



Fair Work  
Commission

8 December 2025

Annie Butler  
Secretary  
Australian Nursing and Midwifery Federation

Sent via email: [industrial@anmf.org.au](mailto:industrial@anmf.org.au)

CC: [jeff.tulk@sawarddawson.com.au](mailto:jeff.tulk@sawarddawson.com.au)

Dear Annie Butler

**Australian Nursing and Midwifery Federation  
Financial Report for the year ended 30 June 2025 – FR2025/106**

I acknowledge receipt of the financial report for the year ended 30 June 2025 for the Australian Nursing and Midwifery Federation (the reporting unit). The documents were lodged with the Fair Work Commission (the Commission) on 4 December 2025.

The financial report has now been filed. You are not required to take any further action in respect of the report lodged.

The financial report was filed based on a primary review. This involved confirming that the financial reporting timelines required under sections 253, 265, 266 and 268 of the *Fair Work (Registered Organisations) Act 2009* (RO Act) have been satisfied, all documents required under section 268 of the RO Act were lodged and that various disclosure requirements under the Australian Accounting Standards, RO Act and reporting guidelines have been complied with. A primary review does not examine all disclosure requirements.

Please note that next year's financial report may be subject to an advanced compliance review.

**Reporting Requirements**

The Commission's website provides a number of factsheets in relation to the financial reporting process and associated timelines. The website also contains the section 253 reporting guidelines and a model set of financial statements.

The Commission recommends that reporting units use these model financial statements to assist in complying with the RO Act, the section 253 reporting guidelines and Australian Accounting Standards. Access to this information is available via [this link](#).

If you have any queries regarding this letter, please call 1300 341 665 or email [regorgs@fwc.gov.au](mailto:regorgs@fwc.gov.au).

Yours sincerely

**Fair Work Commission**



Australian  
Nursing &  
Midwifery  
Federation

**AUSTRALIAN NURSING AND MIDWIFERY FEDERATION**

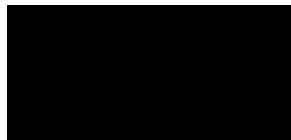
**CERTIFICATE BY PRESCRIBED DESIGNATED OFFICER**

Certificate for the year ended 30 June 2025

I, Annie Butler being the Federal Secretary of the Australian Nursing and Midwifery Federation certify:

- that the documents lodged herewith are copies of the full report for the Australian Nursing and Midwifery Federation for the period ended referred to in s.268 of the *Fair Work (Registered Organisations) Act 2009*; and
- that the full report was provided to members of the reporting unit on 20 November 2025; and
- that the full report was presented to a meeting of the committee of management of the reporting unit on 28 November 2025 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.

Signature of prescribed designated officer:



Name of prescribed designated officer: Annie Butler

Title of prescribed designated officer: Federal Secretary

Dated: 2<sup>nd</sup> December 2025

# **Australian Nursing and Midwifery Federation**

ABN: 41 816 898 298

## **Financial Report**

For the Year Ended 30 June 2025

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Financial Report

For the Year Ended 30 June 2025

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# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Operating report

For the year ended 30 June 2025

The Federal Council presents its operating report on the reporting unit for the year ended 30 June 2025.

### Names of Federal Council members and period positions held during the financial year

The names of the Federal Council members throughout the year and at the date of this report are:

Sally-Anne Jones	Federal President
James Lloyd	Federal Vice President (Resigned 31 August 2024)
Astrid Tiefholz	Federal Vice President (Appointed 28 February 2025)
Annie Butler	Federal Secretary
Lori-Anne Sharp	Federal Assistant Secretary (Resigned 10 March 2025)
Carlyn Fidow	Secretary, ANMF Australian Capital Territory
Athalene Rosborough	President, ANMF Australian Capital Territory Branch
Shaye Candish	Secretary, ANMF New South Wales Branch
O'Bray Smith	President, ANMF New South Wales Branch
Catherine Hatcher	Secretary, ANMF Northern Territory Branch
Naomi Grimshaw	President, ANMF Northern Territory Branch
Sarah Beaman	Secretary, ANMF QNMU Branch
Sally-Anne Jones	President, ANMF QNMU Branch (To 14 May 2025)
Simon Mitchell	President, ANMF QNMU Branch
Elizabeth Dabars	Secretary, ANMF South Australian Branch
Jocelyn Douglass	President, ANMF South Australia Branch
Emily Shepherd	Secretary, ANMF Tasmanian Branch
James Lloyd	President, ANMF Tasmanian Branch
Lisa Fitzpatrick	Secretary, ANMF Victorian Branch (Resigned 4 July 2025)
Madeleine Harradence	Secretary, ANMF Victorian Branch (Commenced 7 July 2025)
Maree Burgess	President, ANMF Victorian Branch
Janet Reah	Secretary, ANMF Western Australian Branch (Resigned 30 August 2024)
Loreta Murphy	Secretary, ANMF Western Australian Branch (Resigned 22 October 2024)

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Operating report

For the year ended 30 June 2025

Romina Raschilla	Secretary, ANMF Western Australian Branch (Commenced 28 October 2024)
David Poole	President, ANMF Western Australian Branch (Commenced 1 October 2024) (Resigned 7 January 2025)
Loreta Murphy	President, ANMF Western Australian Branch (Resigned 1 October 2024)

### Review of principal activities, the results of those activities and any significant changes in the nature of those activities during the year are as follows:

Increase in total members from 344,145 to 357,156 for the year, including honorary members.

The ANMF is Australia's largest national union and professional nursing and midwifery organisation. In collaboration with the ANMF's eight state and territory branches, we represent the professional, industrial and political interests of more than 344,000 nurses, midwives and carers across the country.

Our members work in the public and private health, aged care and disability sectors across a wide variety of urban, rural and remote locations. We work with them to improve their ability to deliver safe and best practice care in each and every one of these settings, fulfil their professional goals and achieve a healthy work/life balance.

Our strong and growing membership and integrated role as both a trade union and professional organisation provide us with a complete understanding of all aspects of the nursing and midwifery professions and see us uniquely placed to defend and advance our professions.

Through our work with members we aim to strengthen the contribution of nursing and midwifery to improving Australia's health and aged care systems, and the health of our national and global communities.

Specific activities include:

- Review of Industrial Regulation and other relevant legislation;
- Professional policy development;
- Continuing education services for members;
- Campaigns on issues of relevance to members, and
- Development of evidence and research to support the work of nurses and midwives.

### Significant changes in financial affairs

No significant change in the financial affairs occurred during the year.

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Operating report

For the year ended 30 June 2025

### Right of members to resign

Members retain the right to resign from the Australian Nursing and Midwifery Federation in accordance with section 10 of the Federal rules and section 174 of the Fair Work (Registered Organisations) Act 2009.

**Officers or members who are superannuation fund trustee(s) (include position details) or director of a company that is a superannuation fund trustee where being a member or officer of a registered organisation is a criterion for them holding such position**

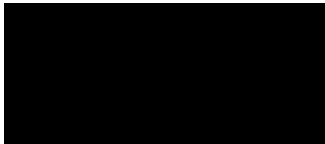
There are none reported.

### Number of members

The number of members (including Branch members) at the end of the financial year was 357,156 (2024: 344,145).

### Number of employees

The total number of full time equivalent employees employed with the Australian Nursing and Midwifery Federation Federal Office at the end of the financial year was 24 (2024: 26).

Signature of designated officer: .....  .....

Name and title of designated officer: .....

