

Annual Report **2021**



Annual Report covering the period of
NMHPV operations 1 July 2020 to 30 June 2021

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ANNUAL REPORT 2020–2021

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ABN 61 119 500 506

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Nursing and Midwifery Health Program **Victoria**

Vision

Healthy and safe nursing and midwifery professions.

Mission

We are an organisation designed by nurses, led by nurses and delivered by nurses and midwives committed exclusively to the health, wellbeing and resilience of nurses, midwives and nursing and midwifery students which operates within a health and wellbeing framework incorporating prevention, intervention and restoration.

We sensitively and thoughtfully respond to individuals with information, advice and treatment, and assist with access to specialist referral partners for any sensitive health concern which will promote the individual’s health, wellbeing and resilience and reduce the risks to those who use nursing and midwifery services.

We promote engagement and pursue partnerships with industry stakeholders, including employers and educators of nurses and midwives, and seek to develop research opportunities to guide and direct our work.

Our Shared Values

INTEGRITY	RESPECT	COMMUNICATION	CARE
We behave with honesty and integrity, promoting trust through open, considerate and respectful engagement with each other and all stakeholders.	We treat each other and all stakeholders fairly and equally, recognising the richness of diversity and respecting every individual’s value and contribution.	We afford each other and all stakeholders the opportunity to collaborate and share in professional and authentic communication.	We are authentic in our care for ourselves, each other and all stakeholders, demonstrating empathy and compassion in our engagement.

Directors of the Board

Ms Heather Pickard, Chair

Associate Clinical Professor Kath Riddell

Mr James Houghton
(Appointed May 2021)

Professor Kim Foster
(Completed tenure October 2020)

Mr Chris Hynan

Ms Fiona Whitecross

Acknowledgement

NMHPV acknowledges the Victorian Government who provide the program’s recurrent funding.



Chair's Report

HEATHER PICKARD

I am delighted to present the 2020–2021 Nursing and Midwifery Health Program Victoria (NMHPV) annual report. This extraordinary year has required flexible and tailored responses, and I am proud to lead a Board which has been accessible and supportive of me and our workforce throughout.

I wish to acknowledge the significant contribution made by the Andrew's government in August 2020 when it provided an additional \$250,000 of funding to assist the organisation in responding to the increased demand for our services. This boost enabled us to recruit the skilled nurse counsellors we needed to safely respond to what resulted in a 70% increase in demand for our services on the previous year.

The organisation, in late 2020, embarked upon an information technology upgrade which resulted in the implementation of a new electronic storage and communications system. In addition, we are soon to launch our new electronic client management system which will result in greater efficiencies.

I am pleased to report NMHPV was awarded the contract extension to continue delivery of the Child Protection Health Program for the next 2 years. This decision confirms the importance of this service model to this workforce, which we have provided since 2018.

The past year included two notable achievements. May 2021 saw us recognised as finalist in the 'Outstanding Organisation' category of the HESTA Australian Nursing & Midwifery Awards. This is wonderful recognition of the important work of our workforce and organisation. Also in May NMHPV, in partnership with ANMF Victorian Branch, delivered our 6th Wellbeing Conference in an on-line format which provided delegates numerous

strategies and tools to support them with COVID-related challenges.

The pandemic has continued to make enormous demands of our Victorian colleagues and with this has come increased and sustained expectation on them professionally and personally. Our team has remained steadfast in providing sensitive care, compassion and support to the nurses and midwives who place themselves on the frontline supporting the Victorian public.

We understand there is uncertainty about how long our colleagues will be required to remain focused on caring for Victorians due to the ongoing COVID-19 related demands of our society. With this is an expectation that the NMHPV workforce will stay healthy and well themselves. This is why our Board will continue to work closely with the leadership team to ensure they have the resources needed to safely and successfully deliver the best quality service possible.

I would like to acknowledge and thank our members, ANMF (Vic Branch), led by Secretary Lisa Fitzpatrick and the ACMHN led by Stephen Jackson for their continued support of and commitment to the organisation. Their contributions are much appreciated.

