



# 2006-2007 ANNUAL REPORT

Nurses Board  
of Western Australia



*EXCELLENCE*



*ACCOUNTABILITY*



*Quality Nursing and Midwifery Practice for the Community*



# EXCELLENCE IN ALL WE DO

The Nurses Board of Western Australia has strived for excellence in all aspects of its operation this year. The Board uses the Australian Business Excellence Framework as a guide in all its business procedures, processes and meeting management, and this year achieved two awards in the inaugural System level awards of the SAI Australian Business Excellence Awards: First in the Customer Service category and Runner-up in the Risk Management category. This achievement on its first entry to the Awards shows the commitment of all staff to their customers and to the work of the Board.



19th Annual Australian Business Excellence Awards - System Awards 2007

The Board was proud to be announced as the winner in the Customer Service Category; and Runner Up in the Risk Management Category.

The Board has implemented a Customer Feedback System which allows customers to let us know when we let them down, when we do well and when we might be able to initiate improvements.

Excellence in others is recognised by sponsoring the Nurses and Midwives Excellence Awards each year and awarding professional development grants to nurses and midwives as well as presenting awards for Research and Development projects.

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Nurses Board of Western Australia  
Nurse/Midwife of the Year 2007  
L to R Peter McHale (winner) Hon Jim McGinty – Minister for Health (presenter)

Front cover photos clockwise from top right: Joanne Ramsdale, intensive care nurse at Fremantle Hospital monitoring the intravenous pumps; Jonathan Webb at Joondalup Health Campus; Heather Marin, CNM for Maternity SJOG Subiaco monitoring a newborn baby; Andrea Malone monitoring a patient at Mercy Hospital.

**The Board thanks all the Hospitals and other health organisations which have allowed us to use the pictures of their staff throughout this report.**

# HIGHLIGHTS

- SAI Australian Business Excellence Awards: 1<sup>st</sup> in Customer Service Systems and Runner-up in Risk Management category.
- 30,087 Nurses and Midwives registered this year – including 800 from overseas.
- Processed 31 Professional Standards complaints.
- Audit of Continuing Professional Competence of 1356 (5% of the register) nurses and midwives completed.
- Nursing and Midwifery Excellence Awards 2007 – seventeen awards were presented.

## KEY RESULTS

### AT A GLANCE

For the year ending 30 June	2007	2006	2005
<b>Finance and Administration</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
Total Income	2,955	2,560	2,191
Total Expenditure	2,570	2,354	2,537
Profit/Loss	385	206	(346)
Total Accumulated Funds and Reserves	3,267	1,213	1,006
<b>Education</b>			
New Courses Reviewed (Accredited)	2(2)	2(1)	10(8)
<b>Professional Conduct</b>			
Complaints	31	35	46
<b>Grant and Research Awards</b>	\$104,659	\$108,615	\$109,002
<b>Presentations</b>			
Audit Continuing Professional Competence	50	NA	NA
Scope of Nursing Practice	50	65+	NA
Professional Standards Seminars	2	1	-
Responses Discussion Papers	15+	11+	-
<b>Customer Service</b>			
Compliments	22	22	9
Complaints	8	17	12
Suggestions	1	-	-
<b>Registration for the period</b>	<b>July 2006 – June 2007</b>	<b>Jan 2005 – June 2006*</b>	<b>Jan – Dec 2004</b>
Renewal of Registrations	26,252	36,607	25,693
Initial Registrations	2,689	3,150	2,476

\*18 month period

#### Who we are

The Nurses Board of Western Australia was established under the Nurses Act of 1992 (the Act) and comprises 12 members appointed by the Minister for Health. The Board is a Statutory Authority which regulates nurses and midwives. The Board is funded solely by nurse and midwife registration fees and interest from investments. Any increase in fees is subject to approval by the Minister for Health and is gazetted in the Government Gazette.

#### Our vision, mission and values

Vision: To influence quality nursing and midwifery practice for the community of Western Australia.

Mission: The Board is responsible for protecting the community by ensuring safe standards of nursing and midwifery practice.

Values: The Board values the principles of: Respect, Justice, Professionalism, Integrity, Excellence and Accountability.

#### Our Business

The Board protects the health of the community by ensuring that all those registered meet the required standards of education for entry to practise as a nurse or a midwife.

We support the development, promotion and maintenance of standards of nursing and midwifery and advise the Minister for Health on matters affecting the regulation of nursing and midwifery in Western Australia.

We investigate and manage complaints reported against nurses and midwives.

The Board also actively encourages nursing and midwifery research in Western Australia.



# FOREWORD

Hon. Jim McGinty  
Minister for Health  
Floor 30, 77 St George Terrace  
PERTH WA 6000

Dear Minister

The Nurses and Midwives Board of Western Australia formerly the Nurses Board of Western Australia is pleased to submit the Annual Report for the year ended June 2007 for your information and presentation to Parliament in accordance with Section 57 of the Nurses Act 1992.

The Board has worked diligently over the last few years to adopt and use the principles inherent within the Australian Business Excellence Framework (ABEF) to underpin the business of the Board. The Board's success in integrating the ABEF's concepts of leadership; customer and market focus; data, information and knowledge, and strategy and planning processes into its daily functions in conjunction with the Board's Strategic and other business plans was recently recognised by SAI Global's inaugural Systems level awards where the Board was awarded First Place in the Customer Service category and Runner-up in the Risk Management category.

These achievements are largely due to the vision, business acumen and leadership of Ms Margaret Watson CEO of the Board. Ms Watson, who sadly passed away on May 8th 2007, will be remembered nationally and internationally for her longstanding commitment to furthering the professions of nursing and midwifery. A short account of Ms Watson's achievements and the high regard in which she was held is elaborated upon within this report.

Our key achievements throughout 2006/07 as measured against the Board's Strategic, Business and Marketing Plans are identified with the Performance Overview provided. The Board's focus has been on ensuring the continuing competence of nurses and midwives through innovations in nursing and midwifery education processes, research, implementation of frameworks for decision-making for nurses and midwives and highlighting and providing education on issues pertaining to professional standards.

Further, the Board has been preparing itself, nurses and midwives and industry for the introduction and implementation of the Nurses and Midwives Act 2006 and accompanying Nurses and Midwives Regulations 2007. The Board was required to make significant changes to its information technology systems in order to accommodate changes in the way in which nurses and midwives are registered with the Board under the new legislation.

Nationally the Board has maintained a high profile within the Australian Nursing and Midwifery Council and via Council has commented on a number of initiatives such as the proposed COAG reforms for national registration and accreditation of the health professions. The Board also provided independent opinion on numerous discussion papers.

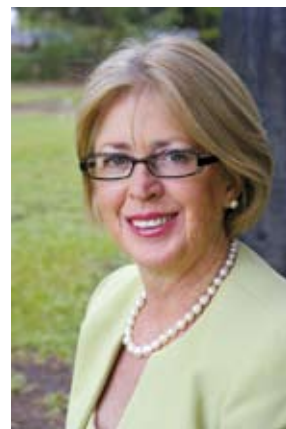
I commend this Annual Report to you and in doing so acknowledge most sincerely the significant contribution of my fellow Board members, Board Committees, Members of the Network Advisory Panel and Working Parties and Board Staff for their support and commitment during the past year. In particular, I would like to thank Ms Barbara Webster, Ms Joy Catlow, Professor Cobie Rudd and Mr John Myers who completed their terms of office with the Board on 28 October 2006.

*L. M. Horgan*

Louise Horgan Presiding Member



**Louise Horgan**  
Presiding Member



**Nola Cruickshank**  
Deputy Presiding Member



**Lois Anderson**  
Board Member



**Brenda Halligan**  
Board Member



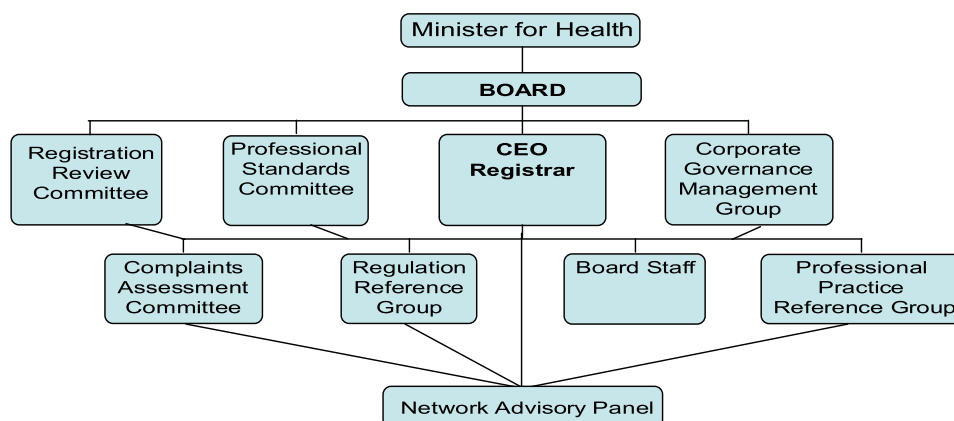
**Kay Stringer**  
Board Member



**Jennifer Wood**  
Board Member

# EXCELLENCE

## AND ACCOUNTABILITY IN GOVERNANCE



### Governance Structure

#### The Board as at 30 June 2007

The establishment and membership of the Board is described in Section 6 of the Nurses Act 1992. It consists of 12 members appointed by the Minister for Health, eleven of whom are nurses and one with knowledge of and experience in representing the interests of consumers.

During the year, Joy Catlow, John Myers, Cobie Rudd and Barbara Webster completed their terms of office with the Board. In view of the impending legislation changes and subsequent appointment of a new Board, the Minister for Health opted not to appoint any replacement members at this time. Therefore, one of the positions nominated by the Australian Liquor Hospitality & Miscellaneous Workers Union and the positions nominated by the Minister of Fair Trading, Edith Cowan University, the Australian Nursing Federation and the Psychiatric Nurses Association are all currently vacant.

#### Membership

**Louise Horgan**, RN BAppSc (Nsg) Grad Dip Education  
(Higher and Further) MSc (Nsg) MRCNA  
Presiding Member  
Nominated by Curtin University of Technology

**Nola Cruickshank**, RN BAppSc (Nsg) Grad Dip OH&S  
MRCNA  
Deputy Presiding Member  
Presiding Member, Corporate Governance Management Group  
Deputy Presiding Member, Professional Standards Committee  
Nominated by the Royal College of Nursing Australia

**Lois Anderson**, BA Hons (Murdoch University)  
Presiding Member, Professional Standards Committee  
Nominated by the Minister for Health

**Brenda Halligan**, EN  
Nominated by the Australian Liquor Hospitality & Miscellaneous Workers Union

**Patricia (Kay) Stringer**, RN BHLthSc (Nsg) MRCNA  
Deputy Presiding Member, Registration Review Committee  
Nominated by Technical and Further Education (TAFE)

**Jennifer Wood**, MSc (Thesis) PGrad Diploma (Midwifery)  
BSc DipSc Grad Cert Tertiary Teaching  
Nominated by the Australian College of Midwives Inc.

### Board Evaluation

An evaluation of the performance of the Board was undertaken in August 06. Formal analysis of a board's performance assists a board to ascertain many objects including but not limited to achieving a better understanding of: their role as a governing authority; the effect of their decisions and actions on stakeholders; and, the efficiency and effectiveness of a Board.

All Board Members participated in the evaluation process by completing a questionnaire the content of which focussed on defining governance roles, improving board processes, key board functions, and continuing improvement (of the Board).

The majority of respondents were satisfied with the Board's performance in respect to the role of the Board and related governance issues; however, only a small number of respondents thought the collective role of the Board was well understood by its stakeholders.

The major strengths of the Board were defined as being: its diversity through wide representation; ability to work together with active participation by all members; ability to focus on broader issues facing the Board rather than operational details; and the time members devoted to carrying out their roles. A strong CEO, commitment to due process and ensuring protection of the consumer as a foremost aim were additional strengths cited.

A number of suggestions for improving the performance of the Board were proposed including stronger mentoring of new Board members plus further education on the legal, fiduciary and ethical responsibilities and obligations of Board Members.

### Board Meeting Member Attendance

1 July 2006 – 30 June 2007

	Regular Board Meetings		Special Board Meetings	
	Eligible to attend	Attended	Eligible to attend	Attended
Louise Horgan	11	11	3	2
Nola Cruickshank	11	11	3	2
Lois Anderson	11	10	3	2
Joy Catlow <sup>1</sup>	4	4	0	0
Brenda Halligan	11	9	3	2
John Myers <sup>2</sup>	4	4	0	0
Cobie Rudd <sup>3</sup>	4	4	0	0
Kay Stringer	11	11	3	3
Barbara Webster <sup>4</sup>	4	4	0	0
Jennifer Wood	11	11	3	3

<sup>1</sup> Term ended – October 2006

<sup>2</sup> Term ended – October 2006

<sup>3</sup> Term ended – October 2006

<sup>4</sup> Term ended – October 2006



**Margaret Jean  
Osborne Watson**

**22<sup>ND</sup> MAY 1948 – 8<sup>TH</sup> MAY 2007**

Margaret Jean Osborne Watson was a nurse who throughout her career strived to achieve excellence in nursing and midwifery care either as an individual or through her various professional appointments.

Margaret trained at the Glasgow Royal Infirmary, Scotland, in 1966 and continued her nursing education via a Bachelor of Applied Science, a Certificate in Plastic, Maxillo Facial and Burns Nursing, a Post Graduate Diploma in Nursing, a Master of Science (by Thesis), and was enrolled in a Master of Health Administration.

Margaret's nursing career was diverse encompassing both clinical and managerial roles. They included positions at the Australian Red Cross Society, Sir Charles Gairdner Hospital (SCGH) and being CEO of the Nurses Board of Western Australia.

Margaret was appointed CEO of the Nurses Board of Western Australia (NBWA) in 2000. As such, she was responsible for the effective and efficient management of the Board. Margaret brought to the Board strong leadership, sound strategic direction, excellent business acumen and great skills in human

resource management. Within her seven year tenure at the Board, Margaret has been an integral player in nursing and midwifery matters from a local, national and international perspective. Specifically Margaret restructured internally, revised the registration process which has recently been enhanced with the addition of on-line registration capabilities, introduced the demonstration of continuing competence audit and established the Western Australian Nursing and Midwifery Excellence Awards encompassing the Florence Nightingale Church Service.

In addition to the above, Margaret was involved in various national and state committees. She was a sitting Member of the Australian Nursing and Midwifery Council (ANMC), Research & Policy Committee ANMC, Clinical Advisory Committee of the Health Department of Western Australia and the Ministry of Justice. Margaret was also the Chairperson of the Nursing and Midwifery Consultative Committee, Edith Cowan University, a member of the Curtin University School of Nursing and Midwifery Board and the Notre Dame Nursing Advisory Committee, as well as an Ex-officio member of the Nurses Memorial Charitable Trust.

Margaret was a Fellow of the Royal College of Nursing Australia (RCNA) with distinguished service as Director (1999-2003), Vice President (1999-2001), President (2001-2003) and Past President. She was also the Chairperson of the RCNA WA Chapter between 1992 and 2003. Margaret led the local taskforce comprised of representatives of all major nursing organisations to assist in raising funds for the Nurses Memorial in Canberra in conjunction with the Western Australian Nurses Memorial Charitable Trust.

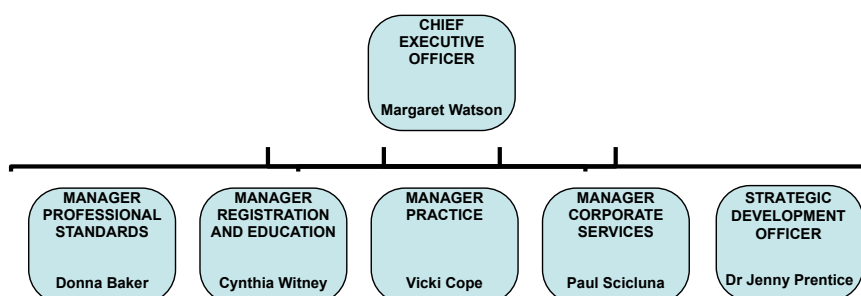
This brief outline of Margaret's achievements does little to explain the exemplary leadership Margaret demonstrated to nurses and nursing, midwives and midwifery in Western Australia, Australia and the Pacific Region throughout her career. Margaret was made an Adjunct Associate Professor, Curtin University of Technology, School of Nursing and Midwifery, in 2005 in recognition of her nursing and academic achievements.

