



14 February 2019

Ms Annie Butler
Federal Secretary
Australian Nursing and Midwifery Federation
Unit 3, 28 Eyre Street
KINGSTON ACT 2604

By email: fedsec@anmf.org.au

CC: peter.shields@sawarddawson.com.au

Dear Ms Butler,

**Australian Nursing and Midwifery Federation
Financial Report for the year ended 30 June 2018 - [FR2018/249]**

I acknowledge receipt of the financial report for the year ended 30 June 2018 for the Australian Nursing and Midwifery Federation (**the reporting unit**). The documents were lodged with the Registered Organisations Commission (**the ROC**) on 11 December 2018.

The financial report has now been filed.

The financial report was filed based on a primary review. This involved confirming that the financial reporting timelines required under s.253, s.265, s.266 and s.268 of the *Fair Work (Registered Organisations) Act 2009 (RO Act)* have been satisfied, all documents required under s.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 the financial report for the year ending 30 June 2019 may be subject to an advanced compliance review.

You are not required to take any further action in respect of the report lodged, however I make the following comments to assist you when you next prepare a financial report. The ROC will confirm these matters have been addressed prior to filing next year's report.

Auditor's Report

Audit scope to include subsection 255(2A) report

A general purpose financial report prepared under section 253 of the RO Act also includes the expenditure report required to be prepared under subsection 255(2A) as prescribed by reporting guideline 22.

The subsection 255(2A) report must be identified by title in the auditor's statement in accordance with paragraph 24(c) of Australian Auditing Standard *ASA 700 Forming an Opinion and Reporting on a Financial Report*.

A subsection 255(2A) report was included in the copy of the documents lodged with the ROC but the auditor did not refer to the statement in the auditor's report.

Please ensure in future years that the subsection 255(2A) report is audited before provided to members and lodged with the ROC.

General Purpose Financial Report

Nil activities disclosure

Item 21 of the reporting guidelines states that if any of the activities identified within items 10-20 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 notes and the financial statements contained nil activity information for all prescribed reporting guideline categories except the following:

- make a payment to a former related party of the reporting unit (reporting guideline 20).

Please ensure in future years that the above mentioned item is disclosed in either the financial statements, the notes or in the officer's declaration statement as per the reporting guidelines.

Operating Report

Item 24(b) of the reporting guidelines states that the Commissioner considers it best practice that the operating report be dated by each officer who has signed the report. I note that the operating report was signed but not dated.

Other

References to the ROC

Following the enactment of the *Fair Work (Registered Organisations) Amendment Act 2016*, the ROC is the new regulator for registered organisations, with effect from 1 May 2017. All references to the Fair Work Commission and General Manager must be changed to the Registered Organisations Commission and Commissioner except in relation to declaration (e)(vi) in the committee of management statement.

I note that item (e)(vi) in the committee of management statement refers to the 'Registered Organisations Commission' instead of the 'Fair Work Commission'.

Reporting Requirements

The ROC website provides a number of factsheets in relation to the financial reporting process and associated timelines. The website also contains the s.253 reporting guidelines and a model set of financial statements. The ROC recommends that reporting units use these model financial statements to assist in complying with the RO Act, the s.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 contact me on (02) 8293 4654 or via email at david.vale@roc.gov.au.

Yours faithfully



David Vale
Registered Organisations Commission



AUSTRALIAN NURSING AND MIDWIFERY FEDERATION

s.268 Fair Work (Registered Organisations) Act 2009

CERTIFICATE BY PRESCRIBED DESIGNATED OFFICER

Certificate for the year ended 30 June 2018

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

- that the documents lodged herewith are copies of the full report for the Australian Nursing and Midwifery Federation for the period ended referred to in s.268 of the *Fair Work (Registered Organisations) Act 2009*; and
- that the full report was provided to members of the reporting unit on 23 October 2018; and
- that the full report was presented to a meeting of the committee of management of the reporting unit on 7 December 2018 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.

Signature of prescribed designated officer:

Name of prescribed designated officer:

Annie Butler

Title of prescribed designated officer:

Federal Secretary

Dated:

11 December 2018



Australian Nursing and Midwifery Federation and Controlled Entity
ABN: 41 816 898 298

Financial Report

For the Year Ended 30 June 2018

Australian Nursing and Midwifery Federation and Controlled Entity

ABN: 41 816 898 298

Financial Report

For the Year Ended 30 June 2018

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Australian Nursing and Midwifery Federation and Controlled Entity

ABN: 41 816 898 298

Operating Report

For the Year Ended 30 June 2018

The Federal Council presents its operating report, together with the financial statements of the Group, being the Australian Nursing and Midwifery Federation (the Federation) and its controlled entities, for the financial year ended 30 June 2018.

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

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

Sally-Anne Jones	Federal President
Lori-Anne Sharp	Federal Vice President (Commenced 1 April 2017. Resigned 8 June 2018.)
James Lloyd	Federal Vice President (Commenced 18 June 2018. Term finishes 31 March 2019.)
Lee Thomas	Federal Secretary (Commenced 1 April 2015. Resigned 14 June 2018.)
Annie Butler	Federal Secretary (Commenced 18 June 2018. Term finishes 31 March 2019.)
Annie Butler	Assistant Federal Secretary (Commenced 1 April 2015. Vacated 18 June 2018.)
Lori-Anne Sharp	Assistant Federal Secretary (Commenced 18 June 2018. Term finishes 31 March 2019.)
Jenny Miragaya	Secretary, ANMF Australian Capital Territory Branch (Commenced 1 December 2016. Resigned 1 December 2017)
Matthew Daniel	Secretary, ANMF Australian Capital Territory Branch (Commenced 2 December 2017. Term finishes 30 November 2020.)
Athalene Rosborough	President, ANMF Australian Capital Territory Branch
Brett Holmes	Secretary, ANMF New South Wales Branch
Coral Levett	President, ANMF New South Wales Branch
Yvonne Falckh	Secretary, ANMF Northern Territory Branch
Marlene Herron	President, ANMF Northern Territory Branch (Commenced 30 November 2016. Resigned 31 October 2017.)
Jan Hercus	Acting President, ANMF Northern Territory Branch (Commenced 31 October 2017. Resigned 13 November 2017.)
Catherine Hatcher	Acting President, ANMF Northern Territory Branch (Commenced 13 November 2017.)
Elizabeth Mohle	Secretary, ANMF QNMU Branch
Sally-Anne Jones	President, ANMF QNMU Branch
Elizabeth Dabars	Secretary, ANMF South Australian Branch
Marisa Bell	President, ANMF South Australian Branch (Commenced 30 November 2016. Resigned 13 December 2017.)
Jocelyn Douglas	President, ANMF South Australian Branch (Commenced 13 December 2017. Term finishes 29 November 2018.)

