



Nursing & Midwifery Council of NSW

Annual Report 2018-19

JOINT ANNUAL REPORTS OF THE 15 NEW SOUTH WALES HEALTH PROFESSIONAL COUNCILS
ABORIGINAL AND TORRES STRAIT ISLANDER HEALTH PRACTICE COUNCIL CHINESE MEDICINE COUNCIL
CHIROPRACTIC COUNCIL DENTAL COUNCIL MEDICAL COUNCIL MEDICAL RADIATION PRACTICE COUNCIL NURSING
AND MIDWIFERY COUNCIL OCCUPATIONAL THERAPY COUNCIL OPTOMETRY COUNCIL OSTEOPATHY COUNCIL
PARAMEDICINE COUNCIL PHARMACY COUNCIL PHYSIOTHERAPY COUNCIL PODIATRY COUNCIL PSYCHOLOGY COUNCIL

President's Message



The past year has been productive for the Nursing and Midwifery Council and the team of staff who support us.

Our accomplishments represented a balance of the proactive (completing initiatives from our Strategic Plan) and the reactive (managing a record number of complaints). Striking this balance can be challenging, but a focus on effectiveness and efficiency helped ensure that we were well-positioned for success.

Our Council has experienced significant increases in the number of complaints and notifications year after year since the National Registration and Accreditation Scheme began in 2010. This year was no exception. The flow-on effect is an increase in our hearings, interviews, meetings and other regulatory actions to protect the public. Staff developed and implemented new procedures to address this, including re-organising teams based on pathways, developing a new briefing document format, and initiating new internal communications methods such as the ISBAR process.

To ensure consistency in our protocols and actions, the Council has been reviewing our governance framework, policies and procedures. This helped us identify areas for improvement. We refreshed the Terms of Reference for our sub-committees, implemented a new drug and alcohol monitoring policy for practitioners and adopted a new learning and development policy for our members.

With our new learning and development policy, we completed a strategic initiative that we are particularly proud of, that is our new online learning program for Council and Hearing members. We developed this in collaboration with HETI and the Medical Council of NSW. We designed it in response to members' feedback from our annual survey. The program offers five modules which address best practices for decision-making. It will help ensure that our members are prepared and supported to make the best possible decisions for protecting the public.

Evidence-based regulation continues to be important to the Council. In November 2018, we hosted a Decision-Making Research Symposium. Professor Mary Chiarella and Dr Margaret Cooke PhD (the Council's Executive Officer) presented findings about the meaning of practitioners' insight and its importance to decision-makers and the most important variables which explain different decision outcomes for complaints.

The symposium was an opportunity to engage our stakeholders, which remained another area of focus for the Council. In early 2019, we experienced an influx of requests for our educational roadshows from local health districts around the state. We initially planned three roadshows for the year which we have achieved and will surpass, with an expected record-setting eight roadshows before the end of 2019.

We continue to engage with our partners in regulation, the National Board, AHPRA and the Health Care Complaints Commission, to consult, inform and collaborate about complaints management.

We also continue to extend awareness of our key messages through a refreshed e-newsletter design to sustain strong engagement; branding of items that were well-received at stakeholder events; and integrating key messages into all presentations and publications.

My sincere thanks to my Council colleagues, HPCA staff, particularly the team working directly with Council, and our many partners and stakeholders who support our work.

A handwritten signature in black ink, appearing to read 'Bethne Hart', is positioned above the printed name.

