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Federal President's Report

I am pleased to report, that despite another tumultuous year on the industrial relations front, the Australian Nursing Federation continues to grow, both in membership number and in political strength. We are in good hands with strong, effective and committed leadership. The year has been extremely demanding for the officers and staff of the Federation and I congratulate Jill Iliffe and Ged Kearney on their re-election to their positions of Federal Secretary and Assistant Federal Secretary respectively. They have continued to competently lead our organisation through the difficult industrial and professional issues that present to our organisation. Some of the major issues that have required our attention and resources in this last year include:

- Responding to the roll out and enforcement of the Howard Government's anti-worker IR legislation.
- Taking a leading union role in the successful 'Your Rights at Work' campaign and lobbying key politicians.
- Seeking much needed improvements in the Aged Care sector.
- International assistance to our pacific neighbours, particularly nurses in East Timor, Papua New Guinea and Fiji.
- Representation on numerous taskforces, alliances and advisory groups to further the professional interests of nursing, midwifery and as such the health of the Australian people.

The Federal Executive and Federal Council have met regularly throughout the past two years in order to deal with these issues and the ongoing management concerns of the Federation. These meetings provided the means to address common industrial and professional issues being faced by the State and Territory Branches and also for essential strategic planning for the Federation’s future direction amongst the hostile industrial relations environment we have endured. On behalf of the Federal Executive I would like to congratulate the state and territory Secretaries on their successful re-election to office and to also welcome Shirel Nomoa, Northern Territory Branch President back onto Federal Council.
Federal President's Report

In my role as the Australian Nursing Federation Federal President, I had the enormous privilege to be among the Australian representatives at the 2006 South Pacific Nurses Forum held in Apia, Samoa in November. This was a most delightful and enlightening experience. With 15 South Pacific nations in attendance and about 220 delegates from the region, it was a great opportunity to learn from and share our experiences with some of our closest neighbouring countries including Papua New Guinea, the Cook Islands, New Zealand, Fiji, Tuvalu and more. One of the main topics of discussion at this forum was the effect of non communicable diseases on the nursing workforce and its impact on the general health and wellbeing of the community. The incidence of diabetes, hypertension and weight related illness for example, is very high in south pacific nations, with some countries reporting up to 85% of the nursing workforce falling into the morbidly obese weight range.

Another interesting topic discussed was climate change and how it will specifically adversely affect the health and livelihood of pacific island nations. Even a small rise in the ocean levels or an increase in ocean temperature has the potential to cause significant health issues for islander peoples, not to mention the impact it would have on tourism - their main source of income.

At the national level, the Federation has continued to foster strong relationships with other peak nursing bodies including the Royal College of Nursing Australia, The Australian Nursing and Midwifery Council and the Australasian College of Midwives Incorporated. These important relationships have been forged in order for Australian nurses and midwives to have a stronger, united voice at a national and international level in respect to a wide range of nursing, midwifery and general health matters.

On behalf of the ANF Federal Executive, Federal Council and the ANF membership, I would like to sincerely thank all the staff of the Federal Office for their commitment and hard work over the past two years. They are a great supporting team and essential to the ongoing success of the Federation. I look forward to working with all of the staff over the coming year to further the interests of the Federation and our members.

Coral Levett
Federal President
In 2007/08 the ANJ focussed on informing nurses of key issues affecting them in relation to the 2007 federal election, the latest developments in health reform, nursing and industrial relations. The journal carried a number of feature and focus articles related to key issues for nurses and nursing in Australia.

Throughout 2007/08 the ANJ also continued to provide information and resources on health, professional and industrial issues.

The ANJ underwent a transformation with a redesign in 2007. The journal now has an updated image and some revised sections. The journal now includes an ethics/legal column which has been popular and further additions and changes will be made as the journal progresses.

Many nurses continue to contribute and share their achievements in clinical practice and research with colleagues in the profession by publication in the journal.

Clinical updates 2007/08 were predominantly supplied by the Joanna Briggs Institute and feedback indicates nurses enjoy the content of these articles. Issues covered in the last year include Removal of short term indwelling urethral catheters; Low-flow oxygen therapy: selection the right device; Tropical skin care in aged facilities. The role of the cancer nurse coordinator in neurology was a clinical update submitted by nurse Karen Jackson.

