

Annual Report 2016



Annual Report covering the period of NMHPV
operations 1 July 2015 to 30 June 2016



Nursing and Midwifery
Health Program **Victoria**

Caring for nurses and midwives

Nursing and Midwifery Health Program Victoria

It was such a relief to find a peer based support service that provided me with confidential assistance for my delicate health concerns.

*The experience empowered me to make the changes I needed.
(Participant, 2016)*

The understanding, care, compassion and guidance I needed is just what I got from the NMHP.

The support I received was real, practical and so very helpful. I'm in a much better place now. Thank you! (Participant, 2016)

Having access to a qualified, experienced and trusted support who spoke the same language as me, made my approach to managing my sick employee so much easier.

It took away all the guess work and allowed me to share my concerns. (Manager, 2016)

Directors of the Board

Associate Professor Denise Heinjus, Chair
Professor Wendy Cross
Ms Megan McKechnie
Ms Heather Pickard
Mr Paul Wilson

NMHP Team

Mr Glenn Taylor, Chief Executive Officer
Ms Natalie Spencer, Senior Clinician
Ms Julie Ferrier, Office Manager
Ms Carolyn McDonald, Senior Clinician
Ms Sue White, Quality Consultant (Resigned June 2016)

Contact Details

Nursing and Midwifery Health Program Victoria
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ANNUAL REPORT 2015–2016

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Nursing and Midwifery Health Program Victoria

Caring for nurses and midwives

Vision

Healthy and safe nursing and midwifery professions.

Mission

We are a nurse led organisation committed to the health, well-being and resilience of nurses and midwives. We do this by adopting a person centred approach to our work which includes:

- Providing a sensitive response to all those whom we come in contact.
- Providing appropriate and considered information, advice and referral options.
- Providing case management and counselling support for nurses and midwives and students of nursing and midwifery with alcohol and other drug problems and or mental health concerns in order to promote individual health and wellbeing.
- Reducing risks to those who use nursing/midwifery services by assisting nurses/midwives to maintain their health.
- Providing advice and a pathway of support for employers managing nurses/midwives with health issues relating to drug and alcohol and or mental health.
- Supporting resilience and self-care through prevention and early intervention programs and education and training.

- Developing partnerships to pursue program and research opportunities to guide and direct our work.

The following statements underpin NMHP policy, procedures and practice:

- The organisation's Strategic Plan incorporates a focus which delivers client centred, evidence based, outcome oriented, well planned, responsive, interactive and safe services.
- Provision of an opportunity for the participants to choose and shape their service options. This includes their service interventions and treatment modalities.
- Acknowledgment of the rights of the broader community to receive safe and high quality nursing/ midwifery care.
- Treating all people with whom NMHP have contact in the course of our work fairly, courteously and confidentially.
- Fostering an environment where staff are valued, their skills and talents developed and their ideas encouraged.
- Ethical management and practice.
- Accountability in the use of all resources, including research and evaluation of the program.
- Fostering collaborative partnerships which will achieve the best outcomes for NMHP participants.

2015 WELLNESS CONFERENCE





Chairperson's Report

Associate Professor Denise Heinjus

I am pleased to present my second annual report as NMHP Chair and feel very fortunate to be part of such an extraordinary organisation committed to caring for the welfare and wellbeing of Victorian nurses and midwives.

I would like to commend the NMHP staff for their ongoing work and acknowledge that the past two years in particular have been unsettling at times. Despite this period of not having a sustainable funding source, the NMHP has been fortunate to have retained the expertise of a passionate team of nurses and support staff. I thank our loyal staff for their patience as we have lobbied for ongoing funding.

Following the work undertaken by ACIL Allen Consulting in 2015, the Nursing and Midwifery Board of Australia (NMBA) called for tenders to support health impaired nurses and midwives in Australia, albeit with a very different model to the case management model offered by the NMHP. The NMHP partnered with Turning Point (part of Eastern Health) to tender for delivering a national support service for nurses and midwives, with Turning Point as the lead agency.

