses and midwives seeking registration to work in Australia, which does cause some confusion; the team at ANMAC continues to pride ourselves on the quality of the service we provide in this area.

To the ANMAC Executive team and the Accreditation, International and Corporate Services staff who make this happen; the nursing and midwifery academic and clinical leaders who made up the ANMAC assessment teams; the members of the ANMAC Board Committees and the ANMAC Board — my sincere thanks and appreciation for your commitment to the professions and your hard work in making this an organisation that has huge potential to grow into its vision:

The Australian Nursing and Midwifery Accreditation Council (ANMAC) is respected for its leadership in nursing and midwifery accreditation.

We have much still to do; but I have great **confidence** that we are **building strong** and capable systems that will **serve the community**, the professions of nursing and midwifery and the organisation **well into the future**.



It is difficult to believe that a year has passed since the metamorphosis of the Australian Nursing and Midwifery Council into the Australian Nursing and Midwifery Accreditation Council (ANMAC).

ANMAC is an authority that is for and of the community and professions of nursing and midwifery. We are dependent on the professions for the leadership and direction of the organisation. We are also reliant on the commitment and contribution of these leaders as members of the ANMAC assessment teams. This professional buy-in is fundamental to the robustness of the model for the new national accreditation scheme for nursing and midwifery education and professional review programs leading to registration and endorsement in Australia.

In the last year we have asked a great deal of these two professions and now they are recognising the needs and also the benefits of the mutuality of the relationship we have the potential to grow into a strong and capable organisation. To the nurses and midwives who have accepted our invitation to join ANMAC Board Committees and assessment teams — we salute you and thank you!

To our Board, made up of nursing and midwifery leaders and community members — thank you also. It has been a tough year as we have plundered your vision, time, knowledge and networks. It has been a privilege to work with such a committed and wise group of people who never forget that it is for the promotion and protection of the health of the community that we are here.

We have been working hard to build good working relationships with the Nursing and Midwifery Board of Australia (NMBA) and the Australian Health Practitioner Regulation Agency (AHPRA). I would like to acknowledge the openness and support from these two bodies in this our first year of operations. They have provided advice and assistance as it has been required, while recognising the independence of ANMAC as a separate authority with specific and separate functions and powers.

Finally, a word about the ANMAC staff — both permanent and seconded: we have demanded an enormous contribution from you in taking the vision of the Board and turning it into a reality. For many of you who have joined the staff during this year, you have had to hit the ground running and continue running as the pace increased. Whether you came over from ANMC or have been recruited since, you have had to turn the vision into a concept; develop the concept into a working model; test the model and transform it into an operating scheme. You have had to deal with ever growing expectations from education providers, assessors, government, the NMBA and indeed the professions of nursing and midwifery.

We have much still to do; but I have great confidence that we are building strong and capable systems that will serve the community, the professions of nursing and midwifery and the organisation well into the future.

ANMAC HIGHLIGHTS JULY 2010 TO JUNE 2011

1 July 2010–31 December 2010

- » The Australian Nursing and Midwifery Council appointed as the independent accrediting authority for nursing and midwifery under the National Registration and Accreditation Scheme (NRAS) – **1 July 2010**

- » Director of Accreditation Services appointed – **July 2010**

- » Director of International Services appointed – **July 2010**

- » Chief Executive Officer appointed – **August 2010**

- » The Australian Nursing and Midwifery Council moves to new, larger premises at Level 3, Empire Chambers, 1–13 University Ave, Canberra City – **September 2010**

- » New Governance structures introduced – **from September 2010**

- » ANMAC Board Committees established – **from September 2010**

- » Accreditation Managers seconded from AHPRA commenced work with ANMAC – **from September 2010**

- » CEO Western Pacific and South East Asian Regions and Nursing & Midwifery regulators (WPSEAR) meeting in Singapore – **October 2010**

- » Changes to Constitution at 1st Annual General Meeting – **November 2010**
 - » Four Additional Board members appointed – **November 2010**
 - » The Australian Nursing and Midwifery Council changes its name to the Australian Nursing and Midwifery Accreditation Council – **November 2010**
 - » First assessment teams constituted and documentary reviews commenced – **October 2010**

1 January 2011–30 June 2011

- » First site visits to education providers – **January 2011**

- » ANMAC Board makes decisions about first national accreditations of nursing and midwifery education programs leading to registration and endorsement in Australia – **April 2011**

- » New ANMAC logo and branding finalised – **April 2011**

- » Accreditation information sessions are held around Australia – **from April 2011**

- » CEO attends International Council of Nurses meeting in Malta and gives paper with ANMAC Chair and two other colleagues – **May 2011**

- » Initial accredited programs approved by the Nursing and Midwifery Board of Australia – **May 2011**

- » New staff appointments brings the total ANMAC staff to twenty three – **as at 30 June 2011**

The Australian Nursing and Midwifery Accreditation Council was established as the **'external accreditation entity'** by the Nursing and Midwifery Board of Australia.

The Australian Nursing and Midwifery Council (ANMC — now the Nursing and Midwifery Accreditation Council (ANMAC)) was established as the 'external accreditation entity' by the Nursing and Midwifery Board of Australia (NMBA and under the Act — *the National Board*) in April 2010 under section 43 of the *Health Practitioner Regulation National Law Act (Qld)* 2009 (the National Law).

Section 3(2) of the National Law outlines the objectives of the national registration and accreditation scheme. These are:

- a. *to provide for the protection of the public by ensuring that only health practitioners who are suitably trained and qualified to practise in a competent and ethical manner are registered; and*
- b. *to facilitate workforce mobility across Australia by reducing the administrative burden for health practitioners wishing to move between participating jurisdictions or to practise in more than one participating jurisdiction; and*
- c. *to facilitate the provision of high quality education and training of health practitioners; and*
- d. *to facilitate the rigorous and responsive assessment of overseas-trained health practitioners; and*
- e. *to facilitate access to services provided by health practitioners in accordance with the public interest; and*
- f. *to enable the continuous development of a flexible, responsive and sustainable Australian health workforce and to enable innovation in the education of, and service delivery by, health practitioners.*

Four directorates have been set up in ANMAC to conduct the accreditation of nursing and midwifery education programs leading to registration and endorsement in Australia and the assessment of international nurses and midwives wishing to practise in Australia (the latter role continuing on from before 1 July 2010). The structure and work of these directorates is described in detail through this report.

In becoming the national accrediting authority for nursing and midwifery in Australia, the ANMC was reconstituted as a company limited by guarantee; with a new governance structure, Constitution and Board. The development of a model of national accreditation for nursing and midwifery programs leading to registration and endorsement in Australia was a first imperative of this new organisation.

For the other registered health professions in Australia, this change was not profound as the accreditation function had been previously delegated to a national external accreditation authority. Conversely, the nursing and midwifery regulatory authorities in each State and Territory had continued to be responsible for the accreditation of education programs leading to registration, enrolment, authorisation and endorsement for the professions of nursing and midwifery until the introduction of the national registration and accreditation scheme for health professionals. Therefore the transition to the new national scheme for nursing and midwifery meant the establishment of a new organisation and a new national accreditation scheme, crafted from the strengths of the eight state and territory systems and other accreditation schemes both in Australia and internationally.

At the International Council of Nurses meeting in Malta, May 2011

From left:

Jill White—ANMAC Board Chair, Amanda Adrian—CEO ANMAC, John Kelly—Chair NSW Board of NMBA, Mary Chiarella—Director NMBA



The work of the ANMC before 1 July 2010 was critical in laying the foundations for this major undertaking. The cooperative development of the *National Framework for the Accreditation of Nursing and Midwifery Courses Leading to Registration, Enrolment, Endorsement and Authorisation in Australia (the Framework Statement); the Standards and Criteria for the Accreditation of Nursing and Midwifery Courses Leading to Registration, Enrolment, Endorsement and Authorisation in Australia — with Evidence Guide (2009)* for registered nurses, enrolled nurses, nurse practitioners and midwives gave the new organisation ANMAC, a sound base to build the accreditation scheme.

The first six months were spent in the development of the governance structure for the new organisation as well as key policy, procedures, instruments and systems for the national accreditation scheme for nursing and midwifery. New staff were recruited and seconded into the organisation and the business of accreditation began in earnest.

ANMAC is a not-for-profit business, and as a business has to ensure they conduct that business responsibly and according to the Corporations Law in Australia. One of the many challenges for ANMAC in this establishment phase has been the transition from a scheme where the cost of this function was largely borne by the State and Territory Governments; and the contribution from registration fees paid by nurses and midwives; to a largely 'user pays' scheme.

Purpose: The Australian Nursing and Midwifery Accreditation Council (ANMAC) will ensure that **standards of nursing and midwifery** education promote and **protect** the **health** of the **Australian community**.

Vision

The Australian Nursing and Midwifery Accreditation Council (ANMAC) is respected for its leadership in nursing and midwifery accreditation.

Values

- » Integrity
- » Learning
- » Accountability
- » Inclusiveness
- » Excellence

Principles¹

Legality

The accreditation criteria and processes must be consistent with current legislation in respective jurisdictions.

Legitimacy

The accreditation process must be legitimate and acceptable to key stakeholders (the ANMAC, the NMBA and education providers) and to other stakeholders (including professional representative organisations, major employers, health consumers, and community representatives such as for Aboriginal and Torres Strait Islander peoples). Such legitimacy includes real and apparent impartiality in relation to particular stakeholder groups, and appropriate respect for the academic autonomy of education providers (providers).

Validity

The accreditation process must be valid in that the procedures are appropriate for assessing the determination of criteria. These criteria must be evidence-based and explicitly related to the necessary graduate competency outcomes and other specified purposes of the accreditation process.

To ensure and assure the validity of accreditation, those involved in accreditation must have appropriate expertise and standing. The alternative perspectives of appropriate individuals outside the jurisdiction or the profession should be sought. Orientation, induction and any necessary preparation should be provided. Potential or perceived conflicts of interest must be avoided or declared. There must be sufficient financial, human and other resources to conduct the operations of accreditation effectively.

The period and status of accreditation must be appropriate to the general nature of the courses and developments in the professional field.

Efficiency

The accreditation process must cover what is necessary and sufficient to attain the purposes. It must not be unnecessarily burdensome for education providers, accreditation committee members or other participants. Financial costs should not be excessive. Rather, they should be proportionate to the benefits and be allocated fairly and transparently.

¹ These have been adapted from: Australian Nursing and Midwifery Council (2009) National Framework for the Accreditation of Nursing and Midwifery Courses Leading to Registration, Enrolment, Endorsement and Authorisation in Australia, Revised Edition, Canberra, 3–5. Available at: www.anmac.org.au/accreditation/accreditation-standards.

Duplication with other processes should be avoided. Joint accreditation or joint elements of accreditation should be undertaken where appropriate and possible. Similarly, common use of documentation by different accreditors (such as education providers and the NMBA), and common preparation of accreditation committee members across professions should be undertaken wherever possible.

The accreditation period should not be so long as to raise questions of validity, nor so short that subsequent accreditation creates an unnecessary administrative burden.

Accountability

The accreditation process and its outcomes must be accountable to key stakeholders (ANMAC, the NMBA and education providers) and to relevant government authorities (this may be through ANMAC and the NMBA). The accreditation process and its outcomes should also be accountable to the professions, students, other stakeholders and the public through appropriate dissemination and publication of reports and information.

Transparency

The accreditation process and its outcomes must be transparent to key stakeholders (ANMAC, the NMBA and education providers) so the validity and appropriateness of decisions are apparent. The accreditation process and its outcomes should also be transparent to other stakeholders and the public as long as appropriate confidentiality and protection of privacy is maintained.

Transparency is especially important within the national framework when processes in different jurisdictions are not identical because of different legislative requirements or local circumstances eg legislation involving medicines and poisons.

