



7 December 2020

Annie Butler
Federal Secretary
Australian Nursing and Midwifery Federation

Dear Annie Butler,

Re: – Financial reporting – Australian Nursing and Midwifery Federation – for year ending 30 June 2020 (FR2020/192)

I refer to the financial report of the Australian Nursing and Midwifery Federation in respect of the year ending 30 June 2020. The documents were lodged with the Registered Organisations Commission ('the ROC') on 13 November 2020.

The financial report has been filed. The financial report was filed based on a primary review. This involved confirming whether 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 the report for year ending 30 June 2021 may be subject to an advanced compliance review.

You are not required to take any further action in respect of the report lodged.

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](#).

Yours faithfully

A handwritten signature in black ink that reads "Stephen Kellett".

Stephen Kellett
Financial Reporting
Registered Organisations Commission



AUSTRALIAN NURSING AND MIDWIFERY FEDERATION

CERTIFICATE BY PRESCRIBED DESIGNATED OFFICER

Certificate for the year ended 30 June 2020

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 6 November 2020; and
- that the full report was presented to a meeting of the committee of management of the reporting unit on 6 November 2020 in accordance with s.266 of the *Fair Work (Registered Organisations) Act 2009*.

A handwritten signature in black ink, appearing to read 'Annie Butler', written over a dotted line.

Signature of prescribed designated officer:

Name of prescribed designated officer: Annie Butler

Title of prescribed designated officer: Federal Secretary

Dated:13 November 2020.....



Australian Nursing and Midwifery Federation and Controlled Entity

ABN: 41 816 898 298

Financial Report

For the Year Ended 30 June 2020

Australian Nursing and Midwifery Federation and Controlled Entity

ABN: 41 816 898 298

Financial Report

For the Year Ended 30 June 2020

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Australian Nursing and Midwifery Federation and Controlled Entity

ABN: 41 816 898 298

Operating Report

30 June 2020

The Federal Council presents its operating report on the reporting unit for the year ended 30 June 2020.

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

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

Sally-Anne Jones	Federal President
James Lloyd	Federal Vice President
Annie Butler	Federal Secretary
Lori-Anne Sharp	Assistant Federal Secretary
Matthew Daniel	Secretary, ANMF Capital Territory Branch
Athalene Rosborough	President, ANMF Capital Territory Branch
Brett Holmes	Secretary, ANMF New South Wales Branch
O'Bray Smith	President, ANMF New South Wales Branch
Yvonne Falckh	Secretary, ANMF Northern Territory Branch
Emil Tabbada	President, ANMF Northern Territory Branch (Commenced 9 September 2019)
Catherine Hatcher	President, ANMF Northern Territory Branch (Resigned 9 September 2019)
Elizabeth Mohle	Secretary, ANMF QNMU Branch
Sally-Anne Jones	President, ANMF QNMU Branch
Elizabeth Dabars	Secretary, ANMF South Australian Branch
Gay Martin	President, ANMF South Australian Branch
Emily Shepherd	Secretary, ANMF Tasmanian Branch
James Lloyd	President, ANMF Tasmanian Branch
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

Australian Nursing and Midwifery Federation and Controlled Entity

ABN: 41 816 898 298

Operating Report

30 June 2020

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

Increase in total members from 281,704 to 299,335 for the year, including honorary members.

The ANMF is Australia's largest national union and professional nursing and midwifery organisation. In collaboration with the ANMF's eight state and territory branches, we represent the professional, industrial and political interests of more than 295,000 nurses, midwives and carers across the country.

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

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

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

Specific activities include:

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

Significant changes financial affairs

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

Right of members to resign

Members retain the right to resign from the Australian Nursing 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

ABN: 41 816 898 298

Operating Report

30 June 2020

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

Name	Employee	Officer	Entity	Principal activity of the entity	ANMF appointment
Lori-Anne Sharp	No	Yes	HESTA Super Fund	Superannuation Fund	Assistant Federal Secretary
Anna Claude	Yes	No	HESTA Super Fund	Superannuation Fund	Manager, Strategic Industrial and Bargaining Team (ANMF New South Wales Branch)
Elizabeth Mohle	No	Yes	Q Super Superannuation Fund	Superannuation Fund	ANMF Queensland Branch Secretary
Paula (PIP) Carew	No	Yes	First State Super	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 299,335 (2019: 281,704).

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 22 (2019: 23).



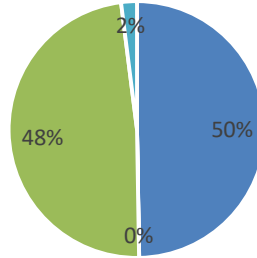
Signature of designated officer:

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

Dated this 14 day of October 2020

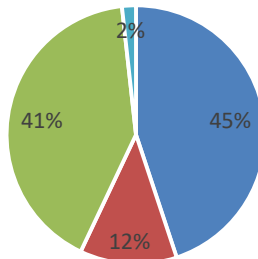
The committee of management presents the expenditure report as required under subsection 255(2A) on the reporting unit for the year ended 30 June 2020.