In June this year, we were delighted that the Australian Health Practitioner Regulation Agency (AHPRA), on behalf of NMBA, appointed Turning Point to deliver a national health support service for nurses, midwives and students with a health impairment or at risk of a health impairment in Australia. Turning Point has very relevant experience working at a national level offering telehealth services in the fields of drug and alcohol, mental health and gambling. The service will commence in early 2017 and Turning Point will subcontract NMHP to assist with the information development and delivery of stakeholder education whilst promoting professional confidence via communication across established national networks.

This year has seen further focus developing the Champions of the NMHP across Victoria with education, training and support provided to individuals and health services. The Champions are trained to be the eyes and ears of organisations and skilled to identify and refer nurses and midwives struggling to manage the competing pressures of an ever changing work environment. The program provides personal development to the Champions and feedback continues to be very positive. The NMHP received full accreditation this year and surveyors commended staff on the Champion program and its success in supporting nurses in the work place.

I speak on behalf on other Board members when I acknowledge the well-respected leadership of Glenn Taylor, our CEO and the talented team of Julie Ferrier, Carolyn McDonald, Natalie Spencer and Sue White. This team is the face of the NMHP and is credited for supporting Victorian nurses and midwives through periods of their professional lives when they have been vulnerable and benefited from the wise counsel and guidance of NMHP nurses caring for other nurses. This year, The NMHP Board heard first hand from NMHP program participants sharing their personal journeys including the positive changes they had made to their lives and careers.

Finally, I would also like to acknowledge the dedication of NMHP Board members and have been grateful for the support of Wendy Cross, Heather Pickard, Paul Wilson and Megan McKechnie. Their relevant and diverse experience and wise counsel has been most beneficial during this more recent period of change and uncertainty.

Associate Professor Denise Heinjus
Chair, Nursing and Midwifery Health Program



Chief Executive Officer's Report

Glenn Taylor

It gives me great pleasure to present this report on the NMHP's 10th anniversary. This milestone is reached in the knowledge that our small yet dedicated team has supported over 1,700 individual episodes of care, made close to 700 state and national presentations and fielded several thousand phone calls and on-line enquiries since August 2006.

This has occurred despite working under a cloud of uncertainty which has existed since the commencement of the National Scheme in July 2010. I'm proud to report that everyone associated with the NMHP has remained focused on achieving our collective goals, whilst continuing to seek solutions to our ongoing funding challenges.

However, our nursing and midwifery colleagues who present with a broad range of sensitive health challenges remain our primary focus. These presentations continue and are highlighted through our data which in this past year saw us open 242 new episodes of care, an increase of 9% on the previous year and our highest annual total on record. Seventy-one episodes, or 30% of participants, involved non-metropolitan nurses, midwives or students. Supporting these colleagues, who are located in areas with fewer services and where the risk of identification is heightened, continues to be a high priority for us.

Inspired by our success in again achieving accreditation through our second external review, we've continued to seek new opportunities to employ improved and innovative approaches to our work. This is demonstrated through delivery of the 'NMHP Champion Program' which in the last 12 months has seen us deliver 6 training events, resulting in approximately 140 trained 'Champions' across more than two-dozen organisations. This is a wonderful outcome as it spreads and strengthens the message to our colleagues across Victoria that it is acceptable, and to be encouraged to seek help when required. It also provides great benefit to the Champion's respective organisations.

The ongoing commitment we have to invest in our team's professional improvement has continued. Our clinicians have benefited from specialised training in clinical supervision and family violence this past year. I am confident this will strengthen the service and enhance the capacity of our team to work more holistically with participants.

Promotion, marketing and increasing our brand exposure continues to be a priority. This is on display through our presence in health and education settings around Victoria, along with our website and enhanced Facebook presence. It is our aim to keep all stakeholders abreast of our work and important messages.

I would like to acknowledge and sincerely thank Julie Ferrier, Carolyn McDonald, Natalie Spencer and Sue White for their work during this past year. These dedicated professionals form the passionate team which continually seeks new and innovative ways to support their colleagues achieve the changes they desire. It is inspiring to see their willingness to embrace the challenges they encounter each day.