Inclusiveness

While ANMAC and the NMBA have final responsibility for the development, implementation and evaluation of the accreditation process and its criteria, other stakeholders must also participate or be consulted. Other stakeholders may include education providers, professional representative organisations, students, employers, health consumers, and community groups such as Aboriginal and Torres Strait Islander community representatives.

Ensures procedural fairness

The accreditation processes must accord with principles of procedural fairness. Education providers should have early access to the criteria for accreditation, (that are must be public and accessible) and be provided with full information about the process. Education providers must have the opportunity to correct or add factual information, and to respond to evaluative judgements. Criteria for accreditation should be interpreted and applied fairly and without bias, and the reasons for decisions made clear to those affected. There should be appropriate opportunities for review or appeal. All participants should be treated equitably.

Facilitates quality and improvement

The accreditation processes and criteria should facilitate the development of programs of the highest academic and professional quality, and facilitate the continuous improvement of courses over the period for which they are accredited. Requirements for reporting on courses and for approval of course changes during a standard accreditation period should not inhibit changes that would lead to course improvement.

Exhibits flexibility and responsiveness

The accreditation processes and criteria should be flexible and responsive to the different circumstances, institutional contexts and orientations of providers and without compromising the primary purpose of accreditation. Other principles are to be given adequate weight.

Supportive of diversity and innovation

The accreditation processes and criteria should support diversity and innovation, to meet the current and future needs of the Australian and international nursing and midwifery professions.

Involves an ongoing cycle of review

The accreditation processes must undergo an ongoing cycle of review to maintain consistency with these principles and for ongoing improvement. All stakeholders should have an opportunity for input or participation. There must also be periodic review of the framework as a whole.

ANMAC considers that the overarching **goals** to **achieve** their corporate objectives and legal mandate are contained in the key result areas of program accreditations, **international skills** assessments, organisational **leadership** and corporate and industry influence.

Goals and objectives

Accreditation Services

- » Work in partnership with the Nursing and Midwifery Board of Australia and other relevant stakeholders to successfully transition to national accreditation of nursing and midwifery courses
- » Develop a quality assurance framework to support the national accreditation scheme
- » Work to ensure that the accreditation framework and standards remain contemporary and communicate that framework and standards to the community

International Services

- » Work in partnership with the Nursing and Midwifery Board of Australia and other relevant stakeholders to maintain the appropriate assessment of internationally qualified nurses and midwives for migration to Australia
- » Work to ensure that the assessment of internationally qualified nurses and midwives is in compliance with the registration requirements of the Nursing and Midwifery Board of Australia

Leadership and Influence

- » Demonstrate the role of ANMAC as the national accrediting body for nursing and midwifery in Australia
- » Provide advice to relevant agencies on nursing and midwifery accreditation issues
- » Develop and maintain relationships with the Australian Peak Nursing and Midwifery Forum, Australian Health Professionals Councils Forum, other nursing and midwifery organisations, consumer organisations and other relevant stakeholders
- » Contribute to and support international accreditation initiatives

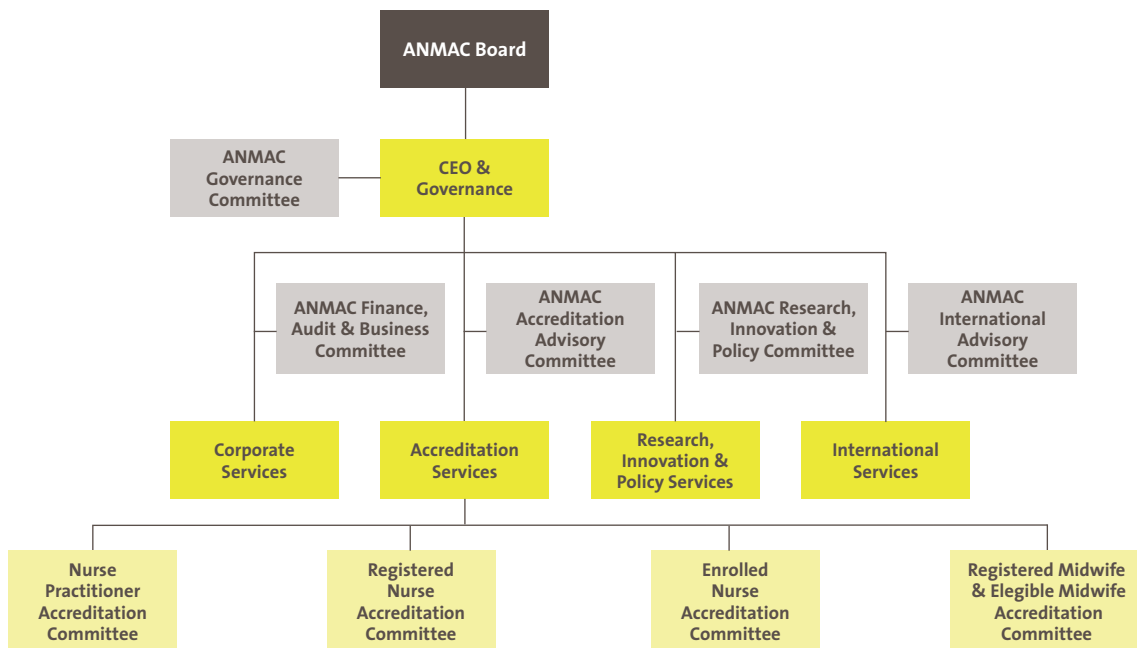
Capability and Performance

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

Presentation to Amanda Adrian from the ANMAC Board in recognition of Amanda's significant contribution to the establishment of ANMAC



Diagram A: Organisation Structure and Governance



Member Organisations

1 July 2010–30 June 2011

The ANMAC Board is constituted by nominees from the following organisations:

- » Australian College of Midwives (ACM)
- » Australian Nursing Federation (ANF)
- » Congress of Aboriginal and Torres Strait Islander Nurses (CATSIN)
- » Council of Deans of Nursing and Midwifery (CDNM)
- » Royal College of Nursing *Australia* (RCNA)

Other Directors are:

- » One nominee from the Vocational Education and Training (VET) sector
- » One nominee of the Australian Government
- » One nominee of the Health Ministers of the States and Territories
- » Four community representatives
- » One education expert

Members

Professor Jill White AM Chair

RN, RM, B Ed, M Ed, PhD
Deputy Chair
Council of Deans of Nursing and Midwifery

Ms Lee Thomas Deputy Chair

RN, RM Neo, BN, MRCNA
Federal Secretary
Australian Nursing Federation

Ms Debra Cerasa

PhD Candidate, M Ed Ld & Mng, G C Bus Adm, B App Sc(NSG), G D Ad Ed & Trg, G C Ch Ed, RN, RM, RCCN(ICU), FRCNA, FCN
Chief Executive Officer
Royal College of Nursing, *Australia*

Ms Roslyn Donnellan-Fernandez

RN, RM, MHN, IBCLC, MN, BN, DipN, JP (SA)
Board Member
Australian College of Midwives

Dr Sally Goold OAM

RN, RM, Dip NED, BAppSc Nursing, MN Stud, DN (HC), FRCNA, FCN
Executive Officer
Congress of Aboriginal and Torres Strait Islander Nurses

Community Directors

Mr Gregory Sam

MPH, BAppSc, BArts (Admin)

Ms Anita Phillips

BA, Dip Soc Studs, MPA

Ms Joanna Holt

MHP, B Sc (Hons)

Ms Therese Findlay

MApp Sc Social Ecology, Grad Dip Social Ecology. Cert. Public Participation, Cert. Welfare Work

Other Directors

Dr Rosemary Bryant

RN, BA, Grad Dip Health Admin, DUniv, FRCNA
Chief Nurse and Midwifery Officer
Emeritus Director of Nursing
Department of Health and Ageing

Adjunct Associate Professor Fiona Stoker

RN, DiPN (London), B Bus, Grad Cert PSM, MBA, MRCNA
Chief Nursing Officer
Department of Health and Human Services, TAS

Ms Leone English

RN, BN, B Tch (Adult), M.Ed (Adult), Grad Dip Management
Dean, Faculty of Health Science, Community Studies and Education
Holmesglen Institute, VIC

Board and CEO of ANMAC

From left: Rosemary Bryant, Anita Phillips, Lee Thomas, Robert Meyenn (appointed August 2011), Leone English, Jill White, Roslyn Donnellan-Fernandez, Amanda Adrian, Fiona Stoker, Greg Sam, Therese Findlay, Joanna Holt

Far right top: Sally Goold
Far right bottom: Debra Cerasa



Directors' Attendance at Board Meetings

NAME	Eligible to attend	Attendance
Professor Jill White	6	6
Ms Lee Thomas	6	5
Dr Rosemary Bryant	6	6
Ms Debra Cerasa	6	5
Ms Roslyn Donnellan-Fernandez	6	5
Dr Sally Goold	6	5
Ms Anita Phillips	6	2
Mr Greg Sam	6	4
Ms Leone English	4	4
Ms Therese Findlay	3	3
Ms Joanna Holt	4	3
Associate Professor Fiona Stoker	4	4

Committees of the ANMAC Board

The ANMAC Board has established Board Committees and working groups for specific purposes in accordance with its objectives. These Committees and working groups assist the ANMAC to fulfill its strategic goals and meet its legal obligations. The chair of each Committee is appointed by the ANMAC Board.

Each Committee may recommend to the Board that other persons with appropriate experience and expertise as determined by ANMAC be co-opted to join that Committee. Committees and working groups report to ANMAC through the Committee Chair or CEO.

Governance Committee

Purpose

To ensure the governance systems of ANMAC, including the governance policies and procedures underpinning the conduct of the functions of the organisation comply with current regulatory requirements and reflect contemporary business, governance, policy and ethical requirements in Australia.

Objectives

- » To deal with matters relating to:
 - » ANMAC Constitution — review and amendment, and notice to the Board
 - » ANMAC Board governance policy
 - » Conduct of ANMAC Board meetings
 - » Organisational structure
 - » Strategic directions for the organisation and development of the framework for conduct of the organisation's business

Chair

Mr Greg Sam – Community Director, ANMAC

Members

Ms Lee Thomas – ANMAC Board Member and Federal Secretary, Australian Nursing Federation

Ms Debra Cerasa – ANMAC Board Member and Chief Executive Officer, Royal College of Nursing, *Australia*

Associate Professor Fiona Stoker – ANMAC Board Member and Chief Nursing Officer, Department of Health and Human Services, TAS

Ms Amanda Adrian – Chief Executive Officer, ANMAC

Ms Kay Posthuma – Director of Corporate Services, ANMAC

Accreditation Advisory Committee

Purpose

To ensure the Accreditation Framework, including the standards, policies and procedures underpinning the accreditation of nursing and midwifery programs of study, effectively assures the quality of nursing and midwifery education promotes and protects the health of the community.

