The Congress of Aboriginal and Torres Strait Islander Nurses and Midwives
Annual Report 2012-2013

Unity and Strength through Caring
Vision

Aboriginal and Torres Strait Islander nurses and midwives play a pivotal and respected role in achieving health equality across the Australian health system for Aboriginal and Torres Strait Islander peoples and communities.

Mission

CATSIN honours a holistic and culturally safe approach to achieving optimal health and wellbeing for Aboriginal and Torres Strait Islander peoples and communities. We develop and promote strategies to ensure that this holistic and culturally safe approach is understood and applied by nurses and midwives working in Australia.

Warning: Aboriginal and Torres Strait Islander readers should be aware that this document contains images and names of people who have since passed away.
About CATSIN

The Congress of Aboriginal and Torres Strait Islander Nurses (CATSIN) began as an idea and question posed by Sally Goold – ‘Why are there so few Aboriginal and Torres Strait Islander nurses?’

A grant from the Office for Aboriginal and Torres Strait Islander Health (OATSIH) to the Australian Nursing Federation (ANF) provided for the first national meeting of Aboriginal and Torres Strait Islander nurses in August 1997. Held in Sydney, the three-day meeting developed a series of recommendations for strategies and initiatives to advance the recruitment of Aboriginal and Torres Strait Islander peoples into nursing.

In 1998, CATSIN was incorporated and until July 2012, led by its founding Executive Director, Dr Sally Goold OAM.

CATSIN is the peak national organisation representing Aboriginal and Torres Strait Islander nurses and midwives. The organisation works with nursing and midwifery professional and industry bodies, nursing and midwifery regulators, and with schools of nursing to deepen the understanding and commitment to Aboriginal and Torres Strait Islander health, leadership, support and recruitment.

CATSIN works collaboratively with Aboriginal and Torres Strait Islander health peak organisations to improve health outcomes for Aboriginal and Torres Strait Islander peoples, particularly through workforce initiatives and planning.

The organisation also provides expert advice to government in relation to Aboriginal and Torres Strait Islander health, nursing and midwifery, as well as workforce, policy and practice.

Governance

CATSIN is a company limited by guarantee and operates within the Corporations Act 2001 (Commonwealth) as well as the CATSIN Constitution registered with the Australian Securities and Investments Commission (ASIC).

CATSIN is governed by an eight-member Board of Directors who represent each state and territory and must be currently registered as a nurse or midwife. They undertake a tenure of two years and have the option to be elected for a further two-year term to a maximum of four consecutive years.

CATSIN’s President is elected by the Board for a two-year term and may serve up to two terms. Given the changes and workload, the Board chose to elect an informal Vice-President to assist the Board and support the President.

It is the responsibility of the Board to set the vision, mission and strategic direction of CATSIN, and oversee the implementation of work through the Chief Executive Officer.
President’s Report

It has been a year of transition and growth for CATSIN. The work that we have undertaken and our plan for the next budget influenced the theme of our next Conference in 2013, ‘All the same but totally different’.

The recruitment and retention of Aboriginal and Torres Strait Islander peoples into the nursing and midwifery professions remains a core strategic direction and our vision is the same. However, the Board of Directors and Secretariat have undergone a few changes. We’ve restructured, reinvigorated and relocated to Canberra!

The move has had a positive effect as all peak Aboriginal, nursing, midwifery and federal government bodies are located in Canberra and we are able to network more readily.

We warmly welcomed Janine Milera as inaugural Chief Executive Officer. Janine had a very busy start, finalising a two-year funding agreement with the Department of Health and Ageing.

CATSIN’s Directors have embraced their responsibilities and have been working to increase our influence, with members on many state and federal government health and education advisory committees. The request for CATSIN’s representation and input is increasing on a daily basis, which is highly encouraging for the future.

Robyn Coulthard, Project Officer and interim Chief Executive Officer during the transition from Queensland to Canberra unfortunately resigned for family reasons. She was present at the first meeting of CATSIN and her commitment has been unwavering. The Board of Directors thank Robyn for her hard work and support, and wish her well on her next journey.

The 2013 Conference in Canberra is developing as CATSIN’s biggest so far with a diverse and informative program. Members and supporters of Aboriginal health, nursing and midwifery will find it very valuable to attend.

The Executive General Meeting in February enabled all Members to participate more actively in CATSIN business and have their voices heard. Membership has increased significantly over the past year and we encourage all Members to become more involved.

Anne Maree Maher
CATSIN President

Board Report

Four Board meetings were held this year and two teleconferences. The meetings were held in September, October, December and April, and the teleconferences in July and August.

Board members undertook formal professional development sessions including governance training and financial/accounting training.

A full day was facilitated to review the Strategic Plan and set the basic framework upon which the next plan was developed.

Annual General Meeting

The Annual General Meeting (AGM), held in conjunction with the Annual Conference, generated many changes to the Constitution. Issues were discussed, giving the new Board direction and ideas to focus on throughout the year. Apart from recommendations to amend the Constitution, the members resolved that student members be given the same voting rights as ordinary members. Members also discussed the need for more time to be set aside for the AGM to allow for broader discussion. The AGM was well attended with a great spirit of participation.

CATSIN Conference

The 2012 Conference was held in Cairns in September 2012. The conference provided an opportunity for students to talk to experienced, skilled Aboriginal and Torres Strait Islander nurses and midwives as well as to non-Indigenous nursing and midwifery leaders who actively support CATSIN students and are role models.

The Conference also provided an opportunity to hear about the good news stories in Aboriginal and Torres Strait Islander health from various presentations. The Conference theme ‘Gettin’ There’ was truly exemplified when Roianne West opened as Keynote Speaker. Roianne joined CATSIN several years ago as a student and was supported to attend her first CATSIN conference. Now a leader, Roianne has come back to CATSIN as a PhD candidate and an expert in recruitment and retention of Aboriginal and Torres Strait Islander students in nursing and midwifery programs. It was a privilege to hear her explain the specific needs of Aboriginal and Torres Strait Islander students and the many issues that still persist and affect Aboriginal and Torres Strait Islander students.

The Conference Dinner was a relaxed barbecue by the pool. A selection of modern and contemporary music featuring Aboriginal and Torres Strait Islander musicians played in the background to a constant hum of conversation and laughter.

In keeping with tradition, a local gallery featuring both Aboriginal and Torres Strait Islander art provided a stall with traditional arts and crafts, and attendees were able to meet with the artists.

CATSIN thanks sponsors of the students, in particular Lyell McEwin Hospital in South Australia, St Vincent’s Melbourne and The Women’s Hospital Melbourne.
Board of Directors

Outgoing - Term expired September 2012
Sally Goold, Executive Director, Retired
Karen Atkinson, Tasmania (Casual Director)
Lesley Salem, New South Wales
Nola White, Queensland

Current Directors

President - Anne Maree Maher, Australian Capital Territory

Anne Maree is a Wiradjuri woman, born in Orange NSW. She grew up in Kandos and later her family moved to Cooma NSW where she finished schooling. In 1982, Anne Maree successfully completed Registered Nurse training at Cooma District Hospital with secondments to Kenmore Psychiatric Hospital Goulburn, as well as Prince of Wales and Prince Henry Hospitals in Sydney.

