Fair Work Commission

23 February 2026

Romina Raschilla
Secretary
Australian Nursing and Midwifery Federation - Western Australian Branch

Sent via email: reception@anfiuwp.org.au

CC: lucio@hlbwa.com.au

Dear Romina Raschilla

Australian Nursing and Midwifery Federation - Western Australian Branch
Financial Report for the year ended 30 June 2025 – FR2025/101

I acknowledge receipt of the financial report for the year ended 30 June 2025 for the Australian Nursing and Midwifery Federation - Western Australian Branch (the reporting unit). The documents were lodged with the Fair Work Commission (the Commission) on 17 November 2025.

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

I make the following comments to assist you when you next prepare a financial report. The Commission will confirm these matters have been addressed prior to filing next year's report.

1. General Purpose Financial Report (GPFR)

Reporting guideline activities not disclosed

Item 20 of the reporting guidelines states that if any of the activities identified within items 9 – 19 of the reporting guidelines have not occurred in the reporting period, a statement to this effect must be included either in the financial statements, the notes or in the officer's declaration statement.

The general purpose financial report contained nil activity information for all prescribed reporting guideline categories except the following:

- Item 17 – have cash flows to/from another reporting unit and/or controlled entity

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

Australian Nursing & Midwifery Federation Western Australian Branch

s.268 Fair Work (Registered Organisations) Act 2009

CERTIFICATE BY PRESCRIBED OFFICER

I, Romina Raschilla, being the State Secretary of the Australian Nursing & Midwifery Federation Western Australian Branch, certify:

1. That the documents lodged herewith are copies of the full report for the Australian Nursing & Midwifery Federation Western Australian Branch for the period ended referred to in s.268 of the Fair Work (Registered Organisations) Act 2009; and

2. That the full report was provided to members of the reporting unit on 5th November 2025 and

3. That the full report was presented to a meeting of the committee of management of the reporting unit on 14th November 2025 in accordance with s.266 of the Fair Work (Registered Organisations) Act 2009.

Signature of prescribed designated officer: …… [redacted] ……...

Name of prescribed designated officer: **Romina Raschilla**

Title prescribed designated officer: State Secretary

Dated: 17th November 2025 ……

Australian Nursing and Midwifery Federation (WA Branch)

ABN 81 892 270 787

Annual Report - 30 June 2025

Australian Nursing and Midwifery Federation (WA Branch)
Council's report
30 June 2025

Operating Report

The Branch Council, being the committee of management presents its operating report on the reporting unit for the year ended 30 June 2025.

Review of principal activities

The principal activities of the Branch during the financial year were the industrial and professional representation of nurses and midwives.

The results of those activities were the delivery of services consistent with the objects of the organisation and a deficit of $78,382 (2024 deficit: $116,448).

A review of the operations of the Branch during the financial year and the result of these operations are as follows:

Total income was in line with prior year and the WA Branch recognised total revenue of $836,771 (2024: $836,241). At a Council meeting of Australian Nursing and Midwifery Federation (WA Branch) held on 18 July 2014, the Council resolved that the Australian Nursing Federation Industrial Union of Workers (The Union) would charge the Branch a management fee as a contribution to the Union's cost for running the Branch's operations, and an administration fee to recover the amount paid on behalf of the Branch for the past years. This financial year expenses decreased by 5%. There was a total of $80,096 in Total Federal Office expenses for the year representing a decrease of $48,245 on the prior year amount due predominantly to a decrease in work value case costs.

The result of the above was a deficit of $78,382 compared to a deficit of $116,448 in the prior year.

No significant changes in the nature of these activities occurred during the year.

Review of financial affairs

There were no significant changes to the Branch's financial affairs during the year.

Right of members to resign

Members retain the right to resign from the Australian Nursing and Midwifery Federation (WA Branch) in accordance with section 10 of the Federal Rules and Section 174 of the *Fair Work (Registered Organisations) Act 2009* ("RO Act"). In accordance with Section 174(1) of the RO Act a member of an organisation may resign from membership by written notice addressed and delivered to a person designated for the purpose in the rules of the organisation or a branch of the organisation.

Superannuation fund trustees

No officeholder of the Branch Council acts as a trustee of a superannuation fund as a result of their position on the Branch Council.

