



Fair Work
Commission

2 December 2025

Carlyn Fidow

Secretary

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

Sent via email: anmfact@anmfact.org.au

CC: mm@daley.com.au

Dear Carlyn Fidow

**Australian Nursing and Midwifery Federation - Australian Capital Territory Branch
Financial Report for the year ended 30 June 2025 – FR2025/107**

I acknowledge receipt of the financial report for the year ended 30 June 2025 for the Australian Nursing and Midwifery Federation - Australian Capital Territory Branch (the reporting unit). The documents were lodged with the Fair Work Commission (the Commission) on 28 November 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.

Yours sincerely

Fair Work Commission



The Australian Nursing & Midwifery Federation ACT Branch

s.268 Fair Work (Registered Organisations) Act 2009

Certificate by Prescribed Designated Officer

Certificate for the year ended 30 June 2025

I, Carlyn Fidow being the Branch Secretary, of The Australian Nursing & Midwifery Federation, ACT Branch certify:

- that the documents lodged herewith are copies of the full report for The Australian Nursing & Midwifery Federation, ACT Branch 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 24 November 2025.
- that the full report was presented in a meeting of the Committee of Management of the reporting unit on 27 November 2025 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.

Signature of prescribed designated officer:

A black rectangular box redacting the signature of the prescribed designated officer.

Name of prescribed designated officer: Carlyn Fidow

Title of prescribed designated officer: Branch Secretary

Dated: 27 November 2025

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Financial Statements

For the Year Ended 30 June 2025

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Financial Statements

For the Year Ended 30 June 2025

Contents	Page
Operating Report	1
Committee of Management Statement	3
Statement of Profit or Loss and Other Comprehensive Income	4
Balance Sheet	5
Statement of Changes in Equity	6
Statement of Cash Flows	7
Notes to the Financial Statements	8
Subsection 255 (2A) report	38
Officer Declaration Statement	39
Independent Audit Report	41

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Operating Report

30 June 2025

The Committee of Management presents their report together with the financial statements of the reporting unit, the operating report of the Australian Nursing and Midwifery Federation - Australian Capital Territory Branch ("the Branch") for the financial year ended 30 June 2025.

Names of Committee of Management members and period positions held during the financial year

Name	Position	Period of appointment
Athalene Rosborough	President	1 July 2024 - 30 June 2025
Lyndsey Ohman	Vice President	1 July 2024 - 30 June 2025
Carlyn Fidow	Branch Secretary	1 July 2024 - 30 June 2025
Susana Lloyd	Executive Committee Member	1 July 2024 - 30 June 2025
Wendy Burton	Executive Committee Member	1 July 2024 - 30 June 2025
Donna Preston-Bond	Executive Committee Member	1 July 2024 - 30 June 2025
Janine Davidson	Executive Committee Member	1 July 2024 - 30 June 2025
Laura Turner	Branch Council Member	1 July 2024 - 30 June 2025
Connor Lynch	Branch Council Member	1 July 2024 - 30 June 2025
Samantha Frost	Branch Council Member	1 July 2024 - 30 June 2025
Jane Fitzgerald	Branch Council Member	1 July 2024 - 30 June 2025
Lisa Bourke	Branch Council Member	1 July 2024 - 18 November 2024

Review of principal activities, the results of these activities and any significant changes in the nature of those activities during the year

The Principal activities of the Federation during the financial year were the Industrial and Professional representation of Nurses and Midwives and Nursing and Midwifery in the ACT.

A review of the operations and the results of the Branch is performed in the regular meetings of the Committee of Management. The Committee of Management believe that they have furthered the interests of their members throughout the year through the conducting of the Branch's principal activities.

The operating surplus for the Australian Nursing and Midwifery Federation - Australian Capital Territory Branch for the year ended 30 June 2025 was \$277,925 (2024: \$20,727) and the Committee of Management believe that the activities of the Branch has achieved their objectives for the financial year.

No significant changes in the nature of the Branch's activity occurred during the financial year.

Number of members

The number of members of the Branch at the end of the financial year was 3,936.

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Operating Report

30 June 2025

Right of members to resign

The Members retain the right to resign from The Nursing & Midwifery Federation in accordance with Clause 10 of the Federal Rules.

Number of employees

The total number of full time equivalent employees as at 30 June 2025 was 14 (30 June 2024: 12).

Officers or members who are superannuation fund trustees or director of a company that is a superannuation fund trustee being a member or officer of a registered organisation is a criterion for them holding such position

No officers or members held positions as trustees or directors and no criterion exists for them holding such positions.

Significant changes in financial affairs

There have been no significant changes in the state of affairs of the Branch during the year.

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Carlyn Fidow
Branch Secretary

Dated: 18 November 2025

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Committee of Management Statement

For the Year Ended 30 June 2025

On 18 November 2025 the Committee of Management of the Australian Nursing and Midwifery Federation - Australian Capital Territory Branch ("the Branch"), passed the following resolution in relation to the general purpose financial report for the year ended 30 June 2025:

The Committee of Management 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 Branch for the financial year ended to which they relate;
- (d) there are reasonable grounds to believe that the Branch will be able to pay its debts as and when they become due and payable; and
- (e) during the financial year to which the general purpose financial report relates and since the end of that year:
 - i) meetings of the Committee of Management were held in accordance with the rules of the organisation including the rules of a branch concerned; and
 - ii) the financial affairs of a Branch have been managed in accordance with the rules of the organisation including the rules of a branch concerned; and
 - iii) the financial records of the Branch have been kept and maintained in accordance with the RO Act; and
 - iv) where the organisation consists of two or more reporting units, the financial records of the Branch have been kept, as far as practicable, in a consistent manner with each of the other reporting units of the organisation; and
 - v) where information has been sought in any request by a member of the Branch or the General Manager duly made under section 272 of the RO Act that information has been provided to the member or the General Manager; and
 - vi) where any order for inspection of 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 Committee of Management.