Anne Maree graduated as a midwife in 1986 after training at the Royal Hospital for Women in Sydney and progressed through the graduate midwife program at Royal North Shore Hospital. She then continued to work in the delivery suite for four years.

Anne Maree now works at the Canberra Hospital in the Canberra Midwifery Program, a service that offers continuity of care with a known midwife including antenatal birth and postnatal care. She has been part of a midwifery consortia visiting and providing care and expert advice on a regular basis to women in Walgett and surrounding outer rural areas of NSW.

Faye Clarke, Victoria

Faye Clarke is from Ballarat in Victoria. Her family originates from the Gunditjmara, Wotjaboluk and Ngarinjeri peoples of Victoria and South Australia. Faye studied at the Australian Catholic University in Ballarat and she graduated as a Registered Nurse in 2004.

Faye is employed at Ballarat and District Aboriginal Co-operative (BADAC) as a registered nurse and diabetes nurse educator. She completed a Graduate Certificate in Tertiary Education in 2007 and has worked for the Australian Catholic University and University of Ballarat as a sessional tutor in Indigenous health courses for the Bachelor of Nursing Degree.

Faye has a wealth of experience in the management of chronic disease, diabetes and diabetes education; mentoring and student support. She is currently applying to become a credentialed diabetes nurse educator.

Donna Coulthard, South Australia

Donna was born and raised in Ceduna, South Australia, and is a descendant of the Wirangu and Kukatha peoples. She is a registered nurse and graduated in 1993 with a Bachelor of Nursing from the University of South Australia, having been an enrolled nurse for many years.

Donna has predominantly worked in Aboriginal health including for many years in remote South Australia, then in rural areas and now the urban setting. Nursing has taken Donna to many remote and rural communities throughout South Australia, Western Australia, the Northern Territory, and Central Australia, where she gained extensive knowledge and skills in clinical nursing, health promotion and chronic disease management while having the opportunity and privilege to live and work amongst different Aboriginal cultural groups.

She has recently taken a position with the SA Government at the Aboriginal Family Clinic, Southern Primary Health as the Practice Nurse.

Ali Drummond, Queensland

Ali was born and raised on Thursday Island in Far North Queensland. He is a descendent of the Dauareb people of the Murray Islands and the Wuthathi and Yadaigana people of North-Eastern Cape York Peninsula.

Ali’s clinical nursing experience includes Aboriginal and Torres Strait Islander primary and community health, medical and surgical nursing. He also has experience in nursing policy, having recently worked in the Nursing and Midwifery Office Queensland as an Assistant Director of Nursing and as the Indigenous Nurse Advisor to Queensland’s Chief Nursing and Midwifery Officer.

Ali has recently commenced as a Lecturer at the School of Nursing, Queensland University of Technology, and is currently completing his Masters in International Public Health. He is also a Board Director for the Lowitja Institute for Aboriginal and Torres Strait Islander Health Research.
Michael Griffiths, New South Wales

It is with great sadness that we announce that Michael passed away as a result of an accident on his beloved motorcycle on Tuesday 23 July 2013. Michael was loved and respected by his colleagues at CATSIN, Directors, staff and members alike. In Michael's honour, CATSIN are printing his biography in his own words.

I am a proud Kamilaroi man, living on Wonoruah land. My nursing career started in 1977 at the Maitland Hospital. In 1980, I completed my Geriatric Aged Care Certificate at Allandale Hospital Cessnock.

My real education began in 1996, when I was employed by Corrections Health (now Justice Health), at Cessnock Correctional Centre. While at Justice, I worked in many capacities such as NUM, Nurse Manager, CNC Chronic Disease, Crisis, Aboriginal Liaison for the Inmate Health Survey, Aboriginal Chronic Care Nurse, Project Officer (introducing Spirometry and Respiratory Education into the state prisons), Drug and Alcohol and Mental Health.

I travelled extensively around NSW, relieving in clinics at Broken Hill, Ivanhoe, Glen Innes, Lithgow, Muswellbrook, Silverwater, Mulawa and Emu Plains. The last position I had was the Manager for Chronic Disease with the Aboriginal Health Unit, devising, implementing and managing the Renal Screening and Smoking Cessation Programs statewide.

For the last three years, I have worked for Hunter New England Health as the Clinical Nurse Consultant for Aboriginal Chronic Disease. My main responsibilities are running screening clinics and using my cultural knowledge and communication skills to educate and encourage Indigenous people to improve their health status.

The passion for Aboriginal health was ignited by seeing how largely preventable chronic disease had impacted on my family, invaliding and prematurely killing many that were near and dear to me.

I am married with two children aged 24 and 21. My interests outside Aboriginal health are working on my farm and motorcycling.

Jane Jones, Western Australia

Jane is a proud Noongar woman, born in York, Western Australia. She grew up in a small town called Popanyinning in the south-west of Western Australia and went to school in Narrogin.

In the 1990s, Jane undertook an undergraduate degree in nursing at Curtin University in Bentley as a mature age student. It took a few years to complete and she graduated in 2001. For Jane becoming a registered nurse has been most rewarding; she is beginning to see the statistics for infant, teenagers, young adults and adults’ morbidity and mortality. Jane sees and understands the scope of the social, emotional, physiological and broader health issues that confronts her clients. She is currently working at Derbarl Yerrigan Health Service in East Perth as Clinic Manager.

Debbie Miller, Tasmania

Debbie comes from a community in the north of Tasmania. She completed her nursing degree at the University of Tasmania in 1992 and has been nursing for 20 years. Debbie has worked at the Tasmanian Aboriginal Centre and gained many skills including in aged care, dementia care, disability and acute care medical specialising in respiratory and renal nursing.

Debbie completed her preceptor course and enjoyed the privilege of preceptoring and mentoring students. She would like to undertake midwifery studies and would like to complete her nursing career continuing in Aboriginal health.

Ted Murphy, Queensland

Ted is a Kabi-Kabi man from the coastal areas north of Brisbane and has lived in the Northern Territory since 1997. He has worked in Kunberlianjnja as the Mens Health Nurse at the invitation of the community government council.

Ted’s background includes working for many years as both a clinician and an educator. This experience has covered a number of areas as diverse as remote health, critical care and Australian Medical Assistance Teams.

Teaching appointments include the Northern Territory Department of Health, the Batchelor Institute of Indigenous Tertiary Education, and Charles Darwin University. In addition to CATSIN, professional memberships include the Australian College of Nursing, the Council of Remote Area Nurses Australia and the World Association for Disaster and Emergency Medicine.

Previous governance roles include Deputy Chair of the Batchelor Institute of Indigenous Tertiary Education Council, the Charles Darwin University Vice Chancellor’s Indigenous Advisory Group and the Northern Territory Clinical School Indigenous Reference Group.

Ted is also an active member of the Humpty Doo Volunteer Fire Brigade, where he can be found most dry season evenings and weekends.
Chief Executive Officer’s Report

CATSIN had a very busy year, characterised by change, challenge and minimal resources. Founding Executive Director, Sally Goold, retired on 31 July 2012 saying it was time to “hang up the veil”. Sally’s retirement set off a chain of events culminating in major changes including a new governance structure, several amendments to the CATSIN Constitution and the relocation of CATSIN from Bribie Island in Queensland to Canberra, all undertaken with skeleton staff.