Objectives

- » To advise on issues relating to the policy, processes, costings/fees, quality improvement and other relevant matters pertaining to the ANMAC accreditation functions to promote the quality of nursing and midwifery education for the protection of the community
- » To ensure that evidence is used in policy and practice in accreditation; and where there is no evidence, consideration is given to commissioning research
- » To provide advice on practices and models used by other accreditation authorities in health and other sectors
- » To liaise with ANMAC Research, Innovation and Policy Committee on projects required to be undertaken

Chair

Professor Jill White – Chair, ANMAC and Deputy Chair, Council of Deans of Nursing and Midwifery

Members

Ms Robyn Coulthard – Policy Officer, CATSIN

Professor Patrick Crookes – Dean, Faculty of Health & Behavioural Sciences, *and* Head, School of Nursing, Midwifery & Indigenous Health, University of Wollongong, NSW

Ms Leone English – ANMAC Director, Dean, Faculty of Health Science, Community Studies and Education, Holmesglen Institute, Melbourne, VIC

Professor Glenn Gardner – Director of the Centre for Clinical Nursing, Royal Brisbane and Women's Hospital and Professor of Clinical Nursing, Queensland University of Technology, QLD

Ms Joanna Holt – Community Director, ANMAC

Ms Louise Horgan – Member, Nursing and Midwifery Board of Australia

Professor Robert Meyenn – ANMAC Director

(appointed August 2011), Professor of Education, Charles Sturt University, Bathurst, NSW

Ms Robyn Parkes – (on extended leave) – Principal Project Nursing Midwifery, Clinical Learning, Education and Research, Nursing and Midwifery Office of South Australia Health, SA

Mr Gordon Poulton – Director of Accreditation, ANMAC

Ms Karen Scott – Manager, Education and Training (Health), Metropolitan South Institute of TAFE, QLD

Associate Professor Jan Taylor – Disciplines of Nursing and Midwifery, Faculty of Health, University of Canberra, ACT

Adjunct Professor Debra Thoms – Chief Nursing and Midwifery Officer, New South Wales Department of Health, NSW

Ms Amanda Adrian – Chief Executive Officer, ANMAC

Ms Donna Mowbray – Director Research, Innovation and Policy, ANMAC

Finance, Audit and Business Committee

Purpose

To ensure the finance, audit and business functions of ANMAC, including the policies and procedures underpinning the conduct of the business and human resource management functions comply with current regulatory requirements and reflect contemporary business, governance and ethical requirements in Australia.

Objectives

- » To deal with matters relating to:
 - » finance, budget and audit
 - » all other matters under the auspices of the business services unit including:
 - human resources
 - occupational health and safety
 - environmental management and payroll
- » To prepare, review and update annually and as required:
 - » business plan
 - » risk management plan
 - » business continuity plan

Chair

Ms Debra Cerasa – ANMAC Board Member and Chief Executive Officer, Royal College of Nursing, *Australia*

Members

Ms Lee Thomas – ANMAC Board Member and Federal Secretary, Australian Nursing Federation

Mr Greg Sam – Community Director, ANMAC

Adjunct Associate Professor Fiona Stoker – ANMAC Board Member and Chief Nursing Officer, Department of Health and Human Services, TAS

Ms Amanda Adrian – Chief Executive Officer, ANMAC

Ms Kay Posthuma – Director of Corporate Services, ANMAC

Registered Nurse Accreditation Committee

Purpose

To review the outcomes of assessments undertaken by ANMAC assessment teams in relation to registered nurse programs of study leading to registration and make recommendations to the Board concerning accreditation, in order to effectively assure the quality of nursing education to promote and protect the health of the community.

Objectives

- » To review the reports from individual assessment teams and ensure that the evidence relating to a program being assessed meets the accreditation standards
- » To make recommendations to the Board concerning whether accreditation should be granted — granted conditionally or not granted
- » To recommend the establishment of a review panel if irreconcilable differences arise between the accreditation committee (and assessment team) and an education provider

Chair

Professor Patrick Crookes – Dean, Faculty of Health & Behavioural Sciences, University of Wollongong, NSW

Members

Professor Phillip Della – Deputy Pro Vice-Chancellor, Faculty of Health Sciences, Curtin University, WA

Professor Wendy Cross – Head of School, School of Nursing & Midwifery, Monash University, VIC

Professor Eimear Muir-Cochrane – Chair of Nursing (Mental Health), School of Nursing and Midwifery, Flinders University, SA

Ms Anne Fallon – Conjoint Senior Lecturer, University of New South Wales, and Manager of Education Development & Training, St. Vincent's Private Hospital, NSW

Ms Shelley Nowlan – District Executive Director of Nursing Services, Central Queensland Health Service District, Queensland Health, QLD

Registered Midwife Accreditation Committee

Purpose

To review the outcomes of assessments undertaken by ANMAC assessment teams in relation to midwifery programs of study leading to registration and endorsement as an eligible midwife; and make recommendations to the Board concerning accreditation, in order to effectively assure the quality of midwifery education to promote and protect the health of the community.

Objectives

- » To review the reports from individual assessment teams and ensure that the evidence relating to a program being assessed meets the accreditation standards
- » To make recommendations to the Board concerning whether accreditation should be granted — granted conditionally or not granted
- » To recommend the establishment of a review panel if irreconcilable differences arise between the accreditation committee (and assessment team) and an education provider

Chair

Associate Professor Jan Taylor – Disciplines of Nursing and Midwifery, Faculty of Health, University of Canberra, ACT

Members

Professor Caroline Homer – Professor of Midwifery, Faculty of Nursing, Midwifery and Health, University of Technology, Sydney, NSW

Ms Sue Kruske – Associate Professor, Maternal and Child Health, Charles Darwin University, NT

Ms Janice Butt – Coordinator Midwifery Education, King Edward Memorial Hospital & Associate Director, Midwifery, School of Nursing and Midwifery, Curtin University, WA

Dr Joanne Gray – Associate Dean (Teaching and Learning), Faculty of Nursing, Midwifery and Health, University of Technology, Sydney, NSW

Ms Patrice Hickey – Midwifery Group Practice Mentor, Sunshine Hospital, VIC

Ms Cathy Styles – Operations Director, Women's & Children's Health, Townsville Health Service District, QLD

Associate Professor Greg Kyle – Head of Discipline of Pharmacy, Faculty of Health, University of Canberra, ACT

Nurse Practitioner Accreditation Committee

Purpose

To review the outcomes of assessments undertaken by ANMAC assessment teams in relation to nurse practitioner programs of study leading to endorsement and make recommendations to the Board concerning accreditation, in order to effectively assure the quality of nursing and midwifery education to promote and protect the health of the community.

Objectives

- » To review the reports from individual assessment teams and ensure that the evidence relating to a program being assessed meets the accreditation standards
- » To make recommendations to the Board concerning whether accreditation should be granted — granted conditionally or not granted
- » To recommend the establishment of a review panel if irreconcilable differences arise between the accreditation committee (and assessment team) and an education provider

Chair

Professor Glenn Gardner – Director of the Centre for Clinical Nursing, Royal Brisbane and Women’s Hospital and Professor of Clinical Nursing Queensland University of Technology, QLD

Members

Dr Tom Buckley – Co-ordinator Master of Nursing (Nurse Practitioner), Faculty of Nursing, The University of Sydney, NSW

Professor Andrew Cashin – Professor of Nursing, School of Health & Human Sciences, Southern Cross University, Lismore, NSW

Professor Maxine Duke – Acting Pro Vice –Chancellor, Faculty of Health, Deakin University, VIC

Mr Christopher Helms – Vice President, Australian College of Nurse Practitioners

Ms Sally Hampel – Nurse Practitioner, Eastern Community Mental Health, Adelaide, SA

Associate Professor Lisa McKenna – Director of Education, School of Nursing & Midwifery, Monash University, VIC

Associate Professor Greg Kyle – Head of Discipline of Pharmacy, Faculty of Health, University of Canberra, ACT

Enrolled Nurse Accreditation Committee

Purpose

To promote and protect the health of the community by reviewing the assessment outcomes of enrolled nurse programs of study leading to registration undertaken by appointed ANMAC assessment teams and make recommendations regarding their accreditation to the Board.

Objectives

- » To review the reports from individual assessment teams and ensure that the evidence relating to a program being assessed meets the accreditation standards
- » To make recommendations to the Board concerning whether accreditation should be granted — granted conditionally or not granted
- » To recommend the establishment of a review panel if irreconcilable differences arise between the accreditation committee (and assessment team) and an education provider

Chair

Ms Robyn Parkes – on extended leave — Principal Project Nursing Midwifery, Clinical Learning, Education and Research, Nursing and Midwifery Office of South Australia Health, SA

Ms Karen Scott – Manager, Education and Training (Health), Metropolitan South Institute of TAFE, QLD

Members

Ms Christine Manwarring – Faculty Director, Community Health and Personal Services, TAFE NSW/South Western Sydney Institute

Ms Gabrielle Koutoukidis – Head of Strategic and Business Development Health Sciences, Holmesglen Institute, Melbourne, VIC

Ms Janet Blandford – Vice President, National Enrolled Nurse Association of Australia

Ms Robyn Girle – Clinical Facilitator, CEC Clinical Leadership Program, South Eastern Sydney & Illawarra Shoalhaven Local Health Districts, NSW

Ms Ruth Phillips – Coordinator of Health & Nursing Programs, South West Institute of Technology, Bunbury, WA

Research, Innovation and Policy Committee

Purpose

To ensure all ANMAC functions and services are supported by policies that are underpinned by sound and contemporary research and innovation in the interests of promoting and protecting the health of the community.

Objectives

- » To oversee policy, research and development projects relating to the areas of:
 - » Accreditation services
 - » International services
 - » Other work as delegated — including the development and review of standards, guidelines, policies and procedures relating to each of these areas
- » To commission appropriate steering committees/ working papers where required
- » To oversee the policy analysis, review and response of external policies relevant to the functions of the ANMAC

Chair

Ms Lee Thomas – Federal Secretary,
Australian Nursing Federation

Members

Ms Therese Findlay – Community Director, ANMAC

Ms Leone English – ANMAC Director, Dean,
Faculty of Health Science, Community Studies and
Education, Holmesglen Institute, Melbourne, VIC

Ms Leonie Burdack – Committee Member,
Australian College of Nurse Practitioners

Ms Kathleen McLaughlin – Deputy CEO,
Director Operations, RCNA

Professor Patrick Crookes – Dean, Faculty of Health &
Behavioural Sciences, University of Wollongong, NSW

Professor Jill White – Chair, ANMAC and
Deputy Chair, CDN

Adjunct Associate Professor Catherine Stoddart –
Chief Nursing and Midwifery Officer of WA,
Department of Health, WA

Ms Janet Blandford – Vice President,
National Enrolled Nurse Association of Australia

Ms Amanda Adrian – Chief Executive Officer, ANMAC

Mr Gordon Poulton – Director of
Accreditation Services, ANMAC

Ms Kay Posthuma – Director of Corporate
Services, ANMAC

Mr Mark Braybrook – Director of International
Services, ANMAC

International Consultative Committee

Purpose

To ensure the ANMAC assessment system for assessing the qualifications of international nursing and midwifery applicants meets contemporary best practice and is primarily aimed at promoting and protecting the health of the community.

Objectives

- » To discuss and advise on issues relating to the business of the International Unit — policies, procedures, information management, fees and other relevant matters
- » To liaise with relevant stakeholders
- » To liaise with the ANMAC Research, Innovation and Policy Committee on projects to be undertaken by them.

Chair

Dr Rosemary Bryant – ANMAC Director and Chief Nurse and Midwifery Officer, Emeritus Director of Nursing, Department of Health and Ageing, ACT

Members

Mr Michael Willard – Director, Points Based Skilled Migration Policy, Migration and Visa Policy Division, Department of Immigration and Citizenship (DIAC)

Ms Margaret Proctor – Director, Educational & Professional Recognition Unit, International Cooperation Branch, International Group, Department of Education, Employment and Workplace Relations, Canberra ACT

Mr Chris Carman – Migration Specialist, Quick Visas

Ms Mary Kirk – Board Member, Nursing and Midwifery Board of Australia

Mr Nick Blake – Senior Industrial Officer, Australian Nursing Federation

Ms Carolyn Reed – Chief Executive/Registrar
Nursing Council of New Zealand

Dr Sally Pairman – Chair, Midwifery Council of
New Zealand

Ms Tracey Osmond – Chief Executive Officer,
The College of Nursing

Ms Anita Phillips – Community Director, ANMAC

Ms Donna Mowbray – Director, Research,
Innovation and Policy, ANMAC

Mr Mark Braybrook – Director of International
Services, ANMAC

Ms Amanda Adrian – Chief Executive Officer, ANMAC

Ms Kay Posthuma – Director of Corporate
Services, ANMAC

ACCREDITATION SERVICES

CEO and staff of Accreditation Services

From left: Ann Alder, Melanie Schaefer, Gordon Poulton, Kathryn Terry, Elizabeth Grant, Judy Conroy, Julie Watts, Melissa Cooper, Fran LePavoux, Margaret Gatling, Katrina Cubit, Maureen Hilton, Amanda Adrian



As at 30 June 2011, Accreditation Services at ANMAC employs 12 people (full time equivalents (FTE) of 10.5). This has grown from 2 FTE when the previous ANMC went into the accreditation business one year ago. We have been lucky to attract a number of staff from some of the previous Nursing and Midwifery Regulatory Authorities (NMRA's) to assist in the set up of Accreditation Services. For many of these staff, the first twelve months of their ANMAC has been spent seconded from the Australian Health Practitioners Agency (AHPRA), and in many cases working out of the AHPRA offices in various states.