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Carlyn Fidow
Branch Secretary

Dated: 18 November 2025

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2025

	Note	2025 \$	2024 \$
Revenue	4	2,795,665	2,564,243
Other income	4	186,087	76,087
		<u>2,981,752</u>	<u>2,640,330</u>
Employee benefits expense	5	(1,928,699)	(1,793,296)
Affiliation fees	5	(32,718)	(31,502)
Grants and donations	5	(100)	-
Administration expenses		(261,803)	(218,240)
Insurance expenses		(137,022)	(127,539)
Depreciation, amortisation and impairment expense		(114,539)	(146,448)
Capitation fees	5	(84,657)	(82,368)
Professional fees		(21,500)	(104,181)
Other expenses		(122,789)	(116,029)
		<u>277,925</u>	<u>20,727</u>
Result for the year		<u>277,925</u>	<u>20,727</u>
Other comprehensive income for the year		-	-
Total comprehensive income for the year		<u>277,925</u>	<u>20,727</u>

The accompanying notes form part of these financial statements.

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Balance Sheet

As at 30 June 2025

	Note	2025 \$	2024 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	1,076,904	598,469
Trade and other receivables	7	16,207	18,212
Financial assets	8	166,095	308,505
Prepayments		45,812	21,664
TOTAL CURRENT ASSETS		1,305,018	946,850
NON-CURRENT ASSETS			
Financial assets	8	1,476,770	1,380,265
Property, plant and equipment	9	1,241,256	1,285,086
Intangible assets	10	27,884	62,441
TOTAL NON-CURRENT ASSETS		2,745,910	2,727,792
TOTAL ASSETS		4,050,928	3,674,642
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	11	267,288	219,577
Employee benefits	12	319,953	279,595
TOTAL CURRENT LIABILITIES		587,241	499,172
NON-CURRENT LIABILITIES			
Employee benefits	12	29,168	18,876
TOTAL NON-CURRENT LIABILITIES		29,168	18,876
TOTAL LIABILITIES		616,409	518,048
NET ASSETS		3,434,519	3,156,594
EQUITY			
Retained earnings		3,434,519	3,156,594
TOTAL EQUITY		3,434,519	3,156,594

The accompanying notes form part of these financial statements.

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Statement of Changes in Equity

For the Year Ended 30 June 2025

	Retained Earnings \$
Balance at 1 July 2024	3,156,594
Result for the year	<u>277,925</u>
Balance at 30 June 2025	<u><u>3,434,519</u></u>
Balance at 1 July 2023	3,135,867
Result for the year	<u>20,727</u>
Balance at 30 June 2024	<u><u>3,156,594</u></u>

The accompanying notes form part of these financial statements.

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Statement of Cash Flows

For the Year Ended 30 June 2025

	Note	2025 \$	2024 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from members and other revenue		3,164,315	2,840,265
Payments to employees and suppliers		(2,809,323)	(2,809,852)
Interest received		12,459	13,973
Dividends received		199	130
Net cash provided by/(used in) operating activities	19	367,650	44,516
CASH FLOWS FROM INVESTING ACTIVITIES:			
Purchase of plant and equipment and intangibles		(54,352)	(35,908)
Proceeds from sale of property, plant and equipment		22,727	-
Net proceeds/(purchase) of term deposits		142,410	(10,515)
Net cash provided by/(used in) investing activities		110,785	(46,423)
CASH FLOWS FROM FINANCING ACTIVITIES:			
Net cash provided by/(used in) financing activities		-	-
Net increase/(decrease) in cash and cash equivalents held		478,435	(1,907)
Cash and cash equivalents at beginning of year		598,469	600,376
Cash and cash equivalents at end of financial year	6	1,076,904	598,469

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 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 Organisations) Act 2009*. For the purpose of preparing the general purpose financial statements, Australian Nursing and Midwifery Federation - Australian Capital Territory Branch ("the Branch") is a not-for-profit entity.

The financial statements, except for cash flow information, have been prepared using the accrual basis of accounting. The financial statements have been prepared on a historical cost basis except for certain classes of property, plant and equipment and investment properties, as explained in the accounting policies below. Historical cost is generally based on the fair values of the consideration given in exchange for assets. The financial statements are presented in Australian dollars.

Comparative figures

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

2 Material Accounting Policy Information

(a) Revenue and other income

The Branch enters into various arrangements where it receives consideration from another party. These arrangements include consideration in the form of membership subscriptions, levies and donations.

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

Revenue from contracts with customers

Where the Branch has a contract with a customer, the Branch recognises revenue when or as it transfers control of goods or services to the customer. The Branch 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.

Notes to the Financial Statements

For the Year Ended 30 June 2025

2 Material Accounting Policy Information

(a) Revenue and other income

The material revenue recognition policies for the principal revenue streams of the Branch are:

Membership services

For membership 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 a member of the Branch.

There is only one distinct membership service promised in the arrangement. Accordingly, the Branch recognises revenue as the membership service is provided, which is typically based on the passage of time over the subscription period to reflect the Branch promise to stand ready to provide assistance and support to the member as required.