*Annie Butler, Federal Secretary*

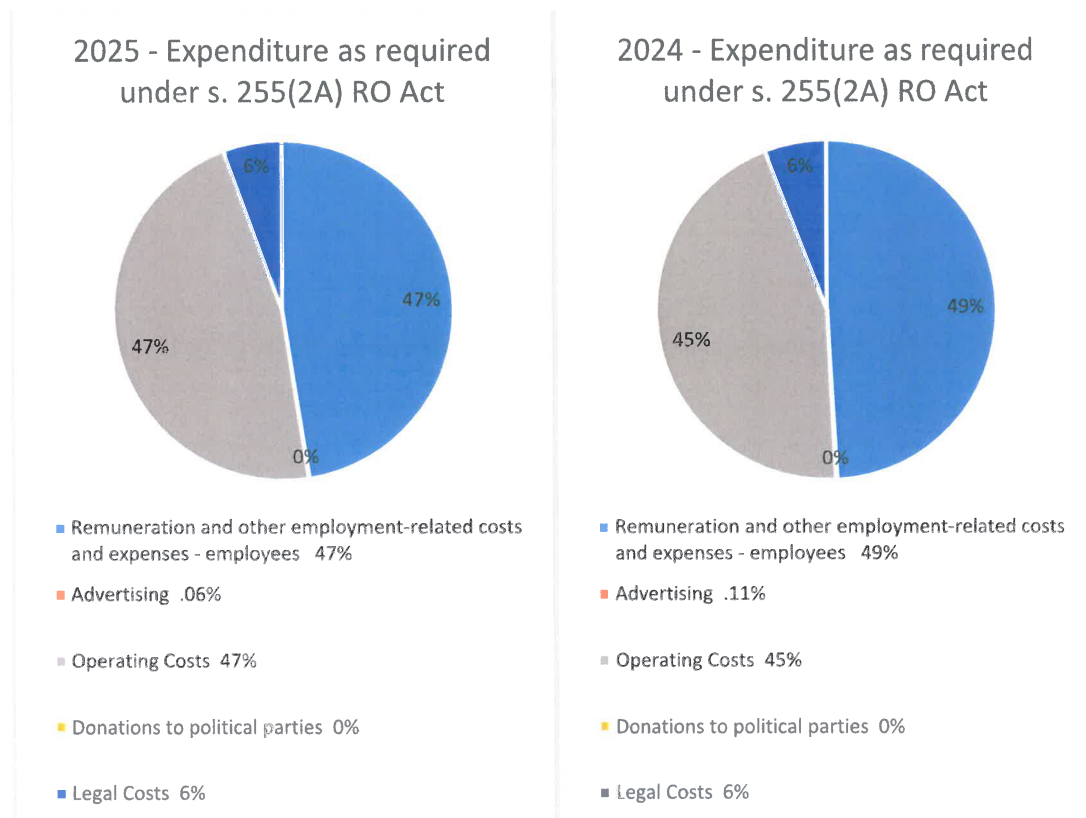
Dated: ..... *18 November 2025* .....

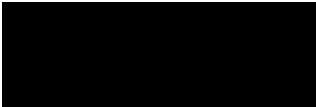
# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Expenditure report required under subsection 255(2A) for the year ended 30 June 2025

The committee of management presents the expenditure report as required under subsection 255(2A) on the reporting unit for the year ended 30 June 2025.



Signature of designated officer: .....  .....

Name and title of designated officer: ..... *Annie Butler, Federal Secretary* .....

Dated: ..... *18 November 2025* .....



# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2025

	Note	2025 \$	2024 \$
Revenue and other income	2	9,620,317	11,493,940
Employee benefits expense	3(a)	(4,754,381)	(4,711,630)
Affiliation fees	3(b)	(1,782,914)	(1,667,027)
Postage expenses		(846,433)	(666,182)
Australian Nursing and Midwifery Journal production expenses		(496,839)	(495,580)
Campaign expenses		(4,545)	(64,229)
Consultancy expenses		(532,992)	(548,475)
Administration expenses		(537,887)	(482,401)
Legal expenses	3(c)	(557,362)	(563,234)
Grants and donations	3(d)	(1,000)	(81,009)
Direct project expenses	3(e)	(29,167)	(454,438)
Depreciation and amortisation expenses	3(g)	(184,712)	(167,862)
Occupancy expenses		(122,448)	(105,593)
Accounting and audit fees		(61,557)	(40,096)
Website expenses		(43,488)	(19,875)
Insurance		(100,417)	(117,030)
Travel expenses		(146,235)	(162,056)
Expenses relating to leases of low-value assets		(9,668)	(9,668)
Meeting expenses		(42,334)	(19,465)
Doubtful debts expenses/reversal		-	(15,390)
Conference expenses		(18,265)	(316,453)
<b>Surplus/(deficit) for the year</b>		<b>(652,327)</b>	<b>786,247</b>
Other comprehensive income:			
Items that will be reclassified subsequently to profit or loss when specific conditions are met		-	-
Items that will not be reclassified subsequently to profit or loss			
<b>Other comprehensive income/(deficit) for the year</b>		<b>-</b>	<b>-</b>
<b>Total comprehensive income/(deficit) for the year</b>		<b>(652,327)</b>	<b>786,247</b>

The accompanying notes form part of these financial statements.

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Statement of Financial Position

As at 30 June 2025

	Note	2025 \$	2024 \$
<b>ASSETS</b>			
CURRENT ASSETS			
Cash and cash equivalents	4	1,442,141	5,279,201
Trade and other receivables	5	651,619	319,696
Financial assets	6	36,426	34,851
Other assets	7	225,389	127,569
TOTAL CURRENT ASSETS		2,355,575	5,761,317
NON-CURRENT ASSETS			
Property, plant and equipment	8	4,546,657	4,659,209
Intangible assets	9	10,633	18,590
TOTAL NON-CURRENT ASSETS		4,557,290	4,677,799
TOTAL ASSETS		6,912,865	10,439,116
<b>LIABILITIES</b>			
CURRENT LIABILITIES			
Trade and other payables	10	546,133	806,741
Employee provisions	11	1,180,305	1,451,000
Other liabilities	12	337,185	2,700,758
TOTAL CURRENT LIABILITIES		2,063,623	4,958,499
NON-CURRENT LIABILITIES			
Employee provisions	11	36,699	15,747
TOTAL NON-CURRENT LIABILITIES		36,699	15,747
TOTAL LIABILITIES		2,100,322	4,974,246
NET ASSETS		4,812,543	5,464,870
<b>EQUITY</b>			
Retained earnings		1,212,523	1,864,850
Asset revaluation reserve		3,600,020	3,600,020
TOTAL EQUITY		4,812,543	5,464,870

The accompanying notes form part of these financial statements.

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Statement of Changes in Equity

For the Year Ended 30 June 2025

### 2025

	Retained Earnings	Asset Revaluation Reserve	Total
	\$	\$	\$
Balance at 1 July 2024	1,864,850	3,600,020	5,464,870
Deficit for the year	(652,327)	-	(652,327)
Balance at 30 June 2025	1,212,523	3,600,020	4,812,543

### 2024

	Retained Earnings	Asset Revaluation Reserve	Total
	\$	\$	\$
Balance at 1 July 2023	1,078,603	3,600,020	4,678,623
Surplus for the year	786,247	-	786,247
Balance at 30 June 2024	1,864,850	3,600,020	5,464,870

The accompanying notes form part of these financial statements.

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Statement of Cash Flows

For the Year Ended 30 June 2025

	2025	2024
Note	\$	\$
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Receipts from members, branches and others	11,968,147	11,816,168
Grants received	3,159,450	6,419,564
Interest received	56,650	49,648
Payments to suppliers and employees	(18,953,079)	(14,345,631)
<b>Net cash provided by (used in) operating activities</b>	14(b) <b>(3,768,832)</b>	<b>3,939,749</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Redemption (placement) of term deposits	(1,575)	(34,851)
Payments for intangibles	-	(23,588)
Acquisition of property, plant and equipment	(66,653)	(260,208)
<b>Net cash used by investing activities</b>	<b>(68,228)</b>	<b>(318,647)</b>
Net increase (decrease) in cash and cash equivalents held	(3,837,060)	3,621,102
Cash and cash equivalents at beginning of year	5,279,201	1,658,099
<b>Cash and cash equivalents at end of financial year</b>	4 <b>1,442,141</b>	<b>5,279,201</b>

The accompanying notes form part of these financial statements.