Australian Nursing and Midwifery Federation and Controlled Entity

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Operating Report

For the Year Ended 30 June 2018

Neroli Ellis	Secretary, ANMF Tasmanian Branch (Commenced 30 November 2013. Resigned 6 October 2017.)
Emily Shepherd	Secretary, ANMF Tasmanian Branch (Commenced 6 October 2017. Term finishes 29 November 2021.)
Emily Shepherd	President, ANMF Tasmanian Branch (Commenced 30 November 2016. Resigned 6 October 2017.)
James Lloyd	President, ANMF Tasmanian Branch (Commenced 6 October 2017. Term finishes 29 November 2018.)
Lisa Fitzpatrick	Secretary, ANMF Victorian Branch
Maree Burgess	President, ANMF Victorian Branch
Mark Olson	Secretary, ANMF Western Australian Branch
Patricia Fowler	President, ANMF Western Australian Branch

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

The principal activity of the Federation during the financial year include:

- The Australian Nursing and Midwifery Federation, in collaboration with the eight state and territory branches, represents the professional, industrial and political interests of nurses, midwives and carers across the country.
- ANMF members work in the public and private health, aged care and disability sectors across a wide variety of urban, rural and remote locations. The ANMF works with them to improve their ability to deliver safe and best practice care in each and every one of these settings, fulfil their professional goals and achieve a healthy work/life balance.
- The ANMF's strong and growing membership and integrated role as both a trade union and professional organisation provides the ANMF with a complete understanding of all aspects of the nursing and midwifery professions and uniquely places the ANMF in a position where it can defend and advance it's health and aged care professions.
- The ANMF strives to strengthen the contribution of nursing and midwifery to improving Australia's health and aged care systems, and the health of our national and global communities.

Australian Nursing and Midwifery Federation and Controlled Entity

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Operating Report

For the Year Ended 30 June 2018

The results of the principal activities are as follows:

- Increase in total members from 267,948 to 277,345 for the year, including honorary members.
- Review of Industrial Regulation and Modern Awards.
- Continued support and involvement with Coalition of National Nursing and Midwifery Organisations, including secretariat, policy development and submissions.
- Provision of Continuous Professional Development services for members.
- Coordination of and provision of secretariat services to the National Aged Care Alliance and National Enrolled Nurses Association of Australia (an ANMF special interest group and controlled entity consolidated with the Federation); and
- Involvement with projects, national submissions and strengthening relationships with peak nursing and midwifery organisations and other relevant bodies.

Significant changes in financial affairs

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

Right of members to resign

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

Australian Nursing and Midwifery Federation and Controlled Entity

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Operating Report

For the Year Ended 30 June 2018

Officers & employees who are superannuation fund trustee(s) or director of a company that is a superannuation fund trustee

Name	Entity	Principal activity of the entity	ANMF position
Anna Claude	HESTA Super Fund	Industry Superannuation Fund	Manager, Strategic Industrial and Bargaining Team (ANMF New South Wales Branch)
Elizabeth Mohle	Q Super Superannuation Fund	Superannuation Fund	ANMF Queensland Branch Secretary
Lisa Fitzpatrick	First State Super	Superannuation Fund	ANMF Victorian Branch Secretary
Paula (PIP) Carew	HESTA	Superannuation Fund	ANMF Victorian Branch Assistant Secretary

Number of members

The number of members (including Branch members) at the end of the financial year was 277,345 (2017: 267,948).

Number of employees

The total number of full time equivalent employees employed with the Australian Nursing and Midwifery Federation Federal Office at the end of the financial year was 21 (2017: 23).

Signed in accordance with a resolution of the Federal Council:

Federal Secretary:



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Annie Butler

Australian Nursing and Midwifery Federation and Controlled Entity

ABN: 41 816 898 298

Report Required under Subsection 255(2A)

For the Year Ended 30 June 2018

The Federal Council presents the expenditure report as required under subsection 255(2A) on the Reporting Unit for the year ended 30 June 2018.

Categories of expenditures	2018 \$	2017 \$
Remuneration and other employment-related costs and expenses - employees	\$3,458,012	\$3,270,269
Advertising	\$296,994	\$21,081
Operating costs	\$4,019,679	\$3,660,772
Donations to political parties	-	-
Legal costs	\$35,600	\$28,771

Federal Secretary:


Annie Butler

Date: 23 October 2018

Australian Nursing and Midwifery Federation and Controlled Entity

ABN: 41 816 898 298

Consolidated Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2018

	Note	2018 \$	2017 \$
Income	2	8,320,671	7,497,404
Employee benefits expense	3(a)	(3,458,012)	(3,270,269)
Administration expenses		(283,094)	(296,208)
Campaign expenses		(644,847)	(131,910)
Postage expenses		(891,258)	(904,471)
Australian Nursing and Midwifery Journal production expenses		(554,669)	(579,959)
Affiliation fees	3(b)	(1,163,630)	(1,058,999)
Consultancy expenses		(237,381)	(136,924)
Travel expenses		(196,173)	(187,458)
Legal expenses	3(c)	(35,600)	(28,771)
Depreciation expenses	3(e)	(143,731)	(142,412)
Doubtful debts expenses/reversal		-	(10,090)
Website expenses		(23,107)	(24,174)
Conference expenses		(238,703)	(17,301)
Accounting and audit fees		(29,977)	(36,773)
Occupancy expenses		(129,923)	(143,558)
Finance costs		(361)	(447)
Meeting expenses		(66,348)	(64,583)
Grants and donations	3(d)	(34,210)	(13,000)
Insurance		(33,319)	(32,595)
Project expenses		(32,671)	(34,599)
Continuing Professional Education expenses		(88,824)	(115,951)
National Aged Care Alliance expenses		(89,289)	(85,423)
South Pacific Nurses Forum expenses		-	(3,064)
Other expenses		(35,385)	(24,302)
Surplus/(deficit) for the year		(89,841)	154,163
Other comprehensive income:			
Items that will be reclassified subsequently to profit or loss when specific conditions are met		-	-
Items that will not be reclassified subsequently to profit or loss		-	-
Other comprehensive income for the year		-	-
Total comprehensive income for the year		(89,841)	154,163

The accompanying notes form part of these financial statements.

