

ANMF

**ANNUAL REPORT
2018 – 2019**



Australian
Nursing &
Midwifery
Federation



About the ANMF

The Australian Nursing and Midwifery Federation (ANMF) is Australia's largest national union and professional nursing and midwifery organisation. In collaboration with the ANMF's eight state and territory branches, we represent the professional, industrial and political interests of more than 275,000 nurses, midwives and carers across the country.

Our members work in the public and private health, aged care and disability sectors across a wide variety of urban, rural and remote locations. We work with them to improve their ability to deliver safe and best practice care in each and every one of these settings, fulfil their professional goals and achieve a healthy work/life balance.

Our strong and growing membership and integrated role as both a trade union and professional organisation provide us with a complete understanding of all aspects of the nursing and midwifery professions and see us uniquely placed to defend and advance our professions.

Through our work with members we aim to strengthen the contribution of nursing and midwifery to improving Australia's health and aged care systems, and the health of our national and global communities.

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www.anmf.org.au

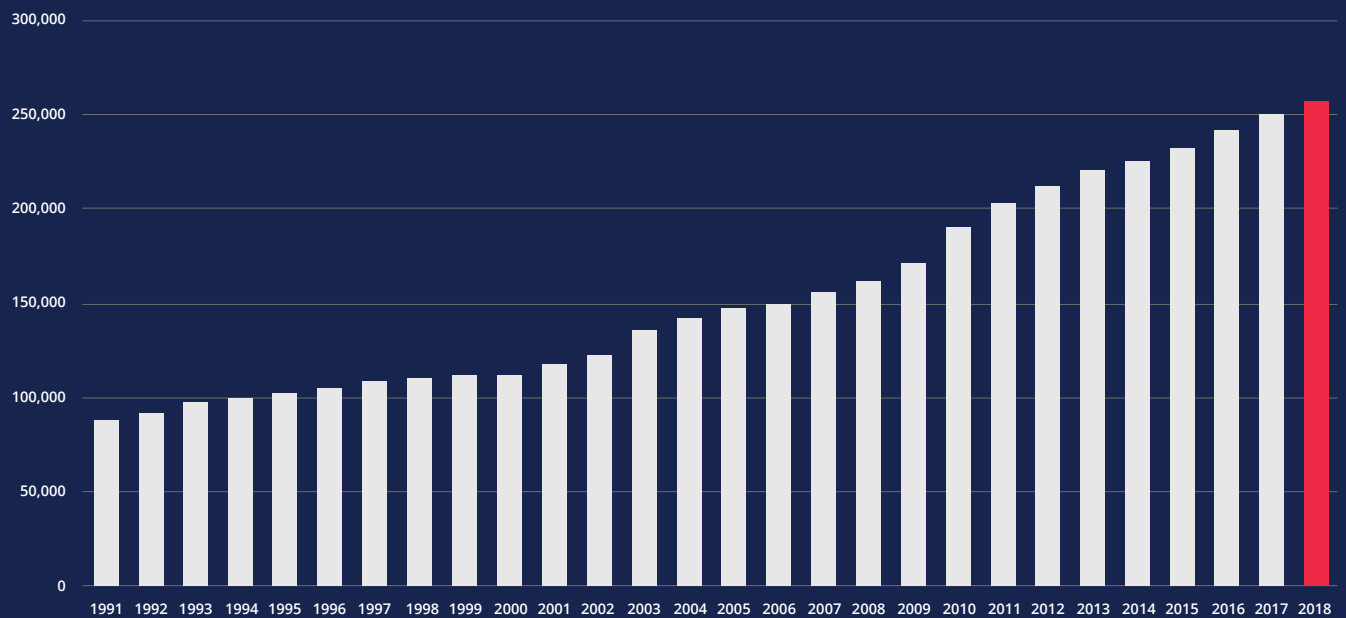
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ANMF

Membership



ANMF Membership 1991-2018

The ANMF's Membership continues to grow, with all eight ANMF State and Territory Branches increasing their membership in 2018. With 274,956 members nationally at 31 December 2018, the ANMF remains Australia's largest union. On the strength of this membership we continue to work collectively to improve the delivery of safe and best practice care across all settings, fulfil our members' professional goals and achieve a healthy work/life balance.

Federal President's Report



Sally-Anne Jones
Federal President

I would like to start this report by expressing my sincere gratitude to the tireless and extraordinary work of our members, your kindness and compassion in delivering healthcare to our community is recognised and greatly appreciated. Thank you to each and every one of you for the important work you do.

The ANMF has once again experienced an extremely busy and productive year with continued growth in our membership. I am delighted to announce that we continue to be the largest union in the country with now over 275,000 members nationally. The power of such membership provides us with great opportunities to leverage our collective strength and influence the strategic planning and delivery of health services for every Australian.

This last year has seen fewer changes at the Federal Council table. We farewelled long standing NSWMA President and previously serving Federal President for 12 years, Coral Levett and welcomed O'Bray Smith. In

South Australia we farewell President Jocelyn Douglas and welcomed Gay Martin to the role. The Federal leadership remains unchanged with Annie Butler, Federal Secretary, Lori-Anne Sharp, Assistant Federal Secretary, James Lloyd, Federal Vic-President and myself re-elected in March for a four year term.

The Federal Executive and Federal Council continues to meet regularly. These meetings provide the means through which strategic national discussions and planning occur. The Federation remains committed to our values of integrity, courage, fairness, unity, inclusion and responsibility as we continue to foster strong relationships with relevant key stakeholders to progress the strategic goals of the ANMF.