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 1 Summary of Material Accounting Policies

#### (a). Basis of preparation

The financial statements are general purpose financial statements and have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (**AASB**) that apply for the reporting period, and the Fair Work (Registered Organisation) Act 2009 (**RO Act**). For the purpose of preparing the general purpose financial statements, the Australian Nursing and Midwifery Federation is a not-for-profit entity.

The financial statements, except for cash flow information, have been prepared on an accrual basis of accounting. The financial statements have been prepared on a historical cost basis, except for certain assets and liabilities measured at fair value, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position. The financial statements are presented in Australian dollars.

The financial statements were authorised for issue on the same date the statement by the Federal Council was signed.

#### (b). Comparative figures

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

#### (c). Cash and cash equivalents

Cash is recognised at its nominal amount. Cash and cash equivalents includes cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturity of three months or less, and bank overdrafts. Bank overdrafts are presented within current liabilities on the statement of financial position.

#### (d). Financial instruments

##### Financial Assets

##### *Financial assets at amortised cost*

The Federation measures financial assets at amortised cost if both of the following conditions are met:

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

Financial assets at amortised cost are subsequently measured using the effective interest (**EIR**) method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired.

The Federation's financial assets at amortised cost includes trade receivables, term deposits with three months term or more and loans to related parties.

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 1 Summary of Material Accounting Policies

#### (d). Financial instruments

##### Financial Assets

##### Impairment - Trade receivables

For trade receivables that do not have a significant financing component, the Federation applies a simplified approach in calculating expected credit losses (**ECLs**) which requires lifetime expected credit losses to be recognised from initial recognition of the receivables.

Therefore, the Federation does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Federation has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

#### (e). Property, plant and equipment

##### Initial recognition

Purchases of land, buildings, plant and equipment are recognised initially at cost in the statement of financial position. The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located.

##### Land and buildings

Following initial recognition at cost, freehold land and buildings are carried at their fair value less subsequent accumulated depreciation and accumulated impairment losses.

Revaluations are performed with sufficient frequency such that the carrying amount of assets do not differ materially from those that would be determined using fair values as at the reporting date.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the profit or loss except to the extent that they reverse a previous revaluation increment for that class. Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset is restated to the revalued amount.

##### Plant and equipment

Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses.

The carrying amount of plant and equipment is reviewed annually by councillors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of depreciated replacement cost.

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 1 Summary of Material Accounting Policies

#### (e). Property, plant and equipment

##### Depreciation

The depreciable amount of all fixed assets including buildings and capitalised leased assets, but excluding freehold land, is depreciated on a straight-line basis over the asset's useful life to the Company commencing from the time the asset is held ready for use.

The depreciation rates used for each class of depreciable assets are:

Class of Fixed Asset	Depreciation Rate
Buildings	2%
Plant and Equipment	15%-33%
Motor Vehicles	20%
Fitouts	10%

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

The carrying amount of each asset is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

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

##### Derecognition

An item of land, buildings, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on the disposal or retirement of an item of property, plant and equipment is determined as the difference between the sales proceeds and the carrying amount of the asset and is recognised in the profit or loss.

#### (f). Intangible Assets

Intangible assets with finite lives that are acquired separately are carried at cost less accumulated amortisation and accumulated impairment losses. Amortisation is recognised on a straight-line basis over their estimated useful life. The estimated useful lives and amortisation method are reviewed at the end of each reporting period, with the effect of any changes in estimate being accounted for on a prospective basis. Intangible assets with indefinite useful lives that are acquired separately are carried at cost less accumulated impairment losses. The useful life of the CPE Website is 3 - 5 years.

##### Derecognition

An intangible asset is derecognised on disposal, or when no future economic benefits are expected from use or disposal. Gains or losses arising from derecognition of an intangible asset, measured as the difference between the net disposal proceeds and the carrying amount of the asset are recognised in profit or loss when the asset is derecognised.

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 1 Summary of Material Accounting Policies

#### (g). Leases

##### Short-term leases and leases of low-value assets

The Federation's short-term leases are those that have a lease term of 12 months or less from the commencement. It also applies the lease of low-value assets recognition exemption to leases of photocopiers.

The Federation has elected to use the exception to lease accounting for short-term leases and leases of low value assets, and the lease expense relating to these leases are recognised on a straight line basis over the lease term.

#### (h). Employee benefits

A liability is recognised for benefits accruing to employees in respect of wages and salaries, annual leave, long service leave and termination benefits when it is probable that settlement will be required, and they are capable of being measured reliably.

##### Short-term employee benefits

Short-term employee benefits are benefits, other than termination benefits, that are expected to be settled wholly within twelve months after the end of the period in which the employees render the related service. Examples of such benefits include wages and salaries and non-monetary benefits. Short-term employee benefits are measured at the undiscounted amounts expected to be paid when the liabilities are settled.

##### Long-term employee benefits

The Federation's liability for long service leave is included in other long term benefits as they are not expected to be settled wholly within twelve months after the end of the period in which the employees render the related service. They are measured at the present value of anticipated future wage and salary levels, experience of employee departures and periods of service, and are discounted at rates determined by reference to market yields at the end of the reporting period on high quality corporate bonds. Changes in measurement of the liability are recognised in profit and loss.

The Federation presents employee benefit obligations as current liabilities in the statement of financial position if the Federation does not have an unconditional right to defer settlement for at least twelve months after the reporting period, irrespective of when the actual settlement is expected to take place.

#### (i). Revenue

The Federation enters into various arrangements where it receives consideration from another party. These arrangements include consideration in the form of membership subscriptions, capitation fees, levies, grants and sponsorship.

The timing of recognition of these amounts as either revenue or income depends on the rights and obligations in those arrangements.



# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 1 Summary of Material Accounting Policies

#### (i). Revenue

##### Revenue from contracts with customers

Where the Federation has a contract with a customer, the Federation recognises revenue when or as it transfers control of goods or services to the customer. The Federation accounts for an arrangement as a contract with a customer if the following criteria are met:

- the arrangement is enforceable; and
- the arrangement contains promises (that are also known as performance obligations) to transfer goods or services to the customer (or to other parties on behalf of the customer) that are sufficiently specific so that it can be determined when the performance obligation has been satisfied.

##### Capitation fees

Where the Federation's arrangement with a branch or another reporting unit meets the criteria to be a contract with a customer, the Federation recognises the capitation fees promised under that arrangement when or as it transfers the services as part of its sufficiently specific promise to the branch and other reporting unit.

In circumstances where the criteria for a contract with a customer are not met, the Federation will recognise capitation fees as income upon receipt (as specified in the income recognition policy).

##### ANMJ Subscriptions

For ANMJ subscription arrangements that meet the criteria to be contracts with customers, revenue is recognised when the promised goods or services transfer to the customer as an ANMJ subscriber of the Federation.

When a performance obligation is satisfied, which is either when the customer obtains control of the good (for example, books or clothing) or as the service transfers to the customer (for example, member services or training course), the Federation recognises revenue at the amount of the transaction price that was allocated to that performance obligation.

For ANMJ subscriptions paid annually in advance, the Federation has elected to apply the practical expedient to not adjust the transaction price for the effects of a significant financing component because the period from when the customer pays and the good or services will transfer to the customer will be one year or less.

When a subscriber subsequently purchases additional goods or services from the Federation at their standalone selling price, the Federation accounts for those sales as a separate contract with a customer.

##### Conference registration and CPD events income

The Federation recognises revenue at the conclusion of the conference and CPD events, when the event has been delivered to the participants.

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 1 Summary of Material Accounting Policies

#### (i). Revenue

##### Income of the Federation as a Not-for-Profit Entity

Consideration is received by the Federation to enable the entity to further its objectives. The Federation recognises each of these amounts of consideration as income when the consideration is received (which is when the Federation obtains control of the cash) because, based on the rights and obligations in each arrangement:

- the arrangements do not meet the criteria to be contracts with customers because either the arrangement is unenforceable or lacks sufficiently specific promises to transfer goods or services to the customer; and
- the Federation's recognition of the cash contribution does not give rise to any related liabilities.