CATSIN has continued to have a presence on many permanent organisations, boards, committees and advisory groups including the Close the Gap Steering Committee, the National Health Leadership Forum, Australian Nursing and Midwifery Accreditation Council Board and committees, and the Nursing and Midwifery Stakeholder Reference Group.

The organisation was invited to join many new projects and committees to represent and provide input on Aboriginal and Torres Strait Islander health in nursing and midwifery. Workforce issues drive much of CATSIN’s work, however professional and advocacy issues remain very much to the fore.

Robyn Coulthard
Interim Chief Executive Officer

Highlights

Registered Nurse Accreditation Standards 2012

Perhaps the highlight of the year is the culmination of 15 years of lobbying and influence in nursing and midwifery education. The Registered Nurse Accreditation Standards 2012 mandate Aboriginal and Torres Strait Islander health, history and culture content for all programs leading to registration as a nurse. Further, the Accreditation Standards mandate recruitment of Aboriginal and Torres Strait Islander peoples into undergraduate nursing programs and support for those students.

Nursing is the first regulated health profession to mandate requirements for undergraduate Aboriginal and Torres Strait Islander education, and CATSIN is proud of this achievement.

St Vincent’s Hospital (Melbourne) Aboriginal and Torres Strait Islander Early Graduate Nurse Project

St Vincent’s Melbourne has commenced the first Australian Graduate Year program for Aboriginal and Torres Strait Islander early graduates. Projects such as this were unimaginable ten years ago and CATSIN’s dreams of influencing organisations and governments to undertake such projects are finally coming to fruition.

Constitution and Governance

The CATSIN Constitution was amended during the past year to summarise:

Definitions and Language

The words nurse and midwife, nurses and midwives and nursing and midwifery have replaced all references to nurse, nurses and nursing.

Classes of Membership

A mechanism was put in place to enable certain classes of membership, being life members, honorary members, and any other class of member from time to time as determined by the Board.

Votes of Members

Student members were given entitlement to vote at general meetings of Members.

President

The position of President was added. This person is a Director and elected to the position of President by the Board of Directors.

Chief Executive Officer

The position of Chief Executive Officer was added to manage the day-to-day operations of CATSIN.

Change of Name

CATSIN members expressed a desire to change the name of the organisation to include midwives. The change is in progress and will be put to members in July 2013.

Appointment of Attorneys and Agents

Provides for Directors to appoint an attorney or agent of the Company.

Proxy Votes

Allows members to grant a proxy vote if they are unable to attend meetings.

Appointment, Removal and Remuneration of Directors

The term of office for a Director is two years and only two terms can be served consecutively.

Secretary

The Directors determine who holds this office and whether payment is made. The Secretary could be an appointed person who is not a member or an employee.

These changes to governance provide the basic building blocks for CATSIN to move to a modern governance structure.
First Chief Executive Officer

Ms Janine Milera commenced on 17 June 2013 as CATSIN’s first Chief Executive Officer. Janine brings with her extensive experience in Aboriginal and Torres Strait Islander health and nursing including the past six years as Manager of Projects for NACCHO.

Membership

CATSIN has increased its membership by 300% since May 2012. As at 30 June 2013, CATSIN had 150 members, with new applications received daily.

International Council of Nurses 25th Quadrennial Congress

A CATSIN contingent attended the ICN 25th Quadrennial Congress in Melbourne this May. Perhaps the largest nursing conference in the world, it was hosted by ICN member organisation, the Australian College of Nursing (ACN), in conjunction with the ANF. The congress commenced with a wonderful opening and Welcome to Country by Aunty Carolyn Briggs along with a concert starring Debra Cheetham and her cast of Aboriginal and Torres Strait Islander singers performing the ‘Short Black Opera’.

CATSIN’s Queensland Director Ali Drummond presented an informative and thought-provoking paper on the benefits of establishing Aboriginal and Torres Strait Islander healthcare as a nursing specialisation.

Thanks to ANF Federal Office, NSW Nursing and Midwifery Association, Queensland Nurses Union and CRANApplus for supporting CATSIN’s attendance.

“First Chief Executive Officer

Ms Janine Milera commenced on 17 June 2013 as CATSIN’s first Chief Executive Officer. Janine brings with her extensive experience in Aboriginal and Torres Strait Islander health and nursing including the past six years as Manager of Projects for NACCHO.

Membership

CATSIN has increased its membership by 300% since May 2012. As at 30 June 2013, CATSIN had 150 members, with new applications received daily.

International Council of Nurses 25th Quadrennial Congress

A CATSIN contingent attended the ICN 25th Quadrennial Congress in Melbourne this May. Perhaps the largest nursing conference in the world, it was hosted by ICN member organisation, the Australian College of Nursing (ACN), in conjunction with the ANF. The congress commenced with a wonderful opening and Welcome to Country by Aunty Carolyn Briggs along with a concert starring Debra Cheetham and her cast of Aboriginal and Torres Strait Islander singers performing the ‘Short Black Opera’.

CATSIN’s Queensland Director Ali Drummond presented an informative and thought-provoking paper on the benefits of establishing Aboriginal and Torres Strait Islander healthcare as a nursing specialisation.

Thanks to ANF Federal Office, NSW Nursing and Midwifery Association, Queensland Nurses Union and CRANApplus for supporting CATSIN’s attendance.

“This project was embarked upon following funding from the Victorian Closing the Health Gap Aboriginal health workforce initiative and it contributes to the Australian commitment to boosting the Aboriginal and Torres Strait Islander workforce. St Vincent’s facilitates a successful and robust graduate nurse program that continually seeks to evolve and improve.”

Crampton, R and Riddington, D. St Vincent’s Hospital Aboriginal and Torres Strait Islander Early Graduate Nurse Project Report, St Vincent’s Melbourne, 2012. P. 6

This year has seen the finalisation of the project, culminating in a group of four early graduates with one student commencing a graduate program at The Women’s Hospital. Ruth Crampton, Project Manager and Ben Gorrie, CATSIN member, worked with great dedication to see this project through to commencement. CATSIN’s involvement gave insights and ideas, critical suggestions and comment.

Murra Mullangari

The Murra Mullangari project aims to inspire Aboriginal and Torres Strait Islander students to pursue a career in health and to support them in their transition from secondary school to the health workforce. To progress this project, CATSIN worked with the Australian Indigenous Doctors Association (AIDA), Australian Indigenous Psychologists Association (AIPA), Indigenous Allied Health Association (IAHA), Indigenous Dentists Association Australia (IDAA), National Aboriginal and Torres Strait Islander Health Worker Association (NATSIWHA), and the National Aboriginal Community Controlled Health Organisation (NACCHO).