Margaret gave freely of her time, energy and expertise for all things concerned with nursing and midwifery for the true benefit of the professions. Tributes paid to her from colleagues and friends near and far have portrayed Margaret as an astute and visionary leader; an advocate of patients; an inspirational nurse mentor; ambassador to the professions; a kind, compassionate, dedicated and skilful nurse; a tireless worker; and a great friend to many who appreciated her quick wit and sense of humour. Professionally, she always encouraged the pupil to surpass the teacher and personally, her courage over the past few years in the face of such adversity was an inspiration to all.



# EXCELLENCE

## AND ACCOUNTABILITY IN MANAGEMENT



### Management Structure Introduction to Managers at the Board



#### Manager Professional Standards

**Donna Baker** RN RM BSc (Nsg) PGDip (Mid) MSC (Mid)

Manages and promotes professional standards, ensuring that the activities of this function of the Board are in the best interests of health care

consumers, the profession and the health care industry. Provides advice to the Chief Executive Officer and the Board on the development of nursing and midwifery policy as it relates to the Nurses Act 1992 and the strategic plan of the Board, with particular reference to the professional standards function, but also in relation to registration and education, nursing practice and special projects.

Donna is a professional nurse and midwife committed to maintaining high standards of patient care and improving the quality of patient outcomes. She has worked as a clinical audit manager and a clinical midwife and nurse, and has been involved in teaching both nursing and midwifery students.



#### Manager Practice

**Vicki Cope** RN RM BA DipEd Grad Dip (Nsg) MHLth Sc (Nsg) FRCNA

Manages and promotes nursing and midwifery practice, ensuring that the activities of this function of the Board are in the best interests of health care consumers, the profession and the health care industry. Provides advice to the Chief Executive Officer

and the Board on the development of nursing and midwifery policy as it relates to the Nurses Act 1992 and the strategic plan of the Board, with particular reference to the nursing and midwifery practice function, but also in relation to registration and education, professional standards and special projects.

Vicki has extensive experience in nursing and midwifery practice, and in the research, health and education fields. She has broad experience in senior management and in advocacy work with clients, families and health professional roles.



#### Manager Registration and Education

**Cynthia Witney** RN DipTeaching (Nsg) Grad Dip (Hlth Admin) MHA (UNSW) MRCNA

Manages and promotes nursing and midwifery registration and education, ensuring that the activities of this

function of the Board are in the best interests of health care consumers, the profession and the health care industry. Provides

advice to the Chief Executive Officer and the Board on the development of policy as it relates to the Nurses Act 1992 and the strategic plan of the Nurses Board of Western Australia, with particular reference to the registration and education function, but also in relation to nursing and midwifery practice, professional standards and special projects.

Cynthia has worked in the challenging areas of registration of nurses and midwives plus the quality and accreditation of nursing and midwifery programs for the past five years. She has many years experience as a nurse in a number of contexts including education, management, school health and rehabilitation consultancy. Cynthia has an abiding interest in the quality of education for nurses and midwives and hopes to complete a doctorate focusing on this topic in the not too distant future.



#### Manager Corporate Services

**Paul Scicluna** BBus(Accounting)

Provides Principal Accounting Officer functions to the organisation; manages the Information Systems; oversees the Registration Process; and is responsible for the Risk Management, Quality Management and Human Resource

Plans of the Board to achieve the Board's goals and objectives in a cost effective manner.

Paul has experience in Finance and Corporate Services gained in both not for profit and government organisations. He has extensive senior management experience in the areas of human resource management, information technology, records management and finance, property and services.



#### Strategic Development Officer

**Dr Jenny Prentice** RN BM STN PhD

Manages complex projects, provides executive level policy support and advice, and undertakes strategic analysis on behalf of Board, the Chief Executive Officer, the Regulation Reference and Professional Practice

Reference Groups to progress Board's directions and goals. Consults with the Chief Executive Officer on policies, practices and strategies to address and resolve complex organisational issues.

Jenny has extensive experience as a clinical nurse, within the context of acute surgical, palliative, domiciliary and aged care. Her expertise in stomal therapy and wound management are recognised nationally and internationally. She has considerable project management experience through her work at the Board, previous clinical settings and research projects. Jenny recently completed the requirements for the award Doctor of Philosophy University of Western Australia.



## EXCELLENCE IN NURSING & MIDWIFERY PRACTICE AND PROFESSIONAL COMPETENCE

### Professional Competence

The Nurses Board of Western

Australia supports the expansion of nursing roles and the professional competence of nurses to ensure that nurses registered to practise are safe, competent practitioners.

Outcome: The system for evaluating the continuing professional competence of nurses registered with the Board will be reviewed.

Outcome: The Scope of Practice Decision Making Framework (DMF) will be implemented throughout WA.

Outcome: There will be evidence of contribution to the development of a national Scope of Practice framework.

In 2007, 1356 nurses and midwives equating to 5% of the Register, were randomly selected to provide documentary evidence demonstrating their continuing professional competence as nurses and midwives.

Nurses and midwives could choose to use professional portfolios, peer review processes, performance appraisals, and any other evidence detailing maintenance of knowledge and skills within the previous five years.

Internally, refinements to processing audit data facilitated faster: data entry; evaluation of data submitted; confirmation that nurses and midwives were deemed competent to practise, and completion of the audit process by the end of the financial year.

A 'Train the Trainer' approach has been adopted by the Board towards the provision of ongoing education on the DMF thus ensuring sustainable implementation and use of the DMF within health facilities. These programs have been introduced into a number of organisations including Fremantle Hospital and Health Services, Princess Margaret Hospital for Children, King Edward Memorial Hospital, Amana Living and Hall and Prior. A seminar was also held with education providers on embedding the DMF in undergraduate curricula. Over 50 education sessions on the DMF have been provided to nurses and midwives in metropolitan and remote and rural facilities.

The Australian Nursing and Midwifery Council's (ANMC) project to Develop a National Framework for the Development of Decision Making Tools for Nursing and Midwifery Practice (National DMF) has been completed. The Decision Making Framework and individual practice decision summaries and flowcharts specific to nurses or midwives can be viewed at [www.anmc.org.au/projects/current\\_projects.php](http://www.anmc.org.au/projects/current_projects.php). Staff at the Board played an integral role in the development of the National DMF, with Ms Margaret Watson chairing the Research and Policy Committee overseeing the project. The Board's role has been formally acknowledged by the ANMC.



Outcome: Practice guidelines will underpin standards required to meet clinical governance accountability.

Outcome: Information and education on professional standards and misconduct will be provided to the public and other stakeholders.

The Board reviews and develops professional practice guidelines ensuring all such documents are congruent with current evidence. Revision of Boundaries for Therapeutic Relationships in 2007 was deferred pending the outcome of the ANMC's national review of boundaries of therapeutic relationships currently underway. A Position Statement on Unlicensed Health Care Workers in Western Australia was developed and published in September 2006, and Medication Management Guidelines for Nurses and Midwives was launched in August. Several presentations were held on professional standards to nurses, midwives, child health nurses and others.

Information and education on professional standards and misconduct has been published in the Board's OnBoard newsletter. Statistics on complaints, hearings and outcomes are also published in the newsletter. Outcomes of matters taken to the State Administrative Tribunal (SAT) are available on the SAT web site.

A Professional Standards Forum, "Managing Incidents of Misconduct" (95 attendees) was held in June 2007 and elicited positive evaluation.

Several presentations were held on professional standards to nurses, midwives, child health nurses and others.

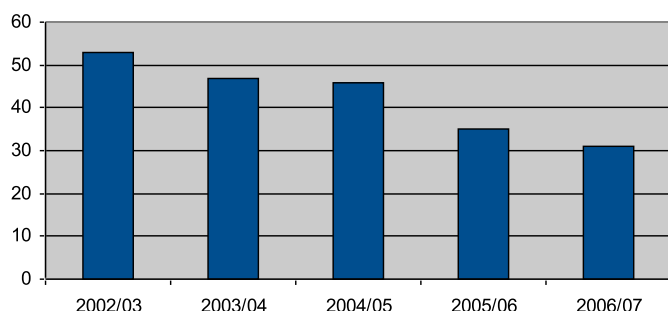
The Manager Professional Standards and the Presiding Member of the Professional Standards Committee attended the Professional Standards Forum in New Zealand in April 2007. This Forum is useful to allow discussion of major issues and to encourage consistency in processes used to manage professional standards matters between nursing and midwifery regulatory authorities.

Peer Review panels were convened to participate in the review of the ANMC National Draft Code of Conduct and Ethics and the panels' responses were then provided to the ANMC.

Professional standards documentation was revised to prepare for the new legislation: new legislation was mapped ensuring congruency with documentation and planning changes where necessary.

Guidelines for Employers and Managers and Guidelines for Referral of a Complaint (for consumers) are available on the Board's web site and in hard copy.

**Complaints Received**

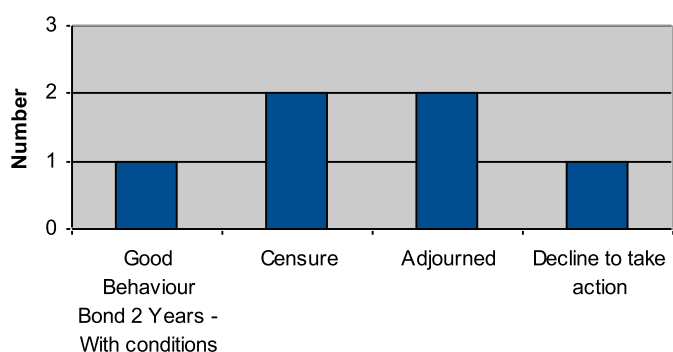


Complaints are received and reviewed by the Complaints Assessment Committee (CAC)

Outcomes of matters heard by the CAC include no further action, Corruption and Crime Commission (CCC) notified, investigator appointed and investigator withdrawn.

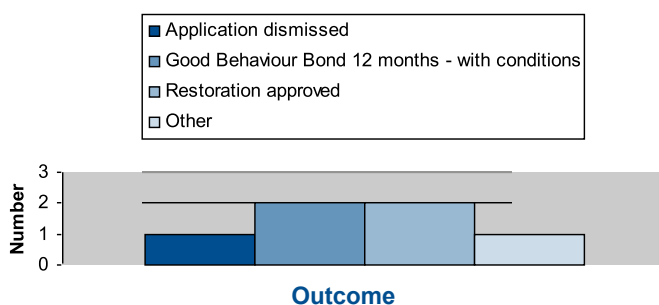
Following investigation, matters were recommended to informal hearing, the State Administrative Tribunal (SAT) or no further action was taken. Graphical illustration of the final resolution of these matters is shown on the graphs below left and right.

**Outcomes of Informal Hearings**



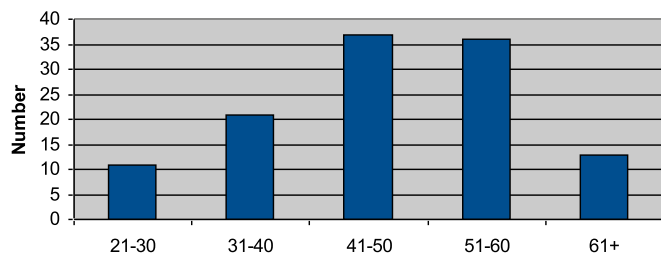
**Outcome**

**State Administrative Tribunal Outcomes**



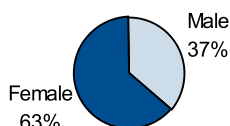
Pursuant to Section 59 of the Nurses Act 1992, the Board can impose restriction or suspension on practice if it is of the opinion that the practice of a nurse or midwife may pose an imminent risk of harm to the physical or mental health of any person. In the year 2006 – 2007, the Board dealt with three cases of restriction and one of suspension.

### All Nurses currently Registered subject to Disciplinary Procedure as at June 2007



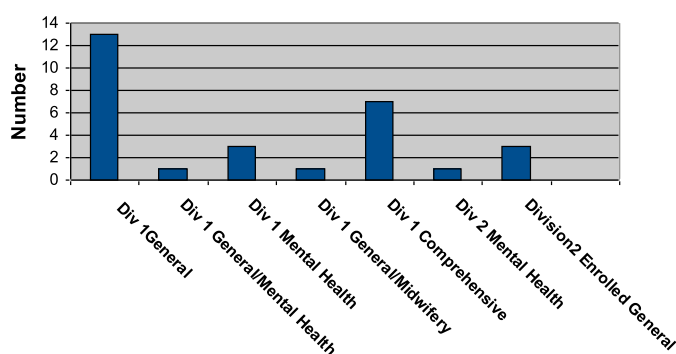
The graph to the left includes all matters under investigation and those requiring ongoing monitoring, grouped according to age.

### Gender breakdown for complaints received



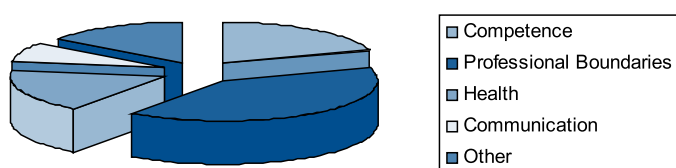
More females than males are the subject of complaint. However it should be noted that males comprise 9% of the register.

### Number of complaints by areas of practice



The majority of complaints received pertain to nurses and midwives under Division 1 General and Comprehensive.

### Nature of Complaint



Complaints received are grouped according to the nature of the complaint in the graph to the left. These groups include:

**Competence:** Medication, assessment and documentation errors, substandard practice, supervision omissions and time management issues.

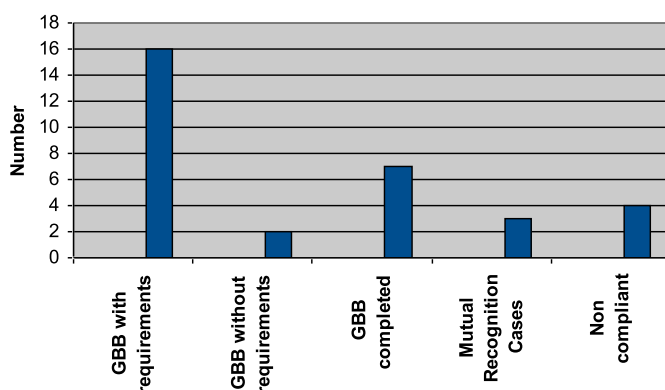
**Professional Boundaries** – Verbal or physical abuse and assault, theft, inappropriate receipt of gifts or financial gain, attitude, sexual misconduct.

**Health** – Health problems impacting competent care and substance use/misuse.

**Communication** – Inadequate, incomplete or inappropriate verbal or written communication and breaches of confidentiality.

**Other** – Judicial convictions or practising unregistered.

### Cases being monitored 2006-2007



This graph to the left represents all cases monitored as a result of informal hearing and SAT outcomes. The number of monitored cases are referred to as Good Behaviour Bond (GBB) with requirements and GBB without requirements. Also included are the number of GBB completed in this period. Further noted are the number of nurses or midwives registering in Western Australia requiring monitoring as a result of a professional standards incident in another state. Finally the number of nurses or midwives with GBB that were non-compliant with the requirements of the GBB are displayed.

### Managing the Business

The Nurses Board of Western Australia responsibly manages fiscal and human resource assets according to the Australian Business Excellence Framework standards to maximise opportunities for the organisation and key stakeholders.

**Outcome:** Board governance processes will be accountable and transparent.

**Outcome:** The Board will be recognised for its value to the community.

**Outcome:** Partnerships will be developed to positively influence outcomes for the nursing profession.

**Outcome:** The organisation will be managed efficiently and effectively to deliver quality customer service.

The Board was recognised in two categories of the SAI Business Excellence System awards – A First in the Customer Service category and Runner-up in the Risk Management category (the Board's Risk Management plan has a focus on re-establishing our service to nurses and midwives as soon as possible after a disaster or significant outage).

The Board approved a Records Retention and Disposal Project to address the large number of records held in off site storage. The project includes:

- Retrieving of archive boxes from offsite storage;
- Comparing records to schedules;
- Arranging the secure destruction of those records no longer required to be kept;
- Updating lists of records held;
- Returning the remaining records to off site storage.

A project officer was engaged to assist with the project, which commenced in June 2007.