Associate Professor Bethne Hart
President
Nursing and Midwifery Council

Nursing and Midwifery Council 2018-19 Summary

NURSES AND MIDWIVES



113,067

Registered nurses and midwives in NSW

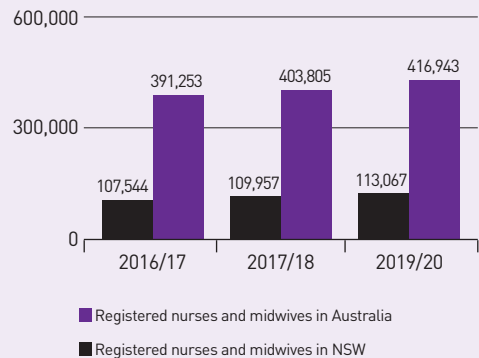
27%

of Australian nurses and midwives practise in NSW

0.7%

of NSW nurses and midwives had complaints made about them

3 year trend in number of registered nurses and midwives



COMPLAINTS ABOUT NURSES AND MIDWIVES



477

cases were open at the beginning of the year



893

cases were closed during the year



422

cases were open at the end of the year



838

complaints were received about 739 nurses and midwives in 2018/19

282

of the complaints received were mandatory notifications about 257 practitioners

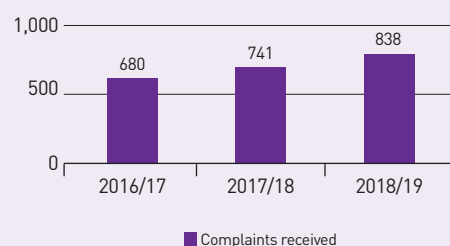
Complaints were mainly from:

Employer - **28%**
Patient or relative - **26%**

Complaints were mainly about:

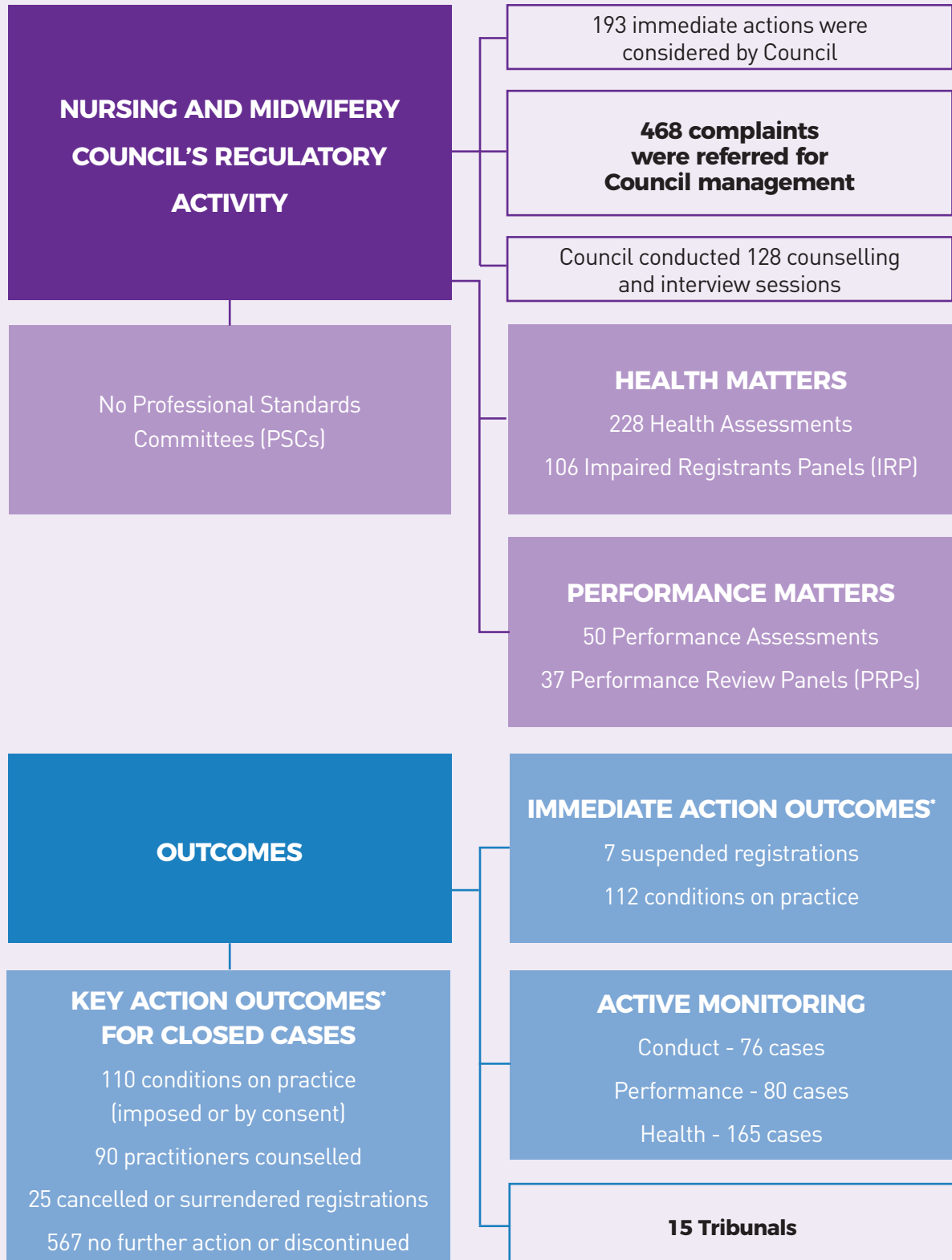
Clinical care - **22%**
Health Impairment - **21%**