The residential program was held in April 2013 over five days in Canberra. Thirty young Aboriginal and Torres Strait Islander people in years 10, 11 and 12 from all parts of Australia attended. They learnt about various health professions, access to young (and older) Aboriginal and Torres Strait Islander health professionals for advice and questions, and ongoing mentoring to support them through their last years of schooling and into education for their chosen health profession. Around a third of the participants stated they were keen to undertake nursing and/or midwifery.
Promotion

Newsletter and Friday News

Members received a regular Newsletter throughout the year including a new initiative, Friday News, which was commenced to share information from other organisations in a timely manner.

A change to the method of distributing the Newsletter and Friday News provided for tracking readership. This provides valuable information to the CATSIN staff engaged in publishing.

Towards a Shared Understanding of Terms and Concepts

CATSIN developed a document ‘Strengthening nursing and midwifery care of Aboriginal and Torres Strait Islander peoples’ to guide and inform readers, particularly within the nursing and midwifery professions, on the many terms and definitions relating to Aboriginal and Torres Strait Islander services.

This document sought to return to and reproduce the original meanings and definitions of the terms. It does not recommend or steer the reader in any particular direction but rather, seeks to remind readers of the correct use of the terms.

The document has received critical acclaim from nursing and midwifery leaders and can be downloaded at http://catsin.org.au/definitive-catsin-paper-towards-a-shared-understanding-of-terms-and-concepts

Corporate Identity

The Board worked on a new corporate identity for CATSIN in keeping with members’ wishes to incorporate midwifery into CATSIN’s name and the move to Canberra. The change of name, new logo, and new website is awaiting final sign-off by members in July 2013. A launch of the new corporate identity will be keenly anticipated in 2013-14.

Lesley Salem, former Director of CATSIN and Australia’s first Aboriginal Nurse Practitioner designed the new logo. Lesley was also the recipient of the CATSIN Award for Nursing Excellence at the 2010 Annual Conference. CATSIN thanks Lesley for her commitment to Aboriginal and Torres Strait Islander health, to nursing and to her organisation.

CATSIN, by whatever name, will proudly continue to use its motto ‘Unity and Strength through Caring’.

Representation and Advocacy

CATSIN has a wealth of knowledge and expertise that is openly shared with many other groups including Boards, peak bodies, expert reference and advisory groups.
The organisation has provided a range of representatives including staff, members, Directors and the President, based on their particular expertise and experience to the following groups:

**Group**

- Close the Gap Steering Committee
- National Health Leadership Forum
- Congress of Australia’s First Peoples
- Australian Nursing and Midwifery Accreditation Council (ANMAC)
- ANMAC Standards, Accreditation and Assessment Committee
- ANMAC Midwifery Accreditation Committee (Aboriginal and Torres Strait Islander Midwife Advisor)
- Aboriginal and Torres Strait Islander Health Workforce Working Group (ATSIHWWG)
- Australian College of Midwives Aboriginal and Torres Strait Islander Advisory Committee
- Murra Mullanngari National Aboriginal and Torres Strait Islander Health Careers Development Program Advisory Group
- Murra Mullanngari National Aboriginal and Torres Strait Islander Health Careers Development Program (Group Leaders)
- Coalition of National Nursing Organisations (CoNNO) Council
- CoNNO Member
- National Aboriginal and Torres Strait Islander Health Plan (NATSIHP) Stakeholder Advisory Group (CoNNO Rep)
- Health Workforce Australia (HWA) Aboriginal and Torres Strait Islander Health Workforce Advisory Committee
- HWA - Standing Advisory Committee for Health Professions
- Australia and New Zealand Data Collection Group Indigenous Reference Group (ANZDATA)
- Nursing and Allied Health Rural Locum Scheme Steering Committee
- National Aboriginal and Torres Strait Islander Dementia Advisory Group
- Nursing and Midwifery Stakeholder Reference Group
- Puggy Hunter Scholarship Scheme
- Nursing and Allied Health Scholarship and Support Scheme PAG
- Nursing and Allied Health Scholarship and Support Scheme Selection Panel
- Aged Care Nursing Scholarship Scheme PAG
- Aged Care Nursing Scholarship Scheme Selection Panel
- TeleHealth Standards Advisory Group
- Chronic Diseases Expert Reference Group (Australian College of Mental Health Nurses)
- Ralph Lauren Pink Polo Scholarship Selection Committee
- WA Aboriginal and Torres Strait Islander Nursing and Midwifery Advisory Board
- University of Sydney Primary Health Care Advisory Group
- University of Newcastle Nurse Practitioner Advisory Board
- National Expert Reference Group for the Working Together Project (Mental Health)
- EN Practice Standards Review Expert Advisory Group
- NSW Health CKD Prevention Group
- RANZCOG 2014 Indigenous Women’s Health Meeting Organising Committee
- Weenthunga Symposium

### Membership

**Membership Numbers**

<table>
<thead>
<tr>
<th>Year</th>
<th>Student</th>
<th>Nurses</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>15</td>
<td>30</td>
<td>45</td>
</tr>
<tr>
<td>2006</td>
<td>22</td>
<td>37</td>
<td>59</td>
</tr>
<tr>
<td>2007</td>
<td>29</td>
<td>37</td>
<td>66</td>
</tr>
<tr>
<td>2008</td>
<td>51</td>
<td>50</td>
<td>101</td>
</tr>
<tr>
<td>2009</td>
<td>52</td>
<td>44</td>
<td>96</td>
</tr>
<tr>
<td>2010</td>
<td>57</td>
<td>51</td>
<td>108</td>
</tr>
<tr>
<td>2011</td>
<td>38</td>
<td>41</td>
<td>79</td>
</tr>
<tr>
<td>2012</td>
<td>20</td>
<td>46</td>
<td>66</td>
</tr>
<tr>
<td>2013</td>
<td>58</td>
<td>97</td>
<td>155</td>
</tr>
</tbody>
</table>
Financial Statements
For the Year Ended 30 June 2013

Directors’ Report................................................................. 19
Auditors Independence Declaration under Section 307C of the Corporations Act 2001 .............................................. 20
Statement of Profit or Loss and Other Comprehensive Income................................................................. 21
Statement of Financial Position ............................................. 22
Statement of Changes in Equity............................................ 23
Statement of Cash Flows ...................................................... 24
Notes to the Financial Statements....................................... 25
Directors’ Declaration......................................................... 35
Independent Audit Report .................................................. 36
Congress of Aboriginal and Torres Strait Islander Nurses and Midwives Ltd
ACN 085 000 120

Directors’ Report
30 June 2013

The directors present their report on Congress of Aboriginal & Torres Strait Islander Nurses & Midwives Ltd for the financial year ended 30 June 2013.

1. General information

Information on directors

The names of each person who has been a director during the year and to the date of this report are:

Faye Clarke
Edward Murphy
Deborah Miller
Ali Drummond
Jane Jones
Anne Maher
Donna Coulthard

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

Principal activities

The principal activity of Congress of Aboriginal & Torres Strait Islander Nurses & Midwives Ltd during the financial year was to increase the recruitment and retention of Aboriginal and Torres Strait Islander peoples into nursing and midwifery. Congress of Aboriginal & Torres Strait Islander Nurses & Midwives Ltd is also dedicated to ensure all nurses and midwives have meaningful, discrete courses on Aboriginal and Torres Strait Islander health, history and culture leading to enrolment, registration or endorsement as a nurse or midwife.