I have continued to thrive on the challenges which the role of Chair presents. In August 2020 we bid farewell to Kim Foster, who completed her term as director. Kim was an incredible asset to the Board who is missed by all. I would like to thank Kim for her wonderful contribution to the organisation in her time with us. In May this year we welcomed James Houghton to the Board. James has quickly slipped into the role and will make a valuable contribution in the years to come.

Continued Page 4 ...



Chief Executive Officer's Report

GLENN TAYLOR

Never have I been prouder than now to be part of the nursing and midwifery professions. Whilst I quietly hoped our society would experience a reprieve from the relentless demands of the COVID-19 pandemic, this was not to be. Our communities, workplaces, and homes have unfortunately been forced to endure continued and ongoing challenges.

Our team has supported hundreds of our Victorian nursing and midwifery colleagues in need during the past year. Fear and panic, fatigue and exhaustion, despair, and sadness, are just some of the more common concerns that our colleagues in the field have shared with us. We were relieved to have access to the COVID-19 related funding boost, made available by the Andrew's government, which enabled us to increase our nurse and midwife counselling workforce rapidly. It also assisted us to strengthen our telehealth systems which helped our team respond to the unprecedented demand, delivering safe and compassionate care in a timely manner.

We identified the importance of clear and positive stakeholder messaging to ensure our colleagues knew where and how to find help. This is why, in partnership with the ANMF Victoria Branch, we created the "You're only Human" information campaign. This initiative included NMHPV temporarily extending its service scope to include personal care workers in residential care and Victoria's allied health workforce.

In addition, we established our "Q&A with NMHPV" model in mid-2020. This strategy used technology to connect with groups of nurses and midwives in their workplace – and sometimes at home – where they were provided with a safe and supportive space to share their experiences and challenges while recognising

and celebrating their successes despite the difficult circumstances. This often resulted in participants expressing their inspiration to move forward while feeling emotionally and mentally refreshed. For many it reignited their passion for their work and hope for the way ahead.

A significant offering made to the professions was the renewed 'Health and Wellbeing Toolkit' which this past year included a series of webinars and podcasts which considered the needs of our colleagues dealing with the COVID-19 pandemic.

I would like to thank our member organisations, ANMF Victoria Branch which provided such strong support and advocacy led by Secretary Lisa Fitzpatrick, and the ACMHN led by CEO Stephen Jackson. We could not have designed and delivered many of our strategies without their assistance.

Also, recognition and thanks to the Workforce Strategy and Wellbeing Branch at the Victorian Department of Health. Their support and the agility they displayed in assisting with coordinating our COVID-19 related funding boost aided our prompt and ongoing service response. To the Office of the Chief Nurse and Midwifery Officer, Chief Mental Health Nurse, and the members of the state's three EDONM Groups, I thank them for their continued support and advocacy.

Special thanks to our Chair, Heather Pickard who continues to demonstrate outstanding leadership of our Board in a selfless and humble manner and remains a great support to me. Acknowledgement and thanks to the remainder of the Board for its continued support of me and our team, including Professor Kim Foster who completed her term in late 2020.

Continued Page 4 ...

Chair's Report (continued)

I would like to thank our CEO Glenn Taylor, who continues to diligently lead the organisation so professionally, ensuring our workforce have access to all the necessary resources and support needed to deliver the service our colleagues deserve. It is this leadership which ensures the organisation continues to deliver high quality care with integrity and reliability.

Finally, our much-loved Business Manager Julie Ferrier recently retired after 13 years with NMHPV. Julie performed her role with dignity and respect and will be missed by all.

Heather Pickard, Chair

Chief Executive Officer's Report (continued)

Finally, and importantly, this organisation would be nothing without its dedicated and caring team of professionals. They, like every other Victorian, has lived through this pandemic. They have overcome lockdowns, home-schooling, social isolation, loss, grief, and trauma. All the while they have not only remained focused on supporting our stakeholders but each other and me. Sincere thanks to each of them.

The demands of the past year has motivated us to identify our strengths and many current and future opportunities. I am excited to say, as a result of this, we are well placed to continue to do this very important work.