The Federation receives cash consideration from the voluntary contributions from branches whereby that consideration is recognised as income upon receipt.

##### Government grant

Government grants are not recognised as revenue until there is reasonable assurance that the Federation will comply with the conditions attaching to them and that the grants will be received.

Government grants are recognised in profit or loss on a systematic basis over the periods in which the Federation recognises as expenses the related costs for which the grants are intended to compensate. Specifically, government grants whose primary condition is that the Federation should purchase, construct otherwise acquire non-current assets are recognised as deferred revenue in the statement of financial position and transferred to profit or loss on a systematic and rational basis over the useful lives of the related assets.

Government grants that are receivable as compensation for expenses or losses already incurred or for the purpose of giving immediate financial support to the Federation with no future related costs are recognised in profit or loss in the period in which they become receivable.

##### Interest income

Interest revenue is recognised on an accrual basis using the effective interest method.

##### Rental income

Rental revenue from operating leases is recognised on a straight-line basis over the term of the relevant lease.

##### Other revenue

Other revenue is recognised when the right to receive the revenue has been established.

All revenue stated is net of the amounts of goods and services tax (GST).

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 1 Summary of Material Accounting Policies

#### (j). Income tax

The Federation is exempt from income tax under section 50.1 of the *Income Tax Assessment Act 1997* however still has obligations for Fringe Benefit Tax (FBT) and the Goods and Services Tax (GST).

#### (k). ANMF Branches

The Australian Nursing and Midwifery Federation (ANMF) is the federal body that co-operates with the Branches in response to national issues of importance to nurses, midwives and care workers in nursing. ANMF Branches respond to issues at a State and Territory level and actively represent the industrial, professional and political interests of members at the local level.

There is an ANMF Branch in each State and Territory in Australia. ANMF Branches are considered as reporting units under the Federation as per the Fair Work (Registered Organisations) Act 2009 (the Act). However the activities of these Branches are not consolidated into the Federal Office's accounts as the Federal Office does not have control of the branches. The Branches have their own accounting processes, are required to be audited separately and have their own reporting obligations under the Act.

The branches of the Federation as follow:

- ANMF Australian Capital Territory Branch
- ANMF Northern Territory Branch
- ANMF Victorian Branch
- ANMF Tasmanian Branch
- ANMF Western Australian Branch
- ANMF South Australian Branch
- ANMF New South Wales Branch
- ANMF QNMU Branch

The following Branches operate in conjunction with State Registered Trade Unions which are incorporated under relevant State Industrial Legislation:

- ANMF Western Australian Branch in conjunction with Australian Nursing Federation Industrial Union of Workers Perth
- ANMF South Australian Branch in conjunction with ANMF (SA Branch)
- ANMF New South Wales Branch in conjunction with NSW Nurses and Midwives' Association
- ANMF QNMU Branch in conjunction with Queensland Nurses and Midwives Union

These State Registered Trade Unions are regarded as related parties of the Federal Office.

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 1 Summary of Material Accounting Policies

#### (I). Critical accounting estimates and judgments

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

##### **Key estimates - impairment**

The Federation assesses impairment at the end of each reporting year by evaluating conditions specific to the Federation that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using depreciated replacement cost calculations which incorporate various key assumptions.

##### **Key judgment - Useful lives of property, plant and equipment**

Property, plant and equipment are depreciated over their useful life and the depreciation rates are assessed when the assets are acquired or when there is a significant change that affects the remaining useful life of the asset.

##### **Key judgments - provision for impairment of receivables**

The value of the provision for impairment of receivables is estimated by considering the ageing of receivables, communication with the debtors and prior history.

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 2 Revenue and Other Income

#### Disaggregation of revenue from contracts with customers

The table below sets out the Federation's revenue by type of arrangement, a disaggregation of revenue by type of customer and a disaggregation of income by funding source:

		2025	2024
	Note	\$	\$
<b>Revenue from contracts with customers</b>			
- Capitation fees and other revenue from another reporting unit	2(a).	8,692,939	8,676,249
- Australian Nursing and Midwifery Journal advertising income		244,786	242,507
- Other sales of goods or services		30,000	51,138
- Australian Nursing and Midwifery Journal subscription fees		1,167	1,849
- Sponsorship Income		34,482	107,528
- Levies		-	-
- Revenue from recovery of wages activity		-	-
<b>Total revenue from contracts with customers</b>		<b>9,003,374</b>	<b>9,079,271</b>
<b>Income for furthering objectives</b>			
- Grants and donations	2(b).	470,200	2,297,508
- Income recognised from volunteer services		-	-
<b>- Total income for furthering objectives</b>		<b>470,200</b>	<b>2,297,508</b>
<b>Other income</b>			
- Other income		56,358	28,417
- Interest income		56,650	49,648
- Office Space Rental		33,735	37,488
- Distribution received from ACTU		-	1,608
<b>Total other income</b>		<b>146,743</b>	<b>117,161</b>
<b>Total revenue and other income</b>		<b>9,620,317</b>	<b>11,493,940</b>

#### Disaggregation of revenue from contracts with customers

- Members	-	-
- Other reporting units	8,692,939	8,676,249
- Other parties	310,435	403,022
<b>Total revenue from contracts with customers</b>	<b>9,003,374</b>	<b>9,079,271</b>

#### Disaggregation of income for furthering activities

- Members	-	-
- Other reporting units	-	-
- Government	470,200	2,297,508
- Other parties	-	-
<b>Total income for furthering activities</b>	<b>470,200</b>	<b>2,297,508</b>

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 2 Revenue and Other Income

#### (a). Capitation fees and other revenue from other reporting units

	2025	2024
	\$	\$
<b>Capitation fees</b>		
ANMF Australian Capital Territory Branch	84,657	82,368
ANMF New South Wales Branch	1,807,861	1,765,897
ANMF Northern Territory Branch	80,185	83,757
ANMF South Australian Branch	530,837	508,208
ANMF QNMU Branch	1,544,920	1,501,266
ANMF Tasmania Branch	185,979	191,688
ANMF Victorian Branch	2,222,473	2,142,330
ANMF Western Australian Branch	654,434	644,782
<b>Total capitation fees revenue</b>	<b>7,111,346</b>	<b>6,920,296</b>
<b>Journal subscription fees revenue</b>		
ANMF Australian Capital Territory Branch	380	369
ANMF New South Wales Branch	259	224
ANMF Northern Territory Branch	932	954
ANMF (SA Branch)**	183,829	151,519
Queensland Nurses and Midwives Union**	7,142	6,960
ANMF Tasmania Branch	6,299	6,190
ANMF Victorian Branch	827,238	678,710
ANMF Western Australian Branch	4,189	4,203
<b>Total journal subscription fees revenue</b>	<b>1,030,268</b>	<b>849,129</b>

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 2 Revenue and Other Income

#### (a). Capitation fees and other revenue from other reporting units

	2025	2024
	\$	\$
<b>Shared database contribution revenue</b>		
ANMF Australian Capital Territory Branch	416	561
ANMF Northern Territory Branch	390	566
ANMF (SA Branch)**	2,693	3,587
Queensland Nurses and Midwives Union**	7,821	10,595
ANMF Tasmania Branch	943	1,351
ANMF Victorian Branch	11,209	15,044
ANMF Western Australian Branch	4,587	6,399
<b>Total shared database contribution revenue</b>	<b>28,059</b>	<b>38,103</b>
<b>Medicinal symposium contribution revenue</b>		
ANMF Australian Capital Territory Branch	-	154
ANMF Northern Territory Branch	-	155
ANMF (SA Branch)**	-	981
Queensland Nurses and Midwives Union**	-	9,091
ANMF Tasmania Branch	-	369
ANMF Victorian Branch	-	4,113
<b>Total medical symposium contribution revenue</b>	<b>-</b>	<b>14,863</b>
<b>Legal Work Value Case contribution</b>		
ANMF Australian Capital Territory Branch	4,952	7,428
NSW Nurses and Midwives' Association**	109,312	163,968
ANMF Northern Territory Branch	5,000	7,500
Queensland Nurses and Midwives Union**	93,440	140,160
ANMF (SA Branch)**	31,632	47,448
ANMF Tasmania Branch	11,912	17,868
ANMF Victorian Branch	132,664	198,996
ANMF Western Australian Branch	56,424	84,636
Movements in contribution received in advance	(17,422)	(136,476)
<b>Total legal work value case contribution</b>	<b>427,914</b>	<b>531,528</b>