To our Board, so capably led by Chair Denise Heinjus, I am indebted for the ongoing assistance, support and guidance I am afforded. This backing is generously provided and helps to make my role much more rewarding.

Finally, I would like to acknowledge the ongoing support and assistance provided by the ANMF (Vic Branch), in particular State Secretary Lisa Fitzpatrick and Assistant Secretary Pip Carew, and our other member organisation, the Victorian State Office of AHPRA. This is in addition to the Nursing and Midwifery Board of Australia and the Victorian Board of the Nursing and Midwifery Board of Australia for their ongoing assistance.

Glenn Taylor
Chief Executive Officer
Nursing and Midwifery Health Program

Strategic Directions 2013–2016

STRATEGIC DIRECTIONS	OBJECTIVES
STRATEGIC DIRECTION 1 Development and delivery of quality services	1.1 To provide services that are evidence-based, professional, accessible and sensitive to the health needs of the nursing/midwifery community utilising a range of models of service delivery.
	1.2 To continually review and update service policies, procedures and practices in line with evidence-based best practice and the professional standards.
	1.3 To meet and maintain the organisation's accreditation program and standards.
	1.4 To ensure staff have the required skill mix and are well supported in their work.
STRATEGIC DIRECTION 2 Promoting our services	2.1 To increase the number of nurses/midwives who are aware of the organisation and what we do through our communication and marketing plan.
	2.2 To raise awareness of the organisation and our services locally, nationally and internationally across the healthcare workforce.
STRATEGIC DIRECTION 3 Ensuring accountability through funded research and evaluation of our services	3.1 To use internal and external evidence to inform service delivery and future planning.
	3.2 To undertake primary research to systematically investigate issues of concern.
	3.3 To present the results of investigations to stakeholders and others through a range of media in the best interests of the NMHP and the nursing/midwifery community.
STRATEGIC DIRECTION 4 Ensuring good governance	4.1 To maintain and improve monitoring, data capture, compliance and risk management systems.
	4.2 To ensure Directors and staff maintain relevant knowledge that assists good governance of the NMHP.
	4.3 To ensure service users continue to contribute to the organisation through the evaluation, review and planning of services available to consumers.
	4.4 To ensure a robust transition plan is enacted in the absence of a secure, future funding stream.
STRATEGIC DIRECTION 5 Achieving organisational sustainability	5.1 To secure ongoing funds to meet future requirements.
	5.2 To maintain a financially sound organisation.
	5.3 To develop collaborative partnerships to assist us achieve our mission.
	5.4 To engage stakeholders in supporting the organisation and in achieving a sustainable funding base.
	5.5 To ensure staff have the right skill mix and are well supported in their work.



Financial Report 2015–2016

Nursing and Midwifery Health Program, Victoria Ltd (ABN 61 119 500 506)
Financial Report for the Year Ended 30 June 2016

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NURSING AND MIDWIFERY HEALTH PROGRAM, VICTORIA LTD
ABN 61 119 500 506

DIRECTORS' REPORT

Your directors present their report on the company for the financial year ended 30 June 2016.

Directors

The names of the directors in office at any time during or since the end of the financial year are:

Denise Heinjus (Chair)

Wendy Cross

Megan McKechnie

Heather Pickard

Paul Wilson

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

Operating Results

The profit of the company for the financial year after providing for income tax amounted to \$12,554.

Review of Operations

A review of the operations of the company during the financial year and the results of those operations found that during the year, the company continued to engage in its principal activity, the results of which are disclosed in the attached financial statements.

Significant Changes in State of Affairs

No significant changes in the state of affairs of the company occurred during the financial year.

Principal Activity

The principal activity of the company during the financial year was to encourage the development of and to facilitate access to optimal services for the prevention of health risks to nurses, midwives and nursing and midwifery students; to provide access to early intervention, treatment and rehabilitation to nurses, midwives and nursing and midwifery students who have a health impairment or are at risk of impairment; to encourage and support education of nurses, midwives and nursing and midwifery students; and to act as a referral service where necessary.