Australian Nursing and Midwifery Federation and Controlled Entity

ABN: 41 816 898 298

Consolidated Statement of Financial Position

As at 30 June 2018

	Note	2018 \$	2017 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	730,980	1,414,510
Trade and other receivables	5	504,627	167,080
Other financial assets	6	33,225	32,514
Other assets	7	113,364	90,924
TOTAL CURRENT ASSETS		<u>1,382,196</u>	<u>1,705,028</u>
NON-CURRENT ASSETS			
Property, plant and equipment	8	3,282,702	3,229,900
Intangible assets	9	68,313	80,868
TOTAL NON-CURRENT ASSETS		<u>3,351,015</u>	<u>3,310,768</u>
TOTAL ASSETS		<u><u>4,733,211</u></u>	<u><u>5,015,796</u></u>
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	10	475,890	499,050
Short-term provisions	12	906,403	917,714
Other liabilities	13	82,391	219,886
TOTAL CURRENT LIABILITIES		<u>1,464,684</u>	<u>1,636,650</u>
NON-CURRENT LIABILITIES			
Borrowings	11	5,363	10,037
Long-term provisions	12	27,463	43,567
TOTAL NON-CURRENT LIABILITIES		<u>32,826</u>	<u>53,604</u>
TOTAL LIABILITIES		<u>1,497,510</u>	<u>1,690,254</u>
NET ASSETS		<u><u>3,235,701</u></u>	<u><u>3,325,542</u></u>
EQUITY			
Retained earnings		1,481,851	1,571,692
Asset revaluation reserve		1,753,850	1,753,850
TOTAL EQUITY		<u><u>3,235,701</u></u>	<u><u>3,325,542</u></u>

The accompanying notes form part of these financial statements.

Australian Nursing and Midwifery Federation and Controlled Entity

ABN: 41 816 898 298

Consolidated Statement of Changes in Equity

For the Year Ended 30 June 2018

2018

	Retained Earnings	Asset Realisation Reserve	Total
	\$	\$	\$
Balance at 1 July 2017	1,571,692	1,753,850	3,325,542
Deficit for the year	(89,841)	-	(89,841)
Balance at 30 June 2018	1,481,851	1,753,850	3,235,701

2017

	Retained Earnings	Asset Realisation Reserve	Total
	\$	\$	\$
Balance at 1 July 2016	1,417,529	1,753,850	3,171,379
Surplus for the year	154,163	-	154,163
Balance at 30 June 2017	1,571,692	1,753,850	3,325,542

The accompanying notes form part of these financial statements.

Australian Nursing and Midwifery Federation and Controlled Entity

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Consolidated Statement of Cash Flows

For the Year Ended 30 June 2018

	2018	2017
Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from members, branches and others	9,310,993	9,238,025
Grants received	54,000	52,000
Interest received	6,287	3,883
Payments to suppliers and employees	(9,865,087)	(8,587,563)
Finance costs	(361)	(447)
Net cash provided by (used in) operating activities	15(a) (494,168)	705,898
CASH FLOWS FROM INVESTING ACTIVITIES:		
Redemption (placement) of term deposits	(710)	(718)
Payments for intangibles	-	(98,393)
Acquisition of property, plant and equipment	(183,978)	(35,696)
Net cash used by investing activities	(184,688)	(134,807)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Repayment of borrowings	(4,674)	(4)
Net cash used by financing activities	(4,674)	(4)
Net increase (decrease) in cash and cash equivalents held	(683,530)	571,087
Cash and cash equivalents at beginning of year	1,414,510	843,423
Cash and cash equivalents at end of financial year	4 730,980	1,414,510

The accompanying notes form part of these financial statements.

Australian Nursing and Midwifery Federation and Controlled Entity

ABN: 41 816 898 298

Notes to the Financial Statements

For the Year Ended 30 June 2018

The financial report includes the consolidated financial statements and notes of Australian Nursing and Midwifery Federation and Controlled Entity (the Group), incorporated and domiciled in Australia.

1 Summary of Significant Accounting Policies

(a) Basis of preparation

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

The financial statements have been prepared on an accrual basis and in accordance with the historical cost, except for certain assets and liabilities measured at fair value, as explained in the accounting policies below. Historical cost is generally based on the fair values of the consideration given in exchange for assets. The financial statements are presented in Australian dollars.

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

(b) Comparative figures

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

(c) Principles of Consolidation

The consolidated financial statements comprise the financial statements of the federal office and its controlled entity as of 30 June 2018. The Parent controls an entity if it is exposed, or has rights, to variable returns from its involvement with the controlled entity and has the ability to affect those returns through its power over the controlled entity. The controlled entity has a reporting date of 30 June.

All transactions and balances between Group entities are eliminated on consolidation, including unrealised gains and losses on transactions between Group entities. Amounts reported in the financial statements of controlled entity has been adjusted where necessary to ensure consistency with the accounting policies adopted by the Group.

Australian Nursing and Midwifery Federation (the Federal office) is the parent entity, which exercises control over the National Enrolled Nurse Association (NENA). All intra-group transactions, balances, income and expenses are eliminated in full on consolidation.

Further disclosure is contained in Note 20 to the financial statements.

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

1 Summary of Significant Accounting Policies

(d) Property, plant and equipment

Property

Freehold land and buildings are carried at their fair value (being the amount for which an asset could be exchanged between knowledgeable, willing parties in an arm's length transaction), based on periodic valuations by external independent valuers, less accumulated depreciation for buildings.

Increases in the carrying amount arising on revaluation of land and buildings are credited to a revaluation surplus in equity. Decreases that offset previous increases of the same asset are recognised against revaluation surplus directly in equity. All other decreases are recognised in profit or loss.

Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset.

Plant and equipment

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

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

Depreciation

The depreciable amount of all fixed assets including buildings and capitalised leased assets, but excluding freehold land, is depreciated on a straight-line basis over the asset's useful life to the Group commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements. Land is not depreciated.

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

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

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

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

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

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

1 Summary of Significant Accounting Policies

(e) Financial instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the Group becomes a party to the contractual provisions of the instrument. For financial assets, this is the equivalent to the date that the Company commits itself to either the purchase or sale of the asset (i.e. trade date accounting is adopted).

Financial instruments are initially measured at fair value plus transactions costs, except where the instrument is classified 'at fair value through profit or loss' in which case transaction costs are expensed to profit or loss immediately.

Classification and subsequent measurement

Financial instruments are subsequently measured at either fair value, amortised cost using the effective interest rate method, or cost. *Fair value* represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties in an arm's length transaction. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Amortised cost is calculated as the amount at which the financial asset or financial liability is measured at initial recognition; less principal repayments; plus or minus the cumulative amortisation of the difference, if any, between the amounts initially recognised and the maturity amount calculated using the *effective interest method*; less any reduction for impairment.

The *effective interest method* is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying value with a consequential recognition of an income or expense in statement of profit or loss.