The Board sought expressions of interest from second tier organisations for the three year service provision of Board's Internal Audit role. The preferred service provider was identified as Bentleys mri Perth Pty Ltd. Over the three year period, Bentleys mri will be required to conduct audits of the following processes and procedures;

- Online services and Registration systems – 2006/2007;
- Professional Standards functions – 2007/2008;
- Audit of Continuing Professional Competency function – 2008/2009.

A summary of the internal audit carried out on the Online Services and Registrations system has been documented in this annual report.

The Board has developed partnerships with many organisations – see the Section of this Report entitled Excellence in Partnerships.

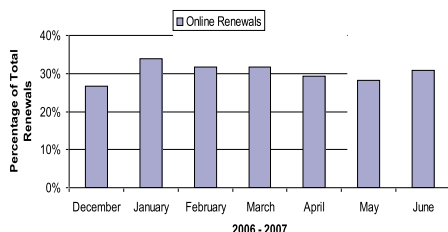
The Reception area of the Board's premises was rebuilt this year to enable a quicker and more efficient service to customers.

Lawyers, MinterEllison, were requested by the Board to conduct a review of the Professional Standards aspects of the Board, specifically the process of complaint management. The review concluded that a good degree of co-operation had been established in the professional standards team which was performing well with less resources than its counterparts in other jurisdictions. The report made a number of recommendations, including the employment of an in house investigator, which was implemented in June 2007.

An audit of the Board's online services and registration systems was undertaken by the Board's internal auditors, Grant Thornton in June 2007. Based on the findings, it was considered that both systems were meeting their designed objectives and that the overall impression of the systems was that they were well designed and stable. The system controls are consistent with accepted industry standards and appeared to be adequate. While there were a small number of areas where the system could be improved, there were no critical issues identified during the course of the system audit. The suggested improvements are being managed.

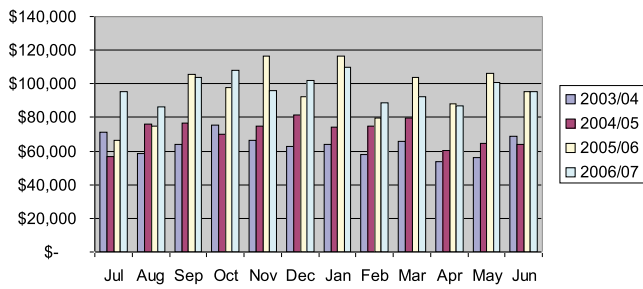
A survey of nurses and midwives regarding the Online Services available to them showed that most of those who had used the system found the process relatively easy. Sixty five percent of the respondents stated that they would use a web based facility to renew their registration and change their personal details. The Board regularly reviews customer complaints and suggestions to improve processes and procedures and web site services.

**Percentage of Online Renewals Vs Total Renewals**

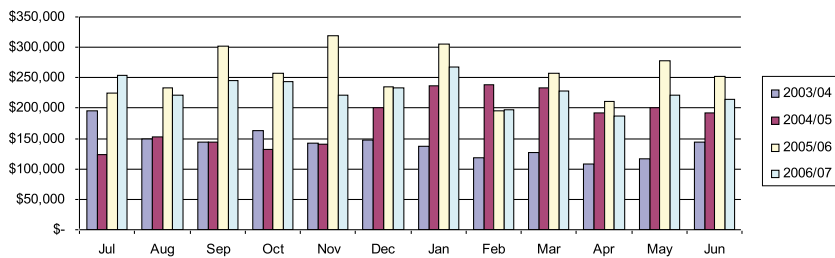




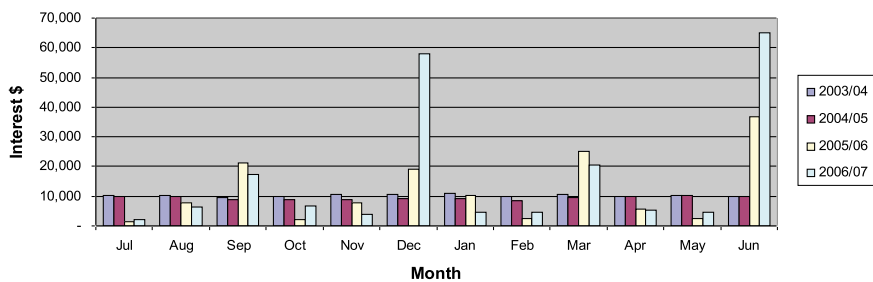
### Income from One Year Renewals of Registration (\$)



### Income from all Registrations (\$)



### Interest Income Received (\$)





*Seventeen awards were presented at the Nursing and Midwifery Excellence Awards 2007*

## INNOVATION WITH EXCELLENCE

### **Innovation**

The Nurses Board of Western Australia values and supports the development of initiatives that promote the advancement of nursing and midwifery practice, education, research and management.

**Outcome:** Research reflecting changing needs and emerging models of care will be undertaken.

**Outcome:** The Board will support the development of new nursing and midwifery roles.

**Outcome:** New models of care will be evaluated to determine applicability for use in WA.

The Environmental Scan research priorities were made available to the Research and Development Selection Panel to assist in deciding priorities in Research projects selected for funding.

Research Projects were undertaken with the Shared Health Interactive Practice (SHIP) Project and GP Placement – see details under Excellence in Partnerships. A research seminar was held in conjunction with the Royal College of Nursing Australia (WA) Chapter in June 2007– attended by over 40 nurses and midwives.

Wellness of the Professions Study was undertaken in conjunction with ECU, in addition to the GP Study with the WA GP Nurses Network.

Forty eight Nurse Practitioners were registered with the Board as at 30 June 2007. A BN to EN pathway has been explored, to enable advanced nursing students to work as ENs while completing their tertiary education. This is expected to be finalised in 2007/2008.

The Board staff participated in the Department of Corrections review of nursing services and supported the introduction of a new model of nursing care. Staff participated in the Developing a Rural Nursing Network Workshop in December 2006.





## EXCELLENCE IN EDUCATION

### Education

The Nurses Board of Western Australia ensures that the standard of educational preparation for nurses and midwives leading to registration provides practitioners with the knowledge and skills required to deliver safe nursing and midwifery care to the community.

**Outcome:** Clinical placement and supervision models will be reviewed to ensure best practice clinical education models are developed for use in Western Australia.

**Outcome:** Alternative models of challenge based programs will be explored for use in Western Australia.

**Outcome:** The Board will play an active role in influencing standards for education programs leading to registration.

The Board works closely with education providers from both the University and VET sectors to ensure that education programs leading to registration with the Board meet accepted standards thus ensuring nurses and midwives are competent to practise as either beginning or advanced practitioners in their respective fields. The processes used to critique course content and the ability of facilities to host nursing and education programs is stringent. Peer review panels, composed of nurses, midwives, educators, industry representatives and consumers, review and test course material and a representative of the Board inspects potential host facilities to ensure conditions for students and educators are conducive to teaching and learning.

Identifying options for student nurse placement in General Practice surgeries was recommended by the Clinical Education for the Future Project (CEFF) and has been the subject of further research entitled *Evaluation of the Clinical Education of Nursing Students within the General Practice Setting*.

Shared Health Interactive Practice examines tools for providing blended learning opportunities for health professionals using simulated clinical practice and shared learning experiences. (See Excellence in Partnerships for full details of both of these projects).

Challenge processes have been incorporated in courses accredited by the Board whereby students, nurses and midwives can contest the need to complete part of a course based on recognition of prior learning. In these situations, theoretical and clinical challenges are devised to test the applicant's knowledge and, if successful, the requirement for the applicant to undertake specific elements of a course are waived. Examples of challenged based programs are the registration bridging programs offered to midwives at KEMH and the BN to EN pathway at ECU.

The Board has contributed to national and trans-national standards for education programs leading to registration through active membership of the ANMC. The Manager Registration and Education participated as a member of the Steering Committee for National Accreditation of Courses. The Board also responded to a draft national accreditation process in 2006. A full review was conducted of the accreditation process for education providers and courses in Western Australia.



## Accredited Educational Institutions and Programs

The Board monitors the education programs on an annual basis. The educational institutions and programs currently accredited by Board leading to registration are as follows:

### Programs leading to registration as a registered nurse and or midwife

#### Curtin University of Technology

Bachelor of Science [Nursing] / Postgraduate Diploma [Midwifery] / Registration Bridging Course [Registered Nurses General] for renewal of registration or overseas nurse initial registration / Bachelor of Science [Nursing] / Conversion Program for Enrolled Nurses / Bachelor of Science Nursing Conversion Program for overseas students / Master of Nursing [Nurse Practitioner] / Postgraduate Diploma [Mental Health Nursing] in collaboration with Murdoch University.

#### Edith Cowan University

Bachelor of Nursing / Bachelor of Nursing Conversion Program / Postgraduate Diploma in Mental Health / Postgraduate Diploma in Midwifery / Registration Bridging Course [Registered Nurses Mental Health] for renewal of registration or overseas nurse initial registration. Master of Nursing [Nurse Practitioner].

#### Flinders University [South Australia]

Master of Nursing [Nurse Practitioner].

#### Public Health System [Fremantle]

Registration Bridging Course [Registered Nurses General] for renewal of registration or overseas nurse initial registration.

#### Hollywood Private Hospital in conjunction with St. John of God Healthcare and the Mercy Hospital Mt Lawley

Registration Bridging Course [Registered Nurses General] for renewal of registration or overseas nurse initial registration.

#### King Edward Memorial Hospital

Registration Bridging Course [Midwifery] for renewal of registration or overseas midwife initial registration.

#### Murdoch University [Peel Campus]

Bachelor of Nursing / Postgraduate Diploma [Mental Health Nursing] in collaboration with Curtin University of Technology / Bachelor of Nursing (Conversion program for overseas nurses).

#### University of Notre Dame

Bachelor of Nursing.

#### University of South Australia

Master of Nursing Science [Nurse Practitioner].

### Programs leading to registration as an enrolled nurse

#### Central TAFE [Mt Lawley]

Diploma of Enrolled Nursing.

#### Central West TAFE [Geraldton]

Diploma of Enrolled Nursing.

#### Department of Health

Bachelor of Nursing to Enrolled Nurse Pathway – Module One.

#### Edith Cowan University

Bachelor of Nursing to Enrolled Nurse Pathway – Module Two.

#### Great Southern TAFE [Albany]

Diploma of Enrolled Nursing.

#### Hollywood Private Hospital

Registration Bridging Course [Enrolled Nurses General] for renewal of registration or overseas nurse initial registration.

#### Marr Mooditj

Diploma of Enrolled Nursing.

#### Murdoch University

Bachelor of Nursing to Enrolled Nurse Pathway – Module Two.

#### Pilbara TAFE [South Hedland]

Diploma of Enrolled Nursing.

#### South West Regional College of TAFE [Bunbury]

Diploma of Enrolled Nursing.

#### Notre Dame University VET - Broome

Diploma of Enrolled Nursing.

#### Vocational Training & Education Centre (VTEC) / Curtin University of Technology [Kalgoorlie]

Diploma of Enrolled Nursing.

#### West Coast College of TAFE – [Joondalup]

Diploma of Enrolled Nursing.



## EXCELLENCE IN REGULATION

### Regulation

The Nurses Board of Western Australia responds to issues relating to the regulation of nursing and midwifery practice to meet the needs of health care consumers and key stakeholders.

**Outcome:** Regulations will meet the needs of health care consumers and stakeholders.

**Outcome:** The Board will provide efficient and effective processes for all nurses seeking registration with the Board.

With the imminent implementation of the Nurses and Midwives Act 2006, all registration processes were reviewed and streamlined.

To enhance security and eligibility of initial registrants, the Board determined that all applicants should supply both postal and residential addresses.

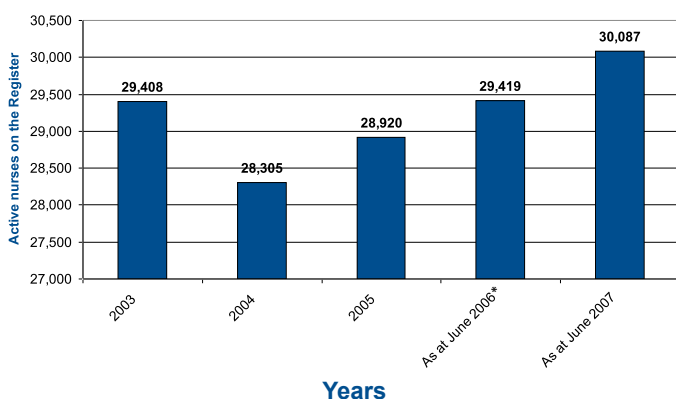
Major system enhancements were put into place to comply with the new Act.

A competition was open to tertiary art students to design a new logo for the new Nurses and Midwives Board of Western Australia. The successful design was then produced on all corporate stationery and apparel, as well as on a redesigned web site, in readiness for the proclamation of the new Act.

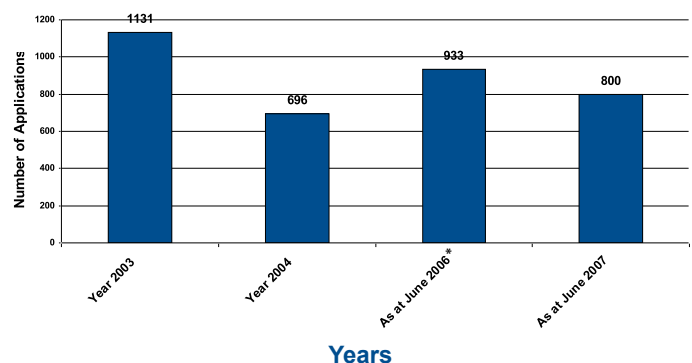
To maintain the responsibility in terms of ensuring public safety, the Board reviewed its English language policy requirements, and resolved that the Occupational English Test (OET) be reinstated as a test accepted by the Board.

A comprehensive booklet entitled *Information Support Guide for Overseas Applicants Seeking Initial Registration* was developed following liaison with key stakeholders including the Fremantle Migrant Resource Centre.

**The Register as at 31 December for the years 2003 to 2005 and as at 30 June for the years 2006 and 2007**



**Overseas registrations as at 31 December for the years 2003 to 2005 and as at 30 June for the years 2006 and 2007**



As at June 2007, the Board was in the final stages of accrediting the Bachelor of Nursing to Enrolled Nurse Registration Pathway. This process, however, will not entitle the nurse to receive the Diploma in Enrolled Nursing qualification. To obtain this qualification the applicant will be required to ascertain the relevant requirements from a Board accredited enrolled nursing education provider. The names and links to education providers are on our website at [www.nmbwa.org.au](http://www.nmbwa.org.au).

**Outcome:** The Board will explore issues surrounding the regulation of non-regulated workers in the health system.

**Outcome:** The Board will play a key role in contributing to the development of national standards for statutory nurse and midwife regulation in Australia.

**Outcome:** The Board will monitor and contribute to the development of international standards for nurse and midwife regulation.

A Position Statement on Unlicensed Healthcare Workers in Western Australia was issued in September 2006.

The Presiding Member and the CEO represent the Board on the Australian Nursing and Midwifery Council.

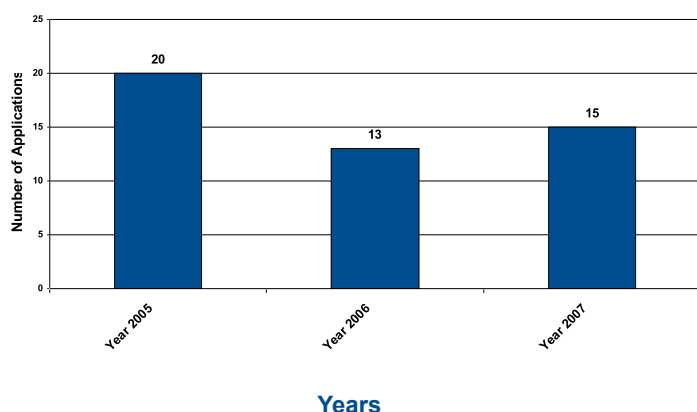
The CEO and Presiding Member attended and presented at the Western Pacific and South East Asian Regulators (WPSEAR) meeting in New Zealand in September 2006.

Manager Registration and Education participates in the ANMC Committee dealing with national registration issues.