Glenn Taylor, Chief Executive Officer

Strategic Directions 2020–2023

STRATEGIC DIRECTIONS	OBJECTIVES
<p>STRATEGIC DIRECTION 1</p> <p>Leading in the development and delivery of quality peer-based support services to nurses, midwives, nursing and midwifery students and stakeholders</p>	<p>1.1 To provide peer-based support services that are person-centred, evidence-based, easily accessible through technology and sensitive to the health needs of the nursing and midwifery community, including prioritising those in susceptible and marginalised groups within the professions.</p> <p>1.2 To develop and deliver services which promote case management and care coordination, and which are inclusive for diverse population groups, promote prevention, provide supportive responses and prioritise intervention and restoration of the individual’s health, within a health and wellbeing framework.</p> <p>1.3 To strengthen our internal specialist areas of expertise in relation to family violence, trauma, bullying and harassment, alcohol and other drugs, mental health, and critical incidence response.</p> <p>1.4 To maintain service policies, procedures, and guidelines which promote and sustain diversity, inclusion, and equity, in keeping with the diverse needs of our consumers and professional standards.</p> <p>1.5 To maintain and continually improve monitoring, data capture and analysis, compliance and risk management systems using the latest technology.</p> <p>1.6 To enable service users to contribute to the organisation through diverse and varied feedback methods, including structured evaluation, review and planning of services using appropriate technology.</p>
<p>STRATEGIC DIRECTION 2</p> <p>Strategically targeted promotion of our services to industry stakeholders</p>	<p>2.1 To strategically raise awareness of NMHPV as the high quality, peer-based support service in Victoria, through targeted multimedia communication methods with nurses, midwives and their employers, nursing and midwifery students and their educators and other relevant stakeholders.</p> <p>2.2 To identify the needs of key stakeholders and strengthen partnerships with specialist areas within the professions to position NMHPV across the Victorian healthcare workforce as the leading service provider in nurse, midwife and nursing and midwifery student health.</p>
<p>STRATEGIC DIRECTION 3</p> <p>Ensuring accountability through funded research and evaluation of our services</p>	<p>3.1 To use internal information including consumer views, and external evidence to inform the planning, development and delivery of appropriate and relevant services.</p> <p>3.2 To develop strategic partnerships with researchers to evaluate the key strategic areas for service improvement.</p> <p>3.3 To present the evaluation results throughout the nursing and midwifery community and to relevant stakeholders through a variety of forums including multi-media outlets.</p>

STRATEGIC DIRECTIONS	OBJECTIVES
<p>STRATEGIC DIRECTION 4</p> <p>Achieving organisational sustainability and innovation</p>	<p>4.1 To support all staff and directors to undertake training and professional development in the area of diversity, inclusion and equity and to implement a Diversity, Inclusion and Equity Framework with an aligned action strategy, that articulates and supports improvements and new initiatives with a focus on better health and wellbeing outcomes.</p> <p>4.2 To position the organisation to be prepared, to appropriately respond to existing and future government, industry and environmental needs – such as associated with COVID-19 – in relation to nurse, midwife and nursing and midwifery student health, and to secure the necessary resources to meet these demands.</p> <p>4.3 To maintain and operate a financially sound organisation which is imbedded in Victoria and recognised as a trusted, leading resource in promoting the health of nurses, midwives and nursing and midwifery students, and health services.</p> <p>4.4 To seek strategic opportunities to develop sustainable and innovative programs through partnerships with specialist organisations, such as alcohol and other drug services, which will add value to what the organisation can provide to service users.</p> <p>4.5 To continually engage and collaborate with a range of stakeholders to ensure the diverse needs of those in the professions are being met using innovation and contemporary methods to develop services and products which will enhance their wellbeing.</p> <p>4.6 To achieve and maintain the organisation’s accreditation program, including achieving Rainbow Tick accreditation, and to embed the principles into the organisation’s operations, marketing, communications, and key framework documents and communicate as appropriate.</p>

Nursing and Midwifery Health Program Victoria: Our Suite of Services

Nursing and Midwifery Health Program Victoria (NMHPV) provides free, confidential and compassionate support for those seeking help to manage their sensitive health concerns. We believe that early intervention is the best way to address health challenges and encourage our colleagues to contact us to discuss how we can best help. We accept referrals from anyone associated with nurses, midwives and nursing/midwifery students.