No significant changes in the nature of the Company’s activity occurred during the financial year.

Members guarantee

Congress of Aboriginal & Torres Strait Islander Nurses & Midwives Ltd is a company limited by guarantee. In the event of, and for the purpose of winding up of the company, the amount capable of being called up from each members and any person or association who ceased to be a member in the year prior to the winding up, is limited to $10 for all members, subject to the provisions of the company’s constitution.

At 30 June 2013 the collective liability of members was $1,550 (2012: $1,550).

Auditor’s independence declaration

The lead auditor’s independence declaration in accordance with section 307C of the Corporations Act 2001, for the year ended 30 June 2013 has been received and can be found on page 2 of the financial report.

Signed in accordance with a resolution of the Board of Directors:

Director

Dated 26th September 2013

Director

Dated 26th September 2013

Auditors Independence Declaration under Section 307C of the Corporations Act 2001

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2013, there have been:

(i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit, and

(ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Hardwickes
Chartered Accountants

Amanda O’Reilly CA
Partner
12 September 2013
Statement of Profit or Loss and Other Comprehensive Income
For the Year Ended 30 June 2013

<table>
<thead>
<tr>
<th>Item</th>
<th>2013 $</th>
<th>2012 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other income</td>
<td>408,986</td>
<td>372,880</td>
</tr>
<tr>
<td>Administrative expenses</td>
<td>(63,358)</td>
<td>(29,691)</td>
</tr>
<tr>
<td>Conference expenses</td>
<td>(28,070)</td>
<td>(31,443)</td>
</tr>
<tr>
<td>Computer &amp; website expenses</td>
<td>(15,174)</td>
<td>(654)</td>
</tr>
<tr>
<td>Scholarships</td>
<td>(2,000)</td>
<td></td>
</tr>
<tr>
<td>Employee benefits expense</td>
<td>(348,704)</td>
<td>(385,633)</td>
</tr>
<tr>
<td>Travel expenses</td>
<td>(76,201)</td>
<td>(23,867)</td>
</tr>
<tr>
<td>Other expenses</td>
<td>(18,126)</td>
<td>(29,682)</td>
</tr>
<tr>
<td>Profit before income tax</td>
<td>(142,647)</td>
<td>(128,090)</td>
</tr>
<tr>
<td>Income tax expense</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Profit from continuing operations</td>
<td>(142,647)</td>
<td>(128,090)</td>
</tr>
<tr>
<td>Profit for the year</td>
<td>(142,647)</td>
<td>(128,090)</td>
</tr>
<tr>
<td>Other comprehensive income, net of income tax</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Items that will not be reclassified subsequently to profit or loss</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Items that will be reclassified to profit or loss when specific conditions are met</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total comprehensive income for the year</td>
<td>(142,647)</td>
<td>(128,090)</td>
</tr>
</tbody>
</table>

Statement of Financial Position
For the Year Ended 30 June 2013

<table>
<thead>
<tr>
<th>Note</th>
<th>2013 $</th>
<th>2012 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASSETS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CURRENT ASSETS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>2</td>
<td>97,322</td>
</tr>
<tr>
<td>Other assets</td>
<td>4</td>
<td>5,383</td>
</tr>
<tr>
<td>TOTAL CURRENT ASSETS</td>
<td>102,705</td>
<td>222,723</td>
</tr>
<tr>
<td>NON-CURRENT ASSETS</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>3</td>
<td>30,796</td>
</tr>
<tr>
<td>TOTAL NON-CURRENT ASSETS</td>
<td>30,796</td>
<td>29,565</td>
</tr>
<tr>
<td>TOTAL ASSETS</td>
<td>133,501</td>
<td>252,288</td>
</tr>
<tr>
<td>LIABILITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>CURRENT LIABILITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade and other payables</td>
<td>5</td>
<td>20,414</td>
</tr>
<tr>
<td>Employee benefits</td>
<td>6</td>
<td>26,114</td>
</tr>
<tr>
<td>TOTAL LIABILITIES</td>
<td>46,528</td>
<td>22,668</td>
</tr>
<tr>
<td>NET ASSETS</td>
<td>86,973</td>
<td>229,620</td>
</tr>
<tr>
<td>EQUITY</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retained earnings</td>
<td></td>
<td>86,973</td>
</tr>
<tr>
<td>TOTAL EQUITY</td>
<td>86,973</td>
<td>229,620</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
Congress of Aboriginal and Torres Strait Islander Nurses and Midwives Ltd
ACN 085 000 120

Statement of Changes in Equity
For the Year Ended 30 June 2013

<table>
<thead>
<tr>
<th>Year</th>
<th>Retained Earnings</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at 1 July 2012</td>
<td>229,620</td>
<td>229,620</td>
</tr>
<tr>
<td>Loss attributable to members of the entity</td>
<td>(142,647)</td>
<td>(142,647)</td>
</tr>
<tr>
<td>Balance at 30 June 2013</td>
<td>(86,973)</td>
<td>(86,973)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>Retained Earnings</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at 1 July 2011</td>
<td>357,710</td>
<td>357,710</td>
</tr>
<tr>
<td>Loss attributable to members of the entity</td>
<td>(128,090)</td>
<td>(128,090)</td>
</tr>
<tr>
<td>Balance at 30 June 2012</td>
<td>(229,620)</td>
<td>(229,620)</td>
</tr>
</tbody>
</table>

Statement of Cash Flows
For the Year Ended 30 June 2013

<table>
<thead>
<tr>
<th>Note</th>
<th>2013 $</th>
<th>2012 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>CASH FLOWS FROM OPERATING ACTIVITIES:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receipts from customers</td>
<td>8,369</td>
<td>8,986</td>
</tr>
<tr>
<td>Payments to suppliers and employees</td>
<td>(570,312)</td>
<td>(491,502)</td>
</tr>
<tr>
<td>Interest received</td>
<td>42</td>
<td>-</td>
</tr>
<tr>
<td>Receipt from grants</td>
<td>440,000</td>
<td>363,636</td>
</tr>
<tr>
<td>Net cash provided by (used in) operating activities</td>
<td>9 (121,943)</td>
<td>(118,838)</td>
</tr>
<tr>
<td>CASH FLOWS FROM INVESTING ACTIVITIES:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Proceeds from sale of plant and equipment</td>
<td>7,864</td>
<td>-</td>
</tr>
<tr>
<td>Purchase of property, plant and equipment</td>
<td>(11,322)</td>
<td>-</td>
</tr>
<tr>
<td>Net cash used by investing activities</td>
<td>(3,458)</td>
<td>-</td>
</tr>
<tr>
<td>CASH FLOWS FROM FINANCING ACTIVITIES:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net increase (decrease) in cash and cash equivalents held</td>
<td>(124,401)</td>
<td>(118,838)</td>
</tr>
<tr>
<td>Cash and cash equivalents at beginning of year</td>
<td>222,723</td>
<td>341,561</td>
</tr>
<tr>
<td>Cash and cash equivalents at end of financial year</td>
<td>97,322</td>
<td>222,723</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
Notes to the Financial Statements
For the Year Ended 30 June 2013

1  Summary of Significant Accounting Policies

Basis of Preparation
The directors have prepared the financial statements on the basis that the not-for-profit Company is a non-reporting entity because there are no users dependent on general purpose financial statements. These financial statements are therefore a special purpose financial statements that has been prepared in order to meet the requirements of the Corporations Act 2001.