If there is more than one distinct good or service promised in the membership subscription, the Branch allocates the transaction price to each performance obligation based on the relative standalone selling price of each promised good or service. In performing this allocation, standalone selling prices are estimated if there is no observable evidence of the price that the Branch charges for that good or service in a standalone sale. 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 Branch recognises revenue at the amount of the transaction price that was allocated to that performance obligation.

For member subscriptions paid annually in advance, the Branch 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 member subsequently purchases additional goods or services from the Branch at their standalone selling price, the Branch accounts for those sales as a separate contract with a customer.

Volunteer services

During the year the Branch did not recognise any volunteer services as revenue because it could not reliably measure the fair value of these services.

Notes to the Financial Statements

For the Year Ended 30 June 2025

2 Material Accounting Policy Information

(a) Revenue and other income

Interest revenue

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

Investment income

Investment income is recognised on an accruals basis when the Branch is entitled to it.

Other income

Other income is recognised on an accruals basis when the Branch is entitled to it.

(b) Income tax

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

(c) Goods and services tax (GST)

Revenues, expenses and assets are recognised net of GST except:

- where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO); and
- for receivables and payables.

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables.

Cash flows are included in the statement of cash flows on a gross basis. The GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the ATO is classified within operating cash flows.

(d) Capitation fees and levies paid

Capitation fees and levies are recognised on an accruals basis and recorded as an expense in the year to which it relates.

Notes to the Financial Statements

For the Year Ended 30 June 2025

2 Material Accounting Policy Information

(e) Cash and cash equivalents

Cash is recognised at its nominal amount. Cash and cash equivalents includes cash on hand, deposits held at call with bank, other short-term highly liquid investments with original maturity of 3 months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value.

(f) Property, plant and equipment

Asset recognition threshold

Purchases of property, 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, land and buildings are carried at 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.

Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful life using, in all cases, the straight-line method of depreciation. Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Notes to the Financial Statements

For the Year Ended 30 June 2025

2 Material Accounting Policy Information

(f) Property, plant and equipment

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Land and Buildings	2.5 - 10%
Plant and Equipment	10 - 50%
Motor Vehicles	20%
Computer Software	25%

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.

(g) Intangible assets

Software

Software has a finite life and is carried at cost less any accumulated amortisation and impairment losses. It has an estimated useful life of between one and three years.

(h) Financial instruments

Financial assets and financial liabilities are recognised when the Branch becomes a party to the contractual provisions of the instrument.

Financial assets

Contract assets and receivables

A contract asset is recognised when the Branch's right to consideration in exchange goods or services that has transferred to the customer when that right is conditioned on the Branch's future performance or some other condition.

Notes to the Financial Statements

For the Year Ended 30 June 2025

2 Material Accounting Policy Information

(h) Financial instruments

Financial assets

A receivable is recognised if an amount of consideration that is unconditional is due from the customer (i.e. only the passage of time is required before payment of the consideration is due).

Initial recognition and measurement

The Branch's financial assets include cash and cash equivalents and trade and other receivables.

The Branch's financial assets are classified as financial assets subsequently measured at amortised cost because 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.

The classification of financial assets is performed at an instrument level at initial recognition of the financial asset.

The Branch initially measures a financial asset at its fair value plus transaction costs. However contract assets and trade receivables that do not contain a significant financing component are measured at the transaction price as determined in accordance with the revenue policy.

Subsequent measurement

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

Derecognition

Financial assets are derecognised when the rights to receive cash flows from the asset have expired. For receivables and contract assets, the Branch directly reduces the gross carrying amount of a receivable or contract asset when it has no reasonable expectations of recovering the receivable or contract asset in its entirety or a portion thereof.

Notes to the Financial Statements

For the Year Ended 30 June 2025

2 Material Accounting Policy Information

(h) Financial instruments

Financial assets

Offsetting

Financial assets and financial liabilities are offset and the net amount is reported in the statement of financial position if the Branch currently has a legally enforceable right to offset the recognised amounts and there is an intention to settle on a net basis or realise the assets and settle the liabilities simultaneously.

Impairment

Expected credit losses (ECLs)

Debt instruments other than trade receivables

The Branch recognises an allowance for ECLs for all contract assets, receivables and any other financial assets measured at amortisation cost. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the reporting unit expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

Trade receivables and contract assets

For trade receivables that do not have a significant financing component, the Branch applies a simplified approach in calculating ECLs. Therefore, the Branch does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Branch 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.

Notes to the Financial Statements

For the Year Ended 30 June 2025

2 Material Accounting Policy Information

(h) Financial instruments

Financial liabilities

Initial recognition, measurement and presentation

The Branch's financial liabilities include trade and other payables.

The Branch's financial liabilities are classified as financial liabilities subsequently measured at amortised cost.

These financial liabilities are recognised initially at fair value and net of directly attributable transaction costs.

(i) Impairment of non-financial assets

All assets are assessed for impairment at the end of each reporting period to the extent that there is an impairment trigger. Where indications of impairment exist, the asset's recoverable amount is estimated, and an impairment adjustment made if the asset's recoverable amount is less than the carrying amount.

The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use. Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the Branch were deprived of the asset, its recoverable amount is its fair value.

In other cases, for the purposes of determining recoverable amount, assets are grouped at the lowest levels for which there are separately identifiable cash flows which are largely independent of the cash inflows from other assets or groups of assets (cash generating units). Non-financial assets that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

Notes to the Financial Statements

For the Year Ended 30 June 2025

2 Material Accounting Policy Information

(j) 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 in the circumstances set up below. Liabilities for short-term employee benefits (as defined in AASB 119 Employee Benefits) and termination benefits which are expected to be settled within twelve months of the end of reporting period are measured at their nominal amounts.