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 2 Revenue and Other Income

#### (a) Capitation fees and other revenue from other reporting units

	2025	2024
	\$	\$
<b>APHEDA contribution</b>		
ANMF Australian Capital Territory Branch	-	1,500
NSW Nurses and Midwives' Association**	-	15,000
Queensland Nurses and Midwives Union**	-	5,000
ANMF Victorian Branch	-	20,000
<b>Total APHEDA contribution</b>	-	41,500
<b>ANMF 100 Years Contribution</b>		
ANMF Australian Capital Territory Branch	1,349	2,145
ANMF New South Wales Branch	29,640	-
NSW Nurses and Midwives' Association**	-	5,364
ANMF Northern Territory Branch	1,265	2,145
Queensland Nurses and Midwives Union**	-	27,594
ANMF (SA Branch)**	8,744	-
ANMF Tasmania Branch	3,062	3,218
ANMF Victorian Branch	36,397	5,364
ANMF Western Australian Branch	14,895	-
	<b>95,352</b>	<b>45,830</b>
<b>BNC Branch Contribution</b>		
ANMF Australian Capital Territory Branch	-	2,613
ANMF New South Wales Branch	-	57,683
ANMF Northern Territory Branch	-	2,637
Queensland Nurses and Midwives Union**	-	49,307
ANMF (SA Branch)**	-	16,692
ANMF Tasmania Branch	-	6,288
ANMF Victorian Branch	-	70,004
ANMF Western Australian Branch	-	29,776
	-	<b>235,000</b>
<b>ACTU campaign contribution revenue</b>		
<b>Total capitation fees income and other revenue from other reporting units</b>	<b>8,692,939</b>	<b>8,676,249</b>

\*\* Transactions with state registered trade unions.



# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 2 Revenue and Other Income

#### (b). Grants and donations

	2025	2024
	\$	\$
Nurse Midwife Health Program Australia (NMHPA) Grant	310,640	2,183,897
Coalition of National Nursing and Midwifery Organisations (CoNNMO) Grant	53,050	56,011
ACWG - Digital Health Project	58,000	57,600
CANA - Climate Change Project	48,510	-
<b>Total grants and donation income</b>	<b>470,200</b>	<b>2,297,508</b>

### 3 Expenses

#### (a). Employee expenses

##### Holders of office:

Wages and salaries	277,559	308,432
Superannuation	61,955	60,033
Leave and other entitlements	73,709	131,891
Separation and redundancies	-	-
Other employee expenses	28,081	30,118

##### Subtotal employee expenses holders of office

441,304 530,474

##### Employees other than office holders:

Wages and salaries	2,438,209	2,573,429
Superannuation	482,851	497,713
Leave and other entitlements	722,890	757,780
Separation and redundancies	305,481	-
Other employee expenses	75,269	71,944

##### Subtotal employee expenses employees other than office holders

4,024,700 3,900,866

##### Other employee related expenses

Payroll Tax	268,145	226,690
Staff amenities	11,916	11,075
Staff Recruitment	8,316	42,525

288,377 280,290

##### Total employee expenses

4,754,381 4,711,630

In 2024, employee expense includes employee benefits paid for Nurse Midwife Health Program Australia (NMHPA) project of \$523,251. Refer to note 3(f) for total Nurse Midwife Health Program Australia (NMHPA) project expenses.

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 3 Expenses

#### (b). Affiliation fees

	2025	2024
	\$	\$
Australian Council of Trade Unions	1,638,542	1,545,782
Australian College of Nursing (ICN)	130,582	109,425
APHEDA Union Aid Abroad	13,790	11,820
<b>Total affiliation fees</b>	<b>1,782,914</b>	<b>1,667,027</b>

#### (c). Legal expenses

Litigation	-	-
Other legal matters	557,362	563,234
<b>Total legal expenses</b>	<b>557,362</b>	<b>563,234</b>

#### (d). Grants or donations

##### Donations

Total paid that were \$1,000 or less	1,000	1,009
Total paid that exceeded \$1,000	-	80,000

##### Grants

Total paid that were \$1,000 or less	-	-
Total paid that exceeded \$1,000	-	-

<b>Total grants or donations</b>	<b>1,000</b>	<b>81,009</b>
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#### (e). Direct project expenditure

Coalition of National Nursing and Midwifery Organisation (CoNNMO)	25,913	28,703
National Aged Care Alliance (NACA)	3,053	131
Nurse Midwife Health Program Australia (NMHPA)	-	425,604
Digital Health Project	201	-
<b>Total</b>	<b>29,167</b>	<b>454,438</b>

#### (f). Nurse Midwife Health Program Australia project expense

During the year, the Federal Office has contracted with the Department of Health and Aged Care to deliver on the Nurse Midwife Health Program Australia (NMHPA). Total cost of the project delivery as follows:

Employee expense	3(a)	-	523,251
Direct project cost	3(e)	-	425,604
<b>Total</b>		-	<b>948,855</b>

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 3 Expenses

#### (g). Other expense disclosures

	2025	2024
	\$	\$
Depreciation and amortisation:		
Land and buildings	89,500	89,500
Plant and equipment	87,255	73,270
Intangibles	7,957	5,092
Total depreciation and amortisation	184,712	167,862

#### Other Expenses:

Fees/allowances - meetings and conferences	-	-
Compulsory levies	-	-
Consideration to employers for payroll deductions	-	-
Capitation fees	-	-
Penalties - via RO Act or RO Regulations	-	-

### 4 Cash and Cash Equivalents

Cash on hand	-	136
Cash at bank	1,442,141	5,279,065
	1,442,141	5,279,201

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 5 Trade and Other Receivables

	Note	2025 \$	2024 \$
<b>CURRENT</b>			
Trade receivables	(a)	651,619	318,856
Provision for impairment		-	-
<b>Net trade receivables</b>		<b>651,619</b>	<b>318,856</b>
Other receivables		-	840
		<b>651,619</b>	<b>319,696</b>
<b>(a). Trade receivables from Branches</b>			
Included in the trade receivables balance are receivables from ANMF Branches and related state registered trade unions. They consist of:			
<b>Receivables from other reporting units and related parties</b>			
ANMF Australian Capital Territory Branch		6,419	8,019
ANMF New South Wales		32,746	62
ANMF NSWMA**		15,030	22,040
ANMF Northern Territory Branch		-	247
ANMF South Australian Branch		48,660	-
ANMF (SA Branch) Union**		100,522	1,563
Queensland Nurses and Midwives Union**		-	4,616
ANMF Tasmanian Branch		17,048	19,798
ANMF Victorian Branch		258,095	113,051
ANMF Western Australian Branch		119,980	69,651
<b>Total receivable from other reporting units and related parties</b>		<b>598,500</b>	<b>239,047</b>
<b>Less allowance for expected credit loss:</b>			
Other reporting units		-	-
<b>Total provision for doubtful debts from other reporting units and related parties</b>		<b>-</b>	<b>-</b>
Receivable from other reporting units (net)		<b>598,500</b>	<b>239,047</b>

\*\* Transactions with state registered trade unions.