Policy development

Work within Accreditation Services for the first few months largely concentrated on developing policy and procedures and this is obviously an ongoing role and commitment of the Accreditation Services staff. In the second half of this financial year, Accreditation Services has also commenced the assessment of programs of study that lead to registration or endorsement within the nursing and midwifery professions.

ANMAC has been very fortunate in being able to take advantage of the skills and experience of its new staff, many of whom previously worked as accreditation officers in the state and territory based NMRA's. Their knowledge of the accreditation process has contributed greatly to development of policies and procedures. This has allowed ANMAC to develop these policies and procedures; taking advantage of some of the best aspects of policy from the previous NMRA's to contribute to the new national scheme.

The development of the National Accreditation Guidelines (the Guidelines), coupled with a series of information sessions conducted all over Australia, are aimed at streamlining the process for education providers and making it easier for them and the assessment teams to prepare and conduct accreditation assessments. In addition, the Accreditation Services team has developed tools such as the Education Provider Application Packs and on-line presentations to assist education providers in developing their submissions.

It should be noted that in May 2010, the Nursing and Midwifery Board of Australia (NMBA) issued a moratorium to all education providers who had programs due for accreditation between 1 July 2010 and 30 June 2012. This has proved to be both sword and shield, as it has assisted ANMAC Accreditation Services by providing a small breathing space to allow for policy development and the set-up of the accreditation scheme prior to settling down to the our core business of accrediting programs of study. However, it will create a period of high workload as all these programs submit their applications at once in the coming financial year.

The Process

An accreditation system based on peer review has been developed in order to ensure a robust and transparent accreditation process. This involves members of the nursing and midwifery professions contributing their time and expertise on a team to assess accreditation submissions and attend site visits on the premises of education providers across Australia.

As noted, a number of ANMAC Board Committees have been established to: review the evidence identified by teams and ensure that the correct questions have been asked throughout the process: ensure that the process has been rigorous and robust: and that the program of study being assessed is designed to prepare safe and competent nurses and midwives for practice.

There are four Accreditation Committee's in all:

- » Registered Nurse
- » Enrolled Nurse
- » Nurse Practitioner
- » Registered Midwife.

The Committees meet at regular intervals and make recommendations to the ANMAC Board as to whether they are satisfied the assessment process has been comprehensive and has demonstrated there is sufficient evidence that a program being assessed meets the Accreditation Standards.

The ANMAC Board then make a determination in relation to whether a program should be accredited or not. The ANMAC Board then advises the NMBA of its determination. The NMBA then has the power to approve the program of study and post notice of this on the NMBA website.

ANMAC is indebted to the many people involved in making up the Accreditation Assessment Teams and the Accreditation Committees for their contributions, expertise and professionalism.

Accreditation Advisory Committee

The ANMAC Board has also set up an Accreditation Advisory Committee (AAC). This has been very active since being first constituted dealing with issues relating to the development of the accreditation scheme and matters relating to nursing and midwifery education that may impact on education providers and accreditation of programs.

Examples of some of the issues that have been considered by the AAC in the past twelve months are:

- » The content of ANMAC policies, procedures and tools lodged on the ANMAC website
- » Recruitment and education of ANMAC assessors
- » Offshore accreditation policies
- » Education pathways from enrolled nurse to registered nurse
- » Issues relating to transition of programs from one accreditation period to the next.

Accreditation Assessments

At 30 June 2011 ANMAC had received 41 applications for accreditation, including 24 from the higher education sector and 17 from the Vocational Education and Training (VET) sector. Of these, two (one submission from each sector) had been accredited by ANMAC and approved by the NMBA.

In addition, at 30 June 2011, ANMAC had received four applications for the assessment of major changes to currently accredited programs (two from each sector). ANMAC has also received a total of 81 notices of intentions to submit an application.

With the number of the notices of intent to submit that have been received, combined with the end of the NMBA moratorium on 30 June 2012, Accreditation Services is bracing itself for a busy time. Given that the assessment process can take up to nine months, accreditations that have expired or are due to expire by 30 June 2012 should be received by ANMAC by 30 September 2011 to ensure the assessment is completed prior to their current accreditation expiring.

Assessors

One of the challenges over the past twelve months has been attracting skilled nurses and midwives within the profession who have the time and the expertise to become part of an assessment team. However, after a concerted focus on the benefits to both individuals and the professions as a whole, ANMAC now has well over three hundred assessors on its database. We are very much indebted to these professionals who provide their expertise and give up their valuable time in a voluntary capacity to assess nursing and midwifery programs. Despite these promising numbers, more assessors are required and we encourage all nurses and midwives to apply to become a part of the ANMAC Register of Assessors.

Teams have been, and are currently being formed to assess the submissions noted above. The teams will involve up to 160 nursing and midwifery professionals.

Most of the team members will also be involved in a site visit of the campuses of education providers. This involves a large effort in organising and managing travel and accommodation as well as the logistical issues in relation to coordinating dates when all the team members are free to meet and travel.

Delegates at the 8th Western Pacific/South East Asian Region (WP/SEAR) meeting in Singapore, October 2010



ANMAC is aware that there are many nurses and midwives within Australia who would like to volunteer as an ANMAC assessor, but who believe that they do not have the expertise, or are not experienced in the process. In order to allay these fears, and promote participation as an assessor, ANMAC provides strong support from our experienced Accreditation Managers and assessors. ANMAC is also planning an education package to introduce assessors to the assessment process.

Communication with industry

Since 1 July 2010 ANMAC has conducted a number of forums across Australia to inform stakeholders about the new national accreditation scheme and to promote the benefits of becoming an assessor. The feedback from these information sessions has been positive. To date, information sessions have been conducted in Melbourne, Adelaide and Perth. Sessions are planned for Brisbane, Townsville and Sydney in September, and Darwin and Hobart in October 2011.

In addition, ANMAC has presented at a number of meetings of the Council of Deans of Nursing and Midwifery (CDNM) as well as at conferences, seminars and meetings where the opportunity to speak about the new national accreditation scheme has been identified. ANMAC would also like to thank ANMAC members, ANMAC Directors and other stakeholders for their ongoing support in disseminating information about the new national scheme and also for encouraging nurses and midwives to participate in assessment teams.

It is planned that ANMAC will continue to regularly update education providers in relation to its policies and procedures. Additionally, ANMAC plans to hold workshops to enable education providers to develop an understanding of what is involved in an assessment and the formatting of the documentation required for this.

Diagram B: Accreditation Assessment Process

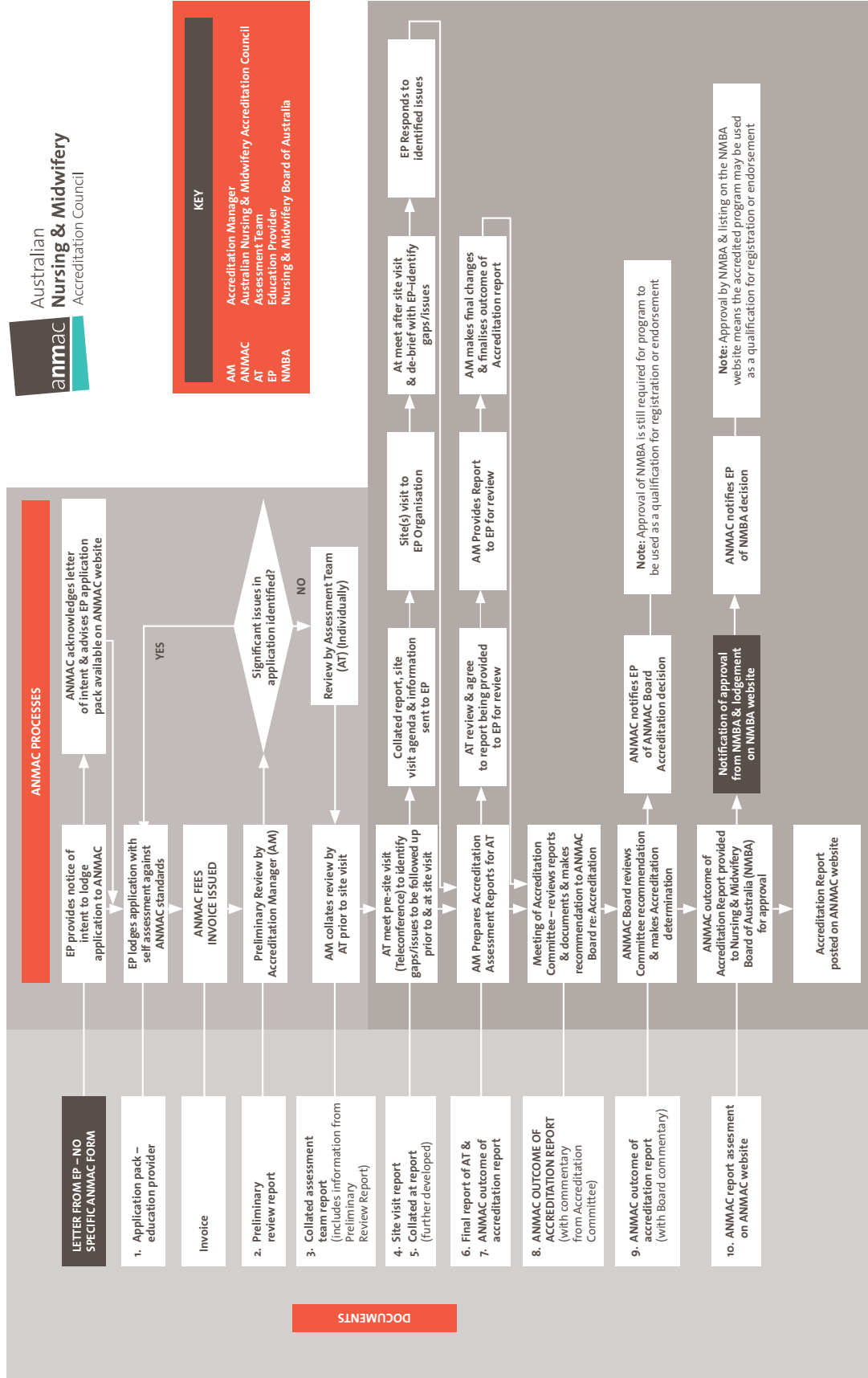
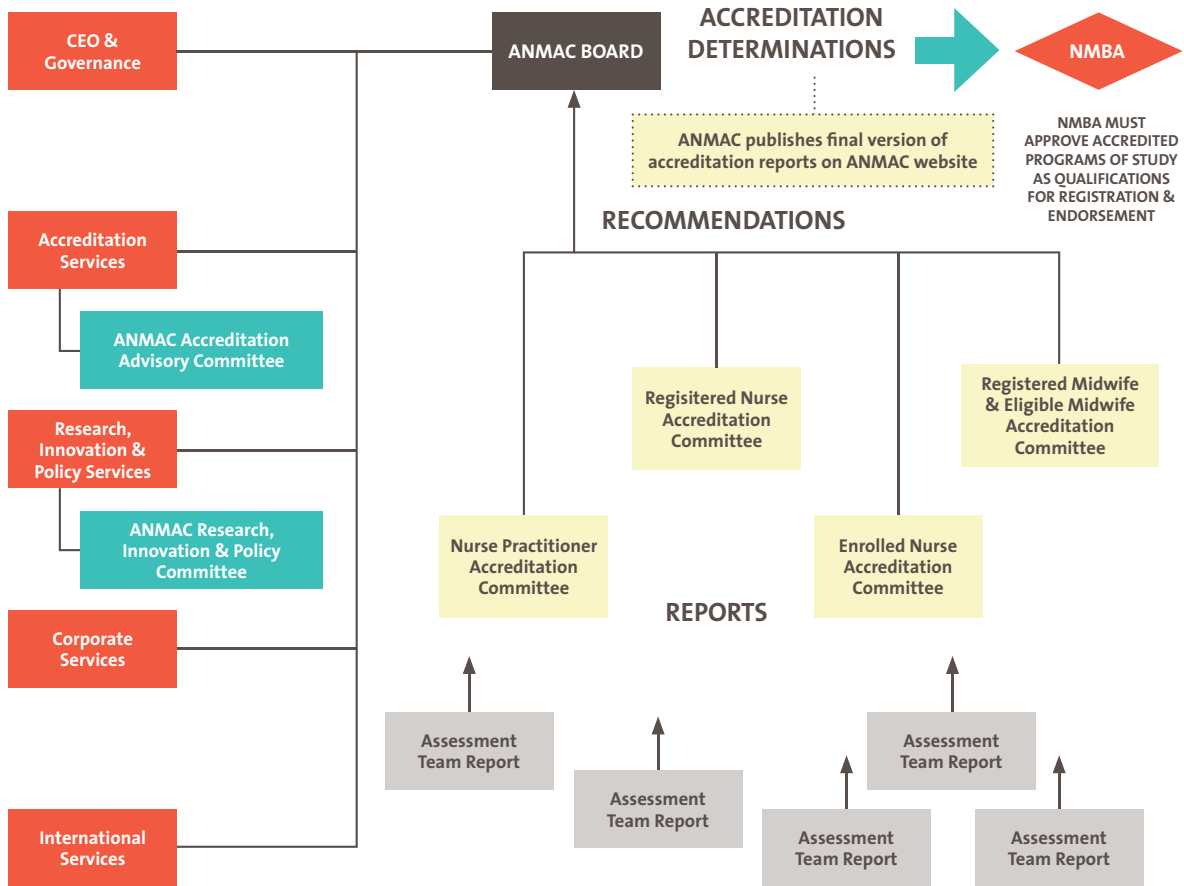
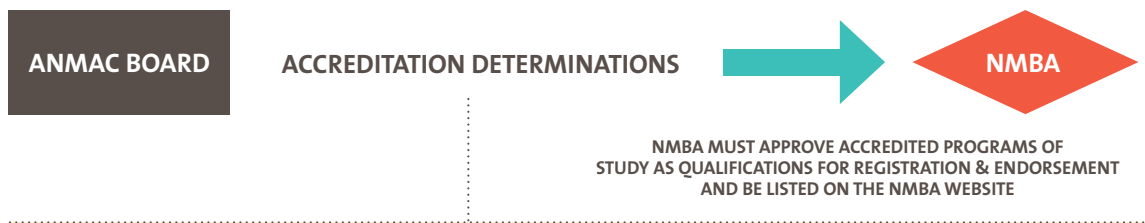