The nominal amount is calculated with regard to the rates expected to be paid on settlement of the liability. Other long-term employee benefits which are expected to be settled beyond twelve months are measured as the present value of the estimated future cash outflows to be made by the Branch in respect of services provided by employees up to reporting date.

Payments to defined contribution retirement benefit plans are recognised as an expense when employees have rendered service entitling them to the contributions.

(k) Contingent liabilities and contingent assets

Contingent liabilities and contingent assets are not recognised in the statement of financial position but are reported in the relevant notes. They may arise from uncertainty as to the existence of a liability or asset or represent an existing liability or asset in respect of which the amount cannot be reliably measured. Contingent assets are disclosed when settlement is probable but not virtually certain, and contingent liabilities are disclosed when settlement is greater than remote.

(l) Fair value measurement

The Branch measures non-financial assets such as land and buildings, at fair value at each balance sheet date.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either:

- in the principal market for the asset or liability; or
- in the absence of a principal market, in the most advantageous market for the asset or liability.

Notes to the Financial Statements

For the Year Ended 30 June 2025

2 Material Accounting Policy Information

(I) Fair value measurement

The principal or the most advantageous market must be accessible by the Branch. The fair value of an asset or a liability is measured using the assumptions that market participants would use when pricing the asset or liability, assuming that market participants act in their economic best interest.

A fair value measurement of a non-financial asset takes into account the current use of the non-financial asset which is consistent with the market participant's ability to generate economic benefits by using the asset in its highest and best use or by selling it to another market participant that would use the asset in its highest and best use.

All assets and liabilities for which fair value is measured or disclosed in the financial statements are categorised within the fair value hierarchy, described as follows, based on the lowest level input that is significant to the fair value measurement as a whole:

- Level 1 — Quoted market prices in active markets for identical assets or liabilities
- Level 2 — Valuation techniques for which the lowest level input that is significant to the fair value measurement is directly or indirectly observable
- Level 3 — Valuation techniques for which the lowest level input that is significant to the fair value measurement is unobservable.

For assets and liabilities that are recognised in the financial statements on a recurring basis, the Branch determines whether transfers have occurred between levels in the hierarchy by re-assessing categorisation (based on the lowest level input that is significant to the fair value measurement as a whole) at the end of each reporting period.

External valuers are involved for valuation of significant assets, such as land and buildings.

Notes to the Financial Statements

For the Year Ended 30 June 2025

3 Critical Accounting Estimates and Judgements

The Committee of Management make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below:

Key estimates - property held at fair value

Freehold land and buildings are carried at fair value based on periodic valuations by external valuers, less subsequent depreciation for buildings. Revaluations are performed whenever there is a material movement in the value of an asset under the revaluation model; or on a triennial basis, whichever comes first.

Key estimates - impairment of property, plant and equipment

The Branch assess impairment at the end of each reporting period by evaluating conditions specific to the Branch that may be indicative of impairment triggers.

Key estimates - useful lives of depreciable assets

The Branch review its estimate of the useful lives of depreciable assets to each reporting date, based on the expected utility of the assets. Uncertainties in these estimates relate to technical obsolescence that may change the utility of certain property, plant and equipment.

Key estimates - receivables

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

Key estimates - employee entitlements

As described in the accounting policies, provisions are measured at management's best estimate of the expenditure required to settle the obligation at the end of the reporting period. These estimates are made taking into account a range of possible outcomes and will vary as further information is obtained.

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Notes to the Financial Statements

For the Year Ended 30 June 2025

4 Revenue and Other Income

	2025	2024
	\$	\$
Revenue from contracts with customers		
- Membership subscriptions	<u>2,795,665</u>	<u>2,564,243</u>
Other income		
- Interest income	12,459	13,973
- Net income and fair value gain on investments	96,505	39,504
- Dividends and distributions	199	130
- Other income	<u>76,924</u>	<u>22,480</u>
	<u>186,087</u>	<u>76,087</u>

Refer to note 18(b) to further commentary in relation to the consistency of transactions and balances between reporting units.

(a) Disaggregation of revenue from contracts with customers

Revenue from contracts with customers has been disaggregated and the following table shows this breakdown:

Timing of revenue recognition

- Over time	2,795,665	2,564,243
- At a point in time	-	-
Revenue from contracts with customers	<u>2,795,665</u>	<u>2,564,243</u>

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Notes to the Financial Statements

For the Year Ended 30 June 2025

5 Result for the Year

	2025	2024
	\$	\$
Employee Expenses		
<i>Office holders</i>		
Wages and salaries	211,784	364,090
Superannuation	32,827	43,621
Leave and other entitlements	30,751	(95,188)
Other employee expenses (including payroll tax and fringe benefits tax)	18,957	35,503
	<u>294,319</u>	<u>348,026</u>
<i>Employees other than office holders</i>		
Wages and salaries	1,326,428	1,125,881
Superannuation	173,644	141,536
Leave and other entitlements	19,899	68,068
Other employee expenses (including payroll tax)	114,409	109,785
	<u>1,634,380</u>	<u>1,445,270</u>
	<u>1,928,699</u>	<u>1,793,296</u>
Grants and donations expense		
Donations - total paid that were \$1,000 or less	100	-
	<u>100</u>	<u>-</u>
Legal costs		
Litigation	-	89,131
Other legal costs	6,570	-
	<u>6,570</u>	<u>89,131</u>

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Notes to the Financial Statements