2020 - Expenditure as required under s. 255(2A) RO Act



- Remuneration and other employment-related costs and expenses - employees 50%
- Advertising .02%
- Operating Costs 48%
- Donations to political parties 0%
- Legal Costs 2%

2019 - Expenditure as required under s. 255(2A) RO Act



- Remuneration and other employment-related costs and expenses - employees 45%
- Advertising 12%
- Operating Costs 41%
- Donations to political parties 0%
- Legal Costs 2%

Signature of designated officer:

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

Dated: 14 October 2020

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 2020

		2020	2019
	Note	\$	\$
Income	2	7,705,207	7,905,793
Employee benefits expense	3(a)	(3,393,079)	(3,390,446)
Administration expenses		(304,830)	(326,757)
Campaign expenses		(11,878)	(935,377)
Postage expenses		(551,932)	(512,892)
Australian Nursing and Midwifery Journal production expenses		(423,750)	(349,699)
Affiliation fees	3(b)	(1,338,399)	(1,241,801)
Consultancy expenses		(287,896)	(217,702)
Travel expenses		(121,895)	(120,257)
Legal expenses	3(c)	(136,119)	(131,962)
Depreciation and amortisation expenses	3(e)	(193,660)	(158,838)
Expenses relating to leases of low-value assets		(15,444)	(15,444)
Website expenses		(26,715)	(27,782)
Conference expenses		(261,926)	(12,040)
Accounting and audit fees		(30,770)	(39,118)
Occupancy expenses		(113,880)	(116,715)
Finance costs		(168)	(396)
Meeting expenses		(34,522)	(72,820)
Grants and donations	3(d)	(3,300)	(5,291)
Insurance		(38,864)	(39,030)
Project expenses		(19,251)	(45,002)
Continuing Professional Education expenses		(81,393)	(65,365)
National Aged Care Alliance expenses		(2,473)	(4,646)
South Pacific Nurses Forum expenses		-	(9,714)
Other expenses		(5,891)	(35,139)
Surplus for the year		307,172	31,560
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			
Net gain on revaluation of land and building		1,676,370	-
Other comprehensive income for the year		1,676,370	-
Total comprehensive income for the year		1,983,542	31,560

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 2020

	Note	2020 \$	2019 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	1,656,102	975,349
Trade and other receivables	5	266,479	496,734
Other financial assets	6	34,189	33,722
Other assets	7	100,560	117,159
TOTAL CURRENT ASSETS		2,057,330	1,622,964
NON-CURRENT ASSETS			
Property, plant and equipment	8	4,791,853	3,185,880
Intangible assets	9	51,136	53,972
TOTAL NON-CURRENT ASSETS		4,842,989	3,239,852
TOTAL ASSETS		6,900,319	4,862,816
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	10	507,332	476,398
Short-term provisions	12	964,166	949,825
Other liabilities	13	139,935	127,635
TOTAL CURRENT LIABILITIES		1,611,433	1,553,858
NON-CURRENT LIABILITIES			
Borrowings	11	-	9,008
Long-term provisions	12	38,083	32,689
TOTAL NON-CURRENT LIABILITIES		38,083	41,697
TOTAL LIABILITIES		1,649,516	1,595,555
NET ASSETS		5,250,803	3,267,261
EQUITY			
Retained earnings		1,820,583	1,513,411
Asset revaluation reserve		3,430,220	1,753,850
TOTAL EQUITY		5,250,803	3,267,261

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 2020

2020

	Retained Earnings	Asset Realisation Reserve	Total
	\$	\$	\$
Balance at 1 July 2019	1,513,411	1,753,850	3,267,261
Surplus for the year	307,172	-	307,172
Revaluation increment	-	1,676,370	1,676,370
Balance at 30 June 2020	1,820,583	3,430,220	5,250,803

2019

	Retained Earnings	Asset Realisation Reserve	Total
	\$	\$	\$
Balance at 1 July 2018	1,481,851	1,753,850	3,235,701
Surplus for the year	31,560	-	31,560
Balance at 30 June 2019	1,513,411	1,753,850	3,267,261

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 Cash Flows

For the Year Ended 30 June 2020

	Note	2020 \$	2019 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from members, branches and others		9,735,469	9,609,166
Grants received		58,000	56,000
Interest received		874	2,212
Payments to suppliers and employees		(8,983,687)	(9,383,684)
Finance costs		-	(396)
Net cash provided by (used in) operating activities	15(b)	810,656	283,298
CASH FLOWS FROM INVESTING ACTIVITIES:			
Redemption (placement) of term deposits		(467)	(498)
Payments for intangibles		(50,000)	(8,555)
Acquisition of property, plant and equipment		(70,428)	(51,249)
Proceeds from sale of property, plant and equipment		-	17,728
Net cash used by investing activities		(120,895)	(42,574)
CASH FLOWS FROM FINANCING ACTIVITIES:			
Advancement/(Repayment) of borrowings		(9,008)	3,645
Net cash used by financing activities		(9,008)	3,645
Net increase (decrease) in cash and cash equivalents held		680,753	244,369
Cash and cash equivalents at beginning of year		975,349	730,980
Cash and cash equivalents at end of financial year	4	1,656,102	975,349

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 2020

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 2020. 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 19 to the 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 2020

1 Summary of Significant Accounting Policies

(d) Adoption of new Australian Accounting Standards

Impact on adoption of AASB 15 Revenue from Contracts with Customers (AASB 15) and AASB 1058 Income of Not-for-Profit Entities (AASB 1058)

AASB 15 Revenue from Contracts with Customers supersedes AASB 111 Construction Contracts, AASB 118 Revenue and related Interpretations and it applies, with limited exceptions, to all revenue arising from contracts with its customers.