Diagram C: Accreditation Structure



Reports from assessment teams providing evidence whether accreditation standards have been met or not go to relevant Accreditation Committee – no recommendations made.

Diagram D: NMBA Approval



ANMAC publishes final version of accreditation reports on the ANMAC website usually after the NMBA publishes its decision on the website. The period of accreditation generally begins from the date that this information is published on the NMBA website. ANMAC informs education providers after the final report is completed and the Accreditation determination has been made by the ANMAC Board that:

“The course has been accredited by the ANMAC (with or without conditions) and this information has been forwarded to the NMBA for its approval as a course providing a qualification leading to registration or endorsement.”

Please note — A determination of Accreditation by the ANMAC Board does not mean that the program is a qualification for registration or endorsement as a nurse or midwife in Australia until it has been approved as such a qualification and listed on the NMBA website

The role of Corporate Services is to ensure ANMAC meets all relevant compliance and reporting requirements. This is achieved by providing efficient and **appropriate management** of all business activities including financial, administration, human resources and information technology.

Our objectives for 2010–11

With the appointment of ANMAC as the national accrediting body for all Nursing and Midwifery educational courses the following objectives had to be achieved within a very short timeframe:

- » Appoint appropriate personnel for new accreditation role
- » Ensure appropriate level of funding including start up funding for newly acquired accreditation process
- » Ensure appropriate level of IT infrastructure with IT rollout late 2011
- » Regular review and monitoring Business Plan for the three years to 2013
- » Reconstitute the Corporate Governance Committee into two committees: Corporate Governance and Finance, Audit and Business Committee (FAB)
- » Preparation for ANMAC to move to cost centre accounting for the 2012–13 financial year
- » Preparation for the installation of updated records management system
- » Preparation for IT rollout with enhanced equipment, software and technical support for staff

Finances

ANMAC became a public company limited by guarantee in preparation for ANMAC's (or ANMC as it was previously known) new role of national accreditation as at 1 July 2010. All ANMAC's financial transactions complied with Australian Accounting Standards and a full copy of the audited financial statements to 30 June 2011 are included in this report. Duesburys Nexia, ANMAC's appointed external accountants conducted the audit.

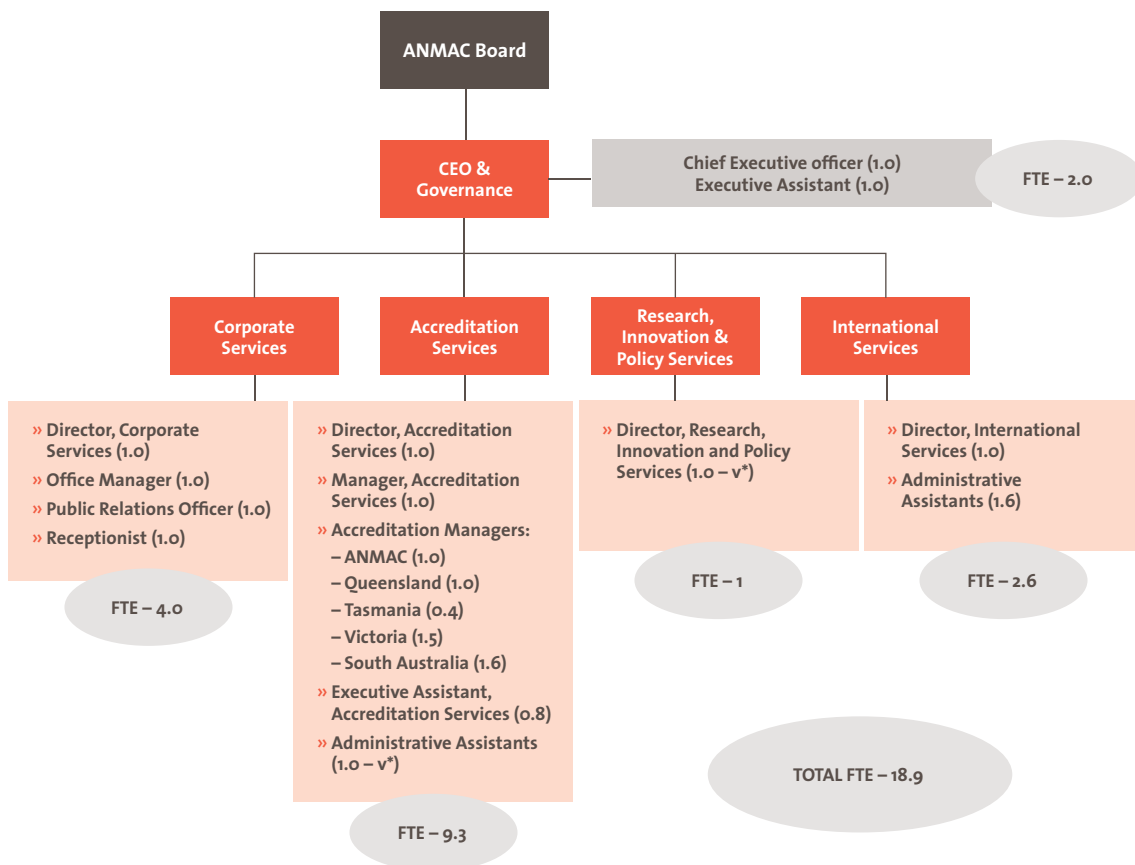
ANMAC secured funding from AHPRA to assist in the set up and ongoing costs associated with its new role. The ANMAC Board also determined the fee structure to be applied to all accreditation courses. As set out in the financial statements, the accreditation fees have been accounted for on a 'stage of completion basis'. Effectively the standard is trying to ensure that revenue is recognised in the reporting periods in which the services are rendered.

Staffing

The organisation chart below shows that at 30 June 2011 ANMAC had a staff establishment of 18.9 which is an increase of 6.7 from the same period last year. The Accreditation Services area was established 1 July 2010 with now staff of 9.3 and is rapidly growing to cater for the number of accreditations ANMAC is currently undertaking.

The Research, Innovation and Policy Services was also established during the year with a Director still to be appointed at 30 June 11.

Diagram E: ANMAC Staff Establishment June 2011



* Vacant position

ANMAC as the gazetted assessing authority for the Department of Immigration and Citizenship assesses **internationally qualified registered nurses and midwives** who apply for permanent migration under the **General Skilled Migration Program**.

Assessing Authority

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

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

ANMAC assesses nurses and midwives under two categories:

- » Nurses / midwives who have registration in Australia or New Zealand — **Modified**
- » Nurses / midwives who have registration outside Australia or New Zealand — **Full**

Assessment Process

The number of modified assessments significantly increased from January to March 2011 (inclusive) consistent with graduating international students. DIAC also announced changes to the general skilled migration policy and the new points test system associated with skilled migration which commenced on 1 July 2011. This may have also contributed to the increase in applications. The assessment times for both full and modified assessments extended beyond

the 'normal' 6–8 week processing time toward the end of the 2010/2011 financial year, as the influx of applications were received in conjunction with these external influences. ANMAC has now filled the vacant Professional Officer position and the successful candidate will commence employment in July 2011, and further reduction in assessment times should occur.

The ANMAC skills assessment continues as an online application. Applicants and/or their nominated agent continue to apply online, entering their own information, negating the need for the transfer of information from a paper based application form. The online application also allows for immediate payment by credit card into an ANMAC account. ANMAC is soon to sign off on another body of work with our database hosts, that will enable agents to create their own log-in profile; further streamlining the assessment process and usability of the web based process.

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

ANMAC continues to provide presentations to agents regarding the ANMAC skills assessment process, including presentations at state migration agent conferences; and communication with the Migration Institute of Australia (MIA).