3 year trend in number of complaints about nurses and midwives



Nursing and Midwifery Council
2018-19 Summary

**NURSING AND MIDWIFERY COUNCIL'S REGULATORY ACTIVITY
 - MATTERS CONCLUDED**



*Not all outcomes are included and a complaint may have more than one outcome

Council Achievements

This year the Council received a record number of complaints, in keeping with the upward trend since commencement of the Council in 2010. Despite the large number of complaints, the Council continued to operate smoothly with a focus on efficiencies and effectiveness. Two key developments in our operations this year were the implementation of the HPCA's new case management model and organising the handling of complaints in pathway streams.

Governance Framework

The Council began a review of its governance framework to ensure we meet strategic objectives in an integrated and coordinated manner. This included defining and documenting Council activities, looking at reporting structures and processes, aligning regulatory compliance and risk management to address Council needs and developing a governance operating model.

Online Learning Program

The Council wanted to ensure strong support for hearing members in their decision making role to protect the public's safety and the professions' reputation. Providing this support aligns with the first strategic priority of the Joint Strategic Plan for all Councils and the HPCA, that is to build expertise. This also supports a Council goal, to build and sustain capacity, capability and confidence.

Members wanted to know more about communication and interview techniques, the legal framework, assessing complaints, evaluating risk and the purpose and powers of statutory decision-making bodies. Members also said they preferred education via online learning. Consequently the Council collaborated with the Medical Council of NSW and HETI to develop five new learning support tools about: Legal Framework; Roles and Accountabilities; Acting Fairly; Decision Making; and Communication Techniques.

Stakeholder Engagement

The Council's key audiences this year included members, practitioners, complainants, staff, our regulatory partners, industry educators and associations, students, employers and the public. We continued our long-standing engagement with each group.

We engaged with practitioners through newsletters and surveys and conducted roadshows. We offered our members and staff training and education, provided new resources and hosted face-to-face events for sharing peer support and professional advice. We engaged with our partners in formal meetings and in informal settings, sought their feedback on relationships and informed and consulted with them on a regular basis.

We increased our level of engagement with industry, professional associations and educators. We met regularly with the Ministry of Health Nursing and Midwifery Office. The NSW Chief Nursing and Midwifery Officer, Jacqui Cross, contributed to our newsletter, and we welcomed her attendance at our events. We established stronger connections with the Nursing and Midwifery Board of Australia and shared key messages at our roadshows and other events. The Council's record number of roadshows this year also allowed greater engagement with employers, who are the main source of our complaints.

Further details about our engagement activities are under *Council Communications and Stakeholder Engagement* later in this section of the report.

Cultural Safety and Health Care

In October 2018, the Council invited CATSINaM to provide a workshop for members and staff on enabling cultural safety in health care. We developed our understanding of cultural respect and cultural safety. We learned self-reflective practices that increase our capacity to contribute to culturally safe experiences for Aboriginal and Torres Strait Islander patients and colleagues. We also learned to recognise factors that underpin health inequities. Further actions will be undertaken to strengthen the Council's collaborative work with CATSINaM, and Aboriginal and Torres Strait Islander health practitioners, patients, health services and communities.

Key Messages

Three key messages for the 2019 Communications Action Plan were approved by Council in February 2019. They align to the Council's strategic directions and three year Communications and Stakeholder engagement plan. The messages were incorporated in newsletters and roadshows throughout the year.