ANJ feature articles in 2007/08 covered issues of interest to nurses in relation to the federal election including: ANF taking a stand: federal election 2007, you be the judge which presented responses on a range of major health issues from the major political parties. The December 2007 feature article Health care: for private profit of public good, reviewed the former Howard Government’s health funding policies and revealed the inequity in the promotion of public health insurance over adequate funding of the public health system.

Broader issues of concern to nurses and the general public such as Indigenous health, aged care, mental health and nursing in the community continued to have a high profile in the journal throughout the year. Contributions to the focus and research sections of the journal confirm that nurses continue to make significant contributions to the development of their profession. The ANJ continues to be an important avenue and resource for nurses to promote, share and articulate their achievements in professional practice and research.
The Working Life section of the journal highlighted the incredible contribution of many nurses around Australia again this year. Nurses profiled in this section included nurse researcher Jill McHenry who is working to promote the importance of nursing research in advancing the role of nurses in health. School nurse Barbara Semler offered an insight into the important role of nurses in the education system.

The ANJ continued to report on the plight of nurses caught up in the violence in East Timor in 2007. The ANF raised a significant amount of money to help those nurses affected rebuild their homes and their lives.

Focus themes for 2007/08 included:
- men's health
- chronic disease management
- midwifery/women's health
- infectious diseases
- drug and alcohol nursing
- nurse volunteers
- aged care
- oncology/palliative
- emergency nursing and education
- indigenous health
- infection control
The Australian Journal of Advanced Nursing (AJAN) aims to provide a vehicle for nurses to publish original research and scholarly papers about all areas of nursing. AJAN is released quarterly in March, June, September and December.

AJAN celebrated 25 years of publication in September 2007. This milestone was marked with the launch of AJAN online at its new website www.ajan.com.au.

Through its new website AJAN now provides unlimited national and international access to AJAN articles and provides unlimited national and international exposure for Australian nurse researchers and their work.

The availability of AJAN to a national and international audience through its free online access has extended its reach and impact on evidence based practice.

The journal has published manuscripts on a range of important nursing issues including:

June 2007
- Development and validation of a vein assessment tool (vat).

- The development of a tool to assess levels of stress and burnout.

- 'I don't want to hate him forever': understanding daughter's experiences of father absence.

- Women's perspectives of pain following day surgery in Australia.


- Patient advocacy and advance care planning in the acute hospital setting.

- Nurses' attitudes toward elderly people and knowledge of gerontic care in a mult-purpose health service (mphs).

- The impact of hospital structure and restructuring on the nursing workforce.

- The importance of language for nursing: does it convey commonality of meaning and is it important to do so?

- The impact of surgical ward nurses practising respiratory assessment on positive patient outcomes.
Australian Journal of Advanced Nursing (AJAN)

September 2007

- Determinants of burnout among public hospital nurses.
- Developing a tool to measure 'magnetism' in Australian nursing environments.
- Understanding the importance of effective orientation: what does this mean in psychiatric graduate nurse programs?
- Concordance with phase-one cardiac rehabilitation guidelines in the inpatient setting.
- Prevalence rate of delirium at two hospitals in Western Australia.
- Progression from gastric tube feeds to full suckle feeds and discharge home of preterm infants.
- Returning to nursing after a career break: elements of successful re-entry.
- The development of a critical thinking conceptual model to enhance critical thinking skills in middle-eastern nurses: a middle-eastern experience.
- Advanced practice nurse's role in alcohol abuse group therapy.

December 2007

- Homophobia and heterosexism: implications for nursing and nursing practice.
- Importance of nutrition for elderly persons with pressure ulcers or a vulnerability for pressure ulcers: a systematic literature review.
- Promoting quality care for older people in meal management: whose responsibility is it?
- The future nursing workforce in Australia: baseline data for a prospective study of the profile, attrition rates and graduate outcomes in a contemporary cohort of undergraduates.
- Working in an overcrowded accident and emergency department: nurses' narratives.
- Evaluating the Family Partnership Model (FPM) program and implementation in practice in New South Wales, Australia.
- Can I do everything? time management in a neonatal unit.
- An exploration of the education and training experiences of ICU nurses in using computerised equipment.
What do we know about the long term medication adherence in patients following percutaneous coronary intervention?