The financial statements have been prepared in accordance with recognition and measurement criteria in the Australian Accounting Standards and the disclosure requirements of AASB 101 Presentation of Financial Statements, AASB 107 Statement of Cash Flows and AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors.

The significant accounting policies disclosed below are those which the directors have determined are appropriate to meet the needs of members. Such accounting policies are consistent with the previous period unless otherwise stated.

The financial statements have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes.

(a) Comparative Amounts
Comparatives are consistent with prior years, unless otherwise stated.

Where a change in comparatives has also affected the opening retained earnings previously presented in a comparative period, an opening statement of financial position at the earliest date of the comparative period has been presented.

(b) Property, Plant and Equipment
Classes of property, plant and equipment are measured using the cost or revaluation model as specified below.

Where the cost model is used, the asset is carried at its cost less any accumulated depreciation and any impairment losses. Costs include purchase price, other directly attributable costs and the initial estimate of the costs of dismantling and restoring the asset, where applicable.

Assets measured using the revaluation model are carried at fair value at the revaluation date less any subsequent accumulated depreciation and impairment losses. Revaluations are performed whenever there is a material movement in the value of an asset under the revaluation model.

Freehold land and buildings that have been contributed at no cost, or for nominal cost are valued and recognised at the fair value of the asset at the date it is acquired.

Plant and equipment
Plant and equipment are measured using the cost model.

Plant and equipment that have been contributed at no cost, or for nominal cost are valued and recognised at the fair value of the asset at the date it is acquired.

(c) Financial instruments
Financial instruments are recognised initially using trade date accounting, i.e. on the date that Company becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

Financial Assets
Financial assets are divided into the following categories which are described in detail below:

• loans and receivables;
• financial assets at fair value through profit or loss;
• available-for-sale financial assets; and
• held-to-maturity investments.

Financial assets are assigned to the different categories on initial recognition, depending on the characteristics of the instrument and its purpose. A financial instrument’s category is relevant to the way it is measured and whether any resulting income and expenses are recognised in profit or loss or in other comprehensive income.

All income and expenses relating to financial assets are recognised in the statement of profit or loss and other comprehensive income in the ‘finance income’ or ‘finance costs’ line item respectively.

Loans and receivables
Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They arise principally through the provision of goods and services to customers but also incorporate other types of contractual monetary assets.

After initial recognition these are measured at amortised cost using the effective interest method, less provision for impairment. Any change in their value is recognised in profit or loss.

The Company’s trade and most other receivables fall into this category of financial instruments. Discounting is omitted where the effect of discounting is considered immaterial.

Significant receivables are considered for impairment on an individual asset basis when they are past due at the reporting date or when objective evidence is received that a specific counterparty will default.

The amount of the impairment is the difference between the net carrying amount and the present value of the future expected cash flows associated with the impaired receivable.

For trade receivables, impairment provisions are recorded in a separate allowance account with the loss being recognised in profit or loss. When confirmation has been received that the amount is not collectable, the gross carrying value of the asset is written off against the associated impairment provision.

Subsequent recoveries of amounts previously written off are credited against other expenses in profit or loss.
Notes to the Financial Statements
For the Year Ended 30 June 2013

1. Summary of Significant Accounting Policies continued

In some circumstances, the Company renegotiates repayment terms with customers which may lead to changes in the timing of the payments, the Company does not necessarily consider the balance to be impaired, however assessment is made on a case-by-case basis.

Financial assets at fair value through profit or loss

Financial assets at fair value through profit or loss include financial assets:

- acquired principally for the purpose of selling in the near future
- designated by the entity to be carried at fair value through profit or loss upon initial recognition or
- which are derivatives not qualifying for hedge accounting.

The Company has some derivatives which are designated as financial assets at fair value through profit or loss.

Assets included within this category are carried in the statement of financial position at fair value with changes in fair value recognised in finance income or expenses in profit or loss.

Any gain or loss arising from derivative financial instruments is based on changes in fair value, which is determined by direct reference to active market transactions or using a valuation technique where no active market exists.

Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets with fixed or determinable payments and fixed maturity. Investments are classified as held-to-maturity if it is the intention of the Company’s management to hold them until maturity.

Held-to-maturity investments are subsequently measured at amortised cost using the effective interest method, with revenue recognised on an effective yield basis. In addition, if there is objective evidence that the investment has been impaired, the financial asset is measured at the present value of estimated cash flows. Any changes to the carrying amount of the investment are recognised in profit or loss.

Available-for-sale financial assets

Available-for-sale financial assets are non-derivative financial assets that do not qualify for inclusion in any of the other categories of financial assets. The Company’s available-for-sale financial assets include listed securities and its investment in Example investment Company.

Purchases and sales of available-for-sale investments are recognised on settlement date.

The investment in [Investment name] is reported at cost less any impairment charges, as its fair value cannot currently be reliably estimated.

All other available-for-sale financial assets are measured at fair value, with subsequent changes in value recognised in other comprehensive income.

Gains and losses arising from financial instruments classified as available-for-sale are only recognised in profit or loss when they are sold or when the investment is impaired.

In the case of impairment or sale, any gain or loss previously recognised in equity is transferred to the profit or loss.

Losses recognised in prior period consolidated income statements resulting from the impairment of debt securities are reversed through the income statement, if the subsequent increase can be objectively related to an event occurring after the impairment loss was recognised in profit or loss.

Financial liabilities

Financial liabilities are recognised when the Company becomes a party to the contractual agreements of the instrument. All interest-related charges and, if applicable, changes in an instrument’s fair value that are reported in profit or loss are included in the income statement line items “finance costs” or “finance income”.

Financial liabilities are classified as either financial liabilities ‘at fair value through profit or loss’ or other financial liabilities depending on the purpose for which the liability was acquired. Although the Company uses derivative financial instruments in economic hedges of currency and interest rate risk, it does not hedge account for these transactions.

The Company’s financial liabilities include borrowings, trade and other payables (including finance lease liabilities), which are measured at amortised cost using the effective interest rate method.

Impairment of financial assets

At the end of the reporting period the Company assesses whether there is any objective evidence that a financial asset or group of financial assets is impaired.

Financial assets at amortised cost

If there is objective evidence that an impairment loss on financial assets carried at amortised cost has been incurred, the amount of the loss is measured as the difference between the asset’s carrying amount and the present value of the estimated future cash flows discounted at the financial asset’s original effective interest rate.

Impairment on loans and receivables is reduced through the use of an allowance accounts, all other impairment losses on financial assets at amortised cost are taken directly to the asset.

Available-for-sale financial assets

A significant or prolonged decline in value of an available-for-sale asset below its cost is objective evidence of impairment. In this case, the cumulative loss that has been recognised in other comprehensive income is reclassified from equity to profit or loss as a reclassification adjustment.

Any subsequent increase in the value of the asset is taken directly to other comprehensive income.