2010–2011 ASSESSMENTS

In 2010–2011 ANMAC received 2216 applications

Average Age	31 years
Female	82%
Male	18%

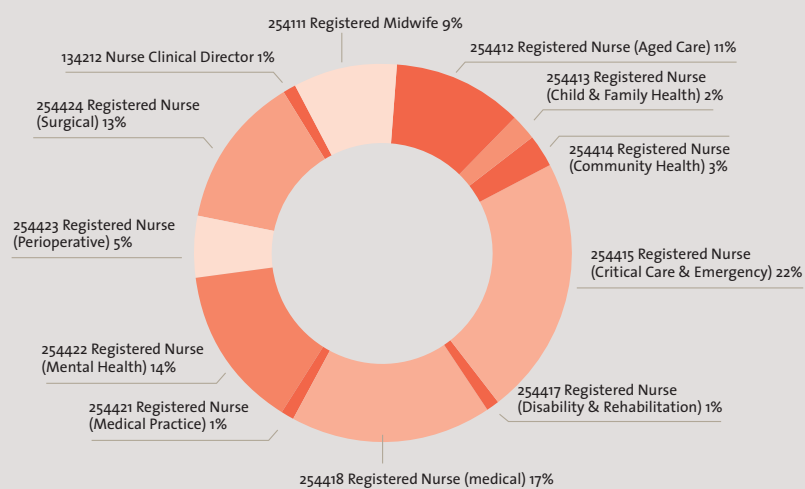
Number of applications for assessment received (lodged and paid)

Full Assessments	282
Modified Assessments	1834
Total	2116

Outcomes of Assessment for Migration Purposes

Application assessed as suitable to apply for migration	1788
Application assessed as unsuitable to apply for migration	49
Incomplete assessments	279

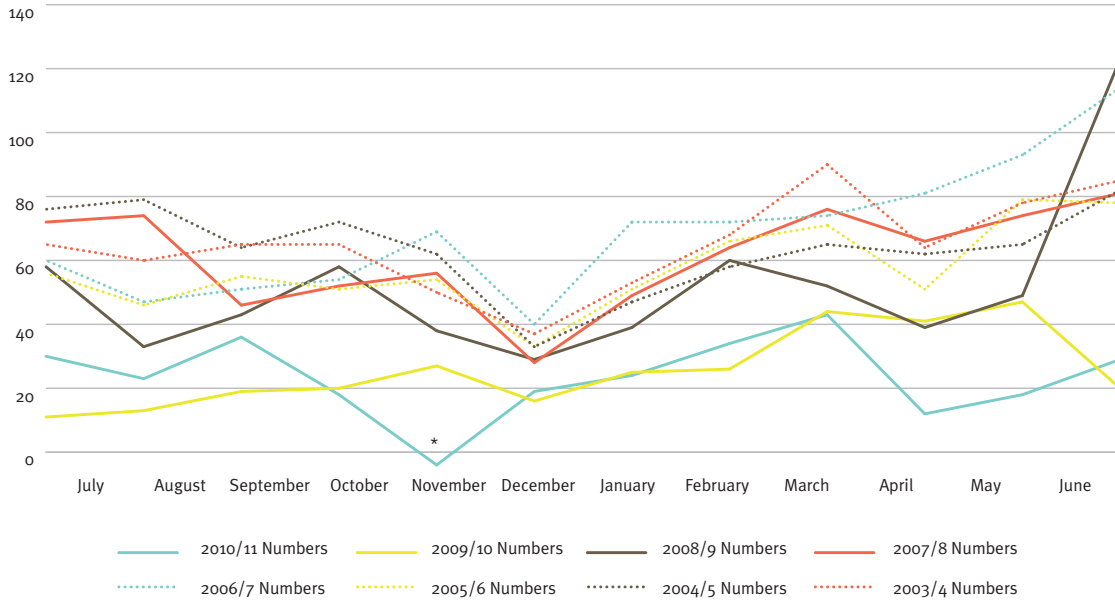
Table 1. ANZSCO Breakdown (not including 254499 Registered Nurse (NEC))*



* Please note that 81% of total applications were under ANZSCO Code 254499 Registered Nurse (NEC)

Table 2: Full Assessment Comparison

Number of assessments



*Adjustment to account for unpaid online applications

Table 3: Modified Assessment Comparison

Number of assessments

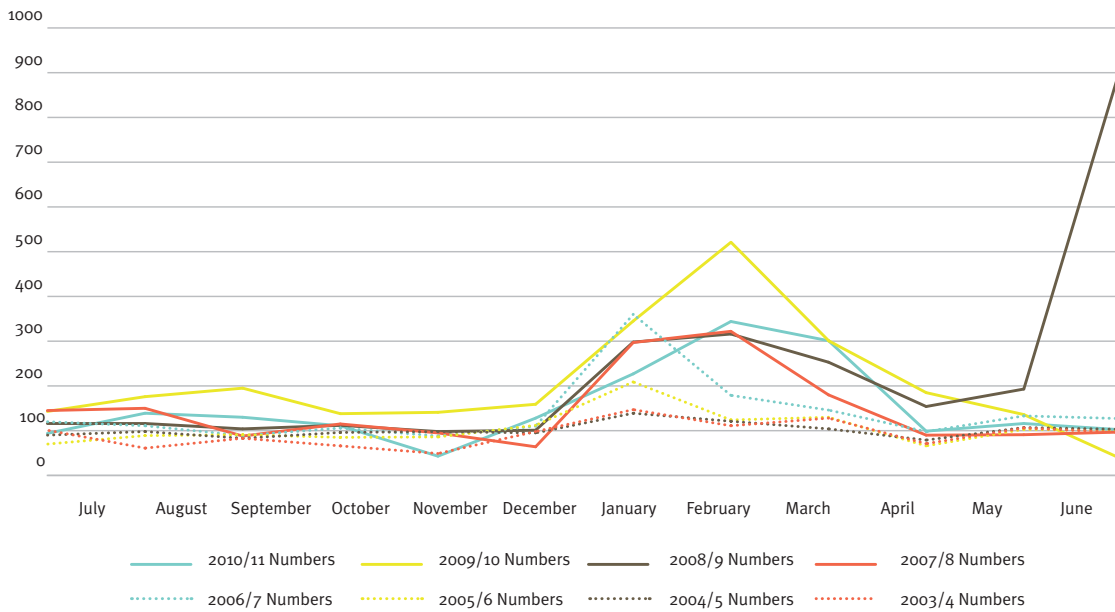


Table 4: Country of education that led to initial registration for full assessments

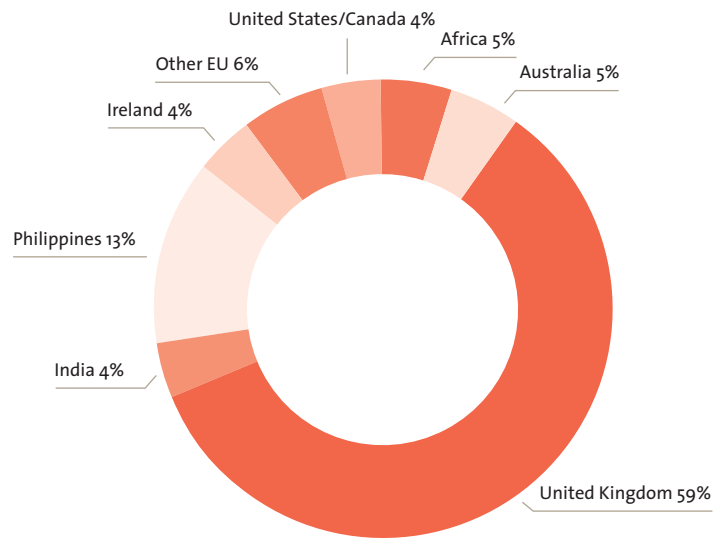
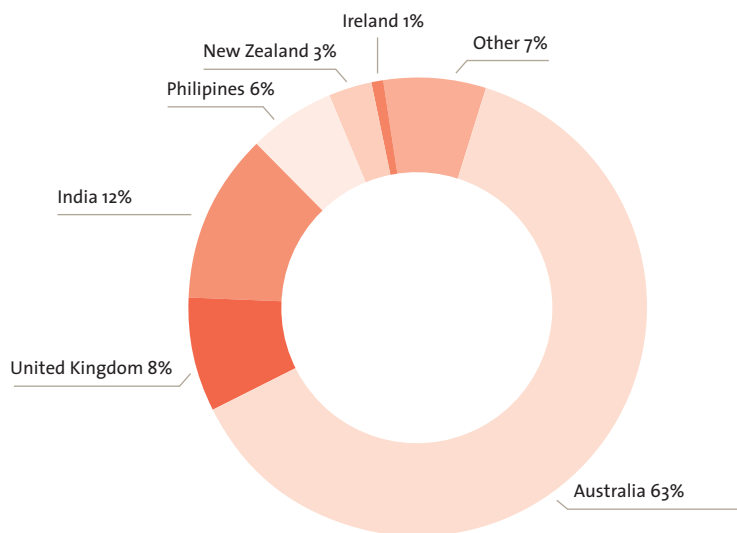


Table 5: Country of education that led to initial registration for modified assessments



The role of the **International Consultative Committee (ICC)** is to ensure the ANMAC assessment system for assessing the qualifications of international nursing and midwifery applicants meets contemporary best practice and is primarily aimed at promoting and **protecting the health of the community.**

International Consultative Committee (ICC)

The role of the International Consultative Committee (ICC) is to ensure the ANMAC assessment system for assessing the qualifications of international nursing and midwifery applicants meets contemporary best practice and is primarily aimed at promoting and protecting the health of the community. The ICC ensures that work carried out by the previous ANMC Registration Standards Committee (RSC) continues with the involvement of other key stakeholders both nationally and internationally. The ANMAC ICC is a committee of the Board and is responsible for making recommendations to the ANMAC Board concerning strategic matters and key policies for the organisation that relate to ANMAC's regulatory functions and other roles and functions in the area of international accreditation and assessment for nurses and midwives.

The ICC held its first meeting in March 2011 with important work identified. With such a diverse group of members, a solid foundation has been set for further work to be pursued by the Committee.

Department of Immigration and Citizenship (DIAC)

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

At the WPSEAR meeting in Singapore in October 2010

From left: Ms Carolyn Read, CEO, Nursing Council of New Zealand, Dr Sally Pairman, Chair, Midwifery Council of New Zealand, Ms Darin Tohkani, Prof. Veena Jirapeat, Thailand Nursing & Midwifery Council, Ms Pam Doole, Nursing Council of New Zealand.



Department of Foreign Affairs and Trade (DFAT)

The Director of International Services continues to attend information sessions hosted by the Department of Foreign Affairs and Trade (DFAT) that outlines Free Trade Agreements (FTAs). These meetings include updates on existing FTAs, implementation of new FTAs and consultation on proposed FTAs.

Migration Agents

The Director of International Services attended various conferences hosted by the Migration Institute of Australia (MIA) and was able to present the ANMAC Skills Assessment process to key stakeholders within the migration industry. Developing close working associations with migration agents is an important relationship that ANMAC strives to continue and improve.



Australian
Nursing & Midwifery
Accreditation Council

anmac

Financials 2010–11

The directors of Australian Nursing and Midwifery Accreditation Council Limited (ANMAC) present the **annual financial statements** of ANMAC for the year ended 30 June 2011.

AUSTRALIAN NURSING AND MIDWIFERY ACCREDITATION COUNCIL

Directors' Report

The directors of Australian Nursing and Midwifery Accreditation Council Limited (ANMAC) present the annual financial statements of ANMAC for the year ended 30 June 2011.

Board of Directors

Professor Jill White AM (Chair)
Ms Lee Thomas (Deputy Chair)
Dr Rosemary Bryant
Ms Debra Cerasa
Ms Roslyn Donnellan-Fernandez
Dr Sally Goold OAM
Ms Anita Phillips (Community Director)
Mr Greg Sam (Community Director, Company Secretary)
Ms Leone English (appointed 16 November 10)
Ms Therese Findlay (appointed 16 November 10)
Ms Joanna Holt (appointed 16 November 10)
Adjunct Associate Professor Fiona Stoker (appointed 16 November 10)

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

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:

- » the development of the accreditation scheme for nursing and midwifery education programs leading to registration and endorsement in Australia;
- » the accreditation of nursing and midwifery programs leading to registration; and
- » the assessment of the qualifications of overseas nurses and midwives.

During the year, ANMAC processed 2,116 (2010: 2,786) applications for assessment of qualifications.

During the year ANMAC began its accreditation function and had accredited 3 programmes up to 30 June 2011.