The key messages are:

1. (*What we do*) The Council manages complaints about the conduct, performance and health of registered health practitioners and the health of nursing and midwifery students in NSW.
2. (*Why we do it*) To protect the public, the Council focuses on safe professional practice (taking action to improve practitioners' understanding and application of the standards), maintaining public safety, and proactively identifying and minimising risk early.
3. (*How we do it*) The Council acts to prevent unsafe practice and has legal powers to do so; in doing so, the Council aims to be transparent about the process, actively engage with stakeholders, promote professional standards and promote safe practice and safe cultures.

Council Members

Fifteen members sit on the Nursing & Midwifery Council as set out in the National Law.

Council members are nominated by the Minister for Health and appointed by the Governor.

Registered Nursing and Midwifery practitioner members:

- Adjunct Professor John G Kelly AM, RN, BA (Hons), LLB, Grad Dip Leg Prac, FACN, FIML, MAPS, MAICD
- Associate Professor Bethne Hart RN, Cert 1V TAA, Dip Clin Hypnotherapy, BA (Soc. Sci), MHPEd, PhD (UNSW) (MHRN)
- Ms Elisabeth Black RN, RM, BN, PGD, MNSc, Cert IV TAE, FACN
- Dr Katchen (Kate) Cheney RN, RM, PhD (Syd), MA Midwifery (New), B Nursing (Syd), RM (GCert), Sexual Health (GCert)
- Dr Allison Cummins RM, Masters of Adult Education, PhD (Midwifery)
- Ms Maryann Curry RN, MHM (UNE), GAICD
- Associate Professor Murray Fisher RN, PhD (USyd), ITU Cert (SVPH), DipAppSc (Nursing) (CCES), BHSc (Nursing) (UTS), MHPEd (UNSW) (tertiary member)
- Ms Angela Garvey RN, B Nursing (QUT), B Arts (USyd) (Nominee of the Association)
- Ms Karyn Godier EN
- Ms Karen Hay EN, Adv Dip Nursing (Perioperative Nursing), MACORN, MNSWOTA
- Adjunct Professor Greg Rickard OAM, RN, BAppSc (Nursing), Grad Dip Comm Counselling, MHSM, DrPH, MACN (Nominee of the College)

Legal member:

- Ms Joanne Muller BSc (Syd), LLB (UTS), DipEd (STC), GAICD

Community members:

- Ms Kerry Boland PSM, LLB, GDLP
- Mr David Spruell BComm (B'ham), Fellow FINSIA, Fellow AICD
- Ms Jennifer Thommeny, GradCert Appl Mgmt, AIPM, BA(soc) NSW, JP

The Governor appointed Adjunct Professor John G Kelly AM as President of the Nursing and Midwifery Council.

The Governor appointed Associate Professor Bethne Hart as Deputy President of the Nursing and Midwifery Council.

Associate Professor Bethne Hart commences as President after the retirement of Adjunct Professor John G Kelly AM on 30 June 2019.

Executive Officer

Dr Margaret Cooke RN, RM, PhD is the Executive Officer for the Nursing and Midwifery Council. The Executive Officer leads a team of 26 staff who work directly with the Council.

All staff working both directly and indirectly with the Council are employed by the HPCA as an executive agency of the Ministry of Health. Councils cannot employ staff under the National Law.

Council Meeting Attendance

The Nursing and Midwifery Council met six times during the year.

Table i: Member attendance at Council meetings, eligibility to attend and term of office