(d) Impairment of non-financial assets

At the end of each reporting period the Company determines whether there is an evidence of an impairment indicator for non-financial assets.

Where this indicator exists and regardless for goodwill, indefinite life intangible assets and intangible assets not yet available for use, the recoverable amount of the assets is estimated.

Where assets do not operate independently of other assets, the recoverable amount of the relevant cash-generating unit (CGU) is estimated.

The recoverable amount of an asset or CGU is the higher of the fair value less costs of disposal and the value in use. Value in use is the present value of the future cash flows expected to be derived from an asset or cash-generating unit.

Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

Reversal indicators are considered in subsequent periods for all assets which have suffered an impairment loss, except for goodwill.

(e) Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.
Notes to the Financial Statements
For the Year Ended 30 June 2013

1 Summary of Significant Accounting Policies continued

(f) Employee benefits
Provision is made for the Company’s liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Those cashflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cashflows.

(g) Income Tax
No provision for income tax has been raised as the Company is exempt from income tax under Div 50 of the Income Tax Assessment Act 1997.

(h) Revenue and other income
Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the entity and specific criteria relating to the type of revenue as noted below, has been satisfied.
Revenue is measured at the fair value of the consideration received or receivable and is presented net of returns, discounts and rebates. All revenue is stated net of the amount of goods and services tax (GST).

Grant revenue
Government grants are recognised at fair value where there is reasonable assurance that the grant will be received and all grant conditions will be met. Grants relating to expense items are recognised as income over the periods necessary to match the grant to the costs they are compensating. Grants relating to assets are credited to deferred income at fair value and are credited to income over the expected useful life of the asset on a straight-line basis.

Interest revenue
Interest is recognised using the effective interest method.

Subscriptions
Revenue from the provision of membership subscriptions is recognised on a straight line basis over the financial year.

(i) Goods and Services Tax (GST)
Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

(j) Adoption of new and revised accounting standards
During the current year, the Company adopted all of the new and revised Australian Accounting Standards and Interpretations applicable to its operations which became mandatory.
The adoption of these Standards has impacted the recognition, measurement and disclosure of certain transactions. The following is an explanation of the impact the adoption of these Standards and Interpretations has had on the financial statements of Congress of Aboriginal & Torres Strait Islander Nurses & Midwives Ltd.
**Notes to the Financial Statements**  
**For the Year Ended 30 June 2013**

### 3 Property, plant and equipment

<table>
<thead>
<tr>
<th>PLANT AND EQUIPMENT</th>
<th>Note</th>
<th>2013 $</th>
<th>2012 $</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Motor vehicles</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At cost</td>
<td></td>
<td>36,415</td>
<td></td>
</tr>
<tr>
<td>Accumulated depreciation</td>
<td></td>
<td>(30,593)</td>
<td></td>
</tr>
<tr>
<td><strong>Total motor vehicles</strong></td>
<td></td>
<td>5,822</td>
<td></td>
</tr>
<tr>
<td><strong>Office equipment</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At cost</td>
<td></td>
<td>28,002</td>
<td>28,002</td>
</tr>
<tr>
<td>Accumulated depreciation</td>
<td></td>
<td>(22,789)</td>
<td>(23,832)</td>
</tr>
<tr>
<td><strong>Total office equipment</strong></td>
<td></td>
<td>5,213</td>
<td>4,170</td>
</tr>
<tr>
<td><strong>Property, Plant and Equipment - C’Wlth Main Fund</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At cost</td>
<td></td>
<td>70,400</td>
<td>59,077</td>
</tr>
<tr>
<td>Accumulated depreciation</td>
<td></td>
<td>(41,429)</td>
<td>(44,400)</td>
</tr>
<tr>
<td><strong>Total Property, Plant and Equipment - C’Wlth Main Fund</strong></td>
<td></td>
<td>25,920</td>
<td>17,648</td>
</tr>
<tr>
<td><strong>Property, Plant and Equipment - Viertel Funds</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At cost</td>
<td></td>
<td>2,054</td>
<td>2,054</td>
</tr>
<tr>
<td>Accumulated depreciation</td>
<td></td>
<td>(1,937)</td>
<td>(1,960)</td>
</tr>
<tr>
<td><strong>Total Property, Plant and Equipment - Viertel Funds</strong></td>
<td></td>
<td>94</td>
<td>117</td>
</tr>
<tr>
<td><strong>Property, Plant and Equipment - C’Wlth Project Manager</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>At cost</td>
<td></td>
<td>4,227</td>
<td>4,227</td>
</tr>
<tr>
<td>Accumulated depreciation</td>
<td></td>
<td>(3,460)</td>
<td>(5,615)</td>
</tr>
<tr>
<td><strong>Total Property, Plant and Equipment - C’Wlth Project Manager</strong></td>
<td></td>
<td>765</td>
<td>29,565</td>
</tr>
<tr>
<td><strong>Total plant and equipment</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>30,796</td>
<td>29,565</td>
</tr>
<tr>
<td><strong>Total property, plant and equipment</strong></td>
<td></td>
<td>30,796</td>
<td>29,565</td>
</tr>
</tbody>
</table>

#### (a) Movements in Carrying Amounts

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

<table>
<thead>
<tr>
<th>Year ended 30 June 2013</th>
<th>Motor Vehicles</th>
<th>Office Equipment</th>
<th>Property, Plant and Equipment C’Wlth Main Fund</th>
<th>Property, Plant and Equipment - Viertel Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance at the beginning of year</td>
<td>5,822</td>
<td>5,213</td>
<td>17,648</td>
<td>117</td>
</tr>
<tr>
<td>Additions</td>
<td>-</td>
<td>-</td>
<td>11,323</td>
<td>-</td>
</tr>
<tr>
<td>Disposals - written down value</td>
<td>(5,809)</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Depreciation expense</td>
<td>(13)</td>
<td>(1,043)</td>
<td>(3,051)</td>
<td>(23)</td>
</tr>
<tr>
<td><strong>Balance at the end of the year</strong></td>
<td>4,170</td>
<td>25,920</td>
<td>94</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year ended 30 June 2013</th>
<th>Property, Plant and Equipment C’Wlth Project Manager</th>
<th>Total $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance at the beginning of year</td>
<td>765</td>
<td>29,565</td>
</tr>
<tr>
<td>Additions</td>
<td>-</td>
<td>11,323</td>
</tr>
<tr>
<td>Disposals - written down value</td>
<td>-</td>
<td>(5,809)</td>
</tr>
<tr>
<td>Depreciation expense</td>
<td>(153)</td>
<td>(4,283)</td>
</tr>
<tr>
<td><strong>Balance at the end of the year</strong></td>
<td>612</td>
<td>30,796</td>
</tr>
</tbody>
</table>

### 4 Other non-financial assets

<table>
<thead>
<tr>
<th>2013 $</th>
<th>2012 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prepayments</td>
<td>5,383</td>
</tr>
</tbody>
</table>
5 Trade and other payables

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade payables</td>
<td>5,383</td>
<td></td>
</tr>
<tr>
<td>GST payable</td>
<td>(708)</td>
<td>16,622</td>
</tr>
<tr>
<td>Payroll liabilities</td>
<td>10,213</td>
<td>6,036</td>
</tr>
<tr>
<td>Other payables</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>20,414</td>
<td>22,668</td>
</tr>
</tbody>
</table>

6 Employee Benefits

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Leave</td>
<td>26,114</td>
<td></td>
</tr>
</tbody>
</table>

7 Members’ Guarantee

The Company is incorporated under the Corporations Act 2001 and is a Company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of $10 each towards meeting any outstandings and obligations of the Company. At 30 June 2013 the number of members was 155 (2012: 155).