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

After Balance Date Events

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the company, the results of those operations, or the state of affairs of the company in future financial years.

Likely Developments

The company expects to maintain the present status and level of operations and hence there are no likely developments in the company's operations.

Environmental Issues

The company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

Dividends Paid or Recommended

No dividends were paid or declared since the start of the financial year. No recommendation for payment of dividends has been made.

NURSING AND MIDWIFERY HEALTH PROGRAM, VICTORIA LTD
ABN 61 119 500 506

DIRECTORS' REPORT (continued)

Meetings of Directors

DIRECTORS	DIRECTORS' MEETINGS	
	Number eligible to attend	Number attended
Denise Heinjus (Chair)	10	10
Wendy Cross	10	7
Megan McKechnie	10	7
Heather Pickard	10	9
Paul Wilson	10	9

Options

No options over issued shares or interests in the company were granted during or since the end of the financial year and there were no options outstanding at the end of the financial year.

Indemnification of Officer or Auditor

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the company.

Proceedings on Behalf of the Company

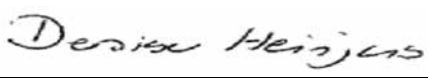
No person has applied for leave of Court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any part of those proceedings.

The company was not a party to any such proceedings during the year.

Auditor's Independence Declaration

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out on page 3.

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

Director 
 Denise Heinjus

Director 
 Heather Pickard

Dated this 10th day of August 2016

**NURSING AND MIDWIFERY HEALTH PROGRAM, VICTORIA LTD
ABN 61 119 500 506**

**AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 307C
OF THE CORPORATIONS ACT 2001 TO THE DIRECTORS OF NURSING AND MIDWIFERY HEALTH
PROGRAM, VICTORIA LTD**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2016 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.

Yates Partners



John P. Yates



10 August 2016
803/140 Bourke Street
Melbourne VIC 3000

NURSING AND MIDWIFERY HEALTH PROGRAM, VICTORIA LTD
ABN 61 119 500 506

INCOME STATEMENT
FOR THE YEAR ENDED 30 JUNE 2016

	Notes	2016 \$	2015 \$
Revenue from ordinary activities		541,326	507,907
Employee benefits expense		(370,143)	(352,976)
Depreciation and amortisation expenses	2	(5,242)	(7,548)
Other expenses from ordinary activities		<u>(153,387)</u>	<u>(161,367)</u>
Profit from ordinary activities before income tax expense (income tax revenue)		12,554	(13,984)
Income tax revenue (income tax expense) relating to ordinary activities		<u>-</u>	<u>-</u>
Profit from ordinary activities after related income tax expense (income tax revenue)			
	2	12,554	(13,984)
Total changes in equity other than those resulting from transactions with owners as owners			
	8	<u>12,554</u>	<u>(13,984)</u>

NURSING AND MIDWIFERY HEALTH PROGRAM, VICTORIA LTD
ABN 61 119 500 506

BALANCE SHEET
AS AT 30 JUNE 2016

	Notes	2016 \$	2015 \$
CURRENT ASSETS			
Cash and cash equivalents	3	368,703	227,708
Trade and other receivables	4	<u>3,305</u>	<u>2,422</u>
TOTAL CURRENT ASSETS		<u>372,008</u>	<u>230,130</u>
NON-CURRENT ASSETS			
Property, plant and equipment	5	<u>15,926</u>	<u>20,122</u>
TOTAL NON-CURRENT ASSETS		<u>15,926</u>	<u>20,122</u>
TOTAL ASSETS		<u>387,934</u>	<u>250,252</u>
CURRENT LIABILITIES			
Trade and other payables	6	157,337	27,794
Interest-bearing liabilities	7	287	402
Provisions		<u>56,723</u>	<u>61,023</u>
TOTAL CURRENT LIABILITIES		<u>214,347</u>	<u>89,219</u>
TOTAL LIABILITIES		<u>214,347</u>	<u>89,219</u>
NET ASSETS		<u>173,587</u>	<u>161,033</u>
EQUITY			
Retained profits	10	<u>173,587</u>	161,033
TOTAL EQUITY	8	<u>173,587</u>	<u>161,033</u>

NURSING AND MIDWIFERY HEALTH PROGRAM, VICTORIA LTD
ABN 61 119 500 506

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a special purpose financial report prepared in order to satisfy the financial report preparation requirements of the Corporations Act 2001. The directors have determined that the company is not a reporting entity.