Core Services

Our primary focus is to provide support to our colleagues experiencing the following challenges with:

SUBSTANCE USE

NMHPV was initially developed to support nurses and midwives to address the health concerns related to their substance use. This continues to be a priority for our service.

We are aware that some of our colleagues enter the profession having experienced substance use concerns which can be exacerbated by their work. We encourage them to continue their successful management strategies and self-care practices, and to seek help if needed.

Work related stress, exposure to direct or vicarious trauma and physical injury are some of the main risk factors for developing a substance use concern. The individual's social circumstances, family history and diminished awareness of the impact of their alcohol and drug use also adds to the risk.

MENTAL HEALTH

Each year NMHPV supports many nurses, midwives and students with their presenting mental health concerns. The most common presentations are linked with anxiety, depression and psychological distress.

We are aware that some of our colleagues enter the profession having experienced mental health concerns which can be exacerbated by their work. We encourage them to maintain helpful strategies and self-care practices, and to seek support if needed.

Developing opportunities for sharing experiences, debriefing and peer supervision have been identified as positive and successful ways of supporting those experiencing the impact of their work or the challenges in their personal life.

FAMILY VIOLENCE

As a service focused on health and wellbeing, we are in a unique position to identify our colleagues at risk, sensitively enquire if we can help, and make referrals to specialist family violence services if required. By doing so we aim to assist in reducing the incidence of family violence and its impact on individuals, families, the community and the health system.

We support our staff both professionally and personally in relation to family violence to ensure their wellbeing and safety.

As an organisation we aim to assist those in need by connecting them with services which make a significant contribution to addressing the issues of family violence and contributing to prevention, changing behaviours and community attitudes through practice, education and advocacy.

Initiatives 2020–2021



A number of initiatives to support Victorian nurses, midwives and students have been launched over the reporting year. This year has been particularly challenging for all Australians and NMHPV has continued to provide quality support during natural disasters and the COVID-19 pandemic. All resources are freely available on our website at: www.nmhp.org.au

Modified Individual Support Services

Face-to-face support was suspended periodically due to COVID-19 restrictions. However, NMHPV clinicians have continued to offer online support on a one-on-one basis throughout the pandemic. This service modification was extended through the generous funding boost provided by the Andrew's government.

Services Extended to Personal Care Workers and Allied Health Professionals

From September 2020 to June 2021 NMHPV extended support to Victorian personal care workers within residential aged care and allied health professionals during the COVID-19 pandemic using a brief intervention and referral model of care.

Health and Wellbeing Toolkit

NMHPV has continued to build on the resources available as part of the Health and Wellbeing initiative which was introduced in July 2019.

Nurses and Midwives Wellness Conference

The Wellness Conference was conducted in partnership and with the support of the Australian Nursing and Midwifery Federation Victoria (ANMFVB) as an online event in May 2021. The conference program placed the individual's wellness firmly on the agenda. It explored practical ideas, methods and concepts which can be used to promote positive health and wellbeing for the individual, their families and those in their professional life.

Q&A with NMHPV (General Offering)

This on-line engagement and support initiative commenced in July 2020. The purpose was to reach into health services to support groups of nurses, midwives and managers through the challenging COVID-19 period. The online forum was facilitated by the NMHPV team.

| Q&A with NMHPV (Maternity Services Workforce)

Based on the Q&A model, midwives and nurses working in maternity services across Victoria were invited to join a 45-minute online Q&A co-facilitated by the NMHPV team and ANMF Vic Branch Maternity Services Officer. It provided midwives and nurses working in maternity services with a safe and supportive place to recognise and share the challenges experienced due to COVID-19. Maternity services workers could choose to attend at in the morning or evening over a four day period.