AASB 15 establishes a five-step model to account for revenue arising from contracts with customers and requires that revenue be recognised at an amount that reflects the consideration to which an entity expects to be entitled in exchange for transferring goods or services to a customer. AASB 15 also includes implementation guidance to assist not-for-profit entities to determine whether particular transactions, or components thereof, are contracts with customers. If a transaction is outside the scope of AASB 15, the recognition and measurement of income arising from the transaction may instead be specified by another Standard, for example AASB 1058 Income of Not-for-Profit Entities.

AASB 1058 replaces the income recognition requirements in AASB 1004 Contributions that had previously applied to the Group. AASB 1058 provides a more comprehensive model for accounting for income of not-for-profit entities and specifies that:

- the timing of revenue or income recognition will depend on whether a performance obligation is identified or a liability is recognised;
- not-for-profit lessees can elect to recognise assets, including leases provided at significantly less than fair value, at their fair value; and
- all not-for-profit entities can elect to recognise volunteer services at fair value if the fair value of those services can be reliably measured.

The Group adopted AASB 15 and AASB 1058 using the modified retrospective method of adoption, with the date of initial application of 1 July 2019. The Group has not made any adjustment to opening retained earnings at the date of initial application, i.e., 1 July 2019. Consequently, the comparative information presented has not been restated and continues to be reported under the previous standards on revenue and income recognition.

The adoption of AASB 15 and AASB 1058 did not have a material impact on the Group's financial statements

Impact on adoption of AASB 16 Leases

AASB 16 Leases supersedes AASB 117 Leases, Interpretation 4 Determining whether an Arrangement contains a Lease, Interpretation 115 Operating Leases—Incentives and Interpretation 127 Evaluating the Substance of Transactions Involving the Legal Form of a Lease. The standard sets out the principles for the recognition, measurement, presentation and disclosure of leases and requires lessees to recognise most leases on the balance sheet.

Lessor accounting under AASB 16 is substantially unchanged from AASB 117. Lessors will continue to classify leases as either operating or finance leases using similar principles as in AASB 117. Therefore, AASB 16 does not have an impact for leases where the Group is the lessor.

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2020

1 Summary of Significant Accounting Policies

(d) Adoption of new Australian Accounting Standards

The Group has adopted AASB 16 using the retrospective method.

The Group has lease contracts for office equipment only. Before the adoption of AASB 16, the Group classified each of its leases (as lessee) at the inception date as either a finance lease or an operating lease.

Upon adoption of AASB 16, the Group applied a single recognition and measurement approach for all leases except for short-term leases and leases of low-value assets. Refer to Note I Leases for the accounting policy beginning 1 July 2019.

The Group did not have finance leases in previous years.

Leases previously accounted for as operating leases

The Group recognised right-of-use assets and lease liabilities for those leases previously classified as operating leases, except for short-term leases and leases of low-value assets.

The Group only has leases of low value assets, as such, no right-of-use assets and lease liabilities have been recognised. Expenses relating to leases of low value assets have been disclosed in the consolidated statement of profit or loss and other comprehensive income.

Reporting unit as a lessor

The Group is not required to make any adjustments on transition to AASB 16 where it is a lessor.

(e) 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.

Australian Nursing and Midwifery Federation and Controlled Entity

ABN: 41 816 898 298

Notes to the Financial Statements

For the Year Ended 30 June 2020

1 Summary of Significant Accounting Policies

(e) Property, plant and equipment

Depreciation

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

(f) Financial instruments

Financial Assets

Initial recognition and measurement

Financial assets are classified, at initial recognition, and subsequently measured at amortised cost, fair value through other comprehensive income (OCI), or fair value through profit or loss

The classification of financial assets at initial recognition depends on the financial asset's contractual cash flow characteristics and the group business model for managing them. With the exception of trade receivables that do not contain a significant financing component, the group initially measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs.

In order for a financial asset to be classified and measured at amortised cost or fair value through OCI, it needs to give rise to cash flows that are 'solely payments of principal and interest' (SPPI) on the principal amount outstanding. This assessment is referred to as the SPPI test and is performed at an instrument level.

The group's business model for managing financial assets refers to how it manages its financial assets in order to generate cash flows. The business model determines whether cash flows will result from collecting contractual cash flows, selling the financial assets, or both.

Australian Nursing and Midwifery Federation and Controlled Entity

ABN: 41 816 898 298

Notes to the Financial Statements

For the Year Ended 30 June 2020

1 Summary of Significant Accounting Policies

(f) Financial instruments

Financial Assets

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the market place (regular way trades) are recognised on the trade date, i.e., the date that the Group commits to purchase or sell the asset.