The Group does not designate any interests in subsidiaries, associates or joint venture entities as being subject to the requirements of accounting standards specifically applicable to financial instruments.

(i) Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost.

Loans and receivables are included in current assets, except for those which are not expected to mature within 12 months after the end of the reporting period. All other loans and receivables are classified as non-current assets.

(ii) Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the Group's intention to hold these investments to maturity. They are subsequently measured at amortised cost.

Held-to-maturity investments are included in non-current assets, except for those which are expected to be realised within 12 months after the end of the reporting period. (All other investments are classified as current assets).

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

1 Summary of Significant Accounting Policies

(e) Financial instruments

Initial recognition and measurement

Available-for-sale financial assets are included in non-current assets, except for those which are expected to be disposed of within 12 months after the end of the reporting period, which will be classified as current assets.

Financial liabilities

Non-derivative financial liabilities are subsequently measured at amortised cost.

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities depending on the purpose for which the liability was acquired. Financial liabilities are recognised and derecognised upon 'trade date'.

Fair value through profit or loss

Financial liabilities are classified as at fair value through profit or loss when the financial liability is either held for trading or it is designated as at fair value through profit or loss.

A financial liability is classified as held for trading if:

- it has been acquired principally for the purpose of repurchasing it in the near term; or
- on initial recognition it is part of a portfolio of identified financial instruments that the reporting unit manages together and has a recent actual pattern of short-term profit-taking; or
- it is a derivative that is not designated and effective as a hedging instrument.

A financial liability other than a financial liability held for trading may be designated as at fair value through profit or loss upon initial recognition if:

- such designation eliminates or significantly reduces a measurement or recognition inconsistency that would otherwise arise; or
- the financial liability forms part of a group of financial assets or financial liabilities or both, which is managed and its performance is evaluated on a fair value basis, in accordance with the reporting units documented risk management or investment strategy, and information about the grouping is provided internally on that basis; or
- it forms part of a contract containing one or more embedded derivatives, and AASB 139 'Financial Instruments: Recognition and Measurement' permits the entire combined contract (asset or liability) to be designated as at fair value through profit or loss.

Financial liabilities at fair value through profit or loss are stated at fair value, with any gains or losses arising on remeasurement recognised in profit or loss. The net gain or loss recognised in profit or loss incorporates any interest paid on the financial liability and is included in the 'other gains and losses' line item in the statement of comprehensive income.

Other financial liabilities

Other financial liabilities include borrowings and trade and other payables (including finance lease liabilities), are initially measured at fair value, net of transaction costs. Other financial liabilities are subsequently measured at amortised cost using the effective interest rate method, with interest expense recognised on an effective yield basis.

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Notes to the Financial Statements

For the Year Ended 30 June 2018

1 Summary of Significant Accounting Policies

(e) Financial instruments

Impairment

At the end of each reporting period, the Group assesses whether there is objective evidence that a financial instrument has been impaired. Impairment losses are recognised in the statement of profit or loss.

Derecognition

Financial assets are derecognised where the contractual right to receipt of cash flows expires or the asset is transferred to another party whereby the Group no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are either discharged, cancelled or expire. The difference between the carrying value of the financial liability extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in the statement of profit or loss.

(f) Intangible Assets

Amortisation

Amortisation is recognised in profit or loss on a straight-line basis over the estimated useful lives of intangible assets from the date that they are available for use.

Amortisation methods, useful lives and residual values are reviewed at each reporting date and adjusted if appropriate.

(g) Cash and cash equivalents

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

(h) Employee benefits

Short-term employee benefits

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

Long-term employee benefits

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

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Notes to the Financial Statements

For the Year Ended 30 June 2018

1 Summary of Significant Accounting Policies

(h) Employee benefits

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

(i) Income tax

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

(j) Goods and Services Tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payable are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the consolidated statement of financial position.

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

(k) Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessee. All other leases are classified as operating leases.

Where an asset is acquired by means of a finance lease, the asset is capitalised at either the fair value of the lease property or, if lower, the present value of minimum lease payments at the inception of the contract and a liability is recognised at the same time and for the same amount.

The discount rate used is the interest rate implicit in the lease. Leased assets are amortised over the period of the lease. Lease payments are allocated between the principal component and the interest expense.

Operating lease payments are expensed on a straight-line basis which is representative of the pattern of benefits derived from the leased assets.

(l) Revenue

Revenue is measured at the fair value of the consideration received or receivable.

Revenue from the rendering of a service is recognised upon the delivery of the service to the customer.

Revenue from the sale of goods is recognised at the point of delivery as this corresponds to the transfer of significant risks and rewards of ownership of the goods and the cessation of all involvement in those goods.

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

1 Summary of Significant Accounting Policies

(l) Revenue

Donations are recognised as revenue when received.

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets, is the rate inherent in the instrument.

Capitation fees are to be recognised on an accrual basis and recorded as revenue in the year to which it relates.

(m) Government Grant

Government grant is recognised in the profit or loss when the entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant or sponsorship can be measured reliably.

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

(n) ANMF Branches

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

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

The branches of the Federation as follow:

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

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

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

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

1 Summary of Significant Accounting Policies

(n) ANMF Branches

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

(o) Contingent assets and liabilities

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.

(p) Critical accounting estimates and judgments

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

(i) Key estimates - impairment

The Federal Council assesses impairment at the end of each reporting year by evaluating conditions specific to the Group that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.

(ii) Key judgment - Useful lives of property, plant and equipment

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

(iii) Key judgments - provision for impairment of receivables

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

(q) Future Australian Accounting Standards Requirements

The AASB has issued a number of new and amended Accounting Standards and Interpretations that have mandatory application dates for future reporting periods, some of which are relevant to the group. The group has decided not to early adopt any of the new and amended pronouncements. The group's assessment of the new and amended pronouncements that are relevant to the group but applicable in future reporting periods is set out below:

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

1 Summary of Significant Accounting Policies

(q) Future Australian Accounting Standards Requirements

AASB 15: Revenue from Contracts with Customers

(applicable for annual reporting periods commencing on or after 31 December 2019 year end)

When effective, this Standard will replace the current accounting requirements applicable to revenue with a single, principles-based model. Except for a limited number of exceptions, including leases, the new revenue model in AASB 15 will apply to all contracts with customers as well as non-monetary exchanges between entities in the same line of business to facilitate sales to customers and potential customers.

The core principle of the Standard is that an entity will recognise revenue to depict the transfer of promised goods or services to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for the goods or services. To achieve this objective, AASB 15 provides the following five-step process:

- identify the contract(s) with a customer;
- identify the performance obligations in the contract(s);
- determine the transaction price;
- allocate the transaction price to the performance obligations in the contract(s); and
- recognise revenue when (or as) the performance obligations are satisfied.