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 6 Other financial assets

#### Amortised cost financial assets

	2025	2024
	\$	\$
Term deposits - current	36,426	34,851

### 7 Other Assets

#### CURRENT

Prepayments	225,389	127,569
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### 8 Property, Plant and Equipment

#### LAND AND BUILDINGS

##### Land and buildings

At independent valuation	4,475,000	4,475,000
Accumulated depreciation	(179,000)	(89,500)
Total land and buildings	4,296,000	4,385,500
<b>Total land and buildings</b>	<b>4,296,000</b>	<b>4,385,500</b>

#### PLANT AND EQUIPMENT

##### Plant and equipment

At cost	971,942	908,468
Accumulated depreciation	(750,664)	(672,458)
Total plant and equipment	221,278	236,010

##### Motor vehicles

At cost	41,596	69,293
Accumulated depreciation	(12,217)	(31,594)
Total motor vehicles	29,379	37,699
<b>Total plant and equipment</b>	<b>250,657</b>	<b>273,709</b>

<b>Total property, plant and equipment</b>	<b>4,546,657</b>	<b>4,659,209</b>
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An independent valuation of the land and buildings were performed in June 2023 by Charter Keck Cramer Pty Ltd and Knight Frank Valuation & Advisory Canberra.

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 8 Property, Plant and Equipment

#### (a) Movements in carrying amounts of property, plant and equipment

	Land and Buildings	Plant and Equipment	Motor Vehicles	Total
2025	\$	\$	\$	\$
<b>Year ended 30 June 2025</b>				
Balance at the beginning of year	4,385,500	236,010	37,699	4,659,209
Additions	-	66,653	-	66,653
Disposals - written down value	-	(2,450)	-	(2,450)
Depreciation expense	(89,500)	(78,935)	(8,320)	(176,755)
<b>Balance at the end of the year</b>	<b>4,296,000</b>	<b>221,278</b>	<b>29,379</b>	<b>4,546,657</b>

	Land and Buildings	Plant and Equipment	Motor Vehicles	Total
2024	\$	\$	\$	\$
<b>Year ended 30 June 2024</b>				
Balance at the beginning of year	4,475,000	85,846	925	4,561,771
Additions	-	218,611	41,597	260,208
Depreciation expense	(89,500)	(68,447)	(4,823)	(162,770)
<b>Balance at the end of the year</b>	<b>4,385,500</b>	<b>236,010</b>	<b>37,699</b>	<b>4,659,209</b>

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 9 Intangible Assets

	2025	2024
	\$	\$
<b>Website</b>		
Cost	23,588	23,588
Accumulated amortisation and impairment	(12,955)	(4,998)
<b>Total Intangibles</b>	<b>10,633</b>	<b>18,590</b>

#### (a). Movements in carrying amounts of intangible assets

	Website	Total
	\$	\$
<b>Year ended 30 June 2025</b>		
Balance at the beginning of the year	18,590	18,590
Amortisation	(7,957)	(7,957)
<b>Closing value at 30 June 2025</b>	<b>10,633</b>	<b>10,633</b>
<b>Year ended 30 June 2024</b>		
Balance at the beginning of the year	94	94
Additions	23,588	23,588
Amortisation	(5,092)	(5,092)
<b>Closing value at 30 June 2024</b>	<b>18,590</b>	<b>18,590</b>

### 10 Trade and Other Payables

	2025	2024
Note	\$	\$
<b>CURRENT</b>		
Trade payables	243,063	255,209
Accrued expense	22,595	159,146
Sundry payables	170,078	148,674
GST payables	110,397	243,712
Payable to employers for making payroll deductions of membership subscriptions	-	-
	<b>546,133</b>	<b>806,741</b>

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 10 Trade and Other Payables

#### (a) Payables include:

	2025 \$	2024 \$
<b>Payables to other reporting units:</b>		
ANMF Australian Capital Territory Branch	683	-
ANMF Tasmanian Branch	1,034	702
Queensland Nurses and Midwives Union	1,088	-
Total payables to other reporting units	<u>2,805</u>	<u>702</u>
<b>Payables for legal cost</b>		
Litigation	-	-
Other legal matters	-	-

#### (b) Financial liabilities at amortised cost classified as trade and other payables

Trade and other payables:		
- total current	546,133	806,741
<b>Less:</b>		
GST payables	(110,397)	(243,712)
Financial liabilities as trade and other payables	<u>435,736</u>	<u>563,029</u>

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### 11 Provisions

#### Employee Provisions

##### Office Holders:

Annual leave	55,547	136,605
Long service leave	126,670	131,089
Separations and redundancies	-	-
Other	11,370	24,342
<b>Subtotal employee provisions office holders</b>	<u>193,587</u>	<u>292,036</u>

##### Employees other than office holders:

Annual leave	366,657	431,587
Long service leave	619,657	715,008
Separations and redundancies	-	-
Other	37,103	28,116
<b>Subtotal employee provisions employees other than office holders</b>	<u>1,023,417</u>	<u>1,174,711</u>
<b>Total employee provisions</b>	<u>1,217,004</u>	<u>1,466,747</u>



# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 11 Provisions

#### Analysis of total provisions

	2025	2024
	\$	\$
Current	1,180,305	1,451,000
Non-current	36,699	15,747
	<u>1,217,004</u>	<u>1,466,747</u>

#### Provision for Employee Benefits

Provision for employee benefits represents amounts accrued for annual leave, additional day off (ADO) and long service leave.

The current portion for this provision includes the total amount accrued for annual leave entitlements, ADO and the amounts accrued for long service leave entitlements that have vested due to employees having completed the required period of service. Based on past experience, the Federation does not expect the full amount of annual leave or long service leave balances classified as current liabilities to be settled within the next 12 months. However, these amounts must be classified as current liabilities since the Federation does not have a right to defer the settlement of these amounts in the event employees use their leave entitlement.

The non-current portion for this provision includes amounts accrued for long service leave entitlements that have not yet vested in relation to those employees who have not yet completed the required period of service.

### 12 Other Liabilities

#### CURRENT

Unearned income from other reporting units	-	136,476
Other deferred income	337,185	2,564,282
	<u>337,185</u>	<u>2,700,758</u>

### 13 Equity

The Federation does not have a balance within a general fund.

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 14 Cash Flow Information

#### (a). Reconciliation of cash and cash equivalents as per Statement of Financial Position to Statement of Cash Flows:

Reconciliation of net income to net cash provided by operating activities:

	2025	2024
	\$	\$
<b>Cash and cash equivalents as per:</b>		
Statement of Cash Flows	1,442,141	5,279,201
Statement of Financial Position	1,442,141	5,279,201
<b>Difference</b>	-	-

#### (b). Reconciliation of cash from operations with result for the year

Net surplus/(deficit) for the year	(652,327)	786,247
<b>Non-cash flows in surplus</b>		
Depreciation	176,755	162,770
Loss/(profit) on disposal of non-current assets	2,450	-
Amortisation	7,957	5,092
<b>Changes in assets and liabilities</b>		
(Increase)/decrease in trade and term receivables	(331,923)	70,372
(Increase)/decrease in other assets	(97,820)	74,872
Increase/(decrease) in trade payables and accruals	(260,608)	198,852
Increase/(decrease) in other current liabilities	(2,363,573)	2,558,974
Increase/(decrease) in employee provisions	(249,743)	82,570
	(3,768,832)	3,939,749

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 14 Cash Flow Information

#### (c). Cash flow with reporting units

	2025	2024
	\$	\$
<b>Cash Inflows:</b>		
ANMF Victorian Branch	5,033,299	4,969,015
ANMF New South Wales Branch	1,988,851	2,006,180
ANMF QNMU Branch	1,699,412	1,651,394
ANMF Western Australian Branch	757,653	803,472
ANMF South Australian Branch	536,823	559,029
ANMF Tasmanian Branch	232,149	253,427
ANMF Australian Capital Territory Branch	211,156	221,665
ANMF (SA Branch)**	149,643	255,587
ANMF Northern Territory Branch	96,974	111,025
QNMU - Queensland Nurses & Midwives' Association**	126,747	306,177
New South Wales Nurses and Midwives Association**	127,253	195,365
<b>Total cash inflows</b>	<b>10,959,960</b>	<b>11,332,336</b>
<b>Cash outflows:</b>		
ANMF Victorian Branch	8,563	-
ANMF Northern Territory Branch	8,029	5,332
Queensland Nurses and Midwives Union**	5,439	-
ANMF Western Australian Branch	-	10,412
New South Wales Nurses and Midwives Association**	2,914	903
ANMF Tasmanian Branch	2,891	2,349
ANMF Australian Capital Territory Branch	3,114	2,312
ANMF (SA Branch)**	1,283	2,212
<b>Total cash outflows</b>	<b>32,233</b>	<b>23,520</b>

\*\* Transactions with state registered trade unions.