Subsequent measurement

For purposes of subsequent measurement, financial assets are classified in five categories:

- Financial assets at amortised cost
- Financial assets at fair value through other comprehensive income
- Investments in equity instruments designated at fair value through other comprehensive income
- Financial assets at fair value through profit or loss
- Financial assets designated at fair value through profit or loss

Financial assets at amortised cost

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

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

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

The group's financial assets at amortised cost includes trade receivables and loans to related parties.

Australian Nursing and Midwifery Federation and Controlled Entity

ABN: 41 816 898 298

Notes to the Financial Statements

For the Year Ended 30 June 2020

1 Summary of Significant Accounting Policies

(f) Financial instruments

Financial Assets

Derecognition

A financial asset is derecognised when:

- The rights to receive cash flows from the asset have expired or
- The group has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party under a 'pass-through' arrangement; and either:
 - (a) the group has transferred substantially all the risks and rewards of the asset, or
 - (b) the group has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

When the group has transferred its rights to receive cash flows from an asset or has entered into a pass-through arrangement, it evaluates if, and to what extent, it has retained the risks and rewards of ownership.

When it has neither transferred nor retained substantially all of the risks and rewards of the asset, nor transferred control of the asset, the group continues to recognise the transferred asset to the extent of its continuing involvement together with associated liability.

Offsetting

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

Impairment - Trade receivables

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

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

Financial liabilities

The Group measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the Group comprise trade payables, bank and other loans and finance lease liabilities.

Australian Nursing and Midwifery Federation and Controlled Entity

ABN: 41 816 898 298

Notes to the Financial Statements

For the Year Ended 30 June 2020

1 Summary of Significant Accounting Policies

(f) Financial instruments

Financial liabilities

Initial recognition and measurement

Financial liabilities are classified, at initial recognition, at amortised cost unless or at fair value through profit or loss.

All financial liabilities are recognised initially at fair value and, in the case of financial liabilities at amortised cost, net of directly attributable transaction costs.

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

Derecognition

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in profit or loss.

(g) 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.

(h) 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.

(i) 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.

Australian Nursing and Midwifery Federation and Controlled Entity

ABN: 41 816 898 298

Notes to the Financial Statements

For the Year Ended 30 June 2020

1 Summary of Significant Accounting Policies

(i) Employee benefits

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.

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.

(j) 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).

(k) 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.

(l) Leases

At inception of a contract, the Group assesses whether a lease exists - i.e. does the contract convey the right to control the use of an identified asset for a period of time in exchange for consideration.

This involves an assessment of whether:

- The contract involves the use of an identified asset - this may be explicitly or implicitly identified within the agreement. If the supplier has a substantive substitution right then there is no identified asset.
- The Group has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use.
- The Group has the right to direct the use of the asset i.e. decision making rights in relation to changing how and for what purpose the asset is used.

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2020

1 Summary of Significant Accounting Policies

(l) Leases

At the lease commencement, the Group recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the Group believes it is reasonably certain that the option will be exercised.

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

The right-of-use asset is depreciated over the lease term on a straight line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the Group's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the Group's assessment of lease term.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

Short-term leases and leases of low-value assets

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

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

(m) Revenue

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Group expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price to the performance obligations
5. Recognise revenue as and when control of the performance obligations is transferred

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Notes to the Financial Statements

For the Year Ended 30 June 2020

1 Summary of Significant Accounting Policies

(m) Revenue

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Group have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

When the Group received operating grant revenue, donations or bequests, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance with AASB 15.

When both these conditions are satisfied, the Group:

- identifies each performance obligation relating to the grant;
- recognises a contract liability for its obligations under the agreement; and
- recognises revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations, the Group:

- recognises the asset received in accordance with the recognition requirements of other applicable accounting standards (for example AASB 9, AASB 16, AASB 116 and AASB 138);
- recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer); and
- recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

If a contract liability is recognised as a related amount above, the Group recognises income in profit or loss when or as it satisfies its obligations under the contract.

The key changes to the Group's accounting policies and the impact on these financial statements from applying AASB 15 and AASB 1058 are described below.

Capitation fees

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

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

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1 Summary of Significant Accounting Policies

(m) Revenue

Conference registration and CPD events income

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

Government grant

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

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

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

Interest income

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

Other revenue

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

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

(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.

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2020

1 Summary of Significant Accounting Policies

(n) ANMF Branches

The branches of the Federation as follow:

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

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

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

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

(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.

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2020

1 Summary of Significant Accounting Policies

(p) **Critical accounting estimates and judgments**

(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.