| Promoting Your Health and Wellbeing Through COVID-19

This online event offered one session for nurses, midwives and carers and another for nurse managers, maternity managers and educators in November 2020. The event was conducted in partnership with the ANMF Vic Branch and focused on the key elements of self-care, recognising stress and management techniques, opportunities to debrief and the support available through NMHPV.

| Nurses and Midwives – “You’re Only Human” – Support During COVID-19

NMHPV partnered with the ANMF (Vic Branch) in the ‘You’re Only Human’ campaign launched in October 2020. Nurses and midwives shared their experiences of working within the COVID-19 pandemic using video and poster messages. The messages focused on the stress resulting from working and living within a health pandemic and the impacts that long-term stress can have on physical and mental health and to seek support from NMHPV if needed.

| Webinar Series: Healthy Discussions

The webinar series shares practical strategies to assist in enhancing your health and wellbeing.

EPISODE 1

NMHPV: HAVE YOU EVER WONDERED WHAT WE DO?

August 2020 with panelists: Glenn Taylor, Carolyn McDonald, Kayanne Breinstampf

This 60-minute panel discussion outlines the work of Nursing and Midwifery Health Program Victoria including how it works, how it can help you or a colleague, and reinforces the message that not being OK is perfectly OK, and the many approaches to getting help to manage health and wellbeing.

EPISODE 2

MANAGING OUR STRESS RESPONSE AND UNDERSTANDING TRAUMA THROUGH COVID-19

November 2020 with guest Rob Gordon

In this webinar, Rob Gordon shares his knowledge on how to successfully understand and manage the stress response and trauma many have faced during the COVID-19 pandemic.

| Podcast Series: Conversations that Connect

The podcast series shares practical information with you to support your wellbeing.

EPISODE 2

HOW TO DEAL WITH STRESS DURING CRISIS AND CHECK THAT YOU AND THOSE AROUND YOU ARE OKAY

September 2020 with guest Sam Eddy

Sam Eddy, a health, wellbeing and stress management expert, talks about stress and crisis, how you can understand your stress response and establish wellbeing anchors to support your health. Sam provides information, resources and tips for how to look after yourself, take your stress temperature and check in with a friend, family member or colleague who needs support.

EPISODE 3

TIPS FOR NURSES AND MIDWIVES ON HOW TO MAKE HEALTH, WELLBEING AND SELF-CARE A PRIORITY WITH A BONUS MINDFULNESS ACTIVITY

October 2020 with guest Carolyn McDonald

Carolyn McDonald is a registered nurse and Senior Clinician with NMHPV and an Iyengar yoga teacher. She provides advice, tips and techniques for how students, graduates, early career nurses and midwives can nurture your emotional, physical and spiritual health. This includes how to establish self-care as a routine so it becomes part of your nursing and midwifery toolkit to refresh and restore your health and wellbeing.

EPISODE 4

HAVE YOU EVER WONDERED WHY NURSING AND MIDWIFERY HEALTH PROGRAM VICTORIA (NMHPV) HAS A FOCUS ON FAMILY VIOLENCE?

May 2021 with guest Rachael Pallenberg

Rachael Pallenberg previously worked as the Quality and Safety Coordinator with NMHPV and leads the Strengthening Responses to Family Violence Project. She has extensive experience working with victim survivors experiencing family violence. Rachael provides her knowledge, experience, wisdom and resources in relation to the complex issue that is family violence. Additionally, a range of information, resources and supports are provided.



Financial Report 2020–2021

Nursing and Midwifery Health Program, Victoria Ltd (ABN 61 119 500 506)
Financial Report for the Year Ended 30 June 2021

- 12 Directors' Report
- 14 Auditor's Independence Declaration
- 15 Income Statement
- 16 Balance Sheet
- 17 Notes to the Financial Statements
- 21 Director's Declaration
- 22 Independent Audit Report

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 2021.

Directors

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

Heather Pickard (Chair)

Kim Foster (resigned October 2020)

Fiona Whitecross

Kathryn Riddell

Chris Hynan (appointed February 2020)

James Houghton (appointed May 2021)

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 \$316,981.