Member	Meetings Attended	Meetings Eligible to Attend	Date first appointed	Current Term of Office*
President John G Kelly, AM	4	6	15 October 2010	1 July 2018 – 30 June 2019 Retired 30 June 2019 after serving maximum consecutive terms
Deputy President Bethne Hart	4	6	1 July 2012	11 July 2018 – 30 June 2021
Elisabeth Black	5	6	1 July 2015	11 July 2018 – 30 June 2021
Kerryn Boland	4	6	1 January 2018	1 January 2018 – 30 June 2020
Katchen (Kate) Cheney	5	6	1 July 2015	11 July 2018 – 30 June 2021
Allison Cummins	3	6	1 July 2018	11 July 2018 – 30 June 2021 Resigned on 24 May 2019
Maryann Curry	5	6	27 August 2014	1 July 2017 – 30 June 2020
Murray Fisher	5	6	5 August 2015	11 July 2018 – 30 June 2021
Angela Garvey	5	6	1 January 2018	1 January 2018 – 30 June 2020
Karyn Godier	6	6	27 August 2014	1 July 2017 – 30 June 2020
Karen Hay	5	6	1 July 2015	11 July 2018 – 30 June 2021
Joanne Muller	5	6	1 January 2018	1 January 2018 – 30 June 2020
Greg Rickard OAM	5	6	1 July 2018	11 July 2018 – 30 June 2021
David Spruell	4	6	1 July 2012	1 January 2018 – 30 June 2020
Jennifer Thommeny	4	6	1 July 2018	11 July 2018 – 30 June 2021

* Council members are appointed for a term up to three years and may be reappointed up to a maximum of nine years.

Regulatory Committees and Panels

The National Law sets out the committees and panels that assist the Council to undertake its regulatory activities.

Regulatory committees and panels include:

- Impaired Registrants Panels (IRP)
- Performance Review Panels (PRP)
- Professional Standards Committees (PSC)

The Nursing and Midwifery Council appointed the following regulatory committees and panels:

Regulatory Committees and Panels	Number of Regulatory Committee and Panels
Impaired Registrants Panels	106
Performance Review Panels	37
Professional Standards Committee	Nil

Table ii: Regulatory Committees and Panel Membership

Impaired Registrants Panel	Performance Review Panel	Professional Standards Committee
Chair <i>Decided by committee for each case</i>	Co-Chairs Ian Robert McQualter Elizabeth Anne Angel	Nil held
Council Members Nil	Council Members Nil	
Non Council Members Christine Anderson Elizabeth Anne Angel Karen Arnold Lucy Catherine Burns Leeanne Joy Carlin Kathryn Louise Crews Amanda Jane Currie Sue Dawson Michael Diamond Janice Catherine Dilworth Kelly-Anne Eyre Julie Anne Flood Mary-Anne Friend Valerie Lynne Gibson Linda Rosemary Gregory Scott Stanley Hillsley Lynette Margaret Hopper Susan Mary Kennedy Kerry Ann Mawson Maureen Georgina McGovern Ian Robert McQualter Rebekkah Jane Middleton Suellen Carol Moore Patricia Sue Morey Jennifer Elizabeth O’Baugh Alison Reid Shirley Ann Schulz-Robinson Christine Selkirk Deirdre Kirsteen Jane Sinclair Sheree Elise Smiltnieks Gerda Tolhurst	Non Council Members Geoffrey Thomas Alder Christine Anderson Jeanette Ruth Barker Deborah Margaret Beaumont Catherine Anne Berglund Kathryn Louise Crews Amanda Jane Currie Kelly-Anne Eyre Karyn Frances Gibson Alison Gray Jennifer Jane Houen Susan Lovrovich Jennifer Elizabeth O’Baugh Sheree Elise Smiltnieks Gerda Tolhurst	

Council Committees

Councils may establish committees to assist with Council functions. Committee members are not necessarily Council members.

The Nursing and Midwifery Council appointed eight committees this year.

Strategic Management Committee

The Committee provides strategic oversight of the Council's activities and makes recommendations arising from monitoring the Council's performance and progress against the strategic plan, developing the risk register, assisting in setting the Council's annual budget and considering legal issues that may arise.

Notifications Committee

The Notifications Committee considers new complaints in consultation with the HCCC and recommends to Council the course of action for each matter. The Notifications Committee also acts under Council delegation to deal with health, conduct and performance complaints referred to the Council for management.

Monitoring and Review Committee

The Committee has delegation to oversee and make decisions on behalf of the Council in relation to monitoring practitioners' compliance with orders and conditions on registration, including easing conditions imposed via the impairment provisions when it is safe to do so.

Education and Quality Committee

The role of the Committee is to provide input and oversight over the creation and management of Council projects, especially where expenditure is from the Council's Education and Research account. It also provides expert advice in relation to the Council's education and quality related strategic objectives.