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; and
- » continuous enhancement of business capability.

Operating Results and Review of Operations

The deficit for ANMAC for the year ended 30 June 2011 was \$97,926 (2010: deficit of \$399,750). During the year ANMAC further developed the accreditation scheme for nursing and midwifery education programs and commenced accreditations under that scheme.

Company Limited by Guarantee

The liability of the members is limited.

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

AUSTRALIAN NURSING AND MIDWIFERY ACCREDITATION COUNCIL

Directors' Attendance at Board Meetings

Attendances by each director appointed for ANMAC Limited were as follows:

DIRECTORS' MEETING		
NAME	Number Eligible to Attend	Number Attended
Professor Jill White AM	6	6
Ms Lee Thomas	6	5
Dr Rosemary Bryant	6	6
Ms Debra Cerasa	6	5
Ms Roslyn Donnellan-Fernandez	6	5
Dr Sally Goold OAM	6	5
Ms Anita Phillips	6	2
Mr Greg Sam	6	4
Ms Leone English	4	4
Ms Therese Findlay	3	3
Ms Joanna Holt	4	3
Adjunct Associate Professor Fiona Stoker	4	4

DIRECTORS' INFORMATION	
NAME	Professor Jill White AM
Qualifications and experience	RN, RM, B Ed, M Ed, PhD Professor Jill White AM is currently the Dean of Sydney Nursing School at The University of Sydney, having taken up this position at the end of January 2008. Jill is currently Chair of the Australian Nursing and Midwifery Council (ANMAC) and Deputy Chair of the Council of Deans of Nursing and Midwifery to October 2011.
NAME	Ms Lee Thomas
Qualifications and experience	RN, RM Neo, BN, MRCNA Prior to taking on her current role as the Assistant National Secretary of the Australian Nursing Federation, Ms Lee Thomas served as Branch Secretary of the ANF (SA Branch) for eight years having had 20 years experience in the nursing profession. Lee is Deputy chair of the Australian Nursing and Midwifery Accreditation Council (ANMAC).
NAME	Dr Rosemary Bryant
Qualifications and experience	RN, BA, Grad Dip Health Admin, DUUniv, FRCNA Dr Rosemary Bryant has been the Commonwealth Chief Nurse and Midwifery Officer since July 2008. She has had a broad career in acute hospital and community nursing, as well as in government relations. She has a broad experience in policy development both in nursing and the broader health sector.
NAME	Ms Debra Cerasa
Qualifications and experience	PhD Candidate, M Ed Ld & Mng, G C Bus Adm, B AppSc(NSG), G D Ad Ed & Trg, G C Ch Ed, RN, RM, RCCN(ICU), FRCNA, FCN Ms Debra Cerasa is a Senior Executive with over 35 years experience in the health profession in clinical, education and management positions. She is currently CEO of the Royal College of Nursing, Australia (RCNA) and has been a member of a number of Boards and Committees.
NAME	Ms Roslyn Donnellan-Fernandez
Qualifications and experience	RN, RM, MHN, IBCLC, MN, BN, DipN, JP (SA) Ms Roslyn Donnellan-Fernandez has served three terms on the Nursing & Midwifery Board of South Australia and is a past Director of the Australian College of Midwives. She has broad experience in midwifery education, regulation and practice. She is currently WCH Midwifery Fellow at Women's & Children's Services Network and holds Academic Status at Flinders University where she is completing a PhD.

AUSTRALIAN NURSING AND MIDWIFERY ACCREDITATION COUNCIL

NAME	Dr Sally Goold OAM
Qualifications and experience	RN, RM, Dip NED, B AppSc Nursing, MN Stud, DN (HC), FRCNA, FCN Dr Sally Goold is a Wiradjuri woman and was instrumental in forming the Congress of Aboriginal and Torres Strait Islander Nurses (CATSIN), of which she is Executive Director. She has an extensive background in the nursing profession and is a Board member of a number of organisations including the National Indigenous Health Equality Council.
NAME	Ms Anita Phillips
Qualifications and experience	BA Dip Soc Studs, MPA Ms Anita Phillips brings her extensive experience as a Social Worker in many fields to the position of Community Director with ANMAC. Currently Ms Anita Phillips is the ACT Public Advocate. She has worked in neighbourhood centres, hospitals, psychiatric services, not for profit agencies and rural health policy in the ACT, and is a sessional lecturer in the School of Social Work at the Australian Catholic University.
NAME	Mr Greg Sam
Qualifications and experience	MPH, BAppSc, BArts (Admin) Mr Greg Sam is the Joint Managing Director of Parker & Partners, which is Australia's leading bi-partisan specialist public affairs firm. He is a specialist in public health policy and administration having worked as a senior executive in the public, private and non-Government health and social policy sectors.
NAME	Ms Leone English
Qualifications and experience	RN, BN, B Tch (Adult), M Ed (Adult), Grad Dip Management Ms Leone English is Dean, Faculty of Health Science, Community Studies and Education, Holmsglen Institute in Melbourne. She has over 30 years experience within a range of clinical, academic and senior management positions.
NAME	Ms Therese Findlay
Qualifications and experience	M AppSc Social Ecology, Grad Dip Social Ecology. Cert. Public Participation, Cert. Welfare Work Ms Therese Findlay brings her extensive experience in working with a variety of NSW Health Services over recent years to her position of Community Director with ANMAC. She has a strong commitment to the development of health services and programs that aim to support the work of nurses and midwives across all spectrums within Australia.
NAME	Ms Joanna Holt
Qualifications and experience	MHP, B Sc (Hons) Ms Joanna Holt holds the position of Community Director at ANMAC and brings experience from her various roles in the public health and hospital sector both in Australia and United Kingdom. She has worked in both clinical and corporate leadership roles and holds credentials as an executive coach. Joanna teaches leadership and business communication at Australian National University and consults on health policy and governance to stakeholders within the Australian health and hospital sector.
NAME	Adjunct Associate Professor Fiona Stoker
Qualifications and experience	RN, DiPN (London), B Bus, Grad Cert PSM, MBA, MRCNA Adjunct Associate Professor Fiona Stoker is the Chief Nursing Officer of the Department of Health and Human Services Tasmania and has held this position since January 2001. Fiona has worked in Australia and the UK in a variety of acute care and community environments. Fiona is currently chair of the Australian and New Zealand Council of Chief Nurses (NZ CCN).

Auditor's Independence Declaration

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

Signed in accordance with a resolution of the directors.

Professor Jill White
Chair
Dated: 7 October 2011
Canberra, ACT



Mr Gregory Sam
Director





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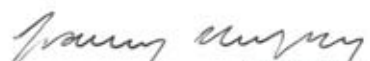
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**AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001
TO THE DIRECTORS OF
AUSTRALIAN NURSING AND MIDWIFERY ACCREDITATION COUNCIL LIMITED**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2011 there have been:

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


Duesburys Nexia
Canberra, 7 October 2011


G J Murphy
Partner

AUSTRALIAN NURSING AND MIDWIFERY ACCREDITATION COUNCIL

Statement of comprehensive income for the year ended 30 June 2011

	Note	2011 \$	2010 \$
Revenues	2	2,195,038	1,743,585
Expenses			
Communications and marketing		42,664	70,097
Compliance costs (including accounting and legal fees)		100,664	78,212
Conferences		33,801	48,182
Council and committee		35,016	119,462
Direct Costs			
» Assessment		19,530	17,526
» Accreditation		108,686	–
» WP/SEAR		9,233	1,804
» Others		12,407	10,090
Depreciation		39,756	39,163
Operating lease		116,098	102,653
Other property expenses		24,524	22,132
Projects		8,064	310,163
Recruitment expenses		58,758	24,670
Relocation and restructure expenses		59,859	59,335
Salaries and other employee entitlements		1,496,198	1,139,893
Other expenses		127,706	99,953
Total expenses		2,292,964	2,143,335
Deficit for the year	3	(97,926)	(399,750)
Total comprehensive income for the year		(97,926)	(399,750)

AUSTRALIAN NURSING AND MIDWIFERY ACCREDITATION COUNCIL

Statement of financial position as at 30 June 2011

	Note	2011 \$	2010 \$
Current Assets			
Cash and cash equivalents	4	249,157	74,733
Trade and other receivables	5	342,644	100,471
Inventories	6	198	190
Other assets	7	162,376	105,627
Financial assets	8	407,063	481,521
Total Current Assets		1,161,438	762,542
Non-Current Assets			
Plant and equipment	9	74,849	57,120
Total Non-Current Assets		74,849	57,120
Total Assets		1,236,287	819,662
Current Liabilities			
Trade and other payables	10	248,135	257,264
Provisions	11	45,590	28,648
Other liabilities	12	520,044	45,000
Total Current Liabilities		813,769	330,912
Non-Current Liabilities			
Provisions	11	45,329	13,635
Total Non-Current Liabilities		45,329	13,635
Total Liabilities		859,098	344,547
Net Assets		377,189	475,115
Equity			
Retained surplus		377,189	475,115
Total Equity		377,189	475,115

AUSTRALIAN NURSING AND MIDWIFERY ACCREDITATION COUNCIL

Statement of changes in equity for the year ended 30 June 2011

	2011	2010
	\$	\$
Retained Surplus		
Balance at the beginning of the year	475,115	874,865
Total comprehensive income for the year	(97,926)	(399,750)
Balance at the end of the year	377,189	475,115

AUSTRALIAN NURSING AND MIDWIFERY ACCREDITATION COUNCIL

Statement of cash flows for the year ended 30 June 2011

	Note	2011	2010
Cash flows from operating activities			
Receipts from fees, sales, grants and other		2,560,453	1,545,593
Payments to suppliers and employees		(2,467,253)	(2,198,723)
Interest received		62,051	35,753
<i>Net cash provided by/(used in) operating activities</i>		155,251	(617,377)
Cash flows from investing activities			
Proceeds from sale of fixed assets		2,200	3,182
Fixed assets purchased		(57,485)	(1,100)
Proceeds from investments		74,458	393,517
<i>Net cash provided by (used in) investing activities</i>		19,173	395,599
Net increase/(decrease) in cash held		174,424	(221,778)
Cash at the beginning of the financial year		74,733	296,511
Cash at the end of the financial year	4	249,157	74,733

Note 1 Summary of significant accounting policies

Basis of Preparation

The Australian Nursing and Midwifery Accreditation Council Limited (ANMAC) has elected to early adopt AASB 1053: 'Application of Tiers of Australian Accounting Standards' and AASB 2010-2: 'Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements' to the annual reporting period beginning 1 July 2010.

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards — Reduced Disclosure Requirements and the Corporations Act 2001.

ANMAC is a public company limited by guarantee, incorporated in the Australian Capital Territory under the Corporations Act 2001. The financial statements cover ANMAC as an individual entity.

The financial statements have been prepared on an accruals basis and are based on historical costs modified by the revaluation of selected non-current assets, financial assets and financial liabilities for which the fair value basis of accounting has been applied.

The following is a summary of the material accounting policies adopted by ANMAC in the preparation of the financial statements. Unless otherwise stated, the accounting policies adopted are consistent with those of the previous year.

Note 1 Summary of significant accounting policies (Cont'd)

Accounting Policies

(a) *Income Tax*

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

(b) *Inventory*

Inventories are measured at the lower of cost and net realisable value. Costs are assigned on a specific identification basis and include direct costs and appropriate overheads, if any. Costs are assigned on the basis of weighted average costs.

(c) *Plant and Equipment*

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

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

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

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

(d) *Depreciation*

The depreciable amount of all fixed assets is depreciated on a straight-line basis over their useful lives commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

(e) *Leases*

Leases of fixed assets where substantially all the risks and benefits incidental to the ownership of the asset, but not the legal ownership, are transferred to ANMAC are classified as finance leases. Finance leases are capitalised by recording an asset and a liability at the lower of the amounts equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

Leased assets are depreciated over their estimated useful lives where it is likely that ANMAC will obtain ownership of the asset or otherwise over the term of the lease.