Number of members

The number of members of the Branch at the end of the financial year ended 30 June 2025 amounted to 42,361. The register of members of the Branch was maintained in accordance with the RO Act.

Number of employees

The Branch has no employees, however during the financial year ended 30 June 2025 there were four ANF IUWP staff members seconded to the Branch in part-time capacities. All work performed on behalf of the Branch is undertaken by persons who are either employees of the Australian Nursing Federation Industrial Union of Workers Perth ("ANF IUWP") or elected officers of the Branch.

Events after the reporting period

Subsequent to the end of the financial year, the following changes to the Committee of Management occurred:

- Melissa O'Brien Smith resigned as Branch Councillor on 6 October 2025
- Virginia Power resigned as Branch Councillor on 7 October 2025
- Tegan Simmonds resigned as Branch Councillor on 9 October 2025

There has not been any other 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.

Australian Nursing and Midwifery Federation (WA Branch)
Council's report
30 June 2025

Committee of management

The names of each person who were members of the Branch Council, being the Committee of Management at any time during the 30 June 2025 financial year are:

Name	Position
Janet Reah	Branch Secretary (Ceased 30 August 2024)
Loreta Murphy	Branch Secretary (From 30 September 2024) (Ceased 22 October 2024)
Romina Raschilla	Branch Secretary (From 28 October 2024)
Loreta Murphy	Branch President (Ceased 30 September 2024)
David Poole	Branch President (From 30 September 2024) (Ceased 7 January 2025)
Jane-Anne Gardner	Branch Vice-President (From 30 November 2024)
Brittany Toledo	Branch Executive (Ceased 29 November 2024)
David Poole	Branch Executive (Ceased 30 September 2024)
Elizabeth Kilkenny	Branch Executive
Lee Collison	Branch Executive (Ceased 29 November 2024)
Mark Olson	Branch Executive (From 30 September 2024) (Ceased 11 November 2024)
Megan McDermott	Branch Executive (From 30 November 2024)
Romina Raschilla	Branch Executive (Ceased 28 October 2024)
Samantha Fenn	Branch Executive (From 30 November 2024)
Amanda de Feularde	Branch Councillor (Ceased 29 November 2024)
Andrea Magill	Branch Councillor
Anne Best	Branch Councillor (Ceased 29 November 2024)
Brittany Toledo	Branch Councillor (From 30 November 2024)
Christian Pansini	Branch Councillor
Christine Heald	Branch Councillor (From 30 November 2024)
Elaine Daniels	Branch Councillor
Jack Ling	Branch Councillor (From 30 November 2024)
Jamie Puls	Branch Councillor
Jane-Anne Gardner	Branch Councillor (Ceased 29 November 2024)
Kaitlyn Ellis	Branch Councillor (From 30 November 2024)
Kammy Cassey	Branch Councillor
Lisa Natoli	Branch Councillor
Maddison Bromwich	Branch Councillor (Ceased 31 March 2025)
Martina Barnwell	Branch Councillor (Ceased 29 November 2024)
Melissa O'Brien Smith	Branch Councillor (From 30 November 2024) (Ceased 6 October 2025)
Samuel Cook-Barron	Branch Councillor (Ceased 29 November 2024)
Tegan Simmonds	Branch Councillor (Ceased 9 October 2025)
Vince Mazoue	Branch Councillor (Ceased 29 November 2024)
Virginia Power	Branch Councillor (Ceased 7 October 2025)

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

Australian Nursing and Midwifery Federation (WA Branch)
Council's report
30 June 2025

Signed in accordance with a resolution of Branch Council:

Romina Raschilla
Branch Secretary

Perth

Dated on 31 October 2025

Jane-Anne Gardner
Branch Vice-President

Perth

Dated on 31 October 2025

Australian Nursing and Midwifery Federation (WA Branch)
Council's report
30 June 2025

Report Required under subsection 255(2A)

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

	2025 $	2024 $
Categories of expenditures		
Remuneration and other employment-related costs and expenses – employees	-	-
Advertising	-	-
Operating costs	915,791	962,957
Donations to political parties	-	-
Legal costs	-	-

Romina Raschilla
Branch Secretary

Jane-Anne Gardner
Branch Vice President

Perth

Dated on 31 October 2025

Perth

Dated on 31 October 2025

Australian Nursing and Midwifery Federation (WA Branch)
Council's report
30 June 2025

Branch Council's Statement

On 31 October 2025 the Branch Council, being the Committee of Management of Australian Nursing and Midwifery Federation (WA Branch) ("the Branch") passed the following resolution in relation to the general purpose financial report (GPFR) of the Branch for the financial year ended 30 June 2025.