This Standard will require retrospective restatement, as well as enhanced disclosures regarding revenue.

The Federal Council anticipate that the adoption of AASB 15 will not have a significant impact on the group's financial statements.

AASB 16: Leases

(applicable for annual reporting periods commencing on or after 1 January 2019)

AASB 16 introduces a single lessee accounting model and requires a lessee to recognise assets and liabilities for all leases with a term of more than 12 months, unless the underlying asset is of low value. A lessee is required to recognise a right-of-use asset representing its right to use the underlying leased asset and a lease liability representing its obligations to make lease payments.

A lessee measures right-of-use assets similarly to other non-financial assets (such as property, plant and equipment) and lease liabilities similarly to other financial liabilities. As a consequence, a lessee recognises depreciation of the right-of-use asset and interest on the lease liability, and also classifies cash repayments of the lease liability into a principal portion and an interest portion and presents them in the statement of cash flows applying AASB 107 Statement of Cash Flows.

Assets and liabilities arising from a lease are initially measured on a present value basis. The measurement includes non-cancellable lease payments (including inflation-linked payments), and also includes payments to be made in optional periods if the lessee is reasonably certain to exercise an option to extend the lease, or not to exercise an option to terminate the lease.

The Federal Council anticipate that the adoption of AASB 16 will not have a significant impact on the group's financial statements.

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

2 Revenue and Other Income

	Note	2018 \$	2017 \$
Revenue			
- NENA membership subscription		3,692	3,750
- Capitation fees	2(a)	5,396,983	5,121,210
- Australian Nursing and Midwifery Journal subscription fees	2(b)	1,450,096	1,479,255
- Grants and donations	2(c)	54,000	52,000
- Australian Nursing and Midwifery Journal advertising income		466,330	395,825
- Biennial National Conference Income	2(d)	236,909	-
- Continuing Professional Education income		167,207	174,288
- Campaigns - Branch contribution	2(e)	283,088	-
- Interest income		6,288	3,884
- Other income		256,078	267,192
- Levies		-	-
- Revenue from recovery of wages activity		-	-
		8,320,671	7,497,404

(a) Capitation fees

ANMF Australian Capital Territory Branch	59,861	53,967
ANMF New South Wales Branch	1,379,080	1,310,109
ANMF Northern Territory Branch	63,994	60,773
ANMF South Australian Branch	410,370	390,462
ANMF QNMU Branch	1,112,283	1,058,586
ANMF Tasmania Branch	152,518	148,077
ANMF Victorian Branch	1,565,135	1,492,347
ANMF Western Australian Branch	653,742	606,889
Total capitation fee income	5,396,983	5,121,210

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

2 Revenue and Other Income

(b) Australian Nursing and Midwifery Journal subscription fees

	2018	2017
	\$	\$
ANMF Australian Capital Territory Branch	46,565	42,152
ANMF New South Wales Branch	25,642	704
ANMF Northern Territory Branch	32,957	37,068
ANMF (SA Branch)**	316,451	299,985
Queensland Nurses and Midwives Union**	20,145	-
ANMF Tasmania Branch	17,915	92,245
ANMF Victorian Branch	974,621	982,739
Non-reporting units	15,800	24,362
Total Australian Nursing and Midwifery Journal subscription fees	<u>1,450,096</u>	<u>1,479,255</u>

** Transactions with state registered trade unions.

(c) Grants and donations

Grants	54,000	52,000
Donations	-	-
Total	<u>54,000</u>	<u>52,000</u>

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

2 Revenue and Other Income

(d) Biennial National Conference income

	2018	2017
	\$	\$
ANMF Australian Capital Territory Branch	1,015	-
ANMF New South Wales Branch	26,050	-
ANMF Northern Territory Branch	1,128	-
ANMF (SA Branch)**	7,650	-
Queensland Nurses and Midwives Union**	20,774	-
ANMF Tasmanian Branch	2,851	-
ANMF Victorian Branch	28,932	-
ANMF Western Australian Branch	11,599	-
Recognition of deferred revenue	100,000	-
Sponsorship from other non-reporting units	36,910	-
Total	236,909	-

(e) Campaigns - Branch Contributions

ANMF Australian Capital Territory Branch	2,512	-
ANMF Northern Territory Branch	755	-
ANMF (SA Branch)**	23,210	-
Queensland Nurses and Midwives Union**	104,905	-
ANMF New South Wales Branch	16,829	-
ANMF Tasmanian Branch	6,437	-
ANMF Victorian Branch	133,014	-
ANMF Western Australian Branch	8,031	-
Deferral of campaign income	(12,605)	-
Total	283,088	-

** Transactions with state registered trade unions.

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

3 Expenses

(a) Employee expenses

	2018	2017
	\$	\$
Holders of office:		
Wages and salaries	244,742	278,771
Superannuation	60,869	58,579
Leave and other entitlements	113,868	71,863
Separation and redundancies	-	-
Other employee expenses	17,153	12,199
Subtotal employee expenses holders of office	436,632	421,412
Employees other than office holders:		
Wages and salaries	1,968,125	1,787,942
Superannuation	360,489	337,394
Leave and other entitlements	494,438	527,975
Separation and redundancies	-	-
Other employee expenses	22,607	31,732
Subtotal employee expenses employees other than office holders	2,845,659	2,685,043
Other employee related expenses		
Payroll Tax	165,321	154,057
Staff amenities	10,400	9,757
	175,721	163,814
Total employee expenses	3,458,012	3,270,269
(b) Affiliation fees		
Australian Council of Trade Unions	1,086,521	990,280
Australian College of Nursing (ICN)	77,109	68,719
Total	1,163,630	1,058,999

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

3 Expenses

(c) Legal expenses

	2018	2017
Note	\$	\$
Litigation	25,940	17,811
Other legal matters	9,660	10,960
Total	35,600	28,771

(d) Grants or donations

Donations

Total paid that were \$1,000 or less	1,210	-
Total paid that exceeded \$1,000	33,000	13,000

Grants

Total paid that were \$1,000 or less	-	-
Total paid that exceeded \$1,000	-	-
Total	34,210	13,000

(i)

(e) Other expense disclosures

Depreciation:

Land and buildings	62,600	62,600
Plant and equipment	60,576	62,287
Intangibles	20,555	17,525
Total depreciation	143,731	142,412

Other Expenses:

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

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

4 Cash and Cash Equivalents

	2018	2017
Note	\$	\$
Cash on hand	580	580
Cash at bank	730,400	1,413,930
	<u>730,980</u>	<u>1,414,510</u>