For the Year Ended 30 June 2025

5 Result for the Year

	Note	2025 \$	2024 \$
Affiliation fees			
Unions ACT		32,718	31,502
Capitation fees			
Australian Nursing and Midwifery Federation - National Office		84,657	82,368
Conference and meeting expenses		32,713	14,881
Impairment of buildings		-	19,156

6 Cash and Cash Equivalents

Bank balances	1,076,904	598,469
---------------	------------------	---------

7 Trade and Other Receivables

Trade receivables		15,989	16,169
Provision for impairment	(a)	-	-
Other receivables		218	2,043
		16,207	18,212

(a) Impairment of receivables

The Branch applies the simplified approach to providing for expected credit losses prescribed by AASB 9, which permits the use of the lifetime expected loss provision for all trade receivables. To measure the expected credit losses, trade receivables have been grouped based on shared credit risk characteristics and the days past due. The loss allowance provision as at 30 June 2025 is determined as follows, the expected credit losses incorporate forward looking information.

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Notes to the Financial Statements

For the Year Ended 30 June 2025

7 Trade and Other Receivables

(a) Impairment of receivables

30 June 2025	Current	< 90 days overdue	> 90 days overdue	Total
Expected loss rate (%)	- %	- %	- %	
Gross carrying amount (\$)	9,389	6,600	-	15,989
ECL provision	-	-	-	-

30 June 2024

Expected loss rate (%)	- %	- %	- %	
Gross carrying amount (\$)	16,169	-	-	16,169
ECL provision	-	-	-	-

(b) Receivables from other reporting units

	2025	2024
	\$	\$
Australian Nursing and Midwifery Federation - National Office	683	-

8 Financial Assets

Current

Financial assets at amortised cost

Term deposits	166,095	308,505
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Non-current

Financial assets at fair value through profit or loss

Shares in other corporations	6,186	4,891
Investments - Income Fund	1,470,584	1,375,374
	1,476,770	1,380,265

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Notes to the Financial Statements

For the Year Ended 30 June 2025

9 Property, plant and equipment

	2025	2024
	\$	\$
Land and buildings		
At fair value	1,200,000	1,200,000
Accumulated depreciation	(55,071)	-
	<u>1,144,929</u>	<u>1,200,000</u>
Plant and equipment		
At cost	232,756	218,798
Accumulated depreciation	(170,094)	(153,359)
	<u>62,662</u>	<u>65,439</u>
Motor vehicles		
At cost	40,394	39,363
Accumulated depreciation	(6,729)	(20,523)
	<u>33,665</u>	<u>18,840</u>
Computer software		
At cost	63,800	63,800
Accumulated depreciation	(63,800)	(62,993)
	<u>-</u>	<u>807</u>
Total property, plant and equipment	<u>1,241,256</u>	<u>1,285,086</u>

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Notes to the Financial Statements

For the Year Ended 30 June 2025

9 Property, plant and equipment

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

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

	Land and Buildings \$	Plant and Equipment \$	Motor Vehicles \$	Computer Software \$	Total \$
Year ended 30 June 2025					
Balance at the beginning of year	1,200,000	65,439	18,840	807	1,285,086
Additions	-	13,958	40,394	-	54,352
Disposals	-	-	(18,200)	-	(18,200)
Depreciation expense	(55,071)	(16,735)	(7,369)	(807)	(79,982)
Balance at the end of the year	1,144,929	62,662	33,665	-	1,241,256

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Notes to the Financial Statements

For the Year Ended 30 June 2025

9 Property, plant and equipment

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

	Land and Buildings	Plant and Equipment	Motor Vehicles	Computer Software	Total
	\$	\$	\$	\$	\$
Year ended 30 June 2024					
Balance at the beginning of year	1,243,611	77,152	23,550	16,757	1,361,070
Additions	32,614	3,294	-	-	35,908
Impairment of property	(19,156)	-	-	-	(19,156)
Depreciation expense	(57,069)	(15,007)	(4,710)	(15,950)	(92,736)
Balance at the end of the year	1,200,000	65,439	18,840	807	1,285,086

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Notes to the Financial Statements

For the Year Ended 30 June 2025

9 Property, plant and equipment

(b) Valuation

The revalued land and buildings consist of property located at Dundas Ct, Phillip ACT. Management determined that these constitute one class of asset under AASB 13 - *Fair Value Measurement*, based on the nature, characteristics and risks of the property. As at balance date, there was no balance within the Asset Revaluation Reserve (2024: \$NIL).

Fair value of the properties was determined by using market comparable method. This means that valuations performed by the valuer are based on active market prices, significantly adjusted for the difference in the nature, location or condition of the specific property. As at the end of each reporting period, the Branch update their assessment of the fair value, taking into account the most recent independent valuation. The Committee determine value within a range of reasonable fair value estimates.

10 Intangible Assets

	2025	2024
	\$	\$
Software		
Cost	103,670	103,670
Accumulated amortisation	(75,786)	(41,229)
Net carrying value	27,884	62,441

Movements in carrying value of intangible assets

Balance at the beginning of the year	62,441	96,997
Amortisation	(34,557)	(34,556)
Closing value at the end of the year	27,884	62,441

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Notes to the Financial Statements

For the Year Ended 30 June 2025

11 Trade and Other Payables

	2025	2024
	\$	\$
Trade payables	113,822	69,638
Other payables	72,962	74,826
Contract liabilities - income in advance	80,504	75,113
	<u>267,288</u>	<u>219,577</u>

Trade and other payables are unsecured, non-interest bearing and are normally settled within 30 days. The carrying value of trade and other payables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

(a) Payables to other reporting units

Australian Nursing and Midwifery Federation - National Office	<u>6,419</u>	<u>8,019</u>
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(b) Unsatisfied performance obligations

The transaction price allocated to the remaining performance obligations (unsatisfied or partially unsatisfied) as at 30 June 2025 is \$80,504 (30 June 2024: \$75,113). Consistent with the prior year, the Branch expects that all of the transaction price allocated to remaining performance obligations is expected to be recognised as revenue within one year. These performance obligations primarily relate to member subscription contracts and unearned income. All unearned income disclosed as a liability as at 30 June 2024 was recognised as revenue during the year ended 30 June 2025.