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 15 Financial Risk Management

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

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

	Note	2025 \$	2024 \$
<b>Financial Assets - amortised cost</b>			
Cash and cash equivalents	4	1,442,141	5,279,201
Trade and other receivables	5	651,619	319,696
Term deposits	6	36,426	34,851
<b>Total financial assets</b>		<b>2,130,186</b>	<b>5,633,748</b>
<b>Financial Liabilities - amortised cost</b>			
Trade and other payables	10	435,736	563,029
<b>Total financial liabilities</b>		<b>435,736</b>	<b>563,029</b>

### Net Fair Values

The fair values disclosed in the above table have been determined based on the following methodology:

Cash and cash equivalents, trade and other receivables, term deposits, trade and other payables are short term instruments in nature whose carrying value is equivalent to fair value. Trade and other payables excludes amounts provided for relating to annual and long service leave which is not considered a financial instrument.

### Financial risk management policies

The Federal Council have overall responsibility for the establishment of the Federation's financial risk management framework. This includes the development of policies covering specific areas.

Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the Federation's activities. The overall risk management policies seek to assist the Federation in meeting its financial targets, while minimising potential adverse effects on financial performance.

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 15 Financial Risk Management

#### Financial risk management policies

Mitigation strategies for specific risks faced are described below:

#### (a). Credit risk

Exposure to credit risk relating to financial assets arises from the potential non-performance by counterparties of contract obligations that could lead to a financial loss to the Federation and arises principally from the Federation's receivables.

Credit risk exposure

The maximum exposure to credit risk by class of recognised financial assets at the end of the reporting period is equivalent to the carrying amount and classification of those financial assets (net of any provisions) as presented in the statement of financial position.

The Federation has no significant concentrations of credit risk exposure to any single counterparty or group of counterparties.

#### (b). Liquidity risk

Liquidity risk arises from the possibility that the Federation might encounter difficulty in settling its debts or otherwise meeting its obligations related to financial liabilities. The Federation manages this risk through the following mechanisms:

- preparing forward-looking cash flow analysis in relation to its operational, investing and financial activities which are monitored on a monthly basis;
- monitoring undrawn credit facilities;
- maintaining a reputable credit profile;
- managing credit risk related to financial assets;
- only investing surplus cash with major financial institutions; and
- comparing the maturity profile of financial liabilities with the realisation profile of financial assets.

The table below reflects an undiscounted contractual maturity analysis for financial liabilities.

The timing of cash flows presented in the following table to settle financial liabilities reflects the earliest contractual settlement dates and does not reflect management's expectations that banking facilities will be rolled forward.

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

15 Financial Risk Management

Financial liability maturity analysis

	Within 1 Year		1 to 5 Years		Over 5 Years		Total	
	2025	2024	2025	2024	2025	2024	2025	2024
	\$	\$	\$	\$	\$	\$	\$	\$
Financial liabilities due for payment								
Trade and other payables (excluding estimated annual leave)	435,736	563,029	-	-	-	-	435,736	563,029
Total contractual outflows	435,736	563,029	-	-	-	-	435,736	563,029

The timing of expected outflows is not expected to be materially different from contracted cash flows.

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 15 Financial Risk Management

#### (c). Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Federal Office is not exposed to any significant market risk.

#### (d). Price risk

The Federation is not exposed to any material commodity price risk.

#### (e). Interest Rate Risk

Exposure to interest rate risk arises on financial assets and financial liabilities recognised at the end of the reporting period, whereby a future change in interest rates will affect future cash flows or the fair value of fixed rate financial instruments. The Federation is also exposed to earnings volatility on floating rate instruments.

The financial instruments that expose the Federation to interest rate risk are limited to held-to-maturity financial assets and cash on hand.

#### Interest rate risk sensitivity analysis

At 30 June 2025, the effect on profit and equity as a result of changes in the interest rate, with all other variables remaining constant would be as follows:

	2025 \$	2024 \$
<b>Change in profit</b>		
- Increase in interest rate +/- 2%	22,997	56,251
<b>Change in equity</b>		
- Increase in interest rate +/- 2%	22,997	56,251

#### (f). Capital management

Management controls the capital of the Federal Office to ensure that adequate cash flows are generated to fund its operating activities. The committee of management ensures that the overall risk management strategy is in line with this objective. Risk management policies are approved and reviewed by the Committee of Management on a regular basis. These include credit risk policies and future cash flow requirements.

### 16 Remuneration of Auditors

Remuneration of the auditor

- Financial statement audit services	27,500	26,500
- Preparation of general purpose financial report	4,600	4,600
	<b>32,100</b>	<b>31,100</b>

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 17 Fair Value Measurement

The Federation measures and recognises freehold land and buildings at fair value on a recurring basis after initial recognition.

The Federation does not subsequently measure any liabilities at fair value on a recurring, or any assets or liabilities at fair value on a non-recurring basis.

#### Fair value hierarchy

AASB 13 *Fair Value Measurement* requires all assets and liabilities measured at fair value to be assigned to a level in the fair value hierarchy as follows:

Level 1	Unadjusted quoted prices in active markets for identical assets or liabilities that the entity can access at the measurement date.
Level 2	Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly.
Level 3	Unobservable inputs for the asset or liability.

The table below shows the assigned level for each asset and liability held at fair value by the :

	Level 1	Level 2	Level 3	Total
30 June 2025	\$	\$	\$	\$
<b>Non-financial assets</b>				
Land and buildings	-	4,296,000	-	4,296,000

#### (a). Valuation techniques

The Federation selects a valuation technique that is appropriate in the circumstances and for which sufficient data is available to measure fair value. The availability of sufficient and relevant data primarily depends on the specific characteristics of the asset or liability being measured. The valuation techniques selected by the Federation are consistent with one or more of the following valuation approaches:

- Market approach: valuation techniques that use prices and other relevant information generated by market transactions for identical or similar assets or liabilities.
- Income approach: valuation techniques that convert estimated future cash flows or income and expenses into a single discounted present value.
- Cost approach: valuation techniques that reflect the current replacement cost of an asset at its current service capacity.

Each valuation technique requires inputs that reflect the assumptions that buyers and sellers would use when pricing the asset or liability, including assumptions about risks. When selecting a valuation technique, the Federation gives priority to those techniques that maximise the use of observable inputs and minimise the use of unobservable inputs. Inputs that are developed using market data (such as publicly available information on actual transactions) and reflect the assumptions that buyers and sellers would generally use when pricing the asset or liability are considered observable, whereas inputs for which market data is not available and therefore are developed using the best information available about such assumptions are considered unobservable.



# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 17 Fair Value Measurement

#### (b). Valuation Techniques and Inputs Used to Measure Level 2 Fair Values

Description	Fair Value at 30 June 2025	Valuation technique	Input used
	\$		
Non-financial assets			
Land and buildings	4,296,000	Market approach using recent observable market data for similar properties; income approach using discounted cash flow methodology	Price per square metre; market borrowing rate

The fair value of freehold land and buildings is determined at least every three years based on valuations by an independent valuer. At the end of each intervening period, the Federal Council reviews the independent valuation and, when appropriate, update the fair value measurement to reflect current market conditions using a range of valuation techniques, including recent observable market data and discounted cash flow methodologies.

### 18 Related Parties

#### (a). ANMF State Branches

The Federation undertook related party transactions with the State Branches which are disclosed in note 2, 5 and 10.