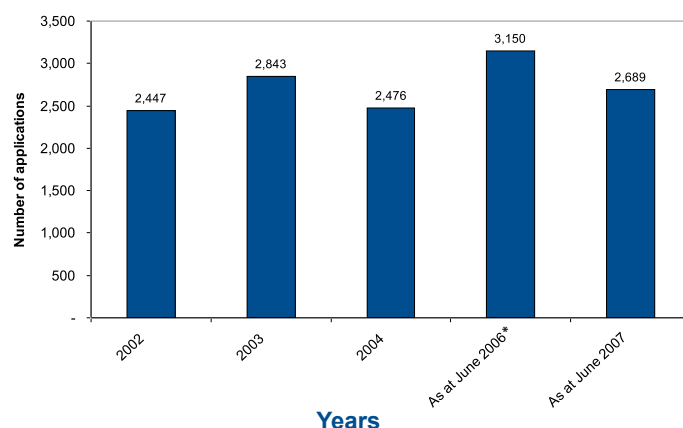
The Manager Practice and the Deputy Presiding Officer attended the International Council of Nurses conference and the 8<sup>th</sup> International Regulation Conference (Yokohama, Japan 27 May – 3 June 2007). Both conferences included a number of keynote speakers and a wide choice of presentations on topics concerning both nursing and midwifery. With the theme of the 2007 ICN Conference being “Nurses at the forefront: dealing with the unexpected”, the presentations covered a wide range of topics.

**\*Please note that the figures shown for the period ‘as at 30 June 2006’ on the graphs on this and the preceding page, are for an 18 month period.**

**Nurse Practitioners registered as at 30 June for the years 2005 to 2007**



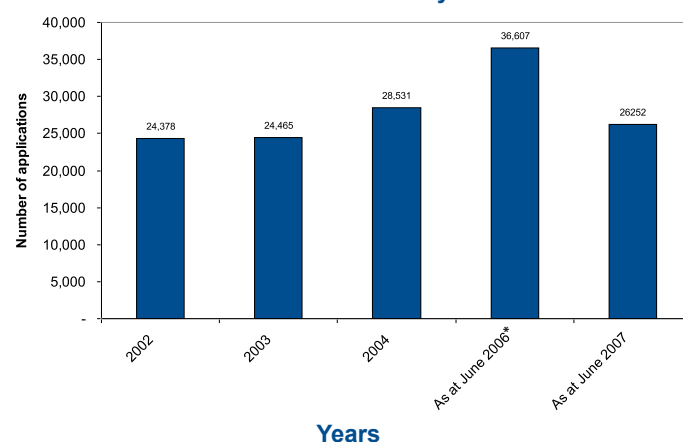
**Initial Registration as at 31 December for the years 2003 to 2004 and as at 30 June for the years 2006 and 2007**



**Overseas registrants from July 2006 – June 2007**

Registration by Locality	Number
United Kingdom	413
New Zealand	55
South Africa	52
Ireland	36
Other African Continent Countries	30
Phillipines	29
Other Asia Countries	28
Zimbabwe	27
Other European Countries	27
Singapore	25
China	22
Canada	17
United States of America	14
India	14
Middle East	7
Indian Sub Cont	4

**Renewal of Registration as at 31 December for the years 2002-2004 and as at 30 June for the years 2006 and 2007**





# EXCELLENCE IN RESEARCH



## 2007 RESEARCH AND DEVELOPMENT AWARDS

Louise Horgan, Presiding Member of the Board (l)  
with the 2007 winners of the Research and Development Awards

The Board is happy to announce the recipients of the 2007 Research and Development Awards.

### Research Fellowship Award 2007

**Jillian ADAMS - \$10,000**

*Is there a Link Between Long-haul Travel and Ischaemic Stroke?*

Recently published case histories highlight that people who suffer ischaemic stroke in association with long distance travel do not display the usual risk factors for stroke. In addition, the presumed link between deep vein thrombosis, 'economy class syndrome' and stroke has been questioned. The purpose of this study is to explore the presence of risk factors and associations between travel and ischaemic stroke in cases admitted to Royal Perth Hospital with ischaemic stroke, and compare it with an age/sex match control group.

### Post Graduate Research Award 2007

**Sara BAYES - \$5,000**

*Women's Experience of Giving Birth by Medically-Planned Caesarean Section: A Grounded Theory Study.*

Despite a caesarean section (CS) rate of over 32% of recorded births in WA, local and international research evidence suggests that most women initially expect, and would choose, to give birth vaginally. Research has demonstrated that having a CS often violates these expectations. There is a dearth of research exploring how women respond emotionally, psychologically and behaviourally to a CS which is planned for medical reasons.

### Innovation and Development Financial Award 2007

**Lynne BLAZEY - \$5,000**

*The Effect of Intra-Dialytic Foot Pedal Exercise on Blood Pressure, Phosphate Removal Efficiency and Health Related Quality of Life in Haemodialysis Patients.*

This proposal seeks funding to conduct a pilot study of the effects of exercise during dialysis treatment on the physical and mental health of end-stage renal disease (ESRD) patients. It is based on the need for renal nurses to work toward best practice in the clinical care of dialysis patients, which involves a holistic approach to promoting quality of life as well as effective and efficient treatment.

# AND PROFESSIONAL DEVELOPMENT

## Professional Development Grants

AITKEN, Stephanie	HARICHARAN, Shakila	POWELL, Seleana
AMOZIG, Sarah	HART, Anna Maria	RAISBECK, Anne Elizabeth
ANSEMS, Belita	HARVEY, Brooke	RAMSDEN, Lisa
ASPINALL, Rosalyn	HINKLEY, Theona	RICHARDS, Vicki
ASQUITH, Wendy	HOBLEY, Helen	RIEUSSET, Andrea
BAKER, Elizabeth	HOETTE, Janice	RIXSON, Clare
BARTON, Vivienne Kay	HOWE, Terence	ROBERTS, Jacqueline
BASTIAN, Maria	HUDSON, Bethwyn	ROBERTSON, Sandra
BECKMANN, Cynthia Jane	HYDE, Susan	ROBINSON, John
BILSBOROUGH, Vivienne	HYDE-SMITH, Sandy	RYAN, Janet Patricia
BLAKE, Alison	IRWIN, Kathleen	RYAN, Linda
BLAKE, Martina	KEOGH, Susan Therese	SANDERS, Anne
BLAIR, Patricia	KERR, Carol Anne	SARA, Lai Har
BLAKE, Robin Patricia	KIELY, Marian	SCOTT, Melanie
BLOMBERG, Wendy	KING, Chui Kiong	SENO, Maria Carina Garces
BRIDGEMAN, Leanne Maree	KITTS, Jo-Ellen	SIDNEY, Kerry
BROADBENT, Karen	KNAPPETT, Helen	SMITH, Julie
BROWN, Lynn	KOWALD, Rebecca	SMITH, Rebecca
BUCHANAN, David	LAMBERT, Kerry	SPASOJEVIC, Svetlana
BURGESS, Kellie	LESLIE, Jennifer Ann	STOUT, Penelope Susan
BURNETTE, Lisa	LINACRE, Lorraine Kathryn	SYRED, Anne Veronica
BURTON, Terri	LUPTON, Rosalie	TAYLOR, Kathleen Adele
CAHILL, Jacqueline	MADAHAR, Makhinder	TELFORD, Roberta Gail
CAPP, Mary Catherine	MARSH, Melanie	TENNANT, Delysia
CARRICK, Anne Valerie	MARSHALL, Amanda	THOMAS, Glenys
CARTER, Donna Louise	MARTIN, Jennifer	TRURAN, Gwyneth L
CECHNER, Fay	MAVRICK, Holly	VANDALE, Marianne
CHRISTIE, Elizabeth	MAXWELL, Gabriela	VERRIER, Leanda
CLIFFORD, Anne Mary	MAZZELLA, Karen	VINCENT, Adam
COLLINS, Carolyn	MCILDUFF, Rita	WARNER-JONES, Karen
CORRIGAN, Mary (Angela)	MCCONIGLEY, Ruth	WARNOCK, Michael
COX, Robyn Anne	MCGRATH, Maree	WATSON, Elaine
CRAWFORD, Anthea	MCLEOD, Jennifer	WEBB, Anna
CROMBIE, Betty	MILLER, Lani	WELSH, Robyn
DARBY, Judith	MONDY, Tamsin	WILSON, Deborah Faye
DAVIDSON, Lea Anne	MOORE, Elizabeth Ann	WILSON, Glenice
DICK, Stephen George	MOULDING, Rosalie	WISHART, Helen
DORE, Lily	MUIR, Shannon	
DOUGLAS, Tanya	MULLINS, Helen	
DOWDELL, Julie-Ann	NATHAN, Valmai	
DUNCAN, Kerry	NUNN, Jenny	
DUNN, Michelle	O'BRIEN, Keith	
EASTLAND, Marilyn	O'NIONS, Pam	
FAHEY, Carolyn	PAGES-OLIVER, Janet	
FERGUSON, Geraldine	PALMER, Carla	
FLETCHER, Janette	PIANI, Linda	
GODECKE, Joanne	PITTMAN, Lesley	
GRAHAM, Patricia	POWELL, Holly Jeanette	

# EXCELLENCE IN INTEGRITY

## Advisory Committees Supporting The Board

The following committees assist the Board with advice and information on matters pertaining to nursing and midwifery practice and organisational governance.

### Complaints Assessment Committee

The Committee considers and reports to Board complaints of professional misconduct in accordance with the Nurses Act 1992. The Committee met 10 times during 2006/2007.

**M Watson (Chair)**<sup>1</sup> RN BAppSc(Nsg) Post Grad Dip Nsg MSc(Curtin) FRCNA Adjunct Associate Professor – Curtin University of Technology SON & Midwifery

**J Prentice (Acting Chair)** RN BN STN PhD

**D Baker** RN RM BSc (Nsg) PGDip (Mid) MSc (Mid)

**V Cope**<sup>2</sup> RN RM BA DipEd Grad Dip (Nsg) MHLth Sc (Nsg) MRCNA

**M MacDonald** RN RPN BA App Sc Grad Dip Public Policy Analysis MBA

**G Carlton** B App Sc (Nsg) Grad Cert PSM MBA Grad Cert HSM

**J Fenwick** PhD

**R Marriott** RN RMHN RM MSc (Nsg) Post Grad Dip (Mid) BApp Sc (Nsg)

**M Murphy** RM

<sup>1</sup> Passed away 8 May 2007<sup>2</sup> Resigned June 2007

### Registration Review Committee

The Committee advises the Board on all matters relating to the registration of nurses and midwives in accordance with the Nurses Act 1992. The committee met 9 times during 2006/2007.

**K Stringer (Chair)**<sup>\*</sup> RN BApp Sc (Nsg) MRCNA

**B Webster**<sup>\*1</sup> RN BApp Sc Post Dip Ed MSc MBA

**V Drury** RN RMHN MCI(Nsg) PGCert(PsychNsg) BHLthSc(Nsg) BA(Ed) PGCert Men's Hlth Ophth NsgCert MRCNA MANZCMHN MAARN

**R Collins** RN RM BAppSc(Nsg) CHC CD MRCNA

**J Lynn**

**J Applin (Deputy)** RN BSc(Nsg)

**L Colvin (Deputy)**

<sup>\*</sup> Board Member <sup>1</sup> Resigned November 2006

### Professional Standards Committee

The Committee provides advice to the Board on any matter relating to the professional conduct or standards of nurses and midwives in accordance with the Nurses Act 1992. The committee met 6 times during 2006/2007.

**L Anderson (Chair)**<sup>\*</sup> BA(Hons)

**N Cruickshank (Deputy Chair)**<sup>\*</sup> RN BAppSc(Nsg) Grad Dip OH&S MRCNA

**C Bone** RMHN RN BSc(Nsg) MRCNA MANZCMHN

**H Newnham** RN RM BAppSc MSc LLB FRCNA

**J Myers**<sup>\*</sup> BHA FCGSE JP

**B Webster**<sup>\*1</sup> RN BAppSc PostDipEd MSc MBA

<sup>\*</sup> Board Member <sup>1</sup> Resigned November 2006

### Regulation Reference Group

The Group provides advice and information to the Board on education and accreditation processes and criteria in relation to nursing and midwifery in Western Australia. The committee met 9 times during 2006/2007.

**J Butt (Chair)**<sup>\*</sup> MA(Ed) PGCEA ADM RM RN (UK)

**K Hyde** RN RM BSc(Hlth Prom) GradDip

**A McMurray**

**D Socorro** BSc (Nsg)

**C Hahn**

**G Ringrose**

**A Rutherford**<sup>2</sup> RN BSc(Hlth Ed & Hlth Man) & LTCL (Music)Trinity College

**P Roberts**<sup>1</sup> RN GradDip Bus MHLthAd MCNA

**T Zeeman**

<sup>\*</sup> Board Member <sup>1</sup> Term Ended June 2007 <sup>2</sup> Resigned September 2006

### Professional Practice Reference Group

The Group advises the Board on issues relating to professional nursing/midwifery practice, determines guidelines for scopes of practice and recommends research priorities. The Group met 9 times during 2006/2007.

**H Gluyas (Chair)** RN BSc PG Cert Mgt M Service Admin MRCNA AFACHSE

**C Poultney** BApp Sc Post Grad Dip Human Resource Mgmt and Development RCNA

**A Green**

**J Robertson** RN MSC (Edin) GDip Lib & Inf Stud (Curtin) BSc (UWA) Dip Phys Ed (Melb)

**A Bartu** PhD MPH Grd Dip Hlth Sc BA (Hon) Anthropol RM FRCNA

**P Dempsey** RN RM NPC BHSc (Nsg) Grad Dip Ed

**R Vogels**<sup>4</sup> PhD

**B Arrowsmith**<sup>4</sup>

**F Privilege**<sup>1</sup>

**S Barnes**

**S Tedman**<sup>2</sup> RN BA (Soc Sci/Psych)

**M Boardman**<sup>3</sup> RN

<sup>1</sup> Commenced November 2006 <sup>2</sup> Resigned November 2006 <sup>3</sup> Resigned September 2006 <sup>4</sup> Commenced February 2007

### Corporate Governance Management Group

The Group provides assurance, advice and information to the Board on all matters relating to financial and information management, risk management, quality management, human resource management and marketing. The Group met 9 times during 2006/2007.

**N Cruickshank (Chair)**<sup>\*</sup> RN BApp Sc (Nsg) Grad Dip OH&S MRCNA

**J Myers (Deputy)**<sup>\*</sup> BHA FCHSE JP

**D Corney (Deputy)** CA B Comm

**L Butfield** B Law (LLB)

**S Wilkinson** CA B Comm

**G Wallace** BBus (Acc) BHA ASA FCHSE

**P Tibbett**<sup>1</sup> BApp Sc (Nsg)

**A Bourke**<sup>2</sup> AssocProf RN RM NNT BSc(Nsg) MNsg Post Grad Dip HSM

**T Miller**<sup>3</sup> BA (Ed) Post Grad Dip Bus (PR)

**C Hanna** RN RM Post Grad Dip Bus (Admin) MRCNA

**P Guy**<sup>4</sup>

<sup>\*</sup> Board Member <sup>1</sup> Term Expired March 2007 <sup>2</sup> Appointed April 2007 <sup>3</sup> Resigned June 2007 <sup>4</sup> Appointed November 2006

## Network Advisory Panel Membership As At 30 June 2007

The Panel is comprised of expert nurses (registered, enrolled, midwives and nurse practitioners), or people from the public and private sector, who have specialist skills in nursing, business and industry and who are committed to supporting and promoting the goals of the Board and the nursing and midwifery professions. Members of the Panel support Board committees in decision-making by providing expert opinion as required on matters of significance to the Board.