5 Trade and Other Receivables

CURRENT

Trade receivables	(a)	522,906	183,828
Provision for impairment	(b)	(20,000)	(20,000)
Net trade receivables		<u>502,906</u>	163,828
Other receivables		1,721	3,252
		<u>504,627</u>	<u>167,080</u>

(a) Trade receivables from Branches

Included in the trade receivables balance are receivables from ANMF Branches and related state registered trade unions. They consist of:

Receivables from other reporting units and related parties

ANMF Australian Capital Territory Branch	4,690	7,055
ANMF Northern Territory Branch	2,894	-
ANMF (SA Branch)	31,173	35,792
Queensland Nurses and Midwives Union	49,500	-
ANMF Tasmanian Branch	15,463	16,174
ANMF Victorian Branch	296,139	41,629
ANMF Western Australian Branch	8,834	-
Total receivable from other reporting units and related parties	<u>408,693</u>	100,650
Less provision for doubtful debt:		
Other reporting units	-	-
Total provision for doubtful debts from other reporting units and related parties	<u>-</u>	<u>-</u>
Receivable from other reporting units (net)	<u>408,693</u>	100,650

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

5 Trade and Other Receivables

(b) Provision for impairment of receivables

Movement in provision for impairment of receivables is as follows:

	2018	2017
	\$	\$
Balance at beginning of the year	20,000	10,000
Charged for the year	-	10,000
Balance at end of the year	<u>20,000</u>	<u>20,000</u>
6 Other financial assets		-
Held-to-maturity investments comprise:		
Term deposits - current	33,225	32,514
7 Other Assets		
CURRENT		
Prepayments	113,364	90,924

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

8 Property, Plant and Equipment

	2018	2017
	\$	\$
LAND AND BUILDINGS		
Land and buildings		
At independent valuation	3,130,000	3,130,000
Accumulated depreciation	(125,200)	(62,600)
Total land and buildings	3,004,800	3,067,400
PLANT AND EQUIPMENT		
Plant and equipment		
At cost	712,308	540,142
Accumulated depreciation	(494,205)	(466,668)
Total plant and equipment	218,103	73,474
Motor vehicles		
At cost	61,729	61,729
Accumulated depreciation	(43,686)	(31,341)
Total motor vehicles	18,043	30,388
Fitouts		
At cost	444,100	444,100
Accumulated depreciation	(402,344)	(385,462)
Total fitouts	41,756	58,638
Total plant and equipment	277,902	162,500
Total property, plant and equipment	3,282,702	3,229,900

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

8 Property, Plant and Equipment

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

	Land and Buildings	Plant and Equipment	Motor Vehicles	Fitouts	Total
	\$	\$	\$	\$	\$
2018					
Year ended 30 June 2018					
Balance at the beginning of year	3,067,400	73,474	30,388	58,638	3,229,900
Additions	-	175,978	-	-	175,978
Depreciation expense	(62,600)	(31,349)	(12,346)	(16,881)	(123,176)
Balance at the end of the year	3,004,800	218,103	18,042	41,757	3,282,702
2017					
Year ended 30 June 2017					
Balance at the beginning of year	3,130,000	65,556	42,734	80,801	3,319,091
Additions	-	35,696	-	-	35,696
Depreciation expense	(62,600)	(27,778)	(12,346)	(22,163)	(124,887)
Balance at the end of the year	3,067,400	73,474	30,388	58,638	3,229,900

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

9 Intangible Assets

	2018	2017
	\$	\$
CPE Website		
Cost	106,393	98,393
Accumulated amortisation and impairment	(38,080)	(17,525)
Net carrying value	<u>68,313</u>	<u>80,868</u>
Total Intangibles	<u>68,313</u>	<u>80,868</u>

(a) Movements in carrying amounts of intangible assets

	CPE Website	Total
	\$	\$
Year ended 30 June 2018		
Balance at the beginning of the year	80,868	80,868
Additions	8,000	8,000
Amortisation	(20,555)	(20,555)
Closing value at 30 June 2018	<u>68,313</u>	<u>68,313</u>
Year ended 30 June 2017		
Additions	98,393	98,393
Amortisation	(17,525)	(17,525)
Closing value at 30 June 2017	<u>80,868</u>	<u>80,868</u>

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

10 Trade and Other Payables

		2018	2017
		\$	\$
CURRENT			
Unsecured liabilities:			
Trade payables	10(a)	278,820	270,254
Accrued expense		17,200	37,055
Sundry payables		129,618	98,569
GST payables		50,252	93,172
Consideration to employers for payroll deductions		-	-
		<u>475,890</u>	<u>499,050</u>
(a) Payables include:			
Payables to other reporting units:			
ANMF Victorian Branch		411	19,866
Total payables to other reporting units		<u>411</u>	<u>19,866</u>
Payables for legal cost			
Litigation		-	-
Other legal matters		-	-
Total payables to legal cost		<u>-</u>	<u>-</u>
(b) Financial liabilities at amortised cost classified as trade and other payables			
Trade and other payables:			
- total current		475,890	499,050
Less:			
GST payables		<u>(50,252)</u>	<u>(93,172)</u>
Financial liabilities as trade and other payables	16	<u>425,638</u>	<u>405,878</u>

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

11 Borrowings

2018	2017
\$	\$

NON-CURRENT

Secured liabilities:

Bank loans

11(a)	<u>5,363</u>	<u>10,037</u>
	<u>5,363</u>	<u>10,037</u>

(a) Bank loans

The bank overdraft and loan are secured by a registered first mortgage over the freehold properties of the Group by Red Zed. The facility is for a 20 year period maturing on 28 June 2032. The repayments for the first five years are interest only and the remainder of the loan period are principal and interest with flexibility of early repayment of principle. The carrying amounts of non-current assets pledged as security are freehold land and buildings with a value of \$3,004,800.