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Notes to the Financial Statements

For the Year Ended 30 June 2025

12 Employee Benefits

	2025	2024
	\$	\$
<i>Current liabilities</i>		
Annual leave	218,873	178,221
Long service leave	68,599	65,500
Other Leave	32,481	35,874
	<u>319,953</u>	<u>279,595</u>
<i>Non-current liabilities</i>		
Long service leave	<u>29,168</u>	<u>18,876</u>
 (a) Total employee benefits attributable to:		
 Employee provisions		
<i>Office Holders - Current</i>		
Annual leave	37,297	22,673
Long service leave	38,299	27,661
Other	3,967	3,678
	<u>79,563</u>	<u>54,012</u>
<i>Employees other than office holders - Current</i>		
Annual leave	182,339	155,548
Long service leave	30,300	37,839
Other	27,751	32,196
	<u>240,390</u>	<u>225,583</u>
<i>Office Holders - Non-current</i>		
Long service leave	-	-
<i>Employees other than office holders - Non-current</i>		
Long service leave	29,168	18,876
	<u>349,121</u>	<u>298,471</u>

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Notes to the Financial Statements

For the Year Ended 30 June 2025

13 Financial Risk Management

The main risks Australian Nursing and Midwifery Federation - Australian Capital Territory Branch is exposed to through its financial instruments are credit risk, liquidity risk and market risk consisting equity price risk.

The Branch's financial instruments consist mainly of deposits with banks, short-term investments, accounts receivable and payable.

The totals 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 \$
Financial assets			
<i>Held at amortised cost</i>			
Cash and cash equivalents	6	1,076,904	598,469
Trade and other receivables	7	16,207	18,212
Financial assets (at amortised cost)	8	166,095	308,505
<i>Fair value through profit or loss (FVTPL)</i>			
Financial assets	8	1,476,770	1,380,265
Total financial assets		2,735,976	2,305,451
Financial liabilities			
Trade and other payables	13	142,363	100,852
Total financial liabilities		142,363	100,852

Liquidity risk

Liquidity risk arises from the Branch's management of working capital. It is the risk that the Branch will encounter difficulty in meeting its financial obligations as they fall due.

The Branch's policy is to ensure that it will always have sufficient cash to allow it to meet its liabilities as and when they fall due.

The Branch manages its liquidity needs by carefully monitoring cash-outflows due in day-to-day business.

Notes to the Financial Statements

For the Year Ended 30 June 2025

13 Financial Risk Management

The Branch's liabilities have contractual maturities which are summarised below:

	Less than 1 year		Total	
	2025	2024	2025	2024
	\$	\$	\$	\$
Trade payables	113,822	69,638	113,822	69,638
Other payables	28,541	31,214	28,541	31,214
	142,363	100,852	142,363	100,852

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

Credit risk

The Branch has no significant concentration of credit risk with respect to any single counterparty or group of counterparties.

The Branch does not hold any financial assets with terms that have been renegotiated, but which would otherwise be past due or impaired.

The other classes of receivables do not contain impaired assets.

Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in a financial loss to the Branch.

Credit risk arises from cash and cash equivalents, derivative financial instruments and deposits with banks and financial institutions, as well as credit exposure to wholesale and retail customers, including outstanding receivables and committed transactions.

The credit risk for liquid funds and other short-term financial assets is considered negligible, since the counterparties are reputable banks with high quality external credit ratings.

Notes to the Financial Statements

For the Year Ended 30 June 2025

13 Financial Risk Management

Market risk

The Branch is not exposed to a material level of interest rate risk.

(i) Interest rate risk

The Branch is not exposed to material interest rate risk as funds are borrowed at floating and fixed rates. Borrowings issued at fixed rates expose the Branch to fair value interest rate risk.

The Branch's policy is to minimise interest rate cash flow risk exposures on long-term financing. Longer-term borrowings are therefore usually at fixed rates. At the reporting date, the Branch is exposed to changes in market interest rates through its bank borrowings, which are subject to variable interest rates.

Other price risk

The Branch is exposed to equity securities price risk. This arises from investments held by the Branch and classified as financial assets at fair value through profit or loss on the balance sheet.

Equity instruments are held for strategic rather than trading purposes and the Branch does not actively trade these investments.

At reporting date, if the Australian Stock Exchange index had increased / decreased by 5.00% with all other variables held constant and all of the Branch's equity instruments moved according to the historical correlation with the index, the impact on profit and equity is shown in the table below.

	2025		2024	
	+5.00%	-5.00%	+5.00%	-5.00%
	\$	\$	\$	\$
ASX Index				
Impact on result	73,838	(73,838)	69,013	(69,013)

Fair value estimation

The fair values of financial assets and financial liabilities are consistent with their carrying values as presented in the balance sheet. Fair values are those amounts at which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction.

