



STRATEGIC PRIORITY 4

Develop evidence to inform and influence national health and aged care policy, and promote alternative policy where needed

For nurses, midwives and carers to be influential at political and policy levels sound evidence, which demonstrates their effectiveness in health and economic terms, is needed. The ANMF will work with members to develop and build a body of research and evidence that can be used to inform national health and aged care policy makers of the benefit of nurses, midwives and carers.

Strategies

- a. Foster policy research networks of collaboration with major internal and external stakeholders, engaging in research co-production where appropriate, to facilitate effective health and ageing policy decisions.
- b. Identify, develop and disseminate evidence which demonstrates the requirements for the delivery of safe care across settings, as well as evidence which demonstrates failures to provide safe care.
- c. Identify, prioritise and disseminate nurse and midwife led innovations and practices that foster the development of new, expanded and improved health care delivery and set the agenda for improved policy.
- d. Encourage ANMF members to engage in a broad range of research activities by providing access to new research and evidence relevant to nursing and midwifery and avenues to support the development and dissemination of their own research.
- e. Partner with members to support the translation of research, evidence and policy into practice.

Outcomes/measurements of success - 2024

1. Established policy research networks with major internal and external stakeholders collaboratively produce research which underpins effective decision making and planning for health and aged care.
2. Optimised identification, development, and dissemination of evidence to support improvements to the safety and effectiveness of care across settings, including risks and challenges.
3. Nurse and midwife-led care and interventions, underpinned by appropriate policy, are prominent features of the Australian health and aged care systems.
4. ANMF members are facilitated to engage with and in research and evidence implementation and its dissemination.
5. Optimised translation of relevant research evidence by ANMF members into effective and appropriate health and aged care policy and practice.



STRATEGIC PRIORITY 5

Contribute to ensuring an economically, environmentally and socially sustainable future for all communities

As a trade union and the professional organisation upholding the code of conduct for nurses and midwives, the ANMF has a responsibility to campaign for a just and democratic society beyond just the workplace, but also nationally and globally. The ANMF will work with members to create greater public awareness and understanding of labour rights as a key component of a functioning democracy and an equitable and sustainable economy.

Strategies

- a. Support, develop and promote national policy approaches which reduce health inequalities, address social determinants of health and other issues that impact on people's ability to live well.
- b. Participate in activities which support social justice, equality and humanitarian treatment for all to promote a fair society and healthy communities.
- c. Build strategic relationships nationally and internationally with nursing and midwifery organisations, unions and other agencies to advance the interests of nursing and midwifery and the health of communities.
- d. Support and grow the nursing and midwifery professions in developing countries, and contribute to building capacity in their nursing associations and unions, within the Asia-Pacific region and other regions as needed.
- e. Provide leadership in environmental sustainability and social inclusion through our national policy development, communication material and other mechanisms as required.
- f. Contribute to closing the gap in life expectancy between Aboriginal and Torres Strait Islander peoples and other Australians.
- g. Contribute to ensuring safe, appropriate, effective, and equitable care for all people from socially, culturally, and linguistically diverse, and disadvantaged backgrounds.

Outcomes/measure of success - 2024

1. Reduced inequalities in national and global health and well-being.
2. Improved social justice and humanitarian treatment for national and global communities.
3. Established strategic relationships, engagement and activity with national and international nursing and midwifery organisations, unions, and other relevant agencies to improve health and well-being of all communities.
4. Established support and advocacy for nurses, midwives, and carers working in low-income contexts across the region and globally.
5. The ANMF is recognised as a leader in environmental sustainability, ethical policy and practice, and social inclusion via high quality research and appropriate policy.
6. Nursing, midwifery, and carers' work is recognised to be a key part of addressing disparities between Aboriginal and Torres Strait Islander peoples' and mainstream population health outcomes.
7. Established support and advocacy for nurses, midwives, and carers working to improve the health and social wellbeing of people from socially, culturally, and linguistically diverse, and disadvantaged backgrounds.



STRATEGIC PRIORITY 6

Be an effective, efficient and accountable organisation through good governance and democratic involvement of members

As a member organisation with a leadership role for the nursing and midwifery professions, the ANMF has a responsibility to its members to ensure their resources and transparently directed towards achieving their common goals.

Strategies

- a. Conduct the ANMF Federal Office's operations in a transparent, and financially and environmentally sustainable manner through the effective use of resources.
- b. Enhance the ANMF Federal Office's communication structures and consultation processes to ensure communications with branches and members are accurate, prompt, meet needs of branches and members and facilitate member involvement in national union activities.
- c. Contribute to the continued growth and success of ANMF branches by providing advice, assistance and support for branch activities as required, connecting the specific perspectives of the branches to work towards a shared national purpose.
- d. Celebrate and promote ANMF branches' and members' successes to demonstrate to members the benefits and value of being part of the national union in advancing the professions of nursing and midwifery.
- e. Apply best practice in the areas of HR management and organisational development to attract and retain the right people, who uphold and model the ANMF's values, and recognise, value and support staff by investing in their development.
- f. Apply best practice in the areas of cultural safety and security where all staff act to foster a supportive, inclusive, and culturally safe environment where there is shared respect, knowledge, and meaning for all staff.

Outcomes/measure of success - 2024

1. The activities, resources and staff of the ANMF Federal Office are focused and aligned to achievement of the ANMF's strategic priorities.
2. Demonstrated judicious, transparent, and environmentally and financially sustainable resource use and optimisation.
3. Established communication structures and processes provide ANMF branches and members with prompt, accurate information and support as needed.
4. ANMF members recognise the benefits of ANMF Federal Office activities and affiliations for the development of the nursing and midwifery professions nationally.
5. ANMF Federal Office staff demonstrate the ANMF's values and are supported and encouraged to engage in continuous development.



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