2 Revenue and Other Income

	2020	2019
Note	\$	\$
Revenue		
- NENA membership subscription	-	2,650
- Capitation fees	2(a) 5,951,871	5,681,822
- Australian Nursing and Midwifery Journal subscription fees	2(b) 783,184	902,808
- Grants and donations	2(c) 28,000	56,000
- Australian Nursing and Midwifery Journal advertising income	296,347	289,366
- Biennial National Conference Income	2(d) 257,064	-
- Continuing Professional Education income	163,529	78,212
- Campaigns - Branch contribution	2(e) -	721,332
- Interest income	874	2,212
- Gain from disposal of fixed assets	-	5,599
- Other income	224,338	165,792
- Levies	-	-
- Revenue from recovery of wages activity	-	-
	7,705,207	7,905,793

(a) **Capitation fees**

ANMF Australian Capital Territory Branch	66,208	61,330
ANMF New South Wales Branch	1,476,412	1,431,400
ANMF Northern Territory Branch	72,835	67,515
ANMF South Australian Branch	441,985	425,733
ANMF QNMU Branch	1,244,040	1,183,828
ANMF Tasmania Branch	168,006	161,157
ANMF Victorian Branch	1,760,127	1,657,392
ANMF Western Australian Branch	722,258	693,467
Total capitation fee income	5,951,871	5,681,822

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Notes to the Financial Statements

For the Year Ended 30 June 2020

2 Revenue and Other Income

(b) Australian Nursing and Midwifery Journal subscription fees

	2020	2019
	\$	\$
ANMF Australian Capital Territory Branch	831	26,287
ANMF New South Wales Branch	19,401	25,671
ANMF Northern Territory Branch	1,814	13,803
ANMF (SA Branch)**	130,245	98,353
Queensland Nurses and Midwives Union**	16,310	21,095
ANMF Tasmania Branch	9,501	11,860
ANMF Victorian Branch	588,054	682,048
ANMF Western Australian Branch	9,273	12,104
Non-reporting units	7,755	11,587
	-	-
Total Australian Nursing and Midwifery Journal subscription fees	783,184	902,808

** Transactions with state registered trade unions.

(c) Grants and donations

Grants	28,000	56,000
Donations	-	-
Total	28,000	56,000

(d) Biennial National Conference income

ANMF Australian Capital Territory Branch	1,074	-
ANMF New South Wales Branch	24,822	-
ANMF Northern Territory Branch	1,169	-
ANMF (SA Branch)**	7,485	-
Queensland Nurses and Midwives Union**	21,090	-
ANMF Tasmanian Branch	2,838	-
ANMF Victorian Branch	29,532	-
ANMF Western Australian Branch	11,990	-
Recognition of deferred revenue	100,000	-
Sponsorship from other non-reporting units	57,064	-
Total	257,064	-

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2020

2 Revenue and Other Income

(e) Campaigns - Branch Contributions

	2020	2019
	\$	\$
ANMF Australian Capital Territory Branch	-	6,397
ANMF Northern Territory Branch	-	13,487
ANMF (SA Branch)**	-	20,750
Queensland Nurses and Midwives Union**	-	120,274
ANMF New South Wales Branch	-	140,603
ANMF Tasmanian Branch	-	24,185
ANMF Victorian Branch	-	332,194
ANMF Western Australian Branch	-	50,838
Deferral of campaign income	-	12,604
Total	-	721,332

** Transactions with state registered trade unions.

3 Expenses

(a) Employee expenses

Holders of office:

Wages and salaries	318,755	322,845
Superannuation	55,788	56,070
Leave and other entitlements	76,479	73,373
Separation and redundancies	-	-
Other employee expenses	24,097	22,840

Subtotal employee expenses holders of office

475,119 475,128

Employees other than office holders:

Wages and salaries	1,989,486	1,903,515
Superannuation	377,182	351,413
Leave and other entitlements	488,054	471,667
Separation and redundancies	-	-
Other employee expenses	24,290	24,238

Subtotal employee expenses employees other than office holders

2,879,012 2,750,833

Other employee related expenses

Payroll Tax	27,813	154,931
Staff amenities	11,135	9,554

38,948 164,485

Total employee expenses

3,393,079 3,390,446

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2020

3 Expenses

(b) Affiliation fees

	2020	2019
	\$	\$
Australian Council of Trade Unions	1,223,937	1,153,787
Australian College of Nursing (ICN)	114,007	88,014
First Nations Workers Alliance	455	-
Total	1,338,399	1,241,801

(c) Legal expenses

Litigation	-	45,258
Other legal matters	136,119	86,704
Total	136,119	131,962

(d) Grants or donations

Donations

Total paid that were \$1,000 or less	300	2,291
Total paid that exceeded \$1,000	3,000	3,000

Grants

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

Total	3,300	5,291
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(e) Other expense disclosures

Depreciation and amortisation:

Land and buildings	62,600	62,600
Plant and equipment	78,224	73,342
Intangibles	52,836	22,896
Total depreciation and amortisation	193,660	158,838

Other Expenses:

Fees/allowances - meetings and conferences	-	-
Levies	-	-
Consideration to employers for payroll deductions	-	-
Capitation fees	-	-
Penalties - via RO Act or RO Regulations	-	29,250

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Notes to the Financial Statements

For the Year Ended 30 June 2020

4 Cash and Cash Equivalents

	Note	2020 \$	2019 \$
Cash on hand		136	580
Cash at bank		1,655,966	974,769
		<u>1,656,102</u>	<u>975,349</u>

