



Australian Nursing and Midwifery Federation

Federal and Branch Special Financial Reporting Declaration

1 July 2016 to 30 June 2017

The ANMF Federal Office and Branches are required, pursuant to the Federation's Rules Schedule 1 *Federal and Branch Special Financial Reporting*, to make annual declarations for Officers of the Federation in the following areas:

1. Disclosure of officers' relevant remuneration and non-cash benefits (Board or other organisation).

The following officers disclosed remuneration from Boards and other organisations:

Name	Branch	Position	Source	Cash Benefit	Non Cash Benefit
Anna Claude	NSW	Industrial Officer	HESTA Ltd	\$2,040	
Brett Holmes	NSW	Branch Secretary	HESTA Ltd	\$4,168	
James Lloyd	Tasmania	Branch President	Honorarium	\$3,000	
Lisa Fitzpatrick	Victoria	Branch Secretary	First State Super	\$6,884	
Pip Carew	Victoria	Assistant Branch Secretary	HESTA Ltd	\$4,815	
Sally-Anne Jones	Federal Office	Federal President	Honorarium	\$3,500	
Maree Burgess	Federal Office	Federal Vice President	Honorarium	\$2,000	

2. Disclosure of the identity of Officers who are the five highest paid with regard to relevant remuneration cash and non-cash. This declaration shall be made by the Federal Secretary to the Federal Council and then published on the ANMF website.

The following Branches disclosed the relevant remuneration:

- *Queensland*
- *Victoria*
- *Northern Territory*
- *South Australia*
- *Tasmania*
- *Australian Capital Territory*
- *Western Australia*
- *Federal Office*



Following advice, the NSW Branch, given the arrangements between the State Registered Union (SRU) and the Branch, is not required to disclose under the Federation's Rules. The NSWNMA Officers' remuneration is disclosed via other instruments.

The five highest paid Officers of the Federation are:

Name	Position	Salary (Gross)	Superannuation	Non Cash Benefit
Elizabeth Dabars	Branch Secretary	\$263,950	\$35,094	Motor Vehicle
Leanne Thomas	Federal Secretary	\$199,581	\$30,354	Motor Vehicle
Annie Butler	Assistant Federal Secretary	\$184,895	\$28,040	Motor Vehicle
Lisa Fitzpatrick	Branch Secretary	\$179,097	\$32,799	Motor Vehicle
Elizabeth Mohle	Branch Secretary	\$180,232	\$27,034	Motor Vehicle

3. Disclosure of Officers' material personal interests. The declaration shall be made to the Federal Council and shall be published on the Federation website.

All Officers of the Federation have declared a nil material personal interest as out in the Schedule.

4. Disclosure of payments to a related party of the Federation or a declared person or body of the Federation (excluding remuneration, deduction and remuneration paid to Officers). Disclosure of payments by the Federation or third parties to members in connection with their holding positions on boards.

Payments by third parties to members in connection with holding a position on boards were as follows:

- Anna Claude, Director HESTA Ltd (effective January 2017) \$2,040, paid to superannuation;
- Brett Holmes, Director HESTA LTD (Resigned December 2016) \$4,168, paid to superannuation;
- Pip Carew, Director HESTA Board \$4,815, paid to superannuation;
- Lisa Fitzpatrick, Director First State, \$6,884, paid to superannuation.

5. For those Officers of the Federation whose duties include or are related to financial management of the Federation, they shall undertake financial training as approved by the General Manager of the Fair Work Commission.

All Officers of the Federation have undergone financial training approved by the General Manager of the Fair Work Commission.



In addition, the Federation shall have:

1. Internal control policies and procedures are in place to ensure the Federation is conducted in accordance with the principles of good governance. The policies were reviewed and re-endorsed in August 2015 by the Federal Council.

The Federation has published on its website the policies as they relate to the principles of good governance. The policies were reviewed and re-endorsed in August 2015 by the Federal Council.

2. A Finance and Risk Management Committee, consisting of at least five members of the Federal Council including the Federal Secretary and Assistant Federal Secretary. The Committee shall meet quarterly and provide written reports to the Federal Council.

The Federation has in place a Finance and Risk Management Committee comprising five members of the Federal Council including the Federal Secretary and Assistant Federal Secretary. This committee meets quarterly and provides reports to the Federal Council. In addition, the Federal Office has an Internal Finance and Risk Management Committee that meets regularly and includes an external consultant with accountancy qualifications. This committee reviews the financial reports and risk register at each meeting.