8 Revenue and Other Income

Revenue from continuing operations

Finance income includes all interest-related income, other than those arising from financial assets at fair value through profit or loss. The following amounts have been included in the finance income line in the statement of profit or loss and other comprehensive income for the reporting periods presented.

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finance income</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Interest revenue</td>
<td>428</td>
<td>42</td>
</tr>
<tr>
<td>Finance income</td>
<td>428</td>
<td>42</td>
</tr>
</tbody>
</table>

Other Income

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sponsorship</td>
<td>1,818</td>
<td></td>
</tr>
<tr>
<td>Membership Fees &amp; Sales</td>
<td>2,691</td>
<td>3,478</td>
</tr>
<tr>
<td>Conference income</td>
<td></td>
<td>4,940</td>
</tr>
<tr>
<td>Other income</td>
<td>4,049</td>
<td>1,275</td>
</tr>
<tr>
<td>Government grants</td>
<td>400,000</td>
<td>363,636</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>408,558</td>
<td>372,838</td>
</tr>
</tbody>
</table>

9 Cash Flow Information

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

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

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Profit for the year</td>
<td>(142,647)</td>
<td>(128,090)</td>
</tr>
<tr>
<td>Cash flows excluded from profit attributable to operating activities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-cash flows in profit:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- depreciation</td>
<td>4,283</td>
<td>12,024</td>
</tr>
<tr>
<td>- net gain on disposal of property, plant and equipment</td>
<td>(2,055)</td>
<td></td>
</tr>
<tr>
<td>Changes in assets and liabilities, net of the effects of purchase and disposal of subsidiaries:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- (increase)/decrease in prepayments</td>
<td>(5,383)</td>
<td></td>
</tr>
<tr>
<td>- increase/(decrease) in trade and other payables</td>
<td>(2,255)</td>
<td>(2,772)</td>
</tr>
<tr>
<td>- increase/(decrease) in employee benefits</td>
<td>26,114</td>
<td></td>
</tr>
<tr>
<td>Cashflow from operations</td>
<td>(121,943)</td>
<td>(118,838)</td>
</tr>
</tbody>
</table>
Directors’ Declaration

The directors have determined that the Company is not a reporting entity and that these special purpose financial statements should be prepared in accordance with the accounting policies described in Note 1 of the financial statements.

The directors of the Company declare that:

1. The financial statements and notes, as set out on pages 4 to 17, are in accordance with the Corporations Act 2001 and:
   (a) comply with Australian Accounting Standards as stated in Note 1; and
   (b) give a true and fair view of the financial position as at 30 June 2013 and of the performance for the year ended on that date of in accordance with the accounting policy described in Note 1 of the financial statements.

2. In the directors’ opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Director .................................................................. Dated 26th September 2013

Director .................................................................. Dated 26th September 2013

Independent Audit Report

We have audited the accompanying financial report, being a special purpose financial report of Congress of Aboriginal & Torres Strait Islander Nurses & Midwives Ltd, which comprises the statement of financial position as at 30 June 2013, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors’ declaration.

Directors’ Responsibility for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Corporations Act 2001 and is appropriate to meet the needs of the members. The directors’ responsibility also includes such internal control as the directors determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

Auditor’s Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor’s judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Company’s preparation of the financial report that gives a true and fair view 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 Company’s internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

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

Independence

In conducting our audit, we have complied with the independence requirements of the Corporations Act 2001. We confirm that the independence declaration required by the Corporations Act 2001, which has been given to the directors of Congress of Aboriginal & Torres Strait Islander Nurses & Midwives Ltd, would be in the same terms if given to the directors as at the time of this auditor’s report.
Opinion

In our opinion the financial report of Congress of Aboriginal & Torres Strait Islander Nurses & Midwives Ltd is in accordance with the Corporations Act 2001, including:

(a) giving a true and fair view of the Company’s financial position as at 30 June 2013 and of its performance for the year ended on that date; and

(b) complying with Australian Accounting Standards and the Corporations Regulations 2001.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report which describes the basis of accounting. The financial report is prepared for the purpose of fulfilling the directors’ financial reporting responsibilities under the Corporations Act 2001. As a result, the financial report may not be suitable for another purpose.

Other Matter

The financial report of Congress of Aboriginal & Torres Strait Islander Nurses & Midwives Ltd for the year ended 30 June 2012 was audited by another auditor who expressed an unmodified opinion on the financial report on 14 September 2012.

Hardwickes
Chartered Accountants

Amanda O’Reilly CA
Partner
Deakin ACT

12 September 2013
### Acronyms

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Full Form</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACN</td>
<td>Australian College of Nursing</td>
</tr>
<tr>
<td>AGM</td>
<td>Annual General Meeting</td>
</tr>
<tr>
<td>AIDA</td>
<td>Australian Indigenous Doctors Association</td>
</tr>
<tr>
<td>AIPA</td>
<td>Australian Indigenous Psychologists Association</td>
</tr>
<tr>
<td>ANMAC</td>
<td>Australian Nursing and Midwifery Accreditation Council</td>
</tr>
<tr>
<td>ANF</td>
<td>Australian Nursing Federation</td>
</tr>
<tr>
<td>ANZDATA</td>
<td>Australia and New Zealand Data Collection Group Indigenous Reference Group</td>
</tr>
<tr>
<td>ASIC</td>
<td>Australian Securities and Investments Commission</td>
</tr>
<tr>
<td>ATSIHWWG</td>
<td>Aboriginal and Torres Strait Islander Health Workforce Working Group</td>
</tr>
<tr>
<td>BADAC</td>
<td>Ballarat and District Aboriginal Co-operative</td>
</tr>
<tr>
<td>CATSIN</td>
<td>Congress of Aboriginal and Torres Strait Islander Nurses</td>
</tr>
<tr>
<td>CoNNO</td>
<td>Coalition of National Nursing Organisations Council</td>
</tr>
<tr>
<td>HWA</td>
<td>Health Workforce Australia</td>
</tr>
<tr>
<td>IAHA</td>
<td>Indigenous Allied Health Association</td>
</tr>
<tr>
<td>IDAA</td>
<td>Indigenous Dentists Association Australia</td>
</tr>
<tr>
<td>NACCHO</td>
<td>National Aboriginal Community Controlled Health Organisation</td>
</tr>
<tr>
<td>NATSIHWA</td>
<td>National Aboriginal and Torres Strait Islander Health Worker Association</td>
</tr>
<tr>
<td>NATSIHP</td>
<td>National Aboriginal and Torres Strait Islander Health Plan</td>
</tr>
<tr>
<td>OATSIH</td>
<td>Office for Aboriginal and Torres Strait Islander Health</td>
</tr>
</tbody>
</table>