Name	Area of interest	Name	Area of interest
Hope ALEXANDER	Consumer	Dr Gavin LESLIE	Research
Dr Selma ALLIEX	Education	Pamela LEWIS	Management
Donna ANGEL	Clinical	Jennifer LYNN	Aged Care
Jean APPLIN	Community	Julie MADDOCKS	Clinical
Beth ARROWSMITH	Clinical	Diane MANTELL	Management
Michael ASH	Education	Liz MANLEY	Aged Care
Rebekah ASHBY	Mental Health	Dr Rhonda MARRIOTT	Education
Shirley BARNES	Consumer	Liana MAUMILL	Clinical
Adj. Assoc. Prof. Anne BARTU	Research	Nick MAY	Education
Melissa BARRETT	Clinical	Heather MARIN	Midwifery
Wendy BLOMBERG	Clinical	Ruth McCONIGLEY	Research
Susan BRADSHAW	Education	Kathleen McCOY	Aged Care
Melanie BOARDMAN	Clinical	Marie Louise MacDONALD	Management
Christopher BONE	Mental Health	Patrick MCGILL	Mental Health
William (Bill) BOOKER	Education	Margaret McKENNA	Graduate
Adj. Assoc. Prof. Anne BOURKE	Management	Leonie McNEILL	Clinical
Loraine BURT	Education	Sherril McMAHON	Clinical
Janice BUTT	Midwifery	Susan McMULLEN	Clinical
Libby BUTTFIELD	Legal	Professor Anne McMURRAY AM	Education
Kathleen CADDY	Professional Standards	Noelene McPHERSON	Clinical
Bruce CAMPBELL	Consumer	Grace McLAUGHLIN	Clinical
Geraldine CARLTON	Management	Wendy MEGGISON	Legal
Dr Keryln CARVILLE	Clinical	Helene METCALFE	Education
Moyra CATTERMOUL	Management	Christine MICHEL	Forensics
Dr Christopher CHURCHOUSE	Education	Trish MILLER	Marketing
Robyn COLLINS	Midwifery	Dr Leanne MONTEROSSO	Research
Laura COLVIN	Midwifery	Moir Munro	Mental Health
Catherine (Kate) COOK	Midwifery	Linda MURRAY	Corporate Governance
David CORNEY	Corporate Governance	Mary MURPHY	Midwifery
Pauline COSTINS	Clinical	Ailsa MYLOTTE	Clinical
Kerry COUSINS	Community	Helen NEWNHAM	Legal
Carol CRAIG	Clinical	Allan NEWTON	Legal
Maree CROUCH	Legal	Elaine PAVLOS	Clinical
Veronica DALL-SUPPIAH	Management	Janice POOL	Clinical
Jim DELANEY	Mental Health	Cheryle POULTNEY	Management
Patricia DEMPSEY	Midwifery	Fiona PRIVILEGE	Graduate
Ray DHONDEA	Mental Health	Dale PUGH	Clinical
Marjorie DIXON	Management	Angus RENNIE	Management
Ray DOBSON	Mental Health	Julia REYNOLDS	Psychology
Mardi DODGSON	Corporate Governance	Glenda RINGROSE	Graduate
Janet DOHERTY	Aged Care	Pamela ROBERTS	Education
Dr Vicki DRURY	Education	Jeanette ROBERTSON	Research
Roslyn ELMES	Management	Barbara ROPER	Education
Wayne ENDERSBEE	Mental Health	Anne RUTHERFORD	Management
Marcia EVERETT	Management	Professor Nick SANTAMARIA	Research
Dr. Jennifer FENWICK	Midwifery	Rosemary SAUNDERS	Research
Julie FINESSI	Clinical	Benjamin SEIKKU	Mental Health
Joy FONG	Clinical	Dr Philip SHADE	Management
Sadie GERAGHTY	Midwifery	Christine SMITH	Aged Care
Lesley GIBBS	Education	Deborah SOCORRO	Clinical
Debra GITSHAM	Aged Care	Jacqueline SOUTAR	Mental Health
Heather GLUYAS	Education	Suzanne STEWART	Education
Valerie GRANGE	Clinical	Alice STREET	Clinical
Bronwyn GRANT	Clinical	Robyn SUTHERLAND	Management
Anne GREEN	Education	Clare THOMPSON	Legal
Elaine GREEN	Community Health	Adj. Assoc. Prof. Patricia TIBBETT	Management
Jennifer GRIEVE	Aged Care	Laurinda TIMMINS	Management
Karen GULLICK	Mental Health	Estelle Mary TRUSCOTT	Aged Care
Pamela GUY	Corporate Governance	Adj. Assoc. Prof. Diane TWIGG	Management
Cheryl HAHN	Aged Care	Caroline VAFEAS	Domiciliary
Christine HANNA	Management	Michelle VALLENTINE	Clinical
Dr Yvonne HAUCK	Education	Nicky VERVEST	Midwifery
Sandra HEWITT	Education	Dr Rosina VOGELS	Aged Care
Sharron HICKEY	Clinical	Dr Janney WALE	Consumer
Maureen HINTON	Education	Meredith WALKER	Clinical
Dr Barbara HORNER	Aged Care	Beth WALKER	Clinical
Bernadette HOWES	Clinical	Garry WALLACE	Corporate Governance
Anita HOY	Clinical	Professor Robin WATTS	Education
Caroline HUSSEY	Midwifery	Judith WENBAN	Clinical
Kay HYDE	Midwifery	Scott WILKINSON	Corporate Governance
Joyce HYNES	Clinical	Dr Anne WILLIAMS	Research
Dr Bronwyn JONES	Education	Judith WILSON	Midwifery
Terry JONGEN	Clinical	Jeanne YOUNG	Research
Dr Garth KENDALL	Research	Zenith ZEEMAN	Mental Health
Anna KOSEK	Graduate	Tonia ZEEMAN	Management
Judith LEE	Aged Care		





## EXCELLENCE IN PARTNERSHIPS

Nurses involved in the WoundWest project

### Partnerships

The Board works closely with many organisations, and the CEO, Managers and members of the Board are members of many ongoing and ad hoc committees.

The CEO is a member of:

- School of Nursing and Midwifery Advisory Committee, Edith Cowan University
- School of Nursing, Notre Dame University (delegated to Manager Registration and Education)
- School of Nursing, Murdoch University (delegated Manager Practice)
- School of Nursing and Midwifery Advisory Committee, (delegated Manager Registration and Education)
- TAFE Educational Review Committee (delegated Manager Registration and Education)
- International Congress in Innovations in Nursing (ICIN) Meeting. The Board has been a partner in sponsoring this conference every two years. The Strategic Development Officer is also on the Organising Committee.

In addition the following partnerships have been important to the Board this year:

#### Nurses and Midwives Act 2006

Following the assent of the Nurses and Midwives Act in December 2006, the Board entered into collaborative discussion with the Office of the Chief Nursing Officer and Legal and Legislative Services Department of Health, to draft the regulations to be known as the Nurses and Midwives Regulations 2007, which would underpin the interpretation of sections of the Nurses and Midwives Act. It was anticipated the Regulations would be gazetted in the new financial year.

#### Australian Nursing and Midwifery Council

*National Registration of Health Professionals and Accreditation of Training Programs*

The Coalition of Australian Governments (COAG) on 13 April 2007 agreed upon arrangements for national processes for

registering health professionals and accrediting their training and education programs by July 2008; purported benefits being a more responsive, flexible and sustainable health workforce. For instance doctors, nurses and other health professionals would be able to practice across State and Territory borders without having to re-register in each State or Territory thus improving workforce mobility.

The ANMC responding on behalf of all nursing and midwifery regulatory authorities has given in principle support to COAG's initiatives. COAG, the ANMC is pleased to note, has agreed to consult with key stakeholders in developing models to achieve national cross-professional accreditation and registration, and to utilise existing professional expertise in the development of the panels and committees.

ANMC media releases on COAG's reform agenda are available at [www.anmc.org.au/docs/media\\_releases/MEDIA%20RELEASE%2019%20July%202006.pdf](http://www.anmc.org.au/docs/media_releases/MEDIA%20RELEASE%2019%20July%202006.pdf).

#### *National Guidelines on Boundaries of Professional Practice for Nurses and Midwives*

The ANMC are developing National Guidelines on Boundaries of Professional Practice for Nurses and Midwives. National consultative Forums to allow nurses and midwives to contribute to the development of these guidelines have been held with many nurses and midwives attending the forum held 18 June in the Boulevard Centre, Cambridge Library Building. The A/CEO and Managers for Practice and Professional Standards were in attendance.

#### *Scope of Practice Frameworks for Nurses and Midwives*

The Board, through Margaret Watson as Chair of the ANMC's Research and Policy Committee, and the Strategic Development Officer and Manager Practice made a significant contribution to the ANMC's project to Develop a National Framework for the Development of Decision Making Tools for Nursing and Midwifery Practice (National DMF), which can be accessed at [www.anmc.org.au/projects/current\\_projects.php#dmf](http://www.anmc.org.au/projects/current_projects.php#dmf)

The ANMC consulted widely within Australia and New

Zealand to ensure the decision making processes advocated for nurses and midwives were congruent with current nursing and midwifery practice. There are separate frameworks for nurses and midwives in recognition of midwifery as a profession distinct from nursing.

### **International Congress on Innovations in Nursing (ICIN)**

The Board is again a key stakeholder in the 3<sup>rd</sup> ICIN program to be held in Perth Convention Exhibition Centre 13-16 November 2007. The Congress's program is focussed on Acute Care, Indigenous Health, Aged Care, Simulation and Learning, Clinical Practice and Leadership. Nine international and national speakers will address Congress delegates. As Congress Organising Committee members Margaret Watson CEO and Jenny Prentice Strategic Development Officer contributed to the development of this year's program which usually attracts over 350 national and international delegates.

### **Indian Ocean Territories**

In accordance with the service Delivery Agreement between the Board and the Commonwealth Government, nurses and midwives employed by the Indian Ocean Territories Health Service (IOTS) on Christmas and Cocos Island have been provided with similar information and services as provide to all nurses and midwives in rural regions of Western Australia. Professional advice is provided by the Board in the areas of continuing professional competence, medications and documentation.

### **WoundsWest**

Whether accidental, surgical or non-surgical the management of patients with wounds places considerable demands on health resources and health budgets. It is imperative therefore that nurses and midwives along with all other clinicians who have contact with patients with wounds are skilled and competent in the delivery of wound care.

The WoundsWest Project is an Ambulatory Care Services initiative that aims to provide health care practitioners with a system for the prediction, prevention and management of wounds and health consumers and the community with information on wound management. In addition, the Project aims improve patient outcomes, reduce variations in clinical practice and achieve significant cost savings.

WoundsWest, a partnership between the Office of the Chief Nursing Officer, Curtin University and Silver Chain with the support of the Nurses and Midwives Board of Western Australia is governed by an Executive Steering Group and an Advisory Committee. The WoundsWest Executive Steering Group is comprised of the following members:

- Ms Ros Elmes, Acting Area Executive Director Ambulatory Care, NMAHS, (Chair and Executive Sponsor)
- Adjunct Professor Dr Phillip Della, Chief Nursing Officer, Department of Health (Executive Sponsor)
- Associate Prof Keryln Carville, Associate Professor of Domiciliary Nursing, Curtin University & Silver Chain Nursing Association
- Mr Jon Harrison, A/Alliance Director, InfoHEALTH Alliance, Department of Health
- Dr Jenny Prentice, Strategic Development Officer, Nurses Board of Western Australia
- Professor Nick Santamaria, Professor of Acute & Ambulatory Care Nursing and Midwifery, Curtin University
- Mrs Veronica Strachan, Project Director, WoundsWest

The Project is divided into 3 main elements or subprojects: A. Survey, B. Education and C. Information Technology (IT) and over a 3 year period WoundsWest will: develop a state-wide system for auditing the prevalence of different wounds within public hospitals; develop clinical guidelines for managing wounds; develop online interactive education modules on wounds, wound healing and principles of wound management; and create an electronic wound imaging system for the purpose of remote referral of wounds to clinicians with expertise in wound management. The data from these projects will be housed on a central server within WA Health.

The first WoundsWest annual wound prevalence survey was



*Nurses involved in the WoundWest project*

conducted in May/June 2007 which confirmed that wound care is a significant part of the daily business of public hospitals. Approximately 2800 patients participated in the survey and almost half (49%) of the patients surveyed had 1 or more wounds at some point during their hospital admission; 26% of patients had 3 or more wounds. The wounds identified were categorised as: acute wounds, pressure ulcers, leg ulcers, skin tears, burns, malignant and other wounds. Over 220 nurses and midwives around the State were educated and deemed competent to assess patient's skin and classify any wounds found. A Core Team of 30 nurses and midwives travelled over 17, 000 kms across the State during May/June to educate staff and coordinate the audit process.

The Report of the prevalence survey and further information on WoundsWest may be found at <http://www.health.wa.gov.au/woundswest/home/>.

### **GP Practice Project**

The Clinical Education for the Future Project (CEFF), which identified future models and methods of clinical education for nurses and midwives recommended further work pertaining to clinical education of nursing students in community settings, is undertaken. In partnership with representatives from the WA Osborne and Fremantle General Practice Networks, Curtin, Edith Cowan and Notre Dame Universities, and the Primary Health Care, Research Evaluation and Development Unit (PHCRED) at UWA the Board formed a Steering Committee that conducted a Study entitled *Evaluation of the Clinical Education of Nursing Students within the General Practice Setting*. Funding for the study was secured through the Department of Health and Ageing's Nursing in General Practice Program in July 2006.

The study aimed to evaluate the effectiveness of utilising the general practice setting as a learning environment for nursing students and explore the benefits and challenges of general practices providing clinical placements for students. Nursing students (first and third year), Practice Nurses and General Practitioners (GPs) involved in general practice clinical placements in the metropolitan area were surveyed both before and after the student nurses' placement. Post clinical placement focus groups with student nurses and Practice Nurses were also conducted.

A total of 63 nursing students (pre n=21, post n=42); 45 Practice Nurses (pre n=25, post n=20) and 13 GPs (pre n=7, post n=6) participated in the study. The majority of student nurses rated the educational value of the placement as excellent (60%) or good (26%). Overall, the majority of nurses (89%) and all GP's surveyed believed that the placements allowed students to consolidate a variety of nursing principles and knowledge which were easily transferable to other clinical settings.

#### *Key findings are that:*

- Student nurse clinical placements in general practice provide an adequate level of educational value for the majority (91%) of student nurses, regardless of the year of study. During the placements student nurses engaged in activities that assisted them in meeting competencies related to the



Australian Nursing and Midwifery Council competencies.

- A continuous clinical placement (or 'block of time') was preferred by student nurses, Practice Nurses and GPs in the study. This was due to the possibility of exposure to additional learning experiences for the student nurse and provision of more time for the student to build confidence and develop relationships within the general practice team.
- Student nurses' understanding of the roles and responsibilities of the Practice Nurse increased after attending the clinical placement and 48% of students indicated they would consider a career in Practice Nursing in the future after attending the placement.
- Communication between the universities coordinating the placements and the Practice Nurses, both prior to and during the clinical placement, was a recurring issue for the Practice Nurses in the study. Practice Nurses expressed interest in receiving more information regarding the student nurses and universities' requirements for the placement, including documentation, competencies to be achieved and learning experiences to be sought.
- Practice Nurses and GPs indicated the benefits of hosting students included improving their own skills and knowledge and assisting the general practice team and their patients. Challenges were related to time management for the Practice Nurse. However, both Practice Nurses (90%) and General Practitioners (100%) were willing to continue hosting clinical placements after the student nurses' clinical placement.
- Although Practice Nurses reported they felt confident in preceptoring students they indicated a strong interest in attending preceptorship training after the clinical placement (90%) and this was supported by the majority of responding GPs.

#### *Recommendations:*

The following recommendations to improve the general practice clinical placements for all target groups have emanated from the study:

- That nursing education programs continue to utilise general practice clinical placements for student nurses due to the variety and value of learning experiences provided.
- That local Divisions of General Practice continue to support the education and training needs of Practice Nurses and incorporate preceptor training and support to improve the confidence and skills of Practice Nurses as preceptors.
- That a co-ordination group under the auspices of the WA General Practice Network be established with membership drawn from organisations supporting Practice Nurses and tertiary education institutions placing students in general practice and that this group meets at least annually.
- That this co-ordination group develop terms of reference which include responsibility for ensuring adequate and appropriate communication between placements and the tertiary institutions, identifying placement availability, assessing the suitability of placement sites, and currency of the preceptor program and student orientation package.
- That general practice and Practice Nurse organisations lobby the national government to extend the incentives currently provided to general practices to host and teach medical students in this setting to include student nurses. Further, that nursing and allied health students are included in the General Practice Education and Training (GPET) proposal for Community Clinical Schools.
- Further evaluation studies in this area are considered in other states of Australia where nursing student clinical placements in general practice exist or are being considered. This is especially relevant if nursing student clinical placements in general practice continue to expand.