Counselling Committee

The role of the Counselling Committee is to counsel a nurse, midwife or student regarding professional standards, provide an opportunity for the practitioner or student to reflect on their actions, and discuss strategies to improve their performance, conduct or behaviour. If necessary, the Committee, on behalf of the Council, may provide corrective advice or a warning to the practitioner or student about their behaviour.

Performance Interview Committee

The Committee was established last year to assist in the performance pathway. Its role is to interview practitioners, gathering information about any issues which have been reported to the Council. The number of cases referred to a performance interview has increased. This Committee determines whether performance, health or conduct issues may be ongoing and require further structured performance or health assessment. The Committee will discuss professional practice with practitioners and make recommendations to the Council about the appropriate courses of action. If relevant, the Committee may also discuss the practitioner's compliance with conditions on their registration.

s150 Review Committee

The Committee is delegated the power to conduct immediate action inquiries when there are significant safety concerns related to the behaviour or health of a registered nurse, registered midwife or a registered student. The Committee may impose interim conditions on registration or suspend registration if satisfied it is necessary to do so for public safety or in the public interest.

s152J Health Committee

The Committee is delegated to act as the Council and impose conditions which have been recommended by the panels and agreed to by the practitioners. The Committee does this following careful consideration of Impaired Registrants Panel reports. This process allows for timely decision-making in the Council's health pathway.

Table iii: Council Committees and Membership

Strategic Management Committee	Notifications Committee	Monitoring and Review Committee
Chair John G Kelly AM	Chair Bethne Hart Karyn Godier	Chair Angela Garvey
Council Members Bethne Hart Joanne Muller David Spruell Angela Garvey	Council Members Elisabeth Black Kerryn Boland Kate Cheney Maryann Curry Murray Fisher Karen Hay John G Kelly AM Joanne Muller David Spruell	Council Members Kerryn Boland Kate Cheney Angela Garvey Joanne Muller
Non Council Members Nil	Non Council Members Carole Leanne Doyle Margo Gill	Non Council Members Sue Dawson Iain Graham Nicholas Miles
Education and Quality Committee	Counselling Committee	Performance Interview Committee
Chair Kate Cheney	Chair <i>Decided by committee for each case</i>	Chair <i>Decided by committee for each case</i>
Council Members Murray Fisher Kerryn Boland Greg Rickard OAM Karen Hay Angela Garvey	Council Members Kate Cheney Maryann Curry Murray Fisher Bethne Hart Joanne Muller David Spruell	Council Members Elisabeth Black Kerryn Boland Kate Cheney Maryann Curry Murray Fisher Angela Garvey Karyn Godier Bethne Hart Karen Hay Joanne Muller Gregory Rickard OAM David Spruell Jennifer Thommeny
Non Council Members Nil	Non Council Members Marie Clarke Susan Mary Kennedy	Non Council Members Marie Clarke Carole Doyle Letetia Gibbs Valerie Gibson Margo Gill Susan Kennedy Rosemary Kusuma Deirdre Sinclair Frances Taylor

Part 2: Reports from Health Professional Councils

S150 Review Committe	S152J Health Committee
Chair John G Kelly AM	Chair Nil
Council Members Elisabeth Black Kerryn Boland Kate Cheney Allison Cummins Maryann Curry Murray Fisher Karyn Godier Bethne Hart Karen Hay Joanne Muller Gregory Rickard OAM David Spruell Jennifer Thommeny	Council Members Allison Cummins Angela Garvey David Spruell Karyn Godier Kate Cheney Kerryn Boland
Non Council Members Marie Clarke Jann Gardner Margo Gill Frances Taylor	Non Council Members Nil

Meetings and Events

The Nursing and Midwifery Council was represented at the following meetings and events during the year.