5 Trade and Other Receivables

CURRENT

Trade receivables	(a)	168,231	494,202
Provision for impairment	(b)	(20,000)	(20,000)
Net trade receivables		<u>148,231</u>	<u>474,202</u>
Other receivables		118,248	22,532
		<u>266,479</u>	<u>496,734</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		5,311	6,202
ANMF NSWNMA**		7,688	-
ANMF Northern Territory Branch		6,847	572
ANMF South Australian Branch		1,090	33,579
ANMF (SA Branch)**		-	39,025
ANMF Tasmanian Branch		15,814	16,825
ANMF Victorian Branch		79,142	367,402
ANMF Western Australian Branch		1,748	13,314
Total receivable from other reporting units and related parties		<u>117,640</u>	<u>476,919</u>
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>117,640</u>	<u>476,919</u>

** 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 2020

5 Trade and Other Receivables

(b) Provision for impairment of receivables

Movement in provision for impairment of receivables is as follows:

	2020	2019
	\$	\$
Balance at beginning of the year	20,000	20,000
Charged for the year	-	-
Balance at end of the year	<u>20,000</u>	<u>20,000</u>
6 Other financial assets		
Amortised cost financial assets		
Term deposits - current	34,189	33,722
7 Other Assets		
CURRENT		
Prepayments	100,560	117,159
8 Property, Plant and Equipment		
LAND AND BUILDINGS		
Land and buildings		
At independent valuation	4,580,000	3,574,100
Accumulated depreciation	-	(599,007)
Total land and buildings	<u>4,580,000</u>	<u>2,975,093</u>
PLANT AND EQUIPMENT		
Plant and equipment		
At cost	804,359	736,205
Accumulated depreciation	(610,049)	(548,717)
Total plant and equipment	<u>194,310</u>	<u>187,488</u>
Motor vehicles		
At cost	53,955	53,955
Accumulated depreciation	(36,412)	(30,656)
Total motor vehicles	<u>17,543</u>	<u>23,299</u>
Total plant and equipment	<u>211,853</u>	<u>210,787</u>
Total property, plant and equipment	<u>4,791,853</u>	<u>3,185,880</u>

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For the Year Ended 30 June 2020

8 Property, Plant and Equipment

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

	Land and Buildings	Plant and Equipment	Motor Vehicles	Total
	\$	\$	\$	\$
2020				
Year ended 30 June 2020				
Balance at the beginning of year	2,975,093	187,488	23,299	3,185,880
Additions	-	70,428	-	70,428
Disposals - written down value	-	(2,273)	-	(2,273)
Depreciation expense	(71,463)	(61,333)	(5,756)	(138,552)
Revaluation increase recognised in equity	1,676,370	-	-	1,676,370
Balance at the end of the year	4,580,000	194,310	17,543	4,791,853
2019				
Year ended 30 June 2019				
Balance at the beginning of year	3,046,557	218,103	18,042	3,282,702
Additions	-	23,552	27,697	51,249
Disposals - written down value	-	-	(12,129)	(12,129)
Depreciation expense	(71,464)	(54,167)	(10,311)	(135,942)
Balance at the end of the year	2,975,093	187,488	23,299	3,185,880

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2020

9 Intangible Assets

	2020	2019
	\$	\$
CPE Website		
Cost	164,948	114,948
Accumulated amortisation and impairment	(113,812)	(60,976)
Total Intangibles	51,136	53,972

(a) Movements in carrying amounts of intangible assets

	CPE Website	Total
	\$	\$
Year ended 30 June 2020		
Balance at the beginning of the year	53,972	53,972
Additions	50,000	50,000
Amortisation	(52,836)	(52,836)
Closing value at 30 June 2020	51,136	51,136
Year ended 30 June 2019		
Balance at the beginning of the year	68,313	68,313
Additions	8,555	8,555
Amortisation	(22,896)	(22,896)
Closing value at 30 June 2019	53,972	53,972

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Notes to the Financial Statements

For the Year Ended 30 June 2020

10 Trade and Other Payables

		2020	2019
		\$	\$
CURRENT			
Trade payables	10(a)	128,731	171,698
Accrued expense		125,299	89,514
Sundry payables		99,504	101,350
GST payables		153,798	113,836
		<u>507,332</u>	<u>476,398</u>
(a) Payables include:			
Payables to other reporting units:			
ANMF Australian Capital Territory Branch		-	2,074
ANMF Tasmanian Branch		-	813
ANMF Northern Territory Branch		509	-
Total payables to other reporting units		<u>509</u>	<u>2,887</u>
Payables for legal cost			
Litigation		-	-
Other legal matters		4,004	18,679
Total payables to legal cost		<u>4,004</u>	<u>18,679</u>
(b) Financial liabilities at amortised cost classified as trade and other payables			
Trade and other payables:			
- total current		507,332	476,398
Less:			
GST payables		(153,798)	(113,836)
Financial liabilities as trade and other payables	16	<u>353,534</u>	<u>362,562</u>

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Notes to the Financial Statements

For the Year Ended 30 June 2020

11 Borrowings

2020	2019
\$	\$

NON-CURRENT

Secured liabilities:

Bank loans	11(a)	-	9,008
		-	9,008

(a) Bank loans

The bank overdraft and loan in 2019 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, this has been fully repaid in advance in 2020 and the mortgage has been released.