Presentation of the study at five national conferences together with the publication of three articles to date has generated considerable interest and placed Western Australia in the forefront nationally of developments of this category of clinical placement.

New resources are being drafted to assist general practices, Practice Nurses and nursing students during the general practice placement and ensure it remains a positive experience for all

groups involved. These resources can be downloaded from the Osborne Divisions website, under the General Practice Nursing webpage. The final report on the Study is available from NMBWA at [www.nmbwa.org.au](http://www.nmbwa.org.au).

#### **Shared Health Interactive Practice (SHIP)**

The Shared Health Interactive Practice (SHIP) Project is sponsored jointly by the Department of Health for Western Australia and the Nurses Board of Western Australia. The concept for the Project emerged following Professor Robin Watts' attendance at the Nursing Education Today Conference in Durham University (UK). At the conference Ms Anne Spencer (Dublin City University, University of Southampton, University of Portsmouth and Portsmouth Hospitals NHS Trust) and Ms Pamela Henry (Dublin City University) illustrated the Evolving Interactive Practice concept, which can be delivered both in conjunction with simulation training and as a stand alone resource for clinical education. Subsequently Ms Spencer and Ms Henry were invited to facilitate a 4 week workshop on the development of new learning technologies to support nursing and midwifery education in Western Australia after which the SHIP group was formed in July 2006.

The purpose of the SHIP group is to facilitate education of health professionals in Western Australia using a blended learning approach through simulation and shared learning. Participants in the Project who are from a variety of clinical and educational settings must be committed to developing one interactive multimedia educational tool per year. SHIP members have received training in the use of multimedia technology via a three day Dream Weaver 8 course at Curtin University. Learning objects currently under development pertain IV learning package for undergraduate nursing students, Changing a Child's Tracheostomy Tube, a 'Virtual patient', and an Epidural self directed learning package to name a few. These learning objects will be available to health professionals via the OCNO website <http://www.ocno.health.wa.gov.au/ship/index.cfm>

Future activities of the SHIP group include further workshops with Ms Spencer and Ms Henry in November 2007 and development of a research study on simulated interactive and clinical practice versus clinical practice alone in 2008.

#### **Assessment of Pilot Programs for Overseas Trained Culturally and Linguistically Diverse (CALD) Nurses Project**

Under the auspices of the Office for Women's Policy (OWP) in Western Australia the Board provided consultation to a Pilot Program that looked at facilitating CALD nurses entry into the nursing workforce in Western Australia. Barriers to the utilisation of CALD nurses had been previously identified in an earlier report commissioned by the Commonwealth, State, Territories and New Zealand Ministerial Conference on the Status of Women (MINCO). The Report, Good practice in the assessment, skills gap training and employment of overseas trained nurses, identified numerous barriers to the employment of overseas qualified nurses including access to accurate information and support to navigate registration and work place requirements.

In an endeavour to address some of these barriers the Pilot Program in Western Australia aimed to assess the effectiveness of a pathway for CALD nurses into Enrolled nursing at WA TAFE and CALD nurses' re-entry into registered nursing bridging programs through Curtin University School of Nursing and Midwifery. The outcome of the Pilot Program will be known later this year.

**Nurses Board of Western Australia**  
**Financial Statements**  
**for the year ended 30 June 2007**

**Nurses Board**  
of Western Australia







## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NURSES BOARD OF WESTERN AUSTRALIA**

We have audited the accompanying financial report of Nurses Board of Western Australia, which comprises the balance sheet as at 30 June 2007, and the income statement, statement of changes in equity and cash flow statement for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the declaration to members.

### **Board of Management's Responsibility for the Financial Report**

The Board of Management of the company is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the *Corporations Act 2001*. This responsibility includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances. In Note 1, the Board of Management also state, in accordance with Accounting Standard AASB 101 *Presentation of Financial Statements*, that compliance with the Australian equivalents to International Financial Reporting Standards ensures that the financial report, comprising the financial statements and notes, complies with International Financial Reporting Standards.

### **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. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance 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 entity's preparation and fair presentation of the financial report 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Management, 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* would be in the same terms if it had been given to the Board of Management at the time that this auditor's report was made.

### Auditor's Opinion

In our opinion:

- (a) the financial report of Nurses Board of Western Australia is in accordance with the *Corporations Act 2001*, including:
  - (i) giving a true and fair view of the company's financial position as at 30 June 2007 and of its performance for the year ended on that date; and
  - (ii) complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the *Corporations Regulations 2001*; and
- (b) the financial report also complies with International Financial Reporting Standards as disclosed in Note 1.

**BDO Kendalls Audit & Assurance (WA) Pty Ltd**



BDO Kendalls  
Peter Toll

**Peter Toll**  
Director

Subiaco, Western Australia  
Dated this 5th day of December 2007

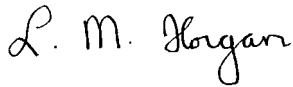
# **NURSES BOARD OF WESTERN AUSTRALIA**

## **FINANCIAL STATEMENTS – 30 JUNE 2007**

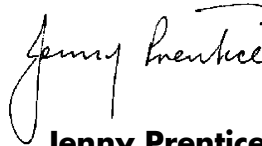
### **DECLARATION TO MEMBERS**

In our opinion:

- a. the financial statements and notes set out on the following pages:
  - i. comply with Australian Equivalents to International Financial Reporting Standards and other mandatory professional reporting requirements; and
  - ii. giving a true and fair view of the Nurses Board of Western Australia's financial position as at 30 June 2007 and of their performance, as represented by the results of their operations and its cash flows, for the financial year ended on that date; and
- b. there are reasonable grounds to believe that the Nurses Board of Western Australia will be able to pay its debts as and when they become due and payable.



**Louise Horgan**  
**Presiding Member**



**Jenny Prentice**  
**A/Chief Executive Officer**

Date 05 December 2007  
Perth, Western Australia

# INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2007

	Notes	2007 \$	2006 \$
Revenue from continuing operations	2	2,752,468	2,407,705
Other Income	2	203,188	152,677
		<hr/> 2,955,656	<hr/> 2,560,382
Australian Nursing and Midwifery Council		(66,094)	(60,065)
Bad & Doubtful Debts		16,153	27,728
Banking and Collection Fees		(33,793)	(34,370)
Communications Expenses		(20,092)	(24,351)
Computer Expenses		(107,398)	(89,846)
Depreciation & Amortisation	3	(125,475)	(118,089)
Employee Benefits Expense		(1,471,043)	(1,431,225)
Fellowship, Grants & Awards		(104,659)	(108,615)
Insurance		(23,262)	(28,117)
Legal Fees		(109,528)	(119,953)
Other Expenses		(289,614)	(124,005)
Printing, Postage and Stationery		(108,267)	(155,470)
Property Expenses		(63,308)	(60,372)
Travel and Accommodation		(64,000)	(27,092)
		<hr/> (2,570,380)	<hr/> (2,353,842)
<b>Profit / (Loss) for the year</b>		<b>385,276</b>	<b>206,540</b>

*The above Income Statement is to be read in conjunction with the notes to the financial statements.*



## BALANCE SHEET AS AT 30 JUNE 2007

	Note	2007 \$	2006 \$
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	4	3,095,330	3,094,047
Trade and other receivables	5	40,624	37,039
<b>Total Current Assets</b>		<b>3,135,954</b>	<b>3,131,086</b>
<b>NON CURRENT ASSETS</b>			
Property, Plant and Equipment	6	2,783,950	1,137,966
Intangible Asset	7	112,060	51,667
<b>Total Non Current Assets</b>		<b>2,896,010</b>	<b>1,189,633</b>
<b>TOTAL ASSETS</b>		<b>6,031,964</b>	<b>4,320,719</b>
<b>CURRENT LIABILITIES</b>			
Deferred Revenue		1,602,133	1,473,233
Trade and other payables	8	143,097	449,163
Provisions	9	1,723	-
Projects - Unexpended Funds	10, 11	40,442	55,695
<b>Total Current Liabilities</b>		<b>1,787,395</b>	<b>1,978,091</b>
<b>NON CURRENT LIABILITIES</b>			
Deferred revenue		729,617	880,596
Provisions	9	247,729	249,209
<b>Total Non Current Liabilities</b>		<b>977,346</b>	<b>1,129,805</b>
<b>TOTAL LIABILITIES</b>		<b>2,764,741</b>	<b>3,107,896</b>
<b>NET ASSETS</b>		<b>3,267,223</b>	<b>1,212,823</b>
<b>EQUITY</b>			
Retained Earnings		1,596,250	1,210,973
Asset Revaluation Reserve		1,670,973	1,850
<b>TOTAL ACCUMULATED FUNDS &amp; RESERVES</b>		<b>3,267,223</b>	<b>1,212,823</b>

*The above Balance Sheet is to be read in conjunction with the notes to the financial statements.*

# STATEMENT OF CHANGES TO EQUITY FOR THE YEAR ENDED 30 JUNE 2007

	Retained Earnings \$	Asset Revaluation Reserve \$	Total \$
<b>Year 2006</b>			
Balance at 1 July 2005	1,004,433	1,850	1,006,283
Profit for the year	206,540	-	206,540
Total recognised income and expense for the year	206,540	-	206,540
<b>Balance at 30 June 2006</b>	<b>1,210,973</b>	<b>1,850</b>	<b>1,212,823</b>
<b>Year 2007</b>			
Balance at 1 July 2006	1,210,973	1,850	1,212,823
Net income recognised directly in equity – revaluation increment	-	1,669,123	1,669,123
Profit for the year	385,276	-	385,276
Total recognised income and expense for the year	385,276	-	385,276
<b>Balance at 30 June 2007</b>	<b>1,596,250</b>	<b>1,670,973</b>	<b>3,276,223</b>

*The above Statement of Changes in Equity is to be read in conjunction with the notes to the financial statements.*

## CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2007

	Note	2007	2006
<b>Cash flows from operating activities</b>		<b>\$</b>	<b>\$</b>
Receipts from customers and members (inclusive of GST)		2,707,502	3,208,616
Payments to suppliers and employees (inclusive of GST)		(2,738,872)	(2,205,899)
Interest received		197,931	140,054
<b>Net cash inflow / (outflow) from operating activities</b>	12	<b>166,561</b>	<b>1,142,771</b>
<b>Cash flows from investing activities</b>			
Payments for property, plant and equipment		(165,989)	(160,309)
Proceeds from sale of property, plant and equipment		710	2,238
<b>Net cash inflow / (outflow) from investing activities</b>		<b>(165,279)</b>	<b>(158,071)</b>
<b>Net increase / (decrease) in cash and cash equivalents</b>		<b>1,282</b>	<b>984,700</b>
Cash and cash equivalents at the beginning of the financial year		3,094,048	2,109,348
<b>Cash and cash equivalents at the end of the financial year</b>	4	<b>3,095,330</b>	<b>3,094,048</b>

*The above Cash Flow Statement is to be read in conjunction with the notes to the financial statements.*



## Notes

### 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The Nurses Board of Western Australia's financial report for the year ended 30 June 2007 have been prepared in accordance with Australian equivalents to International Financial Reporting Standards (AFIRS), which comprises a Framework for the Preparation and Presentation of Financial Statements (the Framework) and Australian Accounting Standards (including the Australian Accounting Interpretations).

This general purpose financial report has been prepared in accordance with Australian Accounting Standards, other authoritative pronouncements of the Australian Accounting Standards Board, Urgent Issues Group Interpretations and the Corporations Act 2001.

#### (a) Basis of Preparation

##### *Historical cost convention*

These financial statements have been prepared under the historical cost convention, as modified by the revaluation of available-for-sale financial assets, financial assets and liabilities at fair value through profit or loss, certain classes of property, plant and equipment and investment property.

The accounting policies adopted in the preparation of the financial statements have been consistently applied throughout all periods presented unless otherwise stated.

##### *Early adoption of standards*

Nurses Board of Western Australia has not elected to apply any of the available accounting standards and amendments early, therefore they have not been applied in the preparation of these financial statements.

#### (b) Revenue Recognition

Registration income is recognised on an accrual basis over the period of registration benefit. This reflects a matching of income and costs. Deferred revenue is recognised as a current and non-current liability and represents the portion of registration income attributable to periods after the end of the financial year.

#### (c) Property, Plant and Equipment

Land and buildings are shown at fair value, based on periodic, but at least triennial, valuations by external independent valuers, less subsequent depreciation for buildings. Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset. All other property, plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Cost may also include transfers from equity of any gains/losses on qualifying cash flow hedges of foreign currency purchase of property, plant and equipment.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Nurses Board of Western Australia and the cost of the item can be measured reliably. The carrying amount of the replaced part is derecognised. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

Increases in the carrying amounts arising on revaluation of land and buildings are credited, net of tax, to other reserves in shareholders' equity. To the extent that the increase reverses a decrease previously recognised in profit or loss, the increase is first recognised in profit or loss. Decreases that reverse previous increases of the same asset are first charged against revaluation

reserves directly in equity to the extent of the remaining reserve attributable to the asset; all other decreases are charged to the income statement. Each year, the difference between depreciation based on the revalued carrying amount of the asset charged to the income statement and depreciation based on the asset's original cost, net of tax, is transferred from the property, plant and equipment revaluation reserve to retained earnings.

Land is not depreciated. Depreciation on other assets is calculated using the straight-line or diminishing value method to allocate their cost or revalued amounts, net of their residual values, over their estimated useful lives, as follows:

Asset Class	Life	Method
Computing Equipment & Software	2 to 3 years	Straight Line
Office Equipment	5 to 10 years	Diminishing Value
Furniture & Fittings	10 to 20 years	Diminishing Value
Strata Lease – Premises	25 years	Straight Line
Building Improvements	20 to 30 years	Diminishing Value

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date.

An assets' carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Until 30 June 2000, investments in works of art were measured at fair value and were revalued every three years. With effect from 1 July 2000, the Nurses Board of Western Australia elected to revert to the cost basis for measuring all artworks; whereby they deemed the carrying value at 1 July 2000 to be cost. A valuation was undertaken at 30 April 2004 and it was deemed that the artwork is carried at the lower of cost and net realisable value.

Gains and losses on disposals of assets are determined by comparing proceeds with carrying amount. These are included in the income statement.

#### (d) Income Tax

Nurses Board of Western Australia is exempt from payment of income tax pursuant to section 50-5 of the Income Tax Assessment Act 1997.

#### (e) Impairment of Assets

At each reporting date, the association reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the income statement.

#### (f) Provision for Superannuation - Pension Scheme

Provision is made for the pension scheme of retired administrative officers formerly employed by the Nurses Board of Western Australia. The provision has been made in accordance with an actuarial assessment undertaken as at 30 June 2007.

#### (g) Employee Benefits

##### *Wages and salaries, annual leave and sick leave*

Liabilities for wages and salaries, including non-monetary benefits, annual leave and accumulating sick leave expected to be settled within 12 months of the reporting date are recognised in other payables in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled.

#### *Long Service Leave*

The liability for long service leave is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

#### **(h) Asset Revaluation Reserve**

An independent valuer last revalued the Board's artwork as at 30 April 2004. As the valuation exceeded the carrying amount, no adjustment was taken to the Asset Revaluation Reserve. Refer to note 1(c) for details of the accounting policy in relation to investments in works of art.

#### **(i) Cash and Cash Equivalents**

For the purposes of the Cash Flow Statement, cash includes cash on hand and at banks that are readily convertible to cash on hand and are subject to an insignificant risk of changes in value, net of outstanding bank overdrafts.

#### **(j) Goods and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an expense. Receivables and payables in the Balance Sheet are shown inclusive of GST.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities, which are recoverable from, or payable to, the taxation authority, are presented as operating cash flows.

#### **(k) Carrying Amounts of Non Current Assets**

The recoverable amount of an asset is the net amount expected to be recovered through the undiscounted cash inflows and outflows arising from its continued use and subsequent disposal. Where the carrying amount of a non-current asset is greater than its recoverable amount, the asset is written down to its recoverable amount. Where net cash inflows are derived from a group of assets working together, recoverable amount is determined on the basis of the relevant group of assets. The decrement in the carrying amount is recognised as an expense in net profit or loss in the reporting period in which the recoverable amount write-down occurs.

#### **(l) Trade and Other Receivables**

The collectibility of disciplinary debtors is reviewed on an ongoing basis. Debts that are considered to be uncollectible are written off in the Income Statement. A provision for doubtful debts is raised where doubts as to collection exist.