The financial report is for the entity Nursing and Midwifery Health Program, Victoria Ltd as an individual entity. Nursing and Midwifery Health Program, Victoria Ltd is a company limited by guarantee, incorporated and domiciled in Australia.

The financial report has been prepared in accordance with the requirements of the Corporations Act 2001, and other mandatory professional reporting requirements.

No other applicable Accounting Standards, Urgent Issues Group Interpretations or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The report is also prepared on an accruals basis and is based on historic costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following specific accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this report:

(a) Property, Plant and Equipment

Each class of property plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation.

Property

Freehold land and buildings are measured on the fair value basis being the amount which an asset could be exchanged between knowledgeable willing parties in an arm's length transaction.

Plant and equipment

Plant and equipment is measured on the cost basis.

Depreciation

All assets, excluding freehold land and buildings, are depreciated on a straight line basis over their useful lives to the company.

(b) Cash

Cash includes cash on hand and at call deposits with banks or financial institutions, investments in money market instruments maturing within less than two months and net of bank overdrafts.

	Note	2016	2015
		\$	\$
<hr/> NOTE 2: PROFIT FROM ORDINARY ACTIVITIES			
Profit (losses) from ordinary activities before income tax expenses (income tax revenue) has been determined after:			
(a) Expenses			
Depreciation of property, plant and equipment		<u>5,242</u>	<u>7,548</u>

NURSING AND MIDWIFERY HEALTH PROGRAM, VICTORIA LTD
ABN 61 119 500 506

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016

	Note	2016 \$	2015 \$
NOTE 3: CASH ASSETS			
Cash on hand		342	263
Rural Brokerage Fund		7,294	15,075
Operations Account		168,843	45,644
Business Online Saver		102,913	81,761
Gift Account		3,837	871
Deposits at call		<u>85,474</u>	<u>84,094</u>
		<u>368,703</u>	<u>227,708</u>
NOTE 4: TRADE AND OTHER RECEIVABLES			
CURRENT			
Other debtors		<u>3,305</u>	<u>2,422</u>
NOTE 5: PROPERTY, PLANT AND EQUIPMENT			
PLANT AND EQUIPMENT			
(a) Motor vehicles			
At cost		25,133	25,133
Less accumulated depreciation		<u>(13,447)</u>	<u>(9,537)</u>
		<u>11,686</u>	<u>15,596</u>
(b) Office equipment			
At cost		26,783	26,783
Less accumulated depreciation		<u>(25,685)</u>	<u>(24,740)</u>
		<u>1,098</u>	<u>2,043</u>
(c) Furniture, fixtures and fittings			
At cost		10,855	9,809
Less accumulated depreciation		<u>(7,713)</u>	<u>(7,326)</u>
		<u>3,142</u>	<u>2,483</u>
Total property, plant and equipment		<u>15,926</u>	<u>20,122</u>
NOTE 6: TRADE AND OTHER PAYABLES			
CURRENT			
Unsecured liabilities			
Sundry creditors and accruals		<u>157,337</u>	<u>27,794</u>
NOTE 7: INTEREST BEARING LIABILITIES			
CURRENT			
Unsecured liabilities			
Credit card accounts		<u>287</u>	<u>402</u>

NURSING AND MIDWIFERY HEALTH PROGRAM, VICTORIA LTD
ABN 61 119 500 506

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016

	Note	2016 \$	2015 \$
NOTE 8: EQUITY			
Total equity at the beginning of the financial year		161,033	175,017
Total changes in equity recognised in the income statement		<u>12,554</u>	<u>(13,984)</u>
Total equity at the reporting date		<u>173,587</u>	<u>161,033</u>
 NOTE 9: RETAINED EARNINGS			
Retained earnings at the beginning of the financial year		161,033	175,017
Net profit / (loss) attributable to members of the entity		<u>12,554</u>	<u>(13,984)</u>
Retained Earnings at the end of the financial year		<u>173,587</u>	<u>161,033</u>

NOTE 10: MEMBERS' GUARANTEE

The company is limited by guarantee. If the company is wound up, the articles of association state that each member is required to contribute a maximum of \$2 each towards meeting any outstanding obligations of the company. At 30 June 2016 the number of members was 2 (2015: 2).