The Branch Council declares that in its opinion:

1. the financial statements and notes comply with the Australian Accounting Standards;

2. 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);

3. 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 30 June 2025;

4. there are reasonable grounds to believe that the Branch will be able to pay its debts as and when they become due and payable;

5. during the financial year ended 30 June 2025 and since the end of that year:

a) meetings of the Committee of Management were held in accordance with the rules of the organisation including the rules of the Branch;

b) the financial affairs of the Branch have been managed in accordance with the rules of the organisation including the rules of the Branch, except for the following:
i. the capitation fees have been paid by the ANF IUWP. However, the amount is charged back to the Branch through a loan account between the two entities;

c) the financial records of the Branch have been kept and maintained in accordance with the RO Act, with the exception of the matters specified in point 5 (b) of this Statement;

d) as the organisation consists of two or more reporting units, the financial records of the reporting unit have been kept, as far as practicable, in a consistent manner with each of the other reporting units of the organisation;

e) where information has been sought in any request by a member of the Branch or the General Manager of the Fair Work Commission duly made under section 272 of the RO Act, that information has been provided to the member or the General Manager of the Fair Work Commission; and

f) where any order for inspection of financial records was made by the Fair Work Commission under section 273 of the RO Act, there has been compliance.

6. no revenue has been derived from undertaking recovery of wages activity during the reporting period.

This declaration is made in accordance with a resolution of the Branch Council.

Romina Raschilla
Branch Secretary

Perth

Dated on 31 October 2025

Jane-Anne Gardner
Branch Vice-President

Perth

Dated on 31 October 2025

Australian Nursing and Midwifery Federation (WA Branch)
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30 June 2025

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General information

The financial statements cover Australian Nursing and Midwifery Federation (WA Branch) ("the Branch") as an individual entity. The financial statements are presented in Australian dollars, which is the Branch's functional and presentation currency.

The Branch is a not-for-profit entity, incorporated and domiciled in Australia. Its registered office and principal place of business are:

Registered office	**Principal place of business**
260 Pier Street Perth, WA 6000	260 Pier Street Perth, WA 6000

The financial statements were authorised for issue on 31 October 2025.

Australian Nursing and Midwifery Federation (WA Branch)
Statement of profit or loss and other comprehensive income
For the year ended 30 June 2025

	Note	2025 $	2024 $
Revenue			
Members' Subscriptions	2	182,337	181,994
Capitation fees and other revenue from another reporting unit	3	654,434	654,247
Total Revenue		836,771	836,241
Other income		638	268
Gain on revaluation of investment properties	9	-	10,000
Expenses			
Audit fees	5	(10,000)	(12,158)
Capitation fees Union Members		(654,434)	(644,782)
Capitation fees Branch Members		(8,544)	(9,030)
Service fees ANFIUWP		(162,657)	(168,587)
Bank fees		(60)	(59)
Campaign expenses		(80,096)	(128,341)
Total expenses		(915,791)	(962,957)
Deficit for the year		(78,382)	(116,448)
Other comprehensive income for the year		-	-
Total comprehensive deficit for the year		(78,382)	(116,448)

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

Australian Nursing and Midwifery Federation (WA Branch)
Statement of financial position
As at 30 June 2025

	Note	2025 $	2024 $
Assets			
Current assets			
Cash and cash equivalents	6	288,875	274,453
Trade and other receivables	8	72,869	80,501
Total current assets		361,744	354,954
Non-current assets			
Investment units at fair value	9	250,000	250,000
Total non-current assets		250,000	250,000
Total assets		611,744	604,954
Liabilities			
Current liabilities			
Trade and other payables	10	440,840	351,934
Membership subscriptions in advance	11	6,968	10,702
Total current liabilities		447,808	362,636
Total liabilities		447,808	362,636
Net assets		163,936	242,318
Equity			
Accumulated surpluses	12	163,936	242,318
Total equity		163,936	242,318