Table iv: Nursing and Midwifery Council representation at meetings and events

Name of Meeting / Event	Attended By
International Conference of Mental Health Nursing – October 2018	Bethne Hart, Deputy President
Launch/Forum: WHO Collaborative Centre for Health Workforce Regulation – April 2019	Bethne Hart, Deputy President
Parliamentary Inquiry into Cosmetic Industry Complaints – August 2019	Joanne Muller, Legal Member
NSLHD Roadshow – May 2019	Joanne Muller, Legal Member
Health Department Consultation on National Law	Joanne Muller, Legal Member
St Vincent’s Roadshow – May 2019	Kate Cheney, Council Member
NSCBN Scientific Symposium, Chicago – October 2018	Kate Cheney, Council Member
National Strategic Approach to Maternity Services Round 2 Consultations, Canberra – September 2018	Kate Cheney, Council Member
NMBA and NMC Meeting, Melbourne – March 2019	Bethne Hart, Deputy President
NMBA (NSW) and NMC Joint Meeting, Sydney – December 2018	All members of NMC
NMBA State Territory and Council chairs Meeting (STCC) – Monthly X 8	John G Kelly AM, President Bethne Hart, Deputy President
NMBA stakeholder information session regarding mandatory reporting – June 2019	Joanne Muller, Council member
NSW Health Professional Regulatory workshop – February 2019	John G Kelly AM, President Bethne Hart, Deputy President
National Chairs and NSW Council Presidents meeting – November 2018	John G Kelly AM, President
Regulation of Australia’s Health Professions Sub Committee Meeting – September 2018	John G Kelly AM, President
Regulation of Australia’s Health Professions Sub Committee Meeting	Bethne Hart, Deputy President
NSW Regulators Forum (quarterly)	John G Kelly AM, President

Council Communications and Stakeholder Engagement

The Nursing and Midwifery Council website provides easy access to information about the Council and its work, publications, the complaints process and an online complaint form.

The Council also distributes electronic newsletters to nursing and midwifery practitioners working in NSW. Three newsletters were distributed this year including topics such as upholding the professional standards, self-care, declarations for annual registration renewal, an interview with NSW Chief Nursing and Midwifery Officer, Jacqui Cross, and new drug and alcohol screening policies for practitioners.

As part of the engagement plan the Nursing and Midwifery Council and the National Board met on 13 occasions. This included meetings between the President and Chair, joint meetings with the NSW state committee of the NMBA and regular monthly meetings with NMBA state and territory chairs.

The Council also contributed to the National Board consultation processes for Advertising Guidelines, Decision Making Framework and Mandatory Reporting.

Part 2: Reports from Health Professional Councils

Council members and/or Council staff met with AHPRA on 8 February and attended their summit and NRAS conference in February 2019 in Melbourne; NSW Nurses and Midwives Association counterparts in March and June 2019; and NSW Chief Nursing and Midwifery Officer, Jacqui Cross, in January and May 2019. The Council also invited many of these stakeholders to join our August 2018 webinar about the implementation of our new drug and alcohol monitoring policies for practitioners.

In August 2018, Council member Joanne Muller gave evidence as part of a witness panel at a public hearing for the New South Wales joint-party Parliamentary Inquiry on cosmetic health service complaints.

In September 2018, staff Professional Officer Emma Child and Council regulatory performance assessors Sue Thorpe and Danielle Beardmore co-presented a paper titled *Protecting the Public: Using simulation for regulatory assessment* at the Networking for Education in Healthcare (NET) 2018 Conference at Churchill College, Cambridge (UK).

In October 2018, the Council invited CATSINaM to present a workshop for members and staff on enabling culturally safe health care.

The Council was represented at several national and international conferences in October 2018:

- Council member Allison Cummins presented in Perth in October 2018 at The Australian College of Midwives' annual conference about a toolkit to enable new graduate midwives to work in midwifery continuity of care models.
- Council member Kate Cheney attended the 2018 International Nurse Regulator Collaborative Symposium (INRC) held in Chicago USA, followed by the NCSBN Scientific Symposium in October 2018. The Symposium provided the opportunity for nurse regulators throughout the world to meet and discuss regulatory risks in a changing environment.
- Council Deputy President - Bethne Hart presented on *Safe cultures of care: Rights and reckonings* at the 44th International Mental Health Nursing Conference in October 2018 in Cairns, Queensland. Her paper identified common variables related to professional cultures and nursing practices in mental health care.