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
Heather Pickard (Chair)	10	8
Kim Foster (resigned October 2020)	3	2
Fiona Whitecross	10	7
Kathryn Riddell	10	6
Chris Hynan (appointed February 2020)	10	7
James Houghton (appointed May 2021)	1	1

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 _____
Heather Pickard


Director _____
Fiona Whitecross

Dated this 23rd day of August 2021

AUDITOR'S INDEPENDENCE DECLARATION
TO THE DIRECTORS OF
NURSING and MIDWIFERY HEALTH PROGRAM VICTORIA Ltd



CHARTERED
ACCOUNTANTS
& BUSINESS ADVISORS

ABN: 99 516 215 737

I declare that, to the best of my knowledge and belief, during the year ended 30th June 2021 there have been:

1. no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
2. no contraventions of any applicable code of professional conduct in relation to the audit.

A handwritten signature in blue ink, appearing to read "John Yates".

YATES PARTNERS
John Yates

23rd August 2021

Principal: -

JOHN P. YATES, F.C.A.

Services: -

ACCOUNTING

AUDIT

MANAGEMENT &

SMALL BUSINESS CONSULTING

SUPERANNUATION FUNDS

TAXATION SERVICES

Accreditations: -

MEMBER OF THE PANEL OF

PROFESSIONAL ADVISORS -

SMALL BUSINESS VICTORIA

REGISTERED COMPANY AUDITORS

REGISTERED AUDITORS OF SELF

MANAGED SUPERANNUATION FUNDS

REGISTERED TAX AGENTS

REGISTERED SUPPLIERS OF

GST SERVICES

Respect paid to

G. F. Yates & Son: 1940

803/140 BOURKE STREET,

MELBOURNE, 3000

Telephone: +61 3 9650 4616

Email: john@johnyates.com.au

Liability limited by a scheme approved under Professional Standards Legislation.

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

INCOME STATEMENT
FOR THE YEAR ENDED 30 JUNE 2021

	Notes	2021 \$	2020 \$
Revenue from ordinary activities	2	1,992,588	1,624,382
Employee benefits expense		(1,207,413)	(845,195)
Depreciation and amortisation expenses	3	(24,755)	(24,651)
Advertising		(39,678)	(14,933)
Other expenses from ordinary activities		<u>(403,761)</u>	<u>(470,092)</u>
Profit from ordinary activities before income tax expense (income tax revenue)		316,981	269,511
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)	3	316,981	269,511
Total changes in equity other than those resulting from transactions with owners as owners	10	<u>316,981</u>	<u>269,511</u>

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

BALANCE SHEET
AS AT 30 JUNE 2021

	Notes	2021 \$	2020 \$
CURRENT ASSETS			
Cash and cash equivalents	4	1,517,358	1,081,460
Trade and other receivables	5	44,012	5,144
Other		<u>2,182</u>	-
TOTAL CURRENT ASSETS		<u>1,563,552</u>	<u>1,086,604</u>
NON-CURRENT ASSETS			
Property, plant and equipment	6	<u>53,685</u>	75,216
TOTAL NON-CURRENT ASSETS		<u>53,685</u>	<u>75,216</u>
TOTAL ASSETS		<u>1,617,237</u>	<u>1,161,820</u>
CURRENT LIABILITIES			
Trade and other payables	7	156,167	103,461
Interest-bearing liabilities	8	95	-
Provisions	9	<u>191,141</u>	105,546
TOTAL CURRENT LIABILITIES		<u>347,403</u>	<u>209,007</u>
TOTAL LIABILITIES		<u>347,403</u>	<u>209,007</u>
NET ASSETS		<u>1,269,834</u>	<u>952,813</u>
EQUITY			
Retained profits	11	<u>1,269,834</u>	952,813
TOTAL EQUITY	10	<u>1,269,834</u>	<u>952,813</u>

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021

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.

(c) Revenue

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

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

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

Grant Revenue received from Eastern Health is recorded on a Cash Receipts basis.