NOTE 11: CONTINGENT LIABILITY

As part of the normal operations of the company it receives operational funding grants from external sources. In the event that these grants do not continue the company may be forced to cease operations with resultant redundancy payments due to employees. At the 30th June 2016 the amount payable in redundancies is calculated at \$76,808. The amount would increase as time passes and as employees accrue greater numbers of years service.

NURSING AND MIDWIFERY HEALTH PROGRAM, VICTORIA LTD
ABN 61 119 500 506

DIRECTORS' DECLARATION

The directors have determined that the company is not a reporting entity. The directors have determined that this special purpose financial report should be prepared in accordance with the accounting policies described in Note 1 to the financial statements.

The directors of the company declare that:

1. The financial statements and notes, as set out on pages 8 are in accordance with the Corporations Act 2001:
 - (a) comply with Accounting Standards as described in Note 1 to the financial statements and the Corporations Regulations 2001; and
 - (b) give a true and fair view of the financial position as at 30 June 2016 and of the performance for the financial year ended on that date of the company in accordance with the accounting policies described in Note 1 to 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 directors.

Director



Denise Heinjus

Director



Heather Pickard

Dated this 10th day of August 2016

**NURSING AND MIDWIFERY HEALTH PROGRAM, VICTORIA LTD
ABN 61 119 500 506**

**INDEPENDENT AUDIT REPORT TO THE MEMBERS OF
NURSING AND MIDWIFERY HEALTH PROGRAM, VICTORIA LTD**

Scope

We have audited the financial report, being a special purpose financial report of Nursing and Midwifery Health Program, Victoria Ltd for the financial year ended 30 June 2016 comprising the Directors' Declaration, Statement of Financial Performance, Statement of Financial Position and notes to the financial statements.

The company's directors are responsible for the financial report and have determined that the accounting policies used and described in Note 1 to the financial statements which form part of the financial report are appropriate to meet the requirements of the Corporations Act 2001 and are appropriate to meet the needs of the members. We have conducted an independent audit of this financial report in order to express an opinion on it to the members of the company. No opinion is expressed as to whether the accounting policies used, and described in Note 1, are appropriate to the needs of the members.

The financial report has been prepared for distribution to the members for the purpose of fulfilling the directors' financial reporting requirements under the Corporations Act 2001. We disclaim any assumption of responsibility for any reliance on this audit report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

Our audit has been conducted in accordance with Australian Auditing Standards. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report, and the evaluation of significant accounting estimates. These procedures have been undertaken to form an opinion whether, in all material respects, the financial report is presented fairly in accordance with the accounting policies described in Note 1 to the financial statements so as to present a view which is consistent with our understanding of the company's financial position, and performance as represented by the results of its operations. These policies do not require the application of all Accounting Standards and other mandatory professional reporting requirements in Australia.

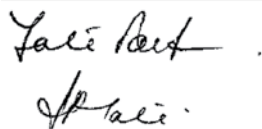
The audit opinion expressed in this report has been formed on the above basis.

Audit Opinion

In our opinion, the financial report of Nursing and Midwifery Health Program, Victoria Ltd is in accordance with:

- (a) the Corporations Act 2001, including:
 - (i) giving a true and fair view of the company's financial position as at 30 June 2016 and of its performance for the financial year ended on that date in accordance with the accounting policies described in Note 1; and
 - (ii) complying with Accounting Standards in Australia to the extent described in Note 1 and the Corporations Regulations 2001; and
- (b) other mandatory professional reporting requirements to the extent described in Note 1.