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

Lease incentives under operating leases are recognised as a liability and amortised on a straight-line basis over the life of the lease term.

(f) *Investments*

Investments are measured on the cost basis and include cash on deposit with original maturities of greater than three months.

Note 1 Summary of significant accounting policies (Cont'd)

(g) *Financial Instruments*

Recognition

Financial instruments are initially measured at cost on trade date, which includes transaction costs, when the related contractual rights or obligations exist. Subsequent to initial recognition these instruments are measured as set out below.

Financial assets at fair value through profit and loss

A financial asset is classified in this category if acquired principally for the purpose of selling in the short term or if so designated by management. Gains and losses arising from changes in the fair value of these assets are included in the profit or loss in the period in which they arise.

Loans and receivables

Loans and receivables are financial assets with fixed or determinable payments and are stated at amortised cost using the effective interest rate method.

Held-to-maturity investments

These investments have fixed maturities, and it is the intention to hold these investments to maturity. Any held-to-maturity investments held are stated at amortised cost using the effective interest rate method.

Available-for-sale financial assets

Available-for-sale financial assets include any financial assets not included in the above categories. Available-for-sale financial assets are reflected at fair value. Unrealised gains and losses arising from changes in fair value are recognised in other comprehensive income and accumulated in an investment revaluation reserve.

Financial liabilities

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

Impairment

At the end of the reporting period, an assessment is made whether there is objective evidence that a financial instrument has been impaired. In the case of available-for-sale financial instruments, a prolonged decline in the value of the instrument is considered to determine whether an impairment has arisen. Impairment losses are recognised in the profit or loss.

(h) *Impairment of Assets*

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

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

(i) *Employee Benefits*

Provision is made for the liability for employee benefits arising from services rendered by employees to balance date. The benefits expected to be settled within one year to employees for their entitlements have been measured at the amounts expected to be paid including on-costs and are disclosed as current liabilities. Employee benefits payable later than one year are measured at the present value of the estimated future cash outflows to be made in respect of those benefits. In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based upon historical data.

Note 1 Summary of significant accounting policies (Cont'd)

(j) Provisions

Provisions are recognised when ANMAC has a legal or constructive obligation as a result of past events, for which it is probable that an outflow of economic benefits will result and that the outflow can be reliably measured.

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

(k) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts.

(l) Revenue

Revenue from the rendering of a service is recognised upon the delivery of the service to the customers on a stage of completion basis.

Revenue from the sale of goods is recognised upon the delivery of goods to customers.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

Grant revenue is recognised in the statement of comprehensive income when the entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

If conditions are attached to the grant which must be satisfied before the entity is eligible to receive the contribution, the recognition of the grant as revenue is deferred until those conditions are satisfied.

When grant revenue is received whereby the entity incurs an obligation to deliver economic value back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered, otherwise the grant is recognised as income on receipt.

(m) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of the GST.

Cash flows are presented in the statement of cash flows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

(n) Comparative Figures

Comparative figures have been adjusted, where necessary to conform to changes in presentation for the current financial year.

Critical Accounting Estimates and Judgments

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

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

AUSTRALIAN NURSING AND MIDWIFERY ACCREDITATION COUNCIL

	2011	2010
	\$	\$
Note 2 Revenue		
Operating activities:		
» Overseas assessments fees received	596,637	732,645
» Accreditation income	534,417	-
» Copyright fees	4,322	1,744
» Grant income — AHPRA	1,005,000	-
» Grant income — states bodies contribution	-	579,130
» Project income	-	384,000
» Other income	9,322	4,740
	2,149,698	1,702,259
Non-operating activities:		
» Interest received	45,340	41,326
Total revenue	2,195,038	1,743,585

Note 3 Surplus/(deficit)

The operating deficit for the year has been determined after the following expense:

Superannuation contributions	104,781	78,285
Remuneration of auditor:		
» Audit of financial statements including assistance in preparation of financial statements	20,000	15,000
» Prior year under/(over) accrual	3,645	(5,000)
» Assistance preparing additional financial statement disclosures	-	1,834
» Grant acquittal audits	-	760
» Assistance in preparing 3-year budget models and business plan	8,071	21,334
» FBT and workers' compensation	-	1,250
» Other assistance and advice	3,810	4,546
» Review of operational costing and chart of accounts — accrual	30,000	-
	65,526	39,724

AUSTRALIAN NURSING AND MIDWIFERY ACCREDITATION COUNCIL

	2011	2010
	\$	\$
Note 4 Cash and cash equivalents		
Cash at bank and on hand	249,157	74,733
Note 5 Trade and other receivables		
Sundry debtors	342,644	100,471
The sundry debtors are neither overdue nor impaired.		
Note 6 Inventories		
Stock-at cost	198	190
Note 7 Other assets		
Rental bond	31,998	33,474
Accrued interest	9,177	25,888
GST	15,849	18,358
Prepayments	105,352	27,907
	162,376	105,627
Note 8 Financial assets		
Held-to-maturity investments	407,063	481,521

The held-to-maturity investments are made up of term deposits with terms to maturity ranging from approximately 6 months to 9 months.

AUSTRALIAN NURSING AND MIDWIFERY ACCREDITATION COUNCIL

	2011	2010
	\$	\$
Note 9 Plant and equipment		
Furniture and fittings — at cost	55,413	41,231
Less: Accumulated depreciation	(33,121)	(37,543)
	22,292	3,688
Plant and equipment — at cost	268,029	211,617
Less: Accumulated depreciation	(217,538)	(161,369)
	50,491	50,248
Software — at cost	78,851	77,590
Less: Accumulated depreciation	(76,785)	(74,406)
	2,066	3,184
	74,849	57,120

Depreciation rates and methods

Class of assets	Depreciation rates	Depreciation method
Furniture and fittings	8% – 13%	Straight line
Plant and equipment	7% – 33%	Straight line
Software	27%	Straight line

b) Movements in carrying amounts

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

	Furniture and fittings at cost	Plant and equipment at cost	Software at cost	Total
Balance at 30 June 2010	3,688	50,248	3,184	57,120
Additions	24,325	31,899	1,261	57,485
Disposals/write offs	-	-	-	-
Depreciation expense	(5,721)	(31,656)	(2,379)	(39,756)
Carrying amount at 30 June 2011	22,292	50,491	2,066	74,849

AUSTRALIAN NURSING AND MIDWIFERY ACCREDITATION COUNCIL

	2011	2010
	\$	\$
Note 10 Trade and other payables		
Trade creditors, accruals and other	163,789	147,767
Payroll liabilities	74,321	103,679
GST payable	10,025	5,818
	248,135	257,264
Note 11 Provisions		
Current		
Employee benefits — annual leave	38,442	28,648
Employee benefits — long service leave	7,148	-
	45,590	28,648
Non-current		
Employee benefits — long service leave	45,329	13,635
Note 12 Other liabilities		
Income in advance	520,044	45,000

Note 13 Key management personnel compensation

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

Total key management personnel compensation	480,906	423,413
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In addition to the above compensation, ANMAC paid Association Liability Insurance of \$6,316 (2010: \$5,350), which includes directors' and officers' liability insurance.

Note 14 Related party disclosures

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated. No related party transactions occurred during the year except for the payments to executive management personnel as per the remuneration note above.

AUSTRALIAN NURSING AND MIDWIFERY ACCREDITATION COUNCIL

Note 15 Financial risk management

ANMAC's financial instruments consist mainly of deposits with banks, accounts receivable and payable. The accounting policies and terms and conditions of each class of financial asset, financial liability and equity instrument at the balance date are consistent with those regularly adopted by businesses in Australia.

ANMAC is not exposed to any significant liquidity, credit or interest rate risk in relation to its financial instruments.

The totals for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

		2011	2010
		\$	\$
	Notes		
Financial Assets			
Cash and cash equivalents	4	249,157	74,733
Loans and other receivables	5	342,644	100,471
Held-to-maturity investments	8	407,063	481,521
Total Financial Assets		998,864	656,725
Financial Liabilities			
Trade and other payables	10	238,110	251,446
Total Financial Liabilities		238,110	251,446

Net Fair Values

Financial assets and financial liabilities are carried at their net fair value at the end of the reporting period. The carrying values of financial assets and financial liabilities approximate their net fair values due to their short term maturity or market interest rate. No financial assets or financial liabilities are traded on organised markets in standardised form.

Note 16 Leasing commitments

Operating Lease Commitments

		2011	2010
		\$	\$
Payable:			
Less than 1 year		113,050	-
More than 1 year but less than 5 years		131,892	-
		244,942	-

The operating lease is related to the new office premises.

Note 17 Contingent liabilities

ANMAC has no contingent assets or contingent liabilities at year end.

Note 18 Events after the reporting period

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

There are no subsequent events which require amendment of, or further disclosure in, the financial statements.

Note 19 Segment reporting

For the year ended 30 June 2010, ANMAC operated in the health care segment by developing standards for the statutory regulation of nursing and midwifery and assessing the qualifications of international nurses and midwives.

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

Note 20 Economic dependency

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

Directors' declaration

The Directors declare that the financial statements comprising the attached Statement of Financial Position, Statement of Comprehensive Income, Statement of Changes in Equity, Statement of Cash Flows and Notes to the Financial Statements:

- (a) comply with Accounting Standards — Reduced Disclosure Requirements, the Corporations Regulations 2001 and other mandatory professional reporting requirements; and
- (b) give a true and fair view of ANMAC's financial position as at 30 June 2011 and of its performance, as represented by the results of its operations and its cash flow, for the financial year ended on that date.

In the Directors' opinion:

- (a) the financial statements and notes are in accordance with the Corporations Act 2001; and
- (b) there are reasonable grounds to believe that ANMAC will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of Directors dated 7 October 2011



Professor Jill White
Chair
Dated: 7 October 2011
Canberra, ACT



Mr Gregory Sam
Director



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

We have audited the accompanying financial statements of Australian Nursing and Midwifery Accreditation Council Limited (ANMAC), which comprise the statement of financial position as at 30 June 2011, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

Directors' Responsibility for the Financial Statements

The directors of ANMAC are responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the Corporations Act 2001, and for such internal control as the directors determine is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial statements based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial statements.

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

Liability limited by a scheme approved under Professional Standards Legislation



Independence

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

Auditor's Opinion

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

- (i) giving a true and fair view of ANMAC's financial position as at 30 June 2011 and of its performance for the year ended on that date; and
- (ii) complying with Australian Accounting Standards – Reduced Disclosure Requirements and the Corporations Regulations 2001.


DUESBURY'S NEXIA
Canberra, 7 October 2011


Garry Murphy
Partner

STAFF OF THE ANMAC AT JUNE 30 2011



Chief Executive Officer
Ms Amanda Adrian

Executive Assistant
Ms Beth McConnell

Director of Accreditation Services
Mr Gordon Poulton

Manager — Accreditation Services
Ms Judy Conroy

Accreditation Managers
Dr Ann Alder
Ms Melissa Cooper
Dr Katrina Cubit
Ms Margaret Gatling
Ms Elizabeth Grant
Ms Fran LePavoux
Ms Kathryn Terry
Ms Julie Watts

Executive Assistant — Accreditation
Ms Maureen Hilton

Administrative Officer — Accreditation
Ms Melanie Schaefer

Director of International Services
Mr Mark Braybrook

Professional Officer
Ms Sue Tully

**Administrative Officers —
International Section**
Mr Jason Smart
Ms Pan Warbuton

Director of Corporate Services
Ms Kay Posthuma

**Director of Research,
Innovation and Policy**
Ms Donna Mowbray

Public Relations Officer
Ms Mandy Fogarty

Office Manager
Ms Susan Williams

Receptionist
Ms Jillian Mallison