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021

	Note	2021 \$	2020 \$
NOTE 2: REVENUE			
Operating activities			
- interest	2(a)	886	2,164
- operating grants		1,343,481	1,564,989
- other revenue		<u>648,221</u>	<u>57,229</u>
		<u>1,992,588</u>	<u>1,624,382</u>
(a) Interest from:			
- other persons		<u>886</u>	<u>2,164</u>
NOTE 3: 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>24,755</u>	<u>24,651</u>
Net loss on disposal of non-current assets			
- Property, plant and equipment		-	(12,273)
NOTE 4: CASH ASSETS			
Cash on hand		66	72
Rural Brokerage Fund		10,401	21,539
Operations Account		540,192	567,368
Business Online Saver		860,640	387,581
Gift Account		6,040	5,460
Deposits at call		<u>100,019</u>	<u>99,440</u>
		<u>1,517,358</u>	<u>1,081,460</u>
NOTE 5: TRADE AND OTHER RECEIVABLES			
CURRENT			
Other debtors		<u>44,012</u>	<u>5,144</u>
NOTE 6: PROPERTY, PLANT AND EQUIPMENT			
LEASEHOLD IMPROVEMENTS			
At cost		49,324	49,324
Less accumulated amortisation		<u>(33,527)</u>	<u>(25,630)</u>
		<u>15,797</u>	<u>23,694</u>
Total land and buildings		<u>15,797</u>	<u>23,694</u>

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021

	Note	2021 \$	2020 \$
NOTE 6: PROPERTY, PLANT AND EQUIPMENT (Continued)			
PLANT AND EQUIPMENT			
(a) Motor vehicles			
At cost		23,273	47,500
Less accumulated depreciation		<u>(5,927)</u>	<u>(12,564)</u>
		<u>17,346</u>	<u>34,936</u>
(b) Office equipment			
At cost		43,131	31,251
Less accumulated depreciation		<u>(35,468)</u>	<u>(30,798)</u>
		<u>7,663</u>	<u>453</u>
(c) Furniture, fixtures and fittings			
At cost		30,954	30,954
Less accumulated depreciation		<u>(18,075)</u>	<u>(14,821)</u>
		<u>12,879</u>	<u>16,133</u>
Total property, plant and equipment		<u>53,685</u>	<u>75,216</u>
NOTE 7: TRADE AND OTHER PAYABLES			
CURRENT			
Unsecured liabilities			
Trade creditors		150	-
Sundry creditors and accruals		<u>156,017</u>	<u>103,461</u>
		<u>156,167</u>	<u>103,461</u>
NOTE 8: INTEREST BEARING LIABILITIES			
CURRENT			
Unsecured liabilities			
Credit card accounts		<u>95</u>	<u>-</u>
NOTE 9: PROVISIONS			
CURRENT			
Employee benefits	9(a)	<u>191,141</u>	<u>105,546</u>
(a) Aggregate employee benefits liability		<u>191,141</u>	<u>105,546</u>
The company has reviewed its Long Service Leave entitlement policy and has increased the employee entitlement from 13 weeks leave after 15 years continuous service to 26 weeks leave.			
NOTE 10: EQUITY			
Total equity at the beginning of the financial year		952,853	683,302
Total changes in equity recognised in the income statement		<u>316,981</u>	<u>269,511</u>
Total equity at the reporting date		<u>1,269,834</u>	<u>952,813</u>

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2021

	Note	2021 \$	2020 \$
<hr/>			
NOTE 11: RETAINED EARNINGS			
Retained earnings at the beginning of the financial year		952,853	683,302
Net profit / (loss) attributable to members of the entity		<u>316,981</u>	<u>269,511</u>
Retained Earnings at the end of the financial year		<u><u>1,269,834</u></u>	<u><u>952,813</u></u>

NOTE 12: 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 2021 the number of members was 2 (2020: 2).

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 9 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 2021 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 

Heather Pickard

Director 

Fiona Whitecross

Dated this 23rd day of August 2021

Independent Audit Report to the Members of
Nursing and Midwifery Health Program Victoria Ltd

Scope:

The financial report and directors' responsibility

The special purpose financial report is set out on pages 4 to 10 for the year ended 30th June 2021.