All other debtors are recognised at the amounts recoverable, as they are due for settlement not more than 120 days from the date of recognition.

#### **(m) Leased Non-Current Assets**

A distinction is made between finance leases, which effectively transfer from the lessor to the lessee substantially all the risks and benefits incidental to ownership of leased non-current assets, and operating leases, under which the lessor effectively retains substantially all such risks and benefits.

Operating lease payments are charged to the Income Statement in the periods in which they are incurred, as this represents a pattern of benefits derived from the leased assets.

#### **(n) Trade and Other Payables**

These amounts represent liabilities for goods and services provided to the Nurses Board of Western Australia prior to the end of the financial year and which were unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

#### **(o) Maintenance and Repairs**

Maintenance, repair costs and minor works are charged to the Income Statement in the periods in which they are incurred.

#### **(p) Projects Unexpended Funds**

Where the Board receives funding in respect of projects or under contracts where our services have not been fully delivered prior to the end of the financial period, the unexpended funds are treated as a current liability until such time as we complete delivery and expenditure is charged to the Income Statement. These amounts will generally be absorbed, and the income recognised, in the following year.

#### **(q) Intangible Asset**

Significant costs associated with the NBIS Computer System licence are deferred and amortised on a straight-line basis over a 10 year period, being the initial term of the licence.

#### **(r) Comparatives Figures**

Where required, comparative figures have been adjusted to conform with the changes in presentation for the current financial year.



Marie Palandri, with twins at the Mercy Hospital

## 2. REVENUE FROM CONTINUING OPERATIONS

### Registrations:

Initial	429,380	404,523
Renewal	2,169,725	1,834,142
Restored	133,095	145,126
Duplicate Certificates and Badges	2,422	3,262
Penalties and Disciplinary Costs	6,185	10,026
Register Inspection and Verification	11,661	10,626

	2,752,468	2,407,705
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### Other Income:

Sundry Revenue	3,619	10,218
Interest Revenue	199,569	142,459

	203,188	152,677
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## TOTAL REVENUE FROM CONTINUING OPERATIONS

	<b>2,955,656</b>	<b>2,560,382</b>
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## 3. PROFIT FROM CONTINUING OPERATIONS INCLUDES THE FOLLOWING SPECIFIC EXPENSES

### Depreciation:

Building	26,435	26,435
Building Improvements	12,727	7,928
Furniture & Fittings	10,256	11,583
Office Equipment	8,742	9,451
Computer	40,568	52,692

### Total depreciation

	<b>98,728</b>	<b>108,089</b>
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### Amortisation:

#### Intangible Assets

	<b>26,747</b>	<b>10,000</b>
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### Net (profit) / loss on disposal of property, plant and equipment

	<b>2,550</b>	<b>(1,601)</b>
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## 4. CASH AND CASH EQUIVALENTS

Cash on Hand	2,050	2,050
Cash at Bank	45,465	370,377
Term Deposits	3,047,815	2,721,621

## TOTAL CASH AND CASH EQUIVALENTS

	<b>3,095,330</b>	<b>3,094,048</b>
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**5. TRADE AND OTHER RECEIVABLES**

Receivables

Prepayments

**TOTAL TRADE AND OTHER RECEIVABLES****6. PROPERTY, PLANT AND EQUIPMENT**

1/165 Adelaide Terrace, East Perth (at cost)

Less: Accumulated Depreciation

Building Improvements (at cost)

Less: Accumulated Depreciation

Furniture and Fittings (at cost)

Less: Accumulated Depreciation

Office Equipment (at cost)

Less: Accumulated Depreciation

Computing Equipment &amp; Software (at cost)

Less: Accumulated Depreciation

Artworks (at cost)

**TOTAL PROPERTY, PLANT & EQUIPMENT**

	<b>2007 \$</b>	<b>2006 \$</b>
	32,049	26,760
	8,575	10,279
	<b>40,624</b>	<b>37,039</b>
	2,530,000	860,877
	(210,758)	(184,323)
	<b>2,319,242</b>	<b>676,554</b>
	339,278	211,242
	(76,009)	(63,282)
	<b>263,269</b>	<b>147,960</b>
	205,627	203,785
	(107,507)	(101,058)
	<b>98,120</b>	<b>102,727</b>
	135,625	133,805
	(93,266)	(85,659)
	<b>42,359</b>	<b>48,146</b>
	340,183	430,475
	(286,323)	(274,996)
	<b>53,860</b>	<b>155,479</b>
	<b>7,100</b>	<b>7,100</b>
	<b>2,783,950</b>	<b>1,137,966</b>

## 6. PROPERTY, PLANT AND EQUIPMENT (Continued)

Reconciliations of the carrying amount of each class of property, plant and equipment at the beginning and end of the current financial year are set out below:

	1/165 Adelaide Terrace, East Perth	Building Improvements	Furniture and Fittings	Office Equipment	Computing Equipment & Software	Art Work	Total
	\$	\$	\$	\$	\$	\$	\$
Carrying amount at 1 July 2006	676,554	147,960	102,727	48,146	155,479	7,100	1,137,966
Additions	1,669,123	128,036	8,910	3,681	25,924	-	1,835,674
Disposals	-	-	(3,261)			-	(3,261)
Transfers				(726)	(86,974)		(87,700)
Depreciation expense	(26,435)	(12,727)	(10,256)	(8,742)	(40,568)	-	(98,728)
<b>Carrying amount at 30 June 2007</b>	<b>2,319,242</b>	<b>263,269</b>	<b>98,120</b>	<b>42,359</b>	<b>53,861</b>	<b>7,100</b>	<b>2,783,951</b>

	1/165 Adelaide Terrace, East Perth	Building Improvements	Furniture and Fittings	Office Equipment	Computing Equipment & Software	Art Work	Total
	\$	\$	\$	\$	\$	\$	\$
Carrying amount at 1 July 2005	702,989	155,888	113,493	50,285	56,627	7,100	1,086,382
Additions	-	-	1,317	7,449	151,544	-	160,310
Disposals	-	-	(500)	(137)	-	-	(637)
Depreciation expense	(26,435)	(7,928)	(11,583)	(9,451)	(52,692)	-	(108,089)
<b>Carrying amount at 30 June 2006</b>	<b>676,554</b>	<b>147,960</b>	<b>102,727</b>	<b>48,146</b>	<b>155,479</b>	<b>7,100</b>	<b>1,137,966</b>

- (a) The strata property at Level 1, 165 Adelaide Terrace, East Perth, Western Australia 6004 was revalued as at 30 June 2007 by AON Ltd. The valuation was performed during the year ended 30 June 2007 and recognised at 30 June 2007. In undertaking the revaluation, fair value was determined by reference to market values for strata property.

	<b>2007</b>	<b>2006</b>
	<b>\$</b>	<b>\$</b>
<b>7. INTANGIBLE ASSET</b>		
NBIS Computer System (at cost)	187,140	100,000
Less: Accumulated Amortisation	(75,080)	(48,333)
<b>TOTAL INTANGIBLE ASSET</b>	<b>112,060</b>	<b>51,667</b>
<b>8. TRADE AND OTHER PAYABLES</b>		
Trade and Other Payables	89,044	232,080
Unclaimed Funds	9,826	9,826
Accrued Expenses	44,227	207,257
<b>TOTAL TRADE AND OTHER PAYABLES</b>	<b>143,097</b>	<b>449,163</b>
<b>9. PROVISIONS</b>		
<b>Current</b>		
Provision for Long Service Leave	1,723	-
	<b>1,723</b>	-
<b>Non-current</b>		
Provision for Superannuation Pension	117,148	121,242
Provision for Long Service Leave	130,581	127,967
	<b>247,729</b>	<b>249,209</b>
<b>Employee Numbers</b>		
Average number of employees during the financial year (based on a count of full time and part time staff at 30 June).	22	22
<b>10. PROJECTS – Unexpended Funds</b>		
Simulation Education	5,754	19,750
Indian Ocean Territories (Note 12)	10,342	15,945
Clinical Education for the Future	3,915	-
Clinical Education Review	20,431	20,000
<b>TOTAL PROJECTS – Unexpended Funds</b>	<b>40,442</b>	<b>55,695</b>

	2007 \$	2006 \$
<b>11. INDIAN OCEAN TERRITORIES</b>		
The Commonwealth of Australia has a Service Delivery Arrangement with the Nurses Board of Western Australia for the provision of services to Christmas and Cocos (Keeling) Islands.		
Balance as at 1 July	15,945	(1,609)
<b>Funding received from the Commonwealth</b>	<b>19,983</b>	<b>41,170</b>
<b>Total Funds Available</b>	<b>35,928</b>	<b>39,561</b>
Payments by:		
Nurses Program	-	20
Advisory Program	18,179	16,698
Other	7,405	6,898
<b>Total Payments</b>	<b>25,586</b>	<b>23,616</b>
<b>Unexpended Funds as at 30 June</b>	<b>10,342</b>	<b>15,945</b>
<b>12. RECONCILIATION OF NET RESULT TO NET CASH INFLOW FROM OPERATING ACTIVITIES</b>		
<b>Net Result for the Year</b>	<b>385,276</b>	<b>206,540</b>
Depreciation & Amortisation	125,475	118,089
(Gain)/Loss on sale of Property, Plant & Equipment	2,550	(1,601)
(Increase) / Decrease in Trade and Other Receivables	(5,290)	(6,094)
(Increase) / Decrease in Prepayments	1,704	11,209
Increase / (Decrease) in Deferred Revenue	(22,079)	657,844
Increase / (Decrease) in Trade and Other Payables	(306,065)	136,685
Increase / (Decrease) in Provisions	243	(24,705)
Increase / (Decrease) in Projects – Unexpended Funds	(15,253)	44,804
<b>NET CASH INFLOW (OUTFLOW) USED IN OPERATING ACTIVITIES</b>	<b>166,561</b>	<b>1,142,771</b>



	2007	2006
	\$	\$
<b>13. COMMITMENTS FOR EXPENDITURE</b>		
<b>Capital Commitments</b>		
Commitments for the acquisition of fixed assets and the supply of services contracted for at the reporting date but not recognised as a liability, payable:		
• Not later than one year	4,855	22,400
<b>Lease Commitments</b>		
Commitments in relation to leases contracted for at the reporting date but not recognised as liabilities, payable:		
• Not later than one year	-	-
• Later than one year but not later than 5 years	-	-
<b>Project Commitments</b>		
Commitments in relation to project (Clinical Education Program) budgeted for at the reporting date but not recognised as liabilities, payable:		
• Not later than one year	20,000	20,000
<b>14. REMUNERATION OF AUDITORS</b>		
Audit of Financial Reports	25,554	13,750
Other Assurance Services	9,020	9,124
<b>TOTAL REMUNERATION OF AUDITORS</b>	<b>34,574</b>	<b>22,874</b>

## 15. FINANCIAL INSTRUMENTS

The Board's activities expose it to a variety of financial risks, credit risk, and cash flow interest rate risk. The Board's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the Board.

### a) Credit Risk Exposures

The credit risk on financial assets of the Board that have been recognised on the Statement of Financial Position, is generally the carrying amount, net of any provisions for doubtful debts. The Board has no significant concentrations of credit risk.

### b) Net Fair Value of Financial Assets and Liabilities

The carrying amounts of the Board's financial assets and liabilities approximate their Net Fair Values.

### c) Cash Flow and Fair Value Interest Rate Risk

The Board's exposure to interest rate risk and the effective weighted average interest rate for each class of financial assets and liabilities is set out below.

Exposures arise predominantly from assets bearing variable interest rates as the Board intends to hold fixed rate assets to maturity. As a result, the Board's income and operating cash flows are not materially exposed to changes in market interest rates.

## 16. RESERVES AND RETAINED EARNINGS

### RESERVES

Asset Revaluation Reserve

2007 \$	2006 \$
1,670,973	1,850
1,670,973	1,850

### Movements in Reserves

#### **Asset Revaluation Reserve**

Balance at start of period

1,850	1,850
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Revaluation

1,669,123	
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**Balance at the end of period**

<b>1,670,973</b>	<b>1,850</b>
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The asset revaluation reserve records increments and decrements on the revaluation of individual parcels of land and buildings

### Movements in Retaining Earnings

#### **Retained Earnings**

Balance at start of period

1,210,973	1,004,433
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Net profit for the year

385,276	206,540
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**Balance at the end of period**

<b>1,596,250</b>	<b>1,210,973</b>
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	Notes	Weighted Average Effective Interest Rate	Floating Interest Rate	Fixed Interest Maturing in 1 year or less	Non- Interest Bearing	Total
<b>30 June 2007</b>			\$	\$	\$	\$
<b>Financial Assets</b>						
• Cash	4	<b>5.675%</b>	45,465	-	2,050	47,515
• Receivables	5	-	-	-	40,624	40,624
• Term Deposits	4	<b>6.20%</b>	-	3,047,815	-	3,047,815
			<b>45,465</b>	<b>3,047,815</b>	<b>42,674</b>	<b>3,135,954</b>
<b>Financial Liabilities</b>						
• Payables	8	-	-	-	(143,097)	(143,097)
• Projects – Unexpended Funds	10	-	-	-	(40,442)	(40,442)
			-	-	<b>(183,539)</b>	<b>(183,539)</b>
<b>Net Financial Assets / (Liabilities)</b>			<b>45,465</b>	<b>3,047,815</b>	<b>(140,865)</b>	<b>2,952,415</b>
<b>30 June 2006</b>						
<b>Financial Assets</b>						
• Cash	4	<b>5.30%</b>	370,377	-	2,050	372,427
• Receivables	5	-	-	-	37,039	37,039
• Term Deposits	4	<b>5.55%</b>	-	2,721,620	-	2,721,620
			<b>370,377</b>	<b>2,721,620</b>	<b>39,089</b>	<b>3,131,086</b>
<b>Financial Liabilities</b>						
• Payables	8	-	-	-	(449,163)	(449,163)
• Projects – Unexpended Funds	10	-	-	-	(55,695)	(55,695)
			-	-	<b>(504,858)</b>	<b>(504,858)</b>
<b>Net Financial Assets / (Liabilities)</b>			<b>370,377</b>	<b>2,721,620</b>	<b>(465,769)</b>	<b>2,626,228</b>

## 17. RELATED PARTIES

(a) Members of the Board who held office at any time during the financial year were as follows:

Louise Horgan (Presiding Member)	Appointed 28/11/2001
Nola Cruickshank (Deputy Presiding Member)	Appointed 28/11/2001
Lois Anderson	Appointed 15/12/2002
Joy Catlow	Expired 28/10/2006
Barbara Webster	Expired 28/10/2006
Kay Stringer	Appointed 01/11/2004
Brenda Halligan	Appointed 31/10/2005
Cobie Rudd	Expired 28/10/2006
Jennifer Wood	Appointed 31/10/2005
Patricia Fowler	Expired 31/10/2005
Peter Malavisi	Expired 31/10/2005
Janice Pool	Expired 31/10/2005

Members of the Board serve in a voluntary capacity. Certain members receive a nominal amount for attendance at meetings. In the 2007 year, \$9,115 in fees were paid to members of the Board (2006: \$12,280). There were no other related party transactions.

(b) **Aggregate amount of fees payable/paid**

2007	2006
\$	\$
<b>9,115</b>	<b>12,280</b>

## 18. EVENTS OCCURRING AFTER REPORTING DATE

The Nurses and Midwives Act 2006 and ensuing Regulations were proclaimed on 18 September 2007. No other events occurred subsequent to reporting date.

## 19. SEGMENT INFORMATION

The Board operates in one business segment for primary reporting, being the practice of nursing, and in one geographical segment for secondary reporting, being Western Australia.

## 20. CONTINGENT LIABILITIES

There are no known contingent liabilities existing at reporting date.

## 21. STANDARDS NOT YET EFFECTIVE

The following new/amended accounting standards and interpretations have been issued, but are not mandatory for financial years ended 30 June 2007. They have not been adopted in preparing the financial report for the year ended 30 June 2007 and are expected to impact the entity in the period of initial application. In all cases the entity intends to apply these standards from application date as indicated in the table below.