Evaluation of a generic integrated care pathway for rehabilitation.

Practice development: a critique of the process to redesign an assessment.

Pre-registration nurses: an investigation of knowledge, experience and comprehension of e-health.

Income inequality and health status - a nursing issue.

The impact of shift work on people's daily health habits and adverse health outcomes.

Nurses' confidence and experience in using information technology.

Systems of early detection in Australian communities: the use of a developmental concern questionnaire to link services.

Managing labour pain safely.

Validity for the Critical Patients Severity Classification System developed by the Korean Clinical Nurse Association.

Ageing and HIV disease - a client's perspective.

Fear of death and putting 'life on hold' when one's spouse is hospitalised in a non-local tertiary centre.

Mental health workers' attitudes toward mental illness in Fiji.

Nursing care model for children victims of violence.

The effectiveness of clinical supervision in nursing: an evidenced based literature review.

The experiences, challenges and rewards of nurses from South Asia in the process of entering the Australian nursing system.

When parents refuse a sick teenager the right to give informed consent: the nurse's role.
AJAN Editorial Advisory Board

The AJAN Editorial Advisory Board advises on editorial and publishing issues relevant to the journal. Board members in 2007-2008 included:

David Arthur, RN, PhD, FANZCMHN
Professor and Head, Alice Lee Centre for Nursing Studies, Yong Loo Lin School of Medicine, National University of Singapore, Singapore.

Dr Joy Bickley Asher, RN, RM, Teaching Cert(Sec), BA, Ophthalmic N Dip(Hons), PG Dip(Nurs), PG Dip(Soc), PhD Research Advisor, Royal New Zealand Plunket Society, Wellington, New Zealand.

Yu-Mei (Yu) Chao, RN, PhD
Adjunct Professor, Department of Nursing, College of Medicine, National Taiwan University, Taipei, Taiwan.

Mary Courtney, RN, BAdmin(Acc), MHP, PhD, FRCNA, AFCHSE
Assistant Dean (Research) Faculty of Health, Queensland University of Technology, Brisbane, Queensland, Australia.

Karen Francis, RN, PhD, MHLthSc, MEd, Grad Cert Uni Teach/Learn, BHLth Sc Nsg, Dip HLth Sc Nsg
Professor and Head of School, School of Nursing and Midwifery, Monash University, Gippsland Campus, Churchill, Victoria, Australia.

Desley Hegney, RN, RM, CNNN, COHN, DNE, BA(Hons), PhD, FRCNA, FAIM, FCN(NSW)
Professor, University of Queensland, Ipswich, Queensland, Australia.

Linda Kristjanson, RN, BN, MN, PhD
School of Nursing, Midwifery and Postgraduate Medicine, Edith Cowan University, Churchlands, Western Australia, Australia.

Anne McMurray, RN, BA(psych), Med, PhD, FRCNA
Peel Health Campus, Chair in Nursing, Murdoch University, Burleigh Heads, Queensland, Australia.

Colin Torrance, RN, BSc(Hon), PhD
Professor in Health Professional Education Department of Professional Education and Service Delivery Faculty of Health, Sport and Science University of Glamorgan Pontypridd, United Kingdom.United Kingdom.
Australian Journal of Advanced Nursing (AJAN)

Lesley Wilkes, RN, CM RenalCert, BSc(Hons), GradDipEd(Nurs), MHPEd, PhD
Professor of Nursing, Sydney West Area Health Service and the University of Western Sydney, Sydney, New South Wales, Australia.

The publisher also wishes to thank Jill Iliffe, Editor, the Editorial Advisory Board members and the reviewers who give their time freely to review the constant stream of manuscripts received by AJAN - their expertise is crucial to the success of the journal.
The Federation

Federal Office

Federal Secretary  Jill Iliffe (until 1 April 2008)
Federal Secretary  Gerardine (Ged) Kearney (from 1 April 2008)
Assistant Federal Secretary  Gerardine (Ged) Kearney (until 1 April 2008)
Assistant Federal Secretary  Lee Thomas (from 1 April 2008)
Senior Industrial Officer  Nick Blake
Industrial Officer  Andrew McCarthy
Industrial Officer - Research  Debbie Richards
Senior Professional Officer  Fiona Armstrong
Professional Officer  Julianne Bryce
Professional Research Officer and Librarian  Elizabeth Reale
Communications Officer  Libby Muir
Education Officer  Rob Bonner (until 17 February 2008)
Education Officer  Jodie Davis (from 18 February 2008)
Finance/Office Manager  Barbara Hughes