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Notes to the Financial Statements

For the Year Ended 30 June 2025

13 Financial Risk Management

Net income and expense from financial assets

	2025	2024
	\$	\$
Financial assets at amortised cost		
Term deposits - interest income	12,459	13,973
Financial assets held at fair value through profit or loss		
Dividends and distributions	199	130
Investment income and fair value gain on investments	96,505	39,504

14 Fair Value Measurement

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

	Level 1	Level 2	Level 3	Total
	\$	\$	\$	\$
30 June 2025				
Recurring fair value measurements				
Shares in listed entities	6,186	-	-	6,186
Shares in Commonwealth Income Fund	1,470,584	-	-	1,470,584
Land and buildings*	-	-	1,144,929	1,144,929
30 June 2024				
Recurring fair value measurements				
Shares in listed entities	4,891	-	-	4,891
Shares in Commonwealth Investment Funds	1,375,374	-	-	1,375,374
Land and buildings*	-	-	1,200,000	1,200,000

*The details of the valuation of land and buildings is disclosed in note 9(b).

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Notes to the Financial Statements

For the Year Ended 30 June 2025

15 Key Management Personnel Disclosures

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

	2025	2024
	\$	\$
Short term employee benefits	247,954	269,509
Post-employment benefits	32,827	43,621
Other long-term benefits	4,024	1,539
	284,805	314,669

Key management personnel are defined at note 18(a).

16 Auditors' Remuneration

Remuneration of the auditor Daley Audit for:

- auditing the financial statements	13,200	12,900
- taxation services	1,730	1,650
	14,930	14,550

Notes to the Financial Statements

For the Year Ended 30 June 2025

17 Contingencies

In the opinion of the Committee of Management the Branch did not have any contingencies at 30 June 2025 (30 June 2024: None).

Contingent Liabilities

As a benefit of membership, the Branch has undertaken to fund the future legal costs of a number of member matters. Whilst it is difficult to quantify the commitment that has been made, the Branch's exposure to costs being incurred is limited and can be controlled. Accordingly, the collective value of the potential contingent liability to the Branch is not able to be measured reliably, nor is it considered to be material, and hence no further information has been disclosed.

Contingent Assets

Similarly, having funded the legal costs of member matters over numerous years, the Branch considers it probable that future recoveries will be made in relation to such legal services disbursements. However, the prospects of success and quantum of recoveries are not able to be measured reliably, nor are they considered to be material, and hence no further information has been disclosed.

18 Related Parties

(a) The Branch's main related parties are as follows:

Key Management Personnel (KMP):

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any Committee (whether executive or otherwise) of that entity are considered KMP.

For details of remuneration disclosures relating to key management personnel, refer to Note 15: Key Management Personnel Disclosures.

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Notes to the Financial Statements

For the Year Ended 30 June 2025

18 Related Parties

(b) Transactions with related parties

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

The following transactions and balances with related parties:

- Amounts owed by the Branch to other Reporting Units are disclosed in note 11(a).
- Capitation fees paid are disclosed in note 5.

The following transactions occurred with related parties:

	2025	2024
	\$	\$
Australian Nursing and Midwifery Federation - Federal Office		
<i>Income</i>		
Meeting expenses	3,452	2,102
<i>Expenses</i>		
Capitation fees	84,657	82,368
Payroll tax	108,243	108,657
Database	416	339
CALMA	-	222
Legal work value case	4,952	7,428
ANMJ Branches - Online	380	369
BNC	-	2,613
APHEDA contribution	-	1,500
ANMF 100 Years contribution	1,349	2,145
Myanmar Campaign contribution	-	1,364
BNC Other Delegates Dinner	-	505
ACTU Congress dinner	350	-

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Notes to the Financial Statements

For the Year Ended 30 June 2025

19 Cash Flow Information

(a) Reconciliation of result for the year to cashflows from operating activities

	2025	2024
	\$	\$
Result for the year	277,925	20,727
Cash flows excluded from profit attributable to operating activities		
- depreciation and amortisation	114,539	127,292
- net (gain)/loss on disposal of assets	(4,527)	-
- (gain)/loss on revaluation of financial assets	(96,505)	(41,869)
- impairment of land and buildings	-	19,156
Changes in assets and liabilities:		
- (increase)/decrease in trade and other receivables	2,005	6,423
- (increase)/decrease in other assets	(24,148)	(1,274)
- increase/(decrease) in income in advance	5,391	(10,503)
- increase/(decrease) in trade and other payables	42,320	(48,316)
- increase/(decrease) in employee benefits	50,650	(27,120)
Cashflows from operations	367,650	44,516

(b) Cash flow information - reporting units

Cash inflows from reporting units:

Australian Nursing and Midwifery Federation - Federal Office	3,114	2,312
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Cash outflows to reporting units:

Australian Nursing and Midwifery Federation - Federal Office	211,156	221,665
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Notes to the Financial Statements

For the Year Ended 30 June 2025

20 Events Occurring After the Reporting Date

The financial report was authorised for issue on 18 November 2025 by the Committee of Management.

There has not been any matter or circumstance occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect, the operations of the Branch, the results of those operations, or the state of affairs of the Branch in subsequent financial periods.

21 Section 272 Fair Work (Registered Organisations) Act 2009

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 to be provided to members or General Manager:

1. A member of a reporting unit, or the General Manager, may apply to the reporting unit for specified 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 not be 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 - Australian Capital Territory Branch

ABN: 41 698 088 660

Subsection 255 (2A) report

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.