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Notes to the Financial Statements

For the Year Ended 30 June 2018

12 Provisions

Employee Provisions

Office Holders:

Annual leave	43,335	51,771
Long service leave	61,812	116,798
Separations and redundancies	-	-
Other	7,082	4,709
Subtotal employee provisions office holders	112,229	173,278

Employees other than office holders:

Annual leave	285,624	281,114
Long service leave	503,675	478,531
Separations and redundancies	-	-
Other	32,338	28,358
Subtotal employee provisions employees other than office holders	821,637	788,003

Total employee provisions

933,866 **961,281**

Analysis of total provisions

Current	906,403	917,714
Non-current	27,463	43,567
	933,866	961,281

Provision for Employee Benefits

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

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

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

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

13 Other Liabilities

	2018	2017
	\$	\$
CURRENT		
Biennial National Conference income in advance	-	118,500
Unearned subscription	7,198	13,351
Other deferred income	75,193	88,035
	<u>82,391</u>	<u>219,886</u>

(a) Biennial National Conference income in advance

	2018	2017
	\$	\$
ANMF Australian Capital Territory Branch	-	1,015
ANMF New South Wales Branch	-	26,050
ANMF Northern Territory Branch	-	1,128
ANMF (SA Branch)**	-	7,650
Queensland Nurses and Midwives Union**	-	20,774
ANMF Tasmanian Branch	-	2,852
ANMF Victorian Branch	-	28,932
ANMF Western Australian Branch	-	11,599
Others	-	18,500
	<u>-</u>	<u>118,500</u>

** Transaction balances with state registered trade unions.

14 Equity

(a) Other Specific disclosures - Funds

Compulsory levy/voluntary contribution fund - if invested in assets	-	-
Other funds required by rules	-	-
	<u>-</u>	<u>-</u>

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

15 Cash Flow Information

(a) Reconciliation of cash from operations with surplus for the year

	2018	2017
	\$	\$
Net surplus/(deficit) for the year	(89,841)	154,163
Non-cash flows in surplus		
Depreciation	143,731	142,412
Provision for doubtful debts	-	10,000
Changes in assets and liabilities		
(Increase)/decrease in trade and term receivables	(337,547)	102,803
(Increase)/decrease in other assets	(22,441)	1,258
Increase/(decrease) in trade payables and accruals	(23,160)	97,550
Increase/(decrease) in other current liabilities	(137,495)	185,669
Increase/(decrease) in provisions	(27,415)	12,043
	<u>(494,168)</u>	<u>705,898</u>

(b) Cash flow with reporting units

Cash Inflows:

ANMF Australian Capital Territory Branch	186,879	168,313
ANMF New South Wales Branch	1,611,422	1,490,722
ANMF Northern Territory Branch	106,620	109,842
ANMF South Australian Branch	487,199	393,716
ANMF QNMU Branch	1,223,511	1,155,623
ANMF Tasmanian Branch	199,202	276,738
ANMF Victorian Branch	3,509,710	3,573,803
ANMF Western Australian Branch	733,319	681,740
Total cash inflows	<u>8,057,862</u>	<u>7,850,497</u>

Cash outflows:

ANMF Australian Capital Territory Branch	(5,332)	(5,454)
ANMF Northern Territory Branch	(5,893)	(6,922)
ANMF Tasmanian Branch	(1,371)	(3,240)
ANMF Victorian Branch	(50,683)	(5,775)
ANMF Western Australian Branch	(14,904)	-
Total cash outflows	<u>(78,183)</u>	<u>(21,391)</u>

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Notes to the Financial Statements

For the Year Ended 30 June 2018

16 Financial Risk Management

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

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

	Note	2018 \$	2017 \$
Financial Assets			
Cash and cash equivalents	4	730,980	1,414,510
Trade and other receivables	5	504,627	167,080
Held to maturity (amortised cost)	6	33,225	32,514
Total financial assets		1,268,832	1,614,104
Financial Liabilities			
Trade and other payables	10	425,638	405,878
Borrowings	11	5,363	10,037
Total financial liabilities		431,001	415,915

Net Fair Values

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

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

Financial risk management policies

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

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

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

16 Financial Risk Management

Financial risk management policies

Mitigation strategies for specific risks faced are described below:

(a) Credit risk

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

Credit risk exposure

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

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

(b) Liquidity risk

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

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

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

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

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

16 Financial Risk Management

Financial liability maturity analysis

	Within 1 Year		1 to 5 Years		Over 5 Years		Total	
	2018	2017	2018	2017	2018	2017	2018	2017
	\$	\$	\$	\$	\$	\$	\$	\$
Financial liabilities due for payment								
Trade and other payables (excluding GST)	425,638	405,878	-	-	-	-	425,638	405,878
Borrowings (excluding finance lease)	-	-	-	-	5,363	10,037	5,363	10,037
Total contractual outflows	425,638	405,878	-	-	5,363	10,037	431,001	415,915

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

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

16 Financial Risk Management

(c) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices.

(d) Price risk

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

(e) Interest Rate Risk

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

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

Interest rate risk sensitivity analysis

At 30 June 2018, the effect on profit and equity as a result of changes in the interest rate, with all other variables remaining constant would be as follows:

	2018	2017
	\$	\$
Change in profit		
- Increase in interest rate +/- 2%	15,165	28,078
Change in equity		
- Increase in interest rate +/- 2%	15,165	28,078

17 Remuneration of Auditors

Remuneration of the auditor for:

- Financial statement audit services	20,200	20,000
- Preparation of general purpose financial report	5,800	5,500
	<u>26,000</u>	<u>25,500</u>

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

18 Fair Value Measurement

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

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

Fair value hierarchy

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

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

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

	Level 1	Level 2	Level 3	Total
30 June 2018	\$	\$	\$	\$
Non-financial assets				
Land and buildings	-	3,004,800	-	3,004,800

(a) Valuation techniques

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

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

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

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

18 Fair Value Measurement

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

Description	Fair Value at	Valuation technique	Input used
	30 June 2018		
	\$		
Non-financial assets			
Land and buildings	3,004,800	Market approach using recent observable market data for similar properties; income approach using discounted cash flow methodology	Price per square metre; market borrowing rate

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

19 Capital and Leasing Commitments

(a) Operating lease commitments

Non-cancellable operating leases contracted for but not recognised in the financial statements.

	2018	2017
	\$	\$
Payable - minimum lease payments		
- not later than 12 months	15,444	15,444
- between 12 months and five years	21,255	36,699
	<u>36,699</u>	<u>52,143</u>

The operating lease commitments consist of two photocopy lease. The photocopy leases are a 60 months lease which commenced 16 October 2015 and a 48 month lease which commenced 18 November 2016.

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

20 Related Parties

The Group's main related parties are as follows:

(a) Controlled entity

Australian Nursing and Midwifery Federation is the parent entity, which exercises control over the National Enrolled Nurse Association (NENA).

NENA is a Special Interest Group that was set up to promote the value of Enrolled Nurses and raise the awareness of the Enrolled Nurse role within the community whilst providing a forum for all Enrolled Nurses to participate at a National level.

Balances and transactions between Australian Nursing and Midwifery Federation and NENA have been eliminated on consolidation.