In November 2018, the Council hosted a symposium, inviting members of all Councils and hearing members to learn about two original research projects on regulatory decision-making. The Council's Executive Officer Margaret Cooke presented about the risk-related variables which predict consistency in regulatory decision-making. The University of Sydney's Mary Chiarella described how regulators assess the level of insight and future risk of practitioners.

Also in November 2018, Council member Karen Hay and Executive Officer Margaret Cooke attended a symposium by CLEAR (the Council on Licensure, Enforcement and Regulation) in New Zealand about measuring and reporting regulatory performance and how regulators can understand the larger influence they have on the community with their work.

Council and hearing members participated in a survey in November 2018, providing feedback on their experience working with the Council and calling for increased education around their role as decision-makers. The Council subsequently introduced new online learning modules to meet this demand.

During October 2018, and May and June 2019, the Council partnered with the Mid North Coast Local Health District, St. Vincent's Health Network, Northern Sydney Local Health District and Northern NSW Local Health District to deliver multi-site educational roadshows for nurses and midwives about patient safety and upholding professional standards.

In June 2019 the Council held a farewell event for Council President John G Kelly AM, engaging stakeholders including the Hon Natasha Maclaren-Jones MLC, Chief Nursing and Midwifery Officer Jacqui Cross, the Health Care Complaints Commission, NMBA, and Council and hearing members.

Overseas Travel

Overseas travel for the Nursing and Midwifery Council included:

- Attendance by Kate Cheney at the NCSBN Conference on improving health practitioner regulation and strategic engagement with key international regulators in Chicago from 21 October to 26 October 2018 at a cost of \$4,396.42.
- Attendance by Karen Hay at the Clear Conference and Symposium on strategies dealing with specific challenges faced by regulatory board members in Wellington, New Zealand from 25 November to 30 November 2018 at a cost of \$2,130.67.
- Attendance by John G Kelly AM, Greg Rickard OAM, Kate Cheney and Elisabeth Black at the ICN Conference in Singapore from 26 June 2019 to 2 July 2019 at a cost of \$16,494.60.
- Attendance and presentation of a paper by Professional Officer Emma Child at the Networking for Education in Healthcare (NET) 2018 Conference in Cambridge, England from 2 to 6 September 2018 at a cost of \$4,744.75.

Remuneration

Remuneration for Council members aligns with the Public Service Commission Remuneration Framework for NSW Government Boards and Committees. Council members receive additional payment for interviews, counselling sessions, immediate action inquiries and panels. No additional payments are made for other regulatory work such as official visits, committee meetings, training, conferences or preparation for meetings.

Council members are reimbursed for expenses when travelling on official business at Council direction.

Nursing and Midwifery Council member remuneration rates are as follows.

President	\$20,000 per annum
Deputy President	\$11,143 per annum
Council Members	\$9,690 per annum

Education and Research Account

The Nursing and Midwifery Council maintains an Education and Research account. This can be used to fund activities that promote better understanding of professional standards and compliance, issues that lead to complaints and how complaints are managed. The account may also be used to fund research activity including Council specific initiatives and collaborative projects.

Education and Research account expenditure this year totalled \$71,972 including:

Australian Catholic University	\$10,500 Project Health Pathway Research
University of Technology	\$10,000 Project Health Pathway Research (extended to 2019-20)
HETI	\$12,000 Development of Council's Hearing Members Education Program Modules 3 and 5 \$15,225 Development of Council's Hearing Members Assessment Program Modules
Member Education	\$24,247 Conference attendance

Financial Management

The Nursing and Midwifery Council's accounts performance was reported in the Financial Statement as follows.

Accounts Performance 2018/19	\$
Revenue	8,813,869
Operating expenditure	8,953,201
Gain / (loss) on disposal	(148)
Other gains / (losses)	(99)
Net result	(139,579)
Net cash reserves* (cash and cash equivalents minus current liabilities)	8,126,496

* Included in the cash reserves is an Education and Research bank account balance of \$1,057,980.

The Nursing and Midwifery Council's budget for the period 1 July 2019 to 30 June 2020 is as follows.

Budget 2019/20	\$
Revenue	9,813,499
Operating expenditure	11,199,191
Net result	(1,385,692)

Full financial statements are presented in Part 3 of this report '*Financial Statements for NSW Health Professional Councils*'.