## STANDARDS LIKELY TO HAVE A FINANCIAL IMPACT

AASB Reference	Title and Affected Standard(s)	Nature of Change	Application Date	Impact on Initial Application
AASB Interpretation 10 (issued Sept 2006)	Interim Financial Reporting and Impairment	Prevents the reversal of impairment losses on goodwill, investments in equity instruments carried at cost and available-for-sale financial assets being reversed in the annual financial report.	Periods commencing on or after 1 November 2006	There will be no impact because the entity has not previously made any impairment write-downs on these items during an interim reporting period (or has not subsequently reversed such impairment write-downs).
AASB 2007-4 (issued Apr 2007)	Amendments to Australian Accounting Standards arising from ED 151 and Other Amendments [AASB 1, 2, 3, 4, 5, 6, 7, 102, 107, 108, 110, 112, 114, 116, 117, 118, 119, 120, 121, 127, 128, 129, 130, 131, 132, 133, 134, 136, 137, 138, 139, 141, 1023 & 1038]	Inserts accounting treatment options that currently exist under IFRSs back into AIFRSs and removes Australian-specific disclosures that were originally added into AIFRSs on first-time adoption from 1 January 2005.	Periods commencing on or after 1 July 2007	<p>Most changes relate to certain Australian-specific disclosures not being required.</p> <p>The entity does not intend to adopt any reinstated options for accounting treatment when the standard is adopted. As such, there will be no future financial impacts on the financial statements.</p>
AASB 123 (revised Jun 2007)	Borrowing Costs	To the extent that borrowing costs are directly attributable to the acquisition, construction or production of a qualifying asset, the option of recognising borrowing costs immediately as an expense has been removed. Consequently all borrowing costs for qualifying assets will have to be capitalised.	Periods commencing on or after 1 January 2009	The transitional provisions of this standard only require capitalisation of borrowing costs on qualifying assets where commencement date for capitalisation is on or after 1 January 2009. As such, there will be no impact on prior period financial statements when this standard is adopted.

## STANDARDS LIKELY TO HAVE A DISCLOSURE IMPACT ONLY

AASB Reference	Title and Affected Standard(s)	Nature of Change	Application Date	Impact on Initial Application
AASB 7 (issued Aug 2005)	Financial Instruments: Disclosures	Replaces the disclosure requirements relating to financial instruments currently included in AASB 132: Disclosure and Presentation (and AASB 130: Disclosures in the Financial Statements of Banks and Similar Financial Institutions	Annual periods commencing on or after 1 January 2007	As this is a disclosure standard only, there will be no impact on amounts recognised in the financial statements. However, various additional disclosures will be required about the group's and the parent entity's financial instruments.
AASB 101 (revised Oct 2006)	Presentation of Financial Statements	Removes Australian specific disclosure requirements.	Annual reporting periods commencing on or after 1 January 2007	As these changes result in a reduction of Australian-specific disclosures, there will be no impact on amounts recognised in the financial statements.
AASB 101 (Revised Sep 2007)	Presentation of Financial Statements	Amendments to presentation and naming of the financial statements.	Annual reporting periods commencing on or after 1 January 2009	As this is a disclosure standard only, there will be no impact on amounts recognised in the financial statements. However, there will be various changes to the way financial statements are presented and various changes to names of individual financial statements.

## STANDARDS NOT LIKELY TO HAVE ANY IMPACT

AASB Reference	Title and Affected Standard(s)	Nature of Change	Application Date
AASB 2005-10 (issued Sept 2005)	Amendments to Australian Accounting Standards [AASB 132, AASB 101, AASB 114, AASB 117, AASB 133, AASB 139, AASB 1, AASB 4, AASB 1023 & AASB 1038]	Makes consequential amendments to AASB 132 and other standards as a result of releasing AASB 7. Mainly editorial changes.	Annual reporting periods commencing on or after 1 January 2007
AASB 2007-1 (issued Feb 2007)	Amendments to Australian Accounting Standards arising from AASB Interpretation 11 [AASB 2]	Reinstates transitional provisions into AASB 2: Share-based Payments arising from AASB Interpretation 11 amendments.	Periods commencing on or after 1 March 2007
AASB 2007-7 (issued Jun 2007)	Amendments to Australian Accounting Standards [AASB 1, AASB 2, AASB 4, AASB 5, AASB 107 & AASB 128]	Editorial amendments only.	Periods commencing on or after 1 July 2007

<b>AASB Reference</b>	<b>Title and Affected Standard(s)</b>	<b>Nature of Change</b>	<b>Application Date</b>
AASB Interpretation 4 (revised Feb 2007)	Determining whether an Arrangement contains a Lease [revised]	Scope has been amended to exclude service concession arrangements because these are now covered by AASB Interpretation 12.	Periods commencing on or after 1 January 2008
AASB 2007-2 (issued Feb 2007)	Amendments to Australian Accounting Standards arising from AASB Interpretation 12 [AASB 1, AASB 117, AASB 118, AASB 120, AASB 121, AASB 127, AASB 131 & AASB 139]	Mainly editorial changes	Periods commencing on or after 1 January 2008
AASB 2007-3 (issued Feb 2007)	Amendments to Australian Accounting Standards arising from AASB 8 [AASB 5, AASB 6, AASB 102, AASB 107, AASB 119, AASB 127, AASB 134, AASB 136, AASB 1023 & AASB 1038]	Mainly editorial changes	Periods commencing on or after 1 January 2009
AASB 2007-6 (issued Jun 2007)	Amendments to Australian Accounting Standards arising from AASB 123 [AASB 1, AASB 101, AASB 107, AASB 111, AASB 116 & AASB 138 and Interpretations 1 & 12]	Mainly editorial changes.	Periods commencing on or after 1 January 2009
AASB 2007-8 (issued Sep 2007)	Amendments to Australian Accounting Standards arising from AASB 101	Mainly editorial changes.	Periods commencing on or after 1 January 2009

## **NOT-FOR-PROFIT ENTITIES AND GOVERNMENT SECTOR**

<b>AASB Reference</b>	<b>Title and Affected Standard(s)</b>	<b>Nature of Change</b>	<b>Application Date</b>
AASB 2007-5 (issued May 2007)	Amendments to Australian Accounting Standard – Inventories Held for Distribution by Not-for-Profit Entities [AASB 102]	Inventories held for distribution by not-for-profit entities are to be measured at cost, adjusted when applicable for any loss of service potential.	Periods commencing on or after 1 July 2007

# LIST OF PUBLICATIONS

## PRODUCED BY THE BOARD

- Accreditation Process for Education Providers and Courses Leading to Registration with the Nurses Board of Western Australia
- Boundaries for Therapeutic Relationships
- Customer Service Charter
- Ethical Dilemmas A Framework for Decision Making
- Guidelines for Demonstration of Continuing Professional Competence
- Guidelines for Employers and Managers in Respect to Reporting Complaints about Nurses and Midwives
- Guidelines for the Medication Calculation Components of Courses Leading to Registration with the Nurses Board of Western Australia
- Guidelines for Nursing/Midwifery Refresher Programs in Western Australia
- Guidelines for Preceptors & Preceptorship in Western Australian Nursing/Midwifery
- Guidelines for Referral of a Complaint to the Nurses Board of Western Australia
- Guidelines for the Use of Restraint in Western Australia
- Guidelines for Use of Complementary Therapies in Nursing Practice
- Information for Consumers of Nursing Care
- Management of Patient Information & Documentation Guidelines
- Medication Management Guidelines for Nurses & Midwives
- Nurse Practitioners Code of Practice 2004
- Nurses Code of Practice 2000
- OnBoard Newsletter (Summer & Winter editions)
- Position Paper: Comprehensive Nursing Education
- Position Statement on Unlicensed Health Care Workers in Western Australia
- Position Statement: Nursing Education in Western Australia
- Professional Portfolio for the Enrolled Nurse
- Professional Portfolio for the Midwife
- Professional Portfolio for the Nurse Practitioner
- Professional Portfolio for the Registered Nurse
- Report of the Scope of Nursing Practice Project (Phase 1) June 2002
- Report of the Scope of Nursing Practice Project Implementation (Phase 2) May 2005
- Information Support Guide for Overseas Applicants for Registration
- Clinical Experience Grids for Students of Nursing
- Scope of Nursing Practice Decision-Making Framework Learning Guide/ Booklet/ Pocket Guide/ PowerPoint Presentation

### ANMC publications held at the Board

- ANMC Code of Ethics for Nurses in Australia
- ANMC Code of Professional Conduct for Nurses in Australia
- ANMC Guidelines on Delegation and Supervision for Nurses and Midwives
- ANMC National Competency Standards for the Registered Nurse
- ANMC National Competency Standards for the Midwife
- ANMC National Competency Standards for the Nurse Practitioner
- ANMC National Competency Standards for the Enrolled Nurse
- ANMC Principles for the Assessment of National Competency Standards for Registered and Enrolled Nurses

Nurses from Rockingham Kwinana District Hospital promoting International Infection Control week. Left to right: Kylie Jennings, Gail Tingey, Sharlee Smith, Sam Roberts and Ann Whitfield.





# ACCOUNTABILITY

## COMPLIANCE STATEMENTS

### Enabling Legislation

In addition to the Nurses Act 1992 that is directly administered by the Board, processes are maintained to provide reasonable assurance that compliance has been achieved with the following written laws:

- Corruption and Crime Commission Act 2003
- Disability Services Act 1992
- Equal Opportunity Act 1984
- Freedom of Information Act 1992
- Health Services (Conciliation and Review) Act 1995
- Industrial Relations Act 1979
- Mutual Recognition (Western Australia) Act 2001
- Occupational Safety and Health Act 1984
- Public Interest Disclosure Act 2003
- Public Sector Management Act 1994
- State Administrative Tribunal (SAT) Legislation
- State Records Act 2000
- Statutory Corporations (Liability of Directors) Act 1996
- Workers' Compensation and Rehabilitations Act 1981

### Reporting Requirements under Section 175ZE of the Electoral Act 1907

In accordance with Section 175ZE of the Electoral Act 1907, the NBWA incurred expenditure in advertising, market research, polling, direct mail and media advertising (all figures exclude GST):

1. Total Expenditure was: \$56,606.37

2. Expenditure was incurred in the following areas:

- Advertising Agencies Nil
- Market Research organisations Nil
- Polling Organisation Nil
- Direct Mail Organisations \$39,809.00 Zipform\*
- Media Advertising Organisation \$14,647.57 Marketforce#
- \$ 150.00 Seek Ltd#
- \$ 980.00 Big Splash HR Solutions Pty Ltd#
- \$ 1,009.80 West Australian^
- \$ 10.00 Shire of Christmas Island^

\* Postage and Packing on Journal x 2

# Advertisements for Vacant Positions: \$13,472.92

# Advertisements for financial awards: \$1,508.85

# Advertisements NMEA: \$795.80

^ Advertisements re disciplinary issues: \$1,019.80 (as required in Nurses Act 1992)

### OPSSC Reporting under s31 of The Public Sector Management Act 1994: 2006/2007

Compliance Issues	Actions taken to monitor or ensure compliance
<b>Public Sector Standards</b>  Nil breach claims	Standards are available for perusal by all staff and reinforced in the Human Resource Policy Manual of the Board for all sections of Recruitment, Selection and Appointment, Performance Appraisal and Career Management.
<b>WA Code of Ethics</b>  Nil report of non compliance with WA Code of Ethics.	WA Code of Ethics part of induction materials and new Code distributed to all staff in 2007.
<b>Agency Code of Conduct</b>  Nil allegations of breach of Code of Conduct	Code of Conduct distributed and signed off by all new employees and new members of the Board or Legislative Committees. Code updated every two years.

### Equal Employment Opportunity

No complaints were lodged this year.

The Board has an EEO Diversity Management Plan 2004 – 2008 (for agencies with less than 50 employees) in place. During this period the Board has increased cultural diversity in staff members. Regular updates on EEO issues are conducted at staff meetings, attended by all staff members. An EO Officer has been appointed and trained. No specific opportunities or risks in the EO area have been identified.

	% Actual Representation	Equity Index	2007 Objectives set by agency (%)	% above or below objective
Women Management Tiers 2 & 3	85.7	91	*	N/A
People from Culturally Diverse Backgrounds	22.7	-	*	N/A
Indigenous Australians	0.0	-	*	N/A
People with Disabilities	0.0	-	*	N/A
Youth	9.1	N/A	*	N/A

### Freedom of Information Statement

No new applications were received in the current year.

### Workers Compensation

No workers compensation claims were filed in the current year.

### Occupational Safety and Health

Two incident reports were filed and appropriate assessments carried out. One resulted in changes to a work station. A Worksafe officer delivered a training session to all staff, and the Board OSH officer regularly reports on OSH matters to the staff meeting.

### Public Interest Disclosure

No complaints relevant to the Act were received.

### State Records Office Requirements

Employees are inducted into the organisation's records management policy and practices, so that they become aware of their record keeping and records management responsibilities to:

- Ensure the business processes of the organisation are documented.
- Retrieve information and documentation when required.
- Meet legislative requirements pertaining to records

It is the responsibility of the Records Officer to:

- Provide new employees (and contractors if appropriate) with information on the organisation's records management policy, procedures and software system. Standard information is provided with an induction package and instruction manual. One-on-one training may also be required, depending on the nature of the position.
- Provide training for employees on the organisation's record keeping and records management system whenever significant changes are made. For example, major software upgrades or policy changes.

# STAFF PROFILES

## Staff Profile as at 30 June 2007

The staffing structure as appointed by the Board is detailed below:

### Office of the Chief Executive Officer

A/Chief Executive Officer/Registrar (also Secretary to the Board)

Dr Jenny Prentice - RN BN STN PhD

Personal Assistant to Chief Executive Officer

Nicola Jamieson

Strategic Development Officer

Position Vacant

Administrative Assistant Office of the CEO

Sue Abbott

### Corporate Services

Manager

Paul Scicluna – B.Bus (Accounting)

Information Systems Administrator

Trudy Mills - BIT (TWP) (on parental leave)

A/Information Systems Administrator

Mellissa White

Corporate Services Officer

Vera Farr - BA (Soc Sc) Grad Dip Hlth Sc

(Hlth Admin) Cert III in Bus Excellence MIPAA

Finance Officer

Position Vacant

Records and Administration Officer

Christine Jones - BA Grad Dip Info Lib Stud AALIA

### Practice

Manager

Vicki Cope - RN RM BA DipEd Grad Dip (Nsg) MHLth Sc (Nsg) FRCNA

Administrative Assistant Registration,

Education and Practice

Loren Usher

### Professional Standards

Manager

Donna Baker - RN RM BSc (Nsg) PGDip (Mid) MSc (Mid)

Lawyer

Position Vacant

Professional Standards Officer

Helen Ralph

Investigator

Ross Emerson

### Registration & Education

Manager

Cynthia Witney - RN DipTeaching (Nsg) Grad Dip

(Hlth Admin) MHA (UNSW) MRCNA

Registration Coordinator

Rebecca Lazarus-Gomes - BCom

Customer Service Officers

Mani Neppalli

Ranji Sathiyamoorthy BSc

Dale Brown

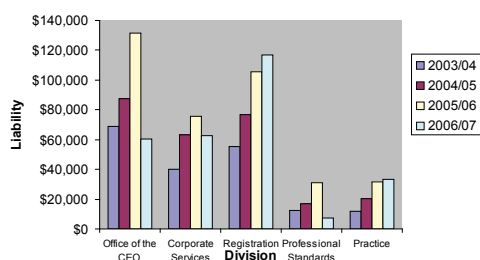
Dora Ongarezos

Siti Ontong

Receptionist/Customer Service Officer

Lisa Alderton

## Leave Liability including Personal Leave



## Staff Profile as at 30 June 2007

	Number	% total staff nos	FTE	Registered Nurse/Midwife
<i>Full-time</i>				
Male	2	10%	2	
Female	15	71%	15	4
Sub Total	17	81%	17	4
<i>Part time</i>				
Male	-	-	-	-
Female	4	19%	2.9	1
Sub Total	4		2.9	1
<b>Total</b>	<b>21</b>	<b>100%</b>	<b>19.9</b>	<b>5</b>



*Staff in Action at Mount Hospital*



Janaya Fryer assisting a young patient at St John of God Hospital, Murdoch



Alice Archer in the Labour and Birth Suites (KEMH) with a newborn and her mother



Amanda Beaman, Naomi Charlesworth and Aleca Chown, ED nurses, part of a multi-disciplinary team at Fremantle Hospital.





**Nurses Board of Western Australia**

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