The above statement of financial position should be read in conjunction with the accompanying notes

Australian Nursing and Midwifery Federation (WA Branch)
Statement of changes in equity
For the year ended 30 June 2025

	Accumulated surpluses $	Total equity $
Balance at 1 July 2023	358,766	358,766
Deficit for the year	(116,448)	(116,448)
Other comprehensive income for the year	-	-
Total comprehensive deficit for the year	(116,448)	(116,448)
Balance at 30 June 2024	242,318	242,318

	Accumulated surpluses $	Total equity $
Balance at 1 July 2024	242,318	242,318
Deficit for the year	(78,382)	(78,382)
Other comprehensive income for the year	-	-
Total comprehensive deficit for the year	(78,382)	(78,382)
Balance at 30 June 2025	163,936	163,936

The above statement of changes in equity should be read in conjunction with the accompanying notes

Australian Nursing and Midwifery Federation (WA Branch)
Statement of cash flows
For the year ended 30 June 2025

	Note	2025 $	2024 $
Cash flows from operating activities			
Receipts from third parties		-	-
Receipts from ATO for GST refunds		14,482	12,982
Payments to suppliers		(60)	(60)
		14,422	12,922
Interest received		-	-
Net cash from operating activities	7	14,422	12,922
Net cash from investing activities		-	-
Net cash from financing activities		-	-
Net increase in cash and cash equivalents		14,422	12,922
Cash and cash equivalents at the beginning of the financial year		274,453	261,531
Cash and cash equivalents at the end of the financial year	6	288,875	274,453

The above statement of cash flows should be read in conjunction with the accompanying notes

1. Material accounting policy information

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 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 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. 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.

Going Concern
The financial report has been prepared on a going concern basis, which contemplates the continuity of normal business activity and the realisation of assets and settlement of liabilities in the normal course of business.

The Branch is reliant on financial support to ensure they can continue on a going concern basis. ANF IUWP has agreed by a resolution of Council to provide financial support to the Branch so that it may meet its debts as and when they fall due.

The Branch has not agreed to provide any other reporting unit with financial support to ensure they can continue on a going concern basis.

Critical accounting estimates

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

Key estimates - Fair value

The Branch assesses assets' fair value at the end of each reporting period by an evaluation of conditions and events specific to the Branch that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using valuations which incorporate various key assumptions.

The Branch's accounting policy is to reassess fair value by independent valuers at least every three years unless there has been events or conditions identified that would require an updated independent valuation. The Branch's investment properties were revalued in July 2024 and this valuation remains applicable as at 30 June 2025.

The accounting policies that are material to the incorporated association are set out below. The accounting policies adopted are consistent with those of the previous financial year, unless otherwise stated.

New or amended Accounting Standards and Interpretations adopted

The Branch has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the Branch.

1. Material accounting policy information (continued)

New Accounting Standards and Interpretations not yet mandatory or early adopted

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the Branch for the annual reporting period ended 30 June 2025. The Branch has not yet assessed the impact of these new or amended Accounting Standards and Interpretations.

Comparative amounts

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

Revenue recognition

The Branch enters into various agreements where it receives consideration from another party. These arrangements include consideration in the form of membership subscriptions and capitation fees.

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

Revenue is recognised at an amount that reflects the consideration to which the Branch is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the Branch: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Membership Subscriptions

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.

If there is only one distinct membership service promised in the arrangement, 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's 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.

1. Material accounting policy information (continued)

Capitation fees

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

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

Other revenue

Other revenue is recognised when it is received or when the right to receive payment is established.

Income Tax

As the Branch is a tax exempt institution in terms of subsection 50-10 of the *Income Tax Assessment Act 1997*, as amended.

Cash and cash equivalents

Cash is recognised at its nominal amount. Cash and cash equivalents include cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

Trade and other receivables

Trade receivables are initially recognised at transaction price and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses. Trade receivables are generally due for settlement within 30 days.

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

Financial instruments

Financial assets and financial liabilities are recognised when the Branch becomes a party to the contractual provisions of the instrument. For financial assets, this is the date that the Branch commits itself to either the purchase or sale of the asset.