(b) Other related parties

The Group undertook related party transactions with the State Branches which are disclosed in note 2 and note 5 which were on normal commercial terms. Other related party transactions that were not disclosed in note 2 and note 5 as follow:

Contribution received from other reporting units and related party for shared database cost:

	2018	2017
	\$	\$
Received from other reporting units		
ANMF Australian Capital Territory Branch	693	769
ANMF New South Wales Branch	17,393	16,875
ANMF Northern Territory Branch	-	124
ANMF Tasmanian Branch	309	2,161
ANMF Victorian Branch	22,742	21,924
ANMF Western Australian Branch	1,313	1,276
Received from state registered trade unions		
ANMF (SA Branch)	6,025	5,797
NSW Nurses and Midwives' Association	2,828	2,285
Queensland Nurses and Midwives Union	16,336	15,742
	<u>67,639</u>	<u>66,953</u>

Income from Queensland Nurses and Midwives' Union includes the following:

CPE Online Tutorial Service	45,000	-
	<u>45,000</u>	<u>-</u>

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

20 Related Parties

The sales to and purchases from related parties are made on terms equivalent to those that prevail in arm's length transactions. Outstanding balances for sales and purchases at the year-end are unsecured and interest free and settlement occurs in cash. There have been no guarantees provided or received for any related party receivables or payables.

Included in note 15(b) are cash flows for reimbursements to and from reporting units which are not regarded as related party transactions. These reimbursements consist of:

- Payroll tax received from and paid on behalf of ANMF Victorian Branch and ANMF Australian Capital Territory Branch; and
- Travelling cost for state representatives to attend the Federal meetings and conference.

21 Key Management Personnel Disclosures

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

The Group paid an honorarium fee of \$3,500 to the Federal President for the year ended 30 June 2018. The other Executive Committee Members and the Federation's Councillors are not remunerated in their capacity as councillors.

	2018	2017
	\$	\$
Key management personnel compensation:		
- short-term employee benefits	474,294	353,469
- post-employment benefits	77,546	58,579
- other long-term benefits	21,176	13,230
- termination benefits	-	-
	<u>573,016</u>	<u>425,278</u>

22 Events after the end of the Reporting Period

There were no events that occurred after 30 June 2018 and/or prior to the signing of the financial statements, that would affect the ongoing structure and financial activities of the Group.

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

23 Contingent Liabilities and Contingent Assets

Business card facility

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

ANMF Australian Capital Territory Branch

Australian Nursing and Midwifery Federation as the Body Corporate purchased a property during the 2017 financial year and the title is held on trust for the use of the ANMF ACT Branch. The Federal Office does not recognise the asset in the Statement of Financial Position as the Federal Office is not the beneficial owner of the property.

The Australian Nursing and Midwifery Federation also obtained a loan from RedZed in its capacity as Body Corporate (trustee), to enable the purchase of the above property. The loan is serviced by the ANMF ACT Branch.

Total loan balance as at 30 June 2018 is \$105,661 (2017: \$158,983). Liabilities incurred on behalf of its branch are not recognised in the financial statements if it is unlikely the Federal Office will have to meet the liabilities from its own resources.

ANMF Western Australia Branch

A claim by Fair Work Australia against the Western Australia Branch was lodged in respect to alleged non-compliance and late lodgement of Financial Reports in previous years. Legal advice obtained indicates that settlement, including future costs and penalties, are estimated to be approximately \$35,000. The federal council is of the view that no other significant liabilities will arise in respect of this legal claim at the date of these financial statements.

24 Acquisition of Assets and Liabilities

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

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

25 Economic Dependence and Going Concern

The Group is economically dependent on capitation fees received from each ANMF Branches. In the 2018 year this formed 65% of the total revenue used to operate the Group. The capitation fee received from each ANMF Branch is disclosed in Note 2(a). At the date of this report the Federal Council has no reason to believe the state Branches will not continue to support the Group.

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

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

26 Parent entity

Information relating to the parent entity, Australian Nursing and Midwifery Federation are as follows:

	2018	2017
	\$	\$
Statement of Financial Position		
Assets		
Current assets	1,381,669	1,712,606
Non-current assets	3,351,014	3,310,768
Total Assets	4,732,683	5,023,374
Liabilities		
Current liabilities	1,464,683	1,636,240
Non-current liabilities	32,827	53,604
Total Liabilities	1,497,510	1,689,844
Equity		
Retained earnings	1,481,324	1,579,679
Asset revaluation reserve	1,753,850	1,753,850
Total Equity	3,235,174	3,333,529
Statement of Profit or Loss and Other Comprehensive Income		
Surplus/(deficit) for the year	(98,356)	154,318
Other comprehensive income	-	-
Total comprehensive income	(98,356)	154,318

Refer to Note 23 for further details on contingent liabilities at year end.

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2018

27 Federal Office Details

The registered office of the Federal Office is:

Unit 3, 28 Eyre Street
Kingston, ACT 2604

The principal places of business are:

Unit 3, 28 Eyre Street, Kingston ACT 2604
and
Level 1, 365 Queen Street, Melbourne VIC 3000

28 Administration of financial affairs by a third party

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

29 Information to be supplied to Members or Commissioner

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

Information must be provided to members or Commissioner:

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

Australian Nursing and Midwifery Federation and Controlled Entity

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Statement by the Federal Council

On the 22 October the Federal Council of the Australian Nursing and Midwifery Federation passed the following resolution in relation to the general purpose financial report (GPFR) for the year ended 30 June 2018:

The Federal Council declares that in its opinion:

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

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

Federal Secretary



Annie Butler

Dated

23 October 2018

Australian Nursing and Midwifery Federation and Controlled Entity

ABN: 41 816 898 298

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

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Australian Nursing and Midwifery Federation and Controlled Entity, which comprises the consolidated statement of financial position as at 30 June 2018, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the statement by the federal council.

In our opinion, the financial report presents fairly, in all material respects, the financial position of Australian Nursing and Midwifery Federation and Controlled Entity as at 30 June 2018, and of their financial performance and cash flows for the year then ended in accordance with

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

In our opinion, the management's use of the going concern basis of accounting in the preparation of the financial report of Australian Nursing and Midwifery Federation and Controlled Entity 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 Australian Nursing and Midwifery Federation and Controlled Entity in accordance with the auditor independence requirements of the *Fair Work (Registered Organisations) Act 2009* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

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

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

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

Australian Nursing and Midwifery Federation and Controlled Entity

ABN: 41 816 898 298

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

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.

Councillor's Responsibility for the Financial Report

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

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

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. 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 Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Councillors.

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Australian Nursing and Midwifery Federation and Controlled Entity

ABN: 41 816 898 298

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

- Conclude on the appropriateness of the Councillors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group'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 Group 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.

We declare that we are auditors registered under the RO Act.

Saward Dawson

Saward Dawson Chartered Accountants

Peter Shields

Peter Shields
Principal
Registration number: A2017/112

Blackburn VIC

Date: 23 October 2018