Editor, AJAN  Jackie Jones (until August 2007)
Editor, AJAN  Jill Iliffe (from September 2007)
Editor, ANJ  Catherine Beadnell
Journalist  Natalie Dragon
Graphic Designer  Krista McClelland
Administrative Officer, Accounts and Reception  Anne O’Toole
Administrative Officer, Communications and Campaigns  Kristy Male
Administrative Officer, Executive  Anne Willsher
Administrative Officer, Industrial  Anna Amatangelo
Administrative Officer, Journals and Publications  Cathy Fasciale
Administrative Officer, Professional  Anastasia Shianis
Administrative Officer, RTO and AJAN  Rebecca Shaw
Federal Council

Federal Secretary
Jill Iliffe (until 1 April 2008)
Gerardine (Ged) Kearney (from 1 April 2008)

Assistant Federal Secretary
Gerardine (Ged) Kearney (until 1 April 2008)
Lee Thomas (from 1 April 2008)

Federal President
Coral Levett

Federal Vice President
Bernadette Roberts

Australian Capital Territory
Secretary
Colleen Duff

President
Jill Parke

New South Wales
Secretary
Brett Holmes

President
Coral Levett

Northern Territory
Secretary
Yvonne Falckh

President
Shirel Nomoa

Queensland
Secretary
Gay Hawksworth
President
Sue Cadigan

South Australia
Secretary
Lee Thomas (until 1 April 2008)
Elizabeth Dabars (from 1 April 2008)
President
Bernadette Roberts

Tasmania
Secretary
Neroli Ellis
President
Anoni Morse

Victoria
Secretary
Lisa Fitzpatrick
President
Clare McGinness

Western Australia
Secretary
Mark Olson
President
Patricia Fowler
The Federation

Federal Executive Members

Federal Secretary
Jill Iliffe (until 1 April 2008)
Federal Secretary
Gerardine (Ged) Kearney
(from 1 April 2008)
Assistant Federal Secretary
Gerardine (Ged) Kearney
(untill 1 April 2008)
Assistant Federal Secretary
Lee Thomas
(from 1 April 2008)
Federal President
Coral Levett
Federal Vice President
Bernadette Roberts
Australian Capital Territory
Colleen Duff
New South Wales
Brett Holmes
Northern Territory
Yvonne Falckh
Queensland
Gay Hawksworth
South Australia
Lee Thomas (until 1 April 2008)
South Australia
Elizabeth Dabars (from 1 April 2008)
Tasmania
Neroli Ellis
Victoria
Lisa Fitzpatrick
Western Australia
Mark Olson

Federal Executive Meetings

From 1 July 2007 to 30 June 2008
23 July 2007 by teleconference
25 July 2007 in writing
4 October 2007 by teleconference
12-13 December 2007
13-14 February 2008
5 March 2008 in writing
14-15 May 2008

Federal Council Meetings

From 1 July 2007 to 30 June 2008
15-16 August 2007
5 October 2007 in writing
6 November 2007 in writing
16 November 2007 in writing
12 December 2007 in writing
7 April 2008 by teleconference
### Australian Nursing Federation Federal Office Summary of Results

#### Income statement for the year ended 30 June 2008

<table>
<thead>
<tr>
<th>Description</th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue from ordinary activities</td>
<td>$2,342,820</td>
<td>$2,174,520</td>
</tr>
<tr>
<td>Capitation fees</td>
<td>$1,125,354</td>
<td>$1,064,873</td>
</tr>
<tr>
<td>Journal subscription fees</td>
<td>$587,444</td>
<td>$497,082</td>
</tr>
<tr>
<td>Interest</td>
<td>$18,253</td>
<td>$18,798</td>
</tr>
<tr>
<td>IR campaign</td>
<td>$359,150</td>
<td>$752,758</td>
</tr>
<tr>
<td>Other income</td>
<td>$371,702</td>
<td>$324,331</td>
</tr>
<tr>
<td>Grant income</td>
<td>$119,176</td>
<td>$88,141</td>
</tr>
<tr>
<td><strong>Total revenue from ordinary activities</strong></td>
<td>$4,923,899</td>
<td>$4,920,503</td>
</tr>
</tbody>
</table>