Some of the key issues we have focused on over the year include:

- National Aged care campaign, with the goal of ensuring mandated minimum staffing ratios and greater transparency and accountability in residential aged care. In the lead up to the Federal election, our combined efforts saw 60,000 letters sent to politicians seeking support of the campaign and a total of 96 politicians pledging their support for mandated ratios in aged care.
- Participation in the Aged Care Quality and Safety Royal Commission (ACRC) announced in December 2018. This saw Federal Secretary Annie Butler giving evidence at the Royal Commission's first hearing in Adelaide and following from this, the establishment and coordination of a national ACRC working group, providing written submissions to each hearing of the Royal Commission.
- Representation on numerous Senate inquiries, ACTU committees, taskforces, alliances, round tables and advisory groups to further extend the professional and industrial interests of nursing and midwifery.
- Continuing to take a lead role in lobbying key politicians to bring issues affecting nursing, midwifery, carers and health to the table for discussion and appropriate action.
- Participation in the ACTU 'Change the Rules' campaign.
- Strengthening our International affiliations with participation in South Pacific Nurse Forum (SPNF) and support for Aboriginal and Torres Strait Islander nurses/ midwives to attend. As well as participating in the activities of the International Council of Nurses, Global Nurses United and the Commonwealth Nurses and Midwives Federation.

On behalf of the Federal Executive, Federal Council and the ANMF membership, I would like to once again thank all the staff of the Federal Office for their dedication, hard work and support over this past year. They remain focused and committed to the goals of the Federation and the broader union movement. I look forward to working with Federal Executive and staff over the coming year to further advance the interests of our members to ensure nurses, midwives and carers remain a strong united voice both professionally and industrially and are empowered to improve the health and well-being of all Australians.



Federal Secretary's Report



Annie Butler
Federal Secretary

It is with great pleasure that I present my second Annual Report for the Australian Nursing and Midwifery Federation (ANMF) as the ANMF's Federal Secretary and provide an overview of the ANMF's activities and achievements over the last twelve months.

The year of 2018 -19, while a hectic whirlwind of national and state activities, saw less movement than the previous year around the national ANMF table, with only two changes to the ANMF's Federal Council. In South Australia, the ANMF SA Branch farewelled President Jocelyn Douglass and welcomed Gay Martin, and in New South Wales, the Branch finally said farewell to long serving President Coral Levett and welcomed O'Bray Smith.

We would like to acknowledge the significant contribution the outgoing Presidents made to growing and increasing the strength of the ANMF in their states and to the Federation nationally, in particular Coral Levett, who also served for twelve years as the ANMF's Federal President. We welcome their successors and look forward to working with them and all Federal Council members in continuing to build the strength and power of our union and our professions.

I would also like to welcome back Sally-Anne Jones, James Lloyd and Lori-Anne Sharp, who were re-elected in March this year as Federal President, Federal Vice-President and Assistant Federal Secretary with me for another 4 years as the ANMF's Federal leadership team. We look forward to continuing to build on the successes of our predecessors and working to achieve the goals of our members and advance our professions and the health of our communities.

2018-19 also saw several changes for the ANMF's Federal Office Staff, with Industrial Officer, Andrew McCarthy moving on and 4 new additions to the Federal Office team, who included: Kristen Wisher, Senior Industrial Officer, Daniel Crute, Industrial Officer, Tara Nipe, acting Professional Officer and Casey Marnie, Research Assistant. As we farewell Andrew and thank him for his contribution to the ANMF over 11 years, we welcome Kristen, Daniel, Tara and Casey to the hardworking Federal Office industrial, professional, campaign and political, journals, education and policy research teams, whose detailed reports follow.

In 2018-19 the ANMF's major focus nationally continued to be aged care. Following the launch, on May 2018, of the ANMF's national

aged care campaign, seeking to change the law in aged care to mandate minimum staffing ratios, ANMF members increased the pressure on politicians to fix the crisis in this sector and commit to aged care ratios. We continued to build alliances with key politicians, extend our alliances with key stakeholders and supporters and work with members on the ground to grow community support in our efforts to make aged care a major issue for the May Federal Election.

A particular focus for the ANMF's campaign was its highlighting of the need for much greater transparency and accountability in the aged care sector for the use of taxpayer's money and the urgent need for proof that this money is being directly spent on the care of elderly residents. This led to a Federal Senate Inquiry into the financial and tax practices of Australia's for profit aged care providers.

The ANMF also joined forces with less traditional allies as part of the campaign co-signing a letter with the Australian Medical Association, the Royal Australian College of General Practitioners, and the Australia New Zealand Society of Geriatricians to the Prime Minister calling for legislated ratios in aged care.

Just before Christmas 2018, the Royal Commission into Aged Care Safety and Quality (ACRC) announced by the Prime Minister in September, commenced.

While we had some initial concern that the ACRC would alleviate political pressure for change in aged care in the lead up to the Federal Election, the Commission has provided the ANMF with the opportunity to outline the shortcomings of the aged care system. After more than 18 months of campaigning and building evidence around the need for mandated minimum staffing levels and skill mixes in aged care, I gave evidence at the first hearing of the Royal Commission into Aged Care Quality and Safety, in February 2019. I was given the opportunity to demonstrate that inadequacies in care were not isolated events, but reflective of systemic problems in the structure of the aged care framework. And on many occasions, the result of chronic understaffing.

Since its commencement we have engaged fully with the ACRC; several ANMF