Yates Partners
803/140 Bourke Street
Melbourne VIC 3000



John P. Yates

Partner

10 August 2016

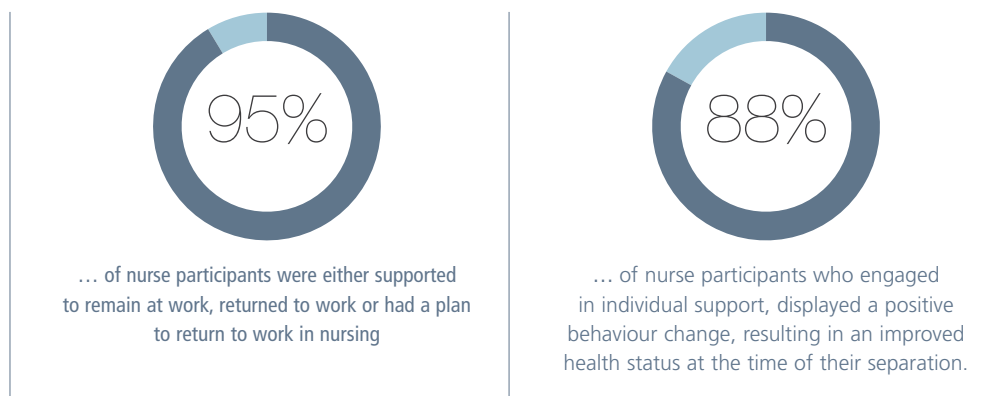
Melbourne



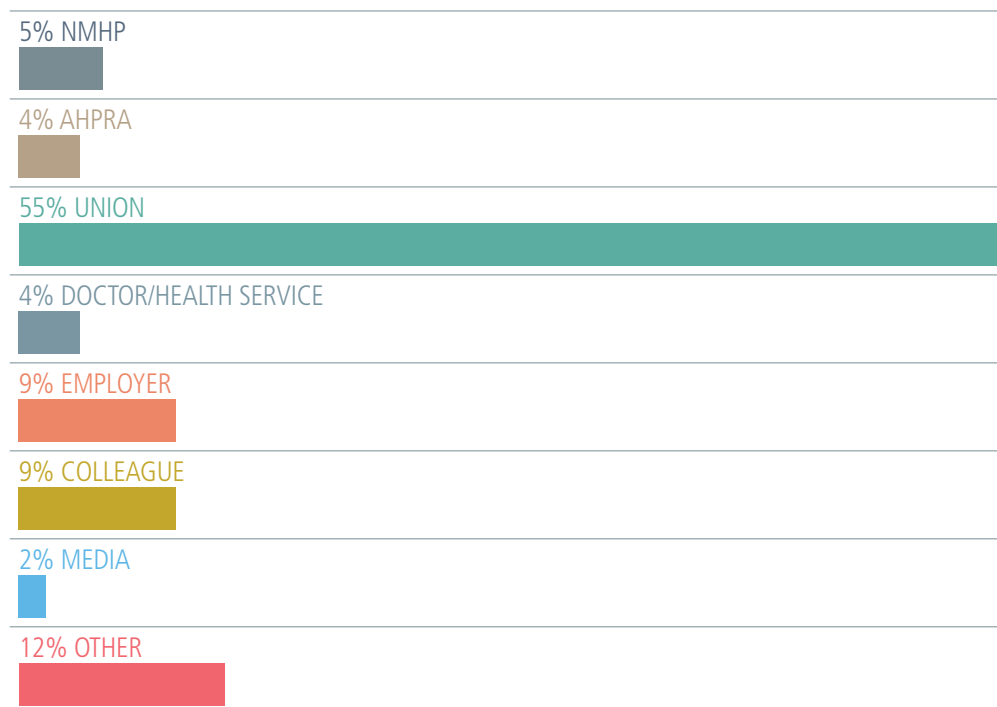
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Nursing and Midwifery Health Program Victoria

Participant Outcomes



How Clients Heard About Us



2016

Nursing and Midwifery Health Program Victoria