The sales to and purchases from related parties are made on terms equivalent to those that prevail in arm's length transactions. Outstanding balances for sales and purchases at the year-end are unsecured and interest free and settlement occurs in cash. There have been no guarantees provided or received for any related party receivables or payables. Included in note 14(c). are cash flows for reimbursements to and from reporting units which are not regarded as related party transactions. These reimbursements consist of:

- Payroll tax received from and paid on behalf of ANMF Victorian Branch and ANMF Australian Capital Territory Branch
- Travelling and meeting cost reimbursement

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 18 Related Parties

#### (b). Transactions with key management personnel's related entities

The Federation has transacted with the following entity where key management personnel are appointed as directors on the board:

	2025	2024
	\$	\$
<b>HESTA Superannuation Fund</b>		
Income received in advance	4,500	34,737
<b>HESTA Superannuation Fund</b>		
Director's fees income	-	26,147
Other sponsorship income	25,482	66,878
<b>Australian Nursing &amp; Midwifery Accreditation Council (ANMAC)</b>		
Director's fees income	30,000	24,991
<b>Nurse Midwife Health Program Australia Ltd (NMHPA)</b>		
Rental income	23,170	-

#### (c). Former related party

The Federation did not make any payments to a former related party in the current year.

### 19 Key Management Personnel Disclosures

The Federation paid an honorarium fee of \$3,950 to the Federal President and Vice President for the year ended 30 June 2025 (2024:\$6,180). The other Executive Committee Members and the Federation's Councillors are not remunerated in their capacity as councillors.

The totals of remuneration paid to the key management personnel of Australian Nursing and Midwifery Federation during the year are as follows:

#### Key management personnel compensation:

- short-term employee benefits	379,887	476,621
- post-employment benefits	61,955	60,033
- termination benefits	-	-
	<b>441,842</b>	<b>536,654</b>

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 20 Events after the end of the Reporting Period

There have not been any other matters or circumstances occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect, the operations of the Federation, the results of those operations, or the state of affairs of the Federation in subsequent financial periods.

### 21 Contingent Liabilities and Contingent Assets

#### Business card facility

The Federation has a business card facility of \$30,000 with the Commonwealth Bank of Australia, which is guaranteed by the Federation's term deposit.

### 22 Acquisition of Assets and Liabilities

There was no acquisition of any asset or liability during the financial year as a result of:

- a) an amalgamation under Part 2 of Chapter 3, of the RO Act in which the organisation (of which the reporting unit form part) was the amalgamated organisation; or
- b) a restructure of the Branches of the organisation; or
- c) a determination by the General Manager of the Fair Work Commission under subsection 245(1) of the RO Act of an alternative reporting structure for the organisation; or
- d) a revocation by the General Manager of the Fair Work Commission under subsection 249(1) of the RO Act of a certificate issued to an organisation under subsection 245(1).

### 23 Economic Dependence and Going Concern

The Federation is economically dependent on capitation fees received from each ANMF Branches. In the 2025 year, this formed approximately 74% of the total revenue. The capitation fee received from each ANMF Branch is disclosed in Note 2(a). At the date of this report the Federal Council has no reason to believe the state Branches will not continue to support the Federation.

The Federation does not receive or provide any other forms of financial support from or to its state Branches.

### 24 Federal Office Details

The registered office and principal place of business of the Federal Office is:

Level 1, 365 Queen Street  
Melbourne VIC 3000

### 25 Administration of financial affairs by a third party

The reporting unit did not have another entity administer the financial affairs of the reporting unit.

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Notes to the Financial Statements

For the Year Ended 30 June 2025

### 26 Information to be supplied to Members or Commissioner

In accordance with the requirements of the Fair work (Registered Organisations) Act 2009, the attention of members is drawn to the provisions of subsections (1) to (3) of section 272, which reads as follows:

Information must be provided to members or General Manager:

1. A member of the reporting unit, or the General Manager, may apply to the reporting unit for specific prescribed information in relation to the reporting unit to be made available to the person making the application.
2. The application must be in writing and must specify the period within which, and the manner in which, the information is to be made available. The period must be not less than 14 days after the application is given to the reporting unit.
3. A reporting unit must comply with an application made under subsection (1).

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

## Statement by the Federal Council

On the \_\_\_\_\_ the Federal Council of the Australian Nursing and Midwifery Federation passed the following resolution in relation to the general purpose financial report (GPFR) for the year ended 30 June 2025:

The Federal Council declares that in its opinion:

- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the Fair Work (Registered Organisations) Act 2009 (the RO Act);
- (c) the financial statements and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable; and
- (e) during the financial year to which the GPFR relates and since the end of that year:
  - i. meetings of the Councillors were held in accordance with the rules of the Federation including the rules of a Branch concerned;
  - ii. the financial affairs of the reporting unit have been managed in accordance with the rules of the Federation including the rules of a Branch concerned;
  - iii. the financial records of the reporting unit have been kept and maintained in accordance with the RO Act;
  - iv. the financial records of the Branches considered as reporting units under the Federation have been kept, as far as practicable, in a consistent manner to each of the other reporting units of the Federation.
  - v. where information has been sought in any request by a member of the reporting unit or General Manager duly made under section 272 of the RO Act has been provided to the member or Commissioner;
  - vi. where any order of inspection of the financial records has been made by the Fair Work Commission under Section 273 of the RO Act, there has been compliance

This declaration is made in accordance with a resolution of the Federal Council:

Federal Secretary .....  .....  
Annie Butler

Dated 18 November 2025

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298



## Independent Audit Report to the members of Australian Nursing and Midwifery Federation

### Report on the Audit of the Financial Report

#### Opinion

We have audited the financial report of Australian Nursing and Midwifery Federation (reporting unit), which comprises the statement of financial position as at 30 June 2025, the statement of profit or loss and other comprehensive income, the statement of changes in equity, the statement of cash flows, and the report required under subsection 255(2A) for the year then ended, and notes to the financial statements, including a summary of material accounting policies, and the statement by the Federal Council.

In our opinion, the financial report presents fairly, in all material respects, the financial position of Australian Nursing and Midwifery Federation as at 30 June 2025, and of their financial performance and cash flows for the year then ended in accordance with

- (a) the Australian Accounting Standards; and
- (b) any other requirements imposed by the Reporting Guidelines or Part 3 of Chapter 8 of the *Fair Work (Registered Organisation) Act 2009* (the RO Act).

[REDACTED] ent's use of the going concern basis of accounting in the preparation of the financial report of Australian Nursing [REDACTED] appropriate.

#### Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of Australian Nursing and Midwifery Federation in accordance with the auditor independence requirements of the *Fair Work (Registered Organisations) Act 2009* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

#### Information Other than the Financial Report and Auditor's report Thereon

The Federal Council is responsible for the other information. The other information obtained at the date of this auditor's report is in the Operating Report accompanying the financial report.

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

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, We are required to report that fact. We have nothing to report in this regard.

# Australian Nursing and Midwifery Federation

ABN: 41 816 898 298



## Independent Audit Report to the members of Australian Nursing and Midwifery Federation

### Councillor's Responsibility for the Financial Report

The Councillors are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards (including Australian Accounting Interpretations) and the Fair Work (Registered Organisations) Act 2009, and for such internal control as councillors determine is necessary to enable the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error.

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

### Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists.

Material misstatements of fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of the financial report.

In accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the reporting unit's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Councillors.
- Conclude on the appropriateness of the Councillors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the reporting unit's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the reporting unit to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

## Australian Nursing and Midwifery Federation

ABN: 41 816 898 298

### Independent Audit Report to the members of Australian Nursing and Midwifery Federation

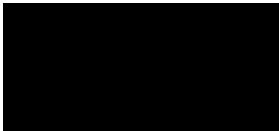
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the reporting unit to express an opinion on the financial report. I am responsible for the direction, supervision, and performance of the reporting unit audit. I remain solely responsible for my audit opinion.

We communicate with the Committee of Management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We declare that Jeffrey Tulk is an auditor registered under the RO Act.



**Saward Dawson**



Jeffrey Tulk  
Principal  
Registration number: A2017/97

Blackburn VIC  
Date: 19 November 2025