Investment properties

Investment properties principally comprise of freehold land and buildings held for rental and capital appreciation that are not occupied by the Branch. Investment properties are initially recognised at cost, including transaction costs, and are subsequently remeasured at fair value.

The fair value of an investment property is the amount for which the asset could be exchanged between knowledgeable, willing parties in an arms-length transaction. Fair value of investment properties is determined on periodic, but at least triennial, valuations by external independent valuers, who have recognised and appropriate professional qualifications and recent experience in the location and category of investment property being valued. Fair values are determined by the valuer using market information, including prices for similar properties in comparable locations.

1. Material accounting policy information (continued)

In periods when the investment properties are not subject to an independent valuation, the Branch Council conducts Branch Council's valuations to ensure the carrying amount for the investment properties is not materially different to the fair value.

Changes to fair values of investment properties are recognised in the profit or loss in the period in which they occur.

An investment property is derecognised upon disposal or when the investment property is permanently withdrawn from use and no future economic benefits are expected from the disposal. Any gain or loss arising on derecognition of the property (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in profit or loss in the period in which the property is derecognised.

Trade and other payables

These amounts represent liabilities for goods and services provided to the Branch prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

Contract liabilities

Contract liabilities represent the Branch's obligation to transfer goods or services to a customer and are recognised when a customer pays consideration, or when the Branch recognises a receivable to reflect its unconditional right to consideration (whichever is earlier) before the Branch has transferred the goods or services to the customer.

Fair value measurement

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on 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; and assumes that the transaction will take place either: in the principal market; or in the absence of a principal market, in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interests. For non-financial assets, the fair value measurement is based on its highest and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

Assets and liabilities measured at fair value are classified into three levels, using a fair value hierarchy that reflects the significance of the inputs used in making the measurements. Classifications are reviewed at each reporting date and transfers between levels are determined based on a reassessment of the lowest level of input that is significant to the fair value measurement.

For recurring and non-recurring fair value measurements, external valuers may be used when internal expertise is either not available or when the valuation is deemed to be significant. External valuers are selected based on market knowledge and reputation. Where there is a significant change in fair value of an asset or liability from one period to another, an analysis is undertaken, which includes a verification of the major inputs applied in the latest valuation and a comparison, where applicable, with external sources of data.

2. Members' Subscriptions

Disaggregation of revenue

A disaggregation of the Branch's revenue by type of arrangement is provided on the face of the statement of profit or loss. The table below also sets out a disaggregation of income by funding source.

2. Members' Subscriptions (continued)

	2025 $	2024 $
Members' Subscriptions	182,337	181,994

Members' subscription revenue is recognised upon the delivery of the service to the members which forms part of its performance obligation under the contract. Revenue is recognised at transaction price to the extent of performance obligations satisfied as of 30 June 2025.

3. Capitation fees and other revenue from another reporting unit

	2025 $	2024 $
Capitation fees and other revenue from another reporting unit ANF IUWP	654,434	654,247

Capitation fees are received from Australian Nursing Federation Industrial Union of Workers Perth ("ANF IUWP").

4. Expenses

At a Branch Council meeting of Australian Nursing and Midwifery Federation WA Branch held on 18 July 2014, the Branch Council resolved that the Australian Nursing Federation Industrial Union of Workers (the Union) would charge the Branch a management fee as a contribution to the Union's cost for running the Branch's operations, and an administration fee to recover the amount paid on behalf of the Branch for the past years. This changes the position which existed from 1 July 2006 to the date of that Branch Council meeting, whereby it had been resolved that the Union would not seek to recover any costs associated with running the Branch's affairs. At the Branch Council meeting held on 18 July 2014, it was resolved that the management and administration fee to be charged will be calculated based on services provided to the Branch from 1 July 2011 (service fee).

Capitation fees are paid to the Federal Office of the Australian Nursing Federation, which are disclosed as an expense in the profit or loss. These fees are determined by the Federal office.