The directors of the company are responsible for the preparation and true and fair presentation of the special purpose financial report and have determined that the accounting policies used and described in Note 1 to the financial statements which form a 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. This includes responsibility for the maintenance of adequate accounting records and internal controls that are designed to prevent and detect fraud and error, and for the accounting policies and accounting estimates inherent in the special purpose financial report.

The special purpose financial report has been prepared for distribution to members for the purpose of fulfilling the director financial reporting requirements under the Corporations Act 2001. We disclaim any assumptions of responsibility for any reliance on this report or on the special purpose 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.

Audit Approach:

We conducted an independent audit in order to express an opinion to the members of the company. Our audit was conducted in accordance with Australian Auditing Standards, in order to provide reasonable assurance as to whether the special purpose financial report is free of material misstatement. The nature of an audit is influenced by factors such as the use of professional judgement, selective testing, the inherent limitations of internal control, and the availability of persuasive rather than conclusive evidence. Therefore, an audit cannot guarantee that any or even all material misstatements have been detected.

We performed procedures to assess whether in all material respects the special purpose financial report is presented fairly, in accordance with the accounting policies described in Note 1, so as to present a view which is consistent with our understanding of the company's financial position, and of its 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. No opinion is expressed as to whether the accounting policies used and described in Note 1, are appropriate to the needs of the members.

We formed our audit opinion on the basis of these procedures, which included:

- examining, on a test basis, information to provide evidence supporting the amounts and disclosures in the special purpose financial report, and
- assessing the appropriateness of the accounting policies and disclosures used and the reasonableness of significant accounting estimates made by the directors.

While we considered the effectiveness of management's internal controls over financial reporting when determining the nature and extent of our procedures, our audit was not designed to provide assurance on internal controls.

Continued / ...



CHARTERED
ACCOUNTANTS
& BUSINESS ADVISORS

ABN: 99 516 215 737

Principal: –
JOHN P. YATES, F.C.A.

Services: –
ACCOUNTING
AUDIT
MANAGEMENT &
SMALL BUSINESS CONSULTING
SUPERANNUATION FUNDS
TAXATION SERVICES

Accreditations: –
MEMBER OF THE PANEL OF
PROFESSIONAL ADVISORS –
SMALL BUSINESS VICTORIA
REGISTERED COMPANY AUDITORS
REGISTERED AUDITORS OF SELF
MANAGED SUPERANNUATION FUNDS
REGISTERED TAX AGENTS
REGISTERED SUPPLIERS OF
GST SERVICES

Respect paid to
G. F. Yates & Son: 1940

803/140 BOURKE STREET,
MELBOURNE, 3000
Telephone: +61 3 9650 4616
Email: john@johnyates.com.au

Independent Audit Report to the Members of
Nursing and Midwifery Health Program Victoria Ltd

Independence:

In conducting our audit, we followed applicable independence requirements of Australian professional ethical pronouncements.

Audit Opinion:

In our opinion, the special purpose financial report presents fairly in accordance with the accounting policies described in Note 1 to the financial statements, the financial position of Nursing and Midwifery Health Program Victoria Ltd as at 30th June 2021 and the results of its operations for the financial year then ended, as represented by the books and records presented to us for examination.

Emphases of Matters:

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the special purpose financial report, which describes the basis of accounting and specifies that these financial statements are a special purpose financial report. The special purpose financial report has been prepared for the purpose of fulfilling the directors' financial reporting responsibilities under the Corporations Act 2001. As a result, the special purpose financial report may not be suitable for another purpose.

Going Concern – Scope Limitation

Although not specifically noted in the notes to the special purpose financial statements, the accompanying special purpose financial statements have been prepared on the basis that the Company will continue as a going concern. Commentary in that regard is required given the current environment surrounding COVID-19 (Corona Virus).

We have been informed that management and the Board have performed an assessment of the Company's ability to continue as a going concern for the year ended 30th June 2021 including determining the impact of the Corona Virus on its financial resources and they believe that the company remains a going concern.

Given the uncertainty with the timeframes associated with the current epidemic, readers need to make their own assessment regarding the going concern status of the company at this time.



YATES PARTNERS
John Yates

23rd August 2021

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Nursing and Midwifery Health Program Victoria