12 Provisions

Employee Provisions

Office Holders:

Annual leave	82,700	71,536
Long service leave	86,716	74,727
Separations and redundancies	-	-
Other	12,851	12,622

Subtotal employee provisions office holders	182,267	158,885
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Employees other than office holders:

Annual leave	295,084	296,671
Long service leave	498,246	500,431
Separations and redundancies	-	-
Other	26,652	26,527

Subtotal employee provisions employees other than office holders	819,982	823,629
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Total employee provisions	1,002,249	982,514
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Analysis of total provisions

Current	964,166	949,825
Non-current	38,083	32,689
	1,002,249	982,514

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2020

12 Provisions

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.

13 Other Liabilities

		2020	2019
		\$	\$
CURRENT			
Biennial National Conference unearned income	13(a)	-	100,000
Unearned subscription		-	2,075
Other deferred income		139,935	25,560
		139,935	127,635

(a) Biennial National Conference income in advance

ANMF Australian Capital Territory Branch	-	1,074
ANMF New South Wales Branch**	-	24,822
ANMF Northern Territory Branch	-	1,169
ANMF (SA Branch)**	-	7,485
Queensland Nurses and Midwives Union**	-	21,090
ANMF Tasmanian Branch	-	2,838
ANMF Victorian Branch	-	29,532
ANMF Western Australian Branch	-	11,990
Others	-	-
	-	100,000

** Transaction balances with state registered trade unions.

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Notes to the Financial Statements

For the Year Ended 30 June 2020

14 Equity

(a) Other Specific disclosures - Funds

	2020	2019
	\$	\$
Compulsory levy/voluntary contribution fund - if invested in assets	-	-
Other funds required by rules	-	-
	<u>-</u>	<u>-</u>

15 Cash Flow Information

(a) Reconciliation of cash and cash equivalents as per balance sheet to cash flow statement:

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

Cash and cash equivalents as per:

Cash flow statement	1,656,102	975,349
Balance sheet	1,656,102	975,349
	<u>-</u>	<u>-</u>

Difference

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

Net surplus/(deficit) for the year	307,172	31,560
Non-cash flows in surplus		
Depreciation	140,825	158,838
Loss/(profit) on disposal of non-current assets	-	(5,599)
Amortisation of website	52,836	-
Provision for doubtful debts	-	-
Changes in assets and liabilities		
(Increase)/decrease in trade and term receivables	230,255	7,883
(Increase)/decrease in other assets	16,599	(3,794)
Increase/(decrease) in trade payables and accruals	30,934	518
Increase/(decrease) in other current liabilities	12,300	45,244
Increase/(decrease) in provisions	19,735	48,648
	<u>810,656</u>	<u>283,298</u>

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Notes to the Financial Statements

For the Year Ended 30 June 2020

15 Cash Flow Information

(c) Cash flow with reporting units

	2020	2019
	\$	\$
Cash Inflows:		
ANMF Australian Capital Territory Branch	153,697	174,103
ANMF New South Wales Branch	1,689,109	1,644,320
ANMF Northern Territory Branch	79,590	110,022
ANMF South Australian Branch	715,238	429,281
ANMF QNMU Branch	1,368,444	1,302,211
ANMF Tasmanian Branch	199,804	219,137
ANMF Victorian Branch	3,906,235	3,777,685
ANMF Western Australian Branch	831,188	842,218
QNMU - Queensland Nurses & Midwives' Association	107,657	-
Total cash inflows	9,050,962	8,498,977
Cash outflows:		
ANMF Australian Capital Territory Branch	(5,923)	(4,599)
ANMF New South Wales Branch	(726)	-
New South Wales Nurses and Midwives Association	(16,129)	-
ANMF Northern Territory Branch	(3,030)	(10,964)
ANMF (SA Branch)**	(3,977)	-
Queensland Nurses and Midwives Union**	(17,546)	-
ANMF Tasmanian Branch	(6,206)	(3,237)
ANMF Victorian Branch	(72,445)	(8,489)
ANMF Western Australian Branch	(16,403)	(986)
Total cash outflows	(142,385)	(28,275)

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2020

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	2020 \$	2019 \$
Financial Assets			
Cash and cash equivalents	4	1,656,102	975,349
Trade and other receivables	5	266,479	496,734
Amortised cost financial assets	6	34,189	33,722
Total financial assets		1,956,770	1,505,805
Financial Liabilities			
Trade and other payables	10	353,534	362,562
Borrowings	11	-	9,008
Total financial liabilities		353,534	371,570

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 2020

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

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2020

16 Financial Risk Management

Financial liability maturity analysis

	Within 1 Year		1 to 5 Years		Over 5 Years		Total	
	2020	2019	2020	2019	2020	2019	2020	2019
	\$	\$	\$	\$	\$	\$	\$	\$
Financial liabilities due for payment								
Trade and other payables (excluding GST)	353,534	362,562	-	-	-	-	353,534	362,562
Borrowings (excluding finance lease)	-	-	-	-	-	9,008	-	9,008
Total contractual outflows	353,534	362,562	-	-	-	9,008	353,534	371,570

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 2020

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 2020, 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:

	2020	2019
	\$	\$
Change in profit		
- Increase in interest rate +/- 2%	33,803	20,350
Change in equity		
- Increase in interest rate +/- 2%	33,803	20,350

17 Remuneration of Auditors

Remuneration of the auditor

- Financial statement audit services	21,000	20,500
- Preparation of general purpose financial report	6,100	6,000
	<u>27,100</u>	<u>26,500</u>

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2020

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 2020	\$	\$	\$	\$
Non-financial assets				
Land and buildings	-	4,580,000	-	4,580,000

(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 2020

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 2020		
	\$		
Non-financial assets			
Land and buildings	4,580,000	Market approach using recent observable market data for similar properties; income approach using discounted cash flow methodology	Price per square metre; market borrowing rate

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

19 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 were historically eliminated on consolidation.