5. Audit fees

	2025 $	2024 $
Audit Fees	10,000	12,158

Auditor's Remuneration:

	2025 $	2024 $
HLB Mann Judd	10,000	-
SW Audit	-	12,158
	10,000	12,158

6. Current assets - Cash and cash equivalents

	2025 $	2024 $
Cash at bank	288,875	274,453

7. Reconciliation of deficit to net cash from operating activities

	2025 $	2024 $
Deficit for the year	(78,382)	(116,448)
Adjustments for:		
Net fair value gain on investment properties	-	(10,000)
Decrease in trade receivables and other debtors	7,631	2,105
Increase in trade payables and other payables	85,173	137,265
Net cash from operating activities	14,422	12,922

8. Current assets - Trade and other receivables

	2025 $	2024 $
Membership in arrears	5,612	7,740
Less: Allowance for expected credit losses	(1,684)	(2,321)
	3,928	5,419
GST receivable	68,941	75,082
	72,869	80,501

Refer to note 15 for further information on financial instruments.

9. Non-current assets - Investment units at fair value

	2025 $	2024 $
Investment properties - opening balance	250,000	240,000
Fair value adjustments (i)	-	10,000
Investment properties - closing balance	250,000	250,000
	250,000	250,000

Valuations of investment properties

The Branch freehold land and buildings relating to Investment properties were revalued in July 2024 by an independent valuer. Valuations were made on the basis of open market value and Branch Council decided to adopt the July 2024 valuations during the prior financial year. This valuation remains applicable as the fair value at 30 June 2025. The valuation is level three of the fair value hierarchy of AASB 13 *Fair Value Measurement.*

10. Current liabilities - Trade and other payables

	2025 $	2024 $
Accrued expenses	10,000	12,840
Payables to related party ANF IUWP (unsecured)	430,840	339,094
	440,840	351,934

Refer to note 15 for further information on financial instruments.

11. Current liabilities - Membership subscriptions in advance

	2025 $	2024 $
Membership subscriptions in advance	6,968	10,702

Reconciliation
Reconciliation of values at the beginning and end of the current and previous financial year are set out below:

Opening balance	10,702	6,271
Additions	6,968	10,702
Utilisation	(10,702)	(6,271)
Closing balance	6,968	10,702

12. Equity - accumulated surpluses

	2025 $	2024 $
Accumulated surpluses at the beginning of the financial year	242,318	358,766
Deficit for the year	(78,382)	(116,448)
Accumulated surpluses at the end of the financial year	163,936	242,318

13. Related Parties

The following table provides the total amount of transactions that have been entered into with related parties for the year ending 30 June 2025.

	2025 $	2024 $
Revenue received from		
Australian Nursing Federation Industrial Union of Workers Perth		
Capitation fees - Union members	654,434	654,247

13. Related Parties (continued)

	2025	2024
Expenses incurred from		
Federal Office of Australian Nursing Federation		
Capitation fees - Union members	654,434	644,782
Capitation fees - Branch members	8,544	9,030
Federal office expenses	80,096	128,341
	743,074	782,153

	2025 $	2024 $
Expenses incurred from		
Australian Nursing Federation Industrial Union of Workers Perth		
Management fees	162,657	168,587

	2025 $	2024 $
Amounts owed to		
Australian Nursing Federation Industrial Union of Workers Perth	430,840	339,094

Up to 30 June 2014, the Union incurred and paid for all the outgoing expenses and no services were charged to the Branch. This position has changed as a result of a meeting held on 18 July 2014, as outlined in note 4.

14. Financial support

The Union has agreed by a resolution of Council to provide financial support to the Branch so that it may meet its debts as and when they fall due.

15. Financial instruments

The Branch's financial instruments consist of a bank account, other receivables and payables.

	2025 $	2024 $
Financial assets		
Cash at bank	288,875	274,453
Trade and other receivables	72,869	80,501
	361,744	354,954
Financial liabilities		
Trade and other payables	440,840	351,934

Market risk

Foreign currency risk
The branch is not exposed to fluctuations in foreign currencies.

Price risk
The Branch is not exposed to any significant price risk.

15. Financial instruments (continued)

Interest rate risk
The Branch is not exposed to any interest rate risk, as it does not have any interest bearing financial instruments.

Credit risk
Credit risk refers to the risk that a counterparty will default on its contractual obligations resulting in financial loss to the Branch. 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. Trade and other receivables that are neither past due nor impaired are considered to be of high credit quality. Aggregates of such amounts are detailed in note 8.