Category of expenses	2025 \$	2024 \$
Remuneration and other employment-related costs and expenses - employees	1,928,699	1,793,296
Advertising	-	-
Operating Costs	654,020	590,728
Donations to political parties	-	-
Legal costs	6,570	89,131

.....
[Redacted Signature]
Carlyn Fidow
Branch Secretary

Dated: 18 November 2025

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Officer Declaration Statement

I, Carlyn Fidow, being the Branch Secretary of the Australian Nursing and Midwifery Federation - Australian Capital Territory Branch, declare that the following activities did not occur during the reporting period ending 30 June 2025 (including the comparative year).

The reporting unit did not:

- agree to receive financial support from another reporting unit to continue as a going concern (refers to agreement regarding financial support not dollar amount)
- agree to provide financial support to another reporting unit to ensure they continue as a going concern (refers to agreement regarding financial support not dollar amount)
- acquire an asset or liability due to an amalgamation under Part 2 of Chapter 3 of the RO Act, a restructure of the branches of an organisation, a determination or revocation by the General Manager, Fair Work Commission
- ~~receive periodic or membership subscriptions~~
- ~~receive capitation fees or any other revenue amount from another reporting unit~~
- receive revenue via compulsory levies
- receive donations or grants
- receive revenue from undertaking recovery of wages activity
- incur fees as consideration for employers making payroll deductions of membership subscriptions
- ~~pay capitation fees or any other expense to another reporting unit~~
- ~~pay affiliation fees to other entity~~
- pay compulsory levies
- pay a grant that was \$1,000 or less
- pay a grant that exceeded \$1,000
- ~~pay a donation that was \$1,000 or less~~
- pay a donation that exceeded \$1,000
- ~~pay wages and salaries to holders of office~~
- ~~pay superannuation to holders of office~~
- ~~pay leave and other entitlements to holders of office~~
- pay separation and redundancy to holders of office
- ~~pay other employee expenses to holders of office~~
- ~~pay wages and salaries to employees (other than holders of office)~~
- ~~pay superannuation to employees (other than holders of office)~~
- ~~pay leave and other entitlements to employees (other than holders of office)~~
- pay separation and redundancy to employees (other than holders of office)
- ~~pay other employee expenses to employees (other than holders of office)~~
- pay to a person fees or allowances to attend conferences or meetings as a representative of the reporting unit
- ~~incur expenses due to holding a meeting as required under the rules of the organisation~~
- ~~pay legal costs relating to litigation~~
- ~~pay legal costs relating to other legal matters~~
- pay a penalty imposed under the RO Act or the Fair Work Act 2009
- ~~have a receivable with other reporting unit(s)~~
- ~~have a payable with other reporting unit(s)~~

Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

ABN: 41 698 088 660

Officer Declaration Statement

- have a payable to an employer for that employer making payroll deductions of membership subscriptions
- have a payable in respect of legal costs relating to litigation
- have a payable in respect of legal costs relating to other legal matters
- ~~have an annual leave provision in respect of holders of office~~
- ~~have a long service leave provision in respect of holders of office~~
- have a separation and redundancy provision in respect of holders of office
- ~~have other employee provisions in respect of holders of office~~
- ~~have an annual leave provision in respect of employees (other than holders of office)~~
- ~~have a long service leave provision in respect of employees (other than holders of office)~~
- have a separation and redundancy provision in respect of employees (other than holders of office)
- ~~have other employee provisions in respect of employees (other than holders of office)~~
- have a fund or account for compulsory levies, voluntary contributions or required by the rules of the organisation or branch
- transfer to or withdraw from a fund (other than the general fund), account, asset or controlled entity
- ~~have a balance within the general fund~~
- ~~provide cash flows to another reporting unit and/or controlled entity~~
- ~~receive cash flows from another reporting units and/or controlled entity~~
- have another entity administer the financial affairs of the reporting unit
- make a payment to a former related party of the reporting unit



Carlyn Fidow
Branch Secretary

Dated: 18 November 2025



Independent Audit Report to the members of Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Australian Nursing and Midwifery Federation - Australian Capital Territory Branch ("the Branch"), which comprises the balance sheet as at 30 June 2025, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the Committee of Management Statement, the subsection 255 (2A) report and the Officer Declaration Statement.

In our opinion, the accompanying financial report presents fairly, in all material aspects, the financial position of the Branch as at 30 June 2025 and its financial performance and its cash flows for the year ended on that date in accordance with:

- (i) the Australian Accounting Standards; and
- (ii) 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").

We declare that management's use of the going concern basis in the preparation of the financial statements of the Branch is 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 the Branch in accordance with the auditor independence of 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.

41.

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Scheme approved under
Professional Standards
Legislation.





Independent Audit Report to the members of Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

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 Auditors Report Thereon

The Committee of Management is responsible for the other information. The other information obtained at the date of this auditor's report is included 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.

Responsibilities of Committee of Managements for the Financial Report

The Committee of Managements of the Branch are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the RO Act, and for such internal control as the Committee of Management determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Committee of Management are responsible for assessing the Branch'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 Committee of Management either intend to liquidate the Branch or to cease operations, or have no realistic alternative but to do so.

Independent Audit Report to the members of Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

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

As part of an audit 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 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 Branch's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Committee of Management.
- Conclude on the appropriateness of the Committee of Managements' 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 Branch'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 Branch 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.



Independent Audit Report to the members of Australian Nursing and Midwifery Federation - Australian Capital Territory Branch

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.

I declare that I am an auditor registered under the RO Act.

Daley Audit
Daley Audit



Michael Mundt
Partner

Wollongong

Dated: 18 November 2025

Registration Number (as registered under the RO Act): AA2017/67

Liability limited by a scheme approved under Professional Standards Legislation.