NENA has dissolved during the 2019/2020 financial year. The remaining fund was fully transferred to Australian Nursing and Midwifery Federation.

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2020

19 Related Parties

(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 are as follows:

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

	2020	2019
	\$	\$
Received from other reporting units		
ANMF Australian Capital Territory Branch	717	689
ANMF New South Wales Branch	18,207	19,708
ANMF Northern Territory Branch	155	-
ANMF Tasmanian Branch	376	312
ANMF Victorian Branch	21,662	22,694
ANMF Western Australian Branch	1,589	1,326
Received from state registered trade unions		
ANMF (SA Branch)	5,490	5,888
Queensland Nurses and Midwives Union	15,470	16,391
	63,666	67,008

CPE Online tutorial services income was received from the following branches:

Queensland Nurses and Midwives Union	45,000	-
ANMF Northern Territory Branch	2,086	-
NSW Nurses and Midwives' Association	4,070	-
	51,156	-

Payments made to NSW Nurses and Midwives' Association includes the following:

Campaign expense	-	10,000
Project expense	-	756
	-	10,756

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2020

19 Related Parties

Payments made to Australian Nursing and Midwifery Federation Victorian Branch

	2020	2019
	\$	\$
Parent		
Biennial National Conference venue hire	56,595	-

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.

(c) Transactions with key management personnel's related entities

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

HESTA Superannuation Fund		
Income received in advance	88,000	25,000
Income receivable	13,600	-
HESTA Superannuation Fund		
Directors' fees income	52,900	46,246
Biennial conference sponsorship income	32,090	-
Other sponsorship income	37,000	25,000

(d) Former related party

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

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2020

20 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 \$5,500 to the Federal President for the year ended 30 June 2020 (2019:\$5,500). The other Executive Committee Members and the Federation's Councillors are not remunerated in their capacity as councillors.

	2020	2019
	\$	\$
Key management personnel compensation:		
- short-term employee benefits	396,367	413,946
- post-employment benefits	55,788	56,070
- other long-term benefits	4,367	10,612
- termination benefits	-	-
	<u>456,522</u>	<u>480,628</u>

21 Events after the end of the Reporting Period

As a result of the evolving nature of the COVID-19 outbreak and the rapidly evolving government policies of restrictive measures put in place to contain it, as at the date of these financial statements, the Group is not in a position to reasonably estimate the financial effects of the COVID-19 outbreak on the future financial performance and financial position of the Group.

Other than the current disclosures, 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 Group, the results of those operations, or the state of affairs of the Group in subsequent financial periods.

22 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 2020 is \$13,665 (2019: \$50,003). Liabilities incurred on behalf of its branch are not recognised in the financial statements as it is unlikely the Federal Office will have to meet the liabilities from its own resources.

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Notes to the Financial Statements

For the Year Ended 30 June 2020

23 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),

24 Economic Dependence and Going Concern

The Group is economically dependent on capitation fees received from each ANMF Branches. In the 2020 year, this formed 77% 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 2020

25 Parent entity

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

	2020	2019
	\$	\$
Statement of Financial Position		
Assets		
Current assets	2,057,330	1,620,116
Non-current assets	4,842,989	3,239,852
Total Assets	6,900,319	4,859,968
Liabilities		
Current liabilities	1,611,433	1,553,798
Non-current liabilities	38,083	41,697
Total Liabilities	1,649,516	1,595,495
Equity		
Retained earnings	1,820,583	1,510,623
Asset revaluation reserve	3,430,220	1,753,850
Total Equity	5,250,803	3,264,473
Statement of Profit or Loss and Other Comprehensive Income		
Surplus for the year	309,960	29,299
Other comprehensive income	1,676,370	-
Total comprehensive income	1,986,330	29,299

Refer to Note 22 for further details on contingent liabilities at year end.

26 Federal Office Details

The registered office of the Federal Office is:

Level 1, 365 Queen Street
Melbourne VIC 3000

The principal places of business are:

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

27 Administration of financial affairs by a third party

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

Australian Nursing and Midwifery Federation and Controlled Entity

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Notes to the Financial Statements

For the Year Ended 30 June 2020

28 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 14 October 2020 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 2020:

The Federal Council declares that in its opinion:

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

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

Federal Secretary

Annie Butler

Dated 14 October 2020

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 (reporting unit), which comprises the consolidated statement of financial position as at 30 June 2020, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity, the consolidated statement of cash flows, and the report required under subsection 255(2A) for the year then ended, and notes to the financial statements, including a summary of 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 2020, 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.

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

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.

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.

Australian Nursing and Midwifery Federation and Controlled Entity

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

- 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.
- 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: 14 October 2020