The Branch has no credit risk exposure to trade receivables. Details with respect to credit risk of other receivables are provided in note 8.

Fair value of financial instruments
Unless otherwise stated, the carrying amounts of financial instruments reflect their fair value.

16. Business combinations

There were no business combinations for the year ended 30 June 2025.

17. Assets acquired or a liability incurred due to amalgamation or restructure

There were no assets acquired or liabilities incurred due to amalgamation or restructure for the year ended 30 June 2025.

18. Contingent liabilities

The Branch Council is not aware of any contingent liabilities at balance date.

19. Going Concern

The Branch is reliant on financial support to ensure it can continue on a going concern basis. ANF IUWP has agreed by a resolution of Council to provide financial support to the Branch so that it may meet its debts as and when they fall due.

The Branch has not agreed to provide any other reporting unit with financial support to ensure they can continue on a going concern basis.

20. Section 272 RO Act

In accordance with the requirements of RO Act, 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 of the Fair Work Commission:

1) A member of a reporting unit, or the General Manager of the Fair Work Commission, 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).

21. Other Specific Disclosures - Funds

	2025 $	2024 $
Compulsory levy / voluntary contribution fund	-	-
Other fund(s) required by rules	-	-
	-	-

22. Events after the reporting period

Subsequent to the end of the financial year, the following changes to the Committee of Management occurred:

- Melissa O'Brien Smith resigned as Branch Councillor on 6 October 2025
- Virginia Power resigned as Branch Councillor on 7 October 2025
- Tegan Simmonds resigned as Branch Councillor on 9 October 2025

There has not been any other 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.

Australian Nursing and Midwifery Federation (WA Branch)
Officer Declaration Statement
30 June 2025

Officer Declaration Statement

I, Romina Raschilla, being the Branch Secretary of Australian Nursing and Midwifery Federation (WA Branch), declare that the following activities did not occur during the reporting period ended 30 June 2025.

The Branch did not:

- agree to receive financial support from another reporting unit to continue as a going concern
- agree to provide financial support to another reporting unit to ensure they continue as a going concern
- receive revenue via compulsory levies
- receive donations or grants
- receive revenue from undertaking recovery of wages activity
- pay or recognise amounts in relation to employees or holders of office
- pay affiliation fees to another entity
- pay compulsory levies, grants or donations
- pay to a person fees or allowances to attend conferences or meetings as a representative of the Branch
- incur expenses due to holding a meeting as required under the rules of the Branch
- 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 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 a fund or account for compulsory levies, voluntary contributions or as required by the rules of the 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
- make a payment to a former related party of the Branch
- have a receivable with another reporting unit(s)

Signed by the officer:

Romina Raschilla
Branch Secretary

31 October 2025
Perth

HLB MANN JUDD
ADVISORY AND ACCOUNTING

INDEPENDENT AUDITOR'S REPORT
To the Members of the Australian Nursing and Midwifery Federation (WA Branch)

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

We have audited the financial report of the Australian Nursing and Midwifery Federation (WA Branch) ("the 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 and the statement of cash flows for the year then ended, notes to the financial statements, including material accounting policy information, 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 Reporting Unit as at 30 June 2025, and its financial performance and its cashflows for the year ended on that date in accordance with:

(a) Australian Accounting Standards; and

(b) any other requirements imposed by the reporting guidelines of 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 report of the Reporting Unit 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 Reporting Unit in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* ("the Code") that are relevant to our audit of the financial 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.

Other Information

The Branch Council, being the Committee of Management, is responsible for the other information. The other information comprises the information included in the Reporting Unit's annual report for the year ended 30 June 2025, namely the Operating Report, but does not include the financial report and our auditor's report thereon.

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 the Branch Council (being the Committee of Management) for the Financial Report

The Committee of Management of the Reporting Unit is 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 determines 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 is responsible for assessing the ability of the Reporting Unit 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 intends 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. 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 this 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 Reporting Unit'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 Management's 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.

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.

HLB Mann Judd

HLB Mann Judd
Chartered Accountants

[redacted]

L Di Giallonardo
Partner
Registration number: AA2025/6

Perth, Western Australia
31 October 2025