#### Expenses from ordinary activities

<table>
<thead>
<tr>
<th>Description</th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Affiliation fees</td>
<td>$307,304</td>
<td>$278,428</td>
</tr>
<tr>
<td>Finance costs</td>
<td>$79,877</td>
<td>$77,968</td>
</tr>
<tr>
<td>Employee benefits expense</td>
<td>$1,582,930</td>
<td>$1,689,620</td>
</tr>
<tr>
<td>Journal expenses</td>
<td>$1,449,526</td>
<td>$1,122,304</td>
</tr>
<tr>
<td>Other expenses</td>
<td>$1,502,906</td>
<td>$1,963,838</td>
</tr>
<tr>
<td><strong>Total expenses from ordinary activities</strong></td>
<td>$4,922,543</td>
<td>$5,132,15</td>
</tr>
</tbody>
</table>

#### Net profit (loss) attributable to members of the organisation

<table>
<thead>
<tr>
<th>Description</th>
<th>2008</th>
<th>2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net profit (loss)</td>
<td>$1,356</td>
<td>$(211,655)</td>
</tr>
</tbody>
</table>

#### Balance Sheet as 30 June 2007

<table>
<thead>
<tr>
<th>Description</th>
<th>2007</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current assets</td>
<td>$2,174,520</td>
<td>$2,061,565</td>
</tr>
<tr>
<td>Cash assets</td>
<td>$245,244</td>
<td>$542,981</td>
</tr>
<tr>
<td>Receivables</td>
<td>$448,689</td>
<td>$1,124,063</td>
</tr>
<tr>
<td>Other</td>
<td>$133,784</td>
<td>$137,015</td>
</tr>
<tr>
<td><strong>Total current assets</strong></td>
<td>$2,889,282</td>
<td>$2,265,313</td>
</tr>
<tr>
<td><strong>Total non-current assets</strong></td>
<td>$2,061,565</td>
<td>$461,254</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>$5,189,847</td>
<td>$2,726,619</td>
</tr>
<tr>
<td>Current liabilities</td>
<td>$719,243</td>
<td>$1,243,325</td>
</tr>
<tr>
<td>Interest-bearing liabilities</td>
<td>-</td>
<td>$30,975</td>
</tr>
<tr>
<td>Current tax liabilities</td>
<td>$20,156</td>
<td>$3,386</td>
</tr>
<tr>
<td>Provisions</td>
<td>$127,825</td>
<td>$86,103</td>
</tr>
<tr>
<td><strong>Total current liabilities</strong></td>
<td>$867,224</td>
<td>$1,363,789</td>
</tr>
<tr>
<td><strong>Total non-current liabilities</strong></td>
<td>$1,559,810</td>
<td>$227,621</td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td>$2,427,034</td>
<td>$1,591,410</td>
</tr>
<tr>
<td>Net assets</td>
<td>$462,248</td>
<td>$673,903</td>
</tr>
<tr>
<td>Accumulated funds</td>
<td>Retained profits</td>
<td>$462,248</td>
</tr>
<tr>
<td><strong>TOTAL ACCUMULATED FUNDS</strong></td>
<td>$462,248</td>
<td>$673,903</td>
</tr>
</tbody>
</table>
INDEPENDENT AUDIT REPORT TO THE FEDERAL COUNCIL OF THE AUSTRALIAN NURSING FEDERATION - FEDERAL OFFICE

We have audited the above Summary of Results of the Australian Nursing Federation - Federal Office for the year ended 30 June 2008 in accordance with Australian Auditing Standards.

In our opinion, the information reported in the Summary of Results is consistent with the annual statutory financial report from which it is derived and upon which we expressed an unqualified audit report to the Federal Council dated 5th October 2007. For a better understanding of the entity's financial position and the results of its operations and the scope of our audit for the period, the Summary of Results should be read in conjunction with the annual financial report.

Bell Duke and Company
Chartered Accountants

Robert Henry Wald
Registered Company Auditor No. 10148
Level 7, 468 St Kilda Road
Melbourne, Victoria 3004

Dated this 16th day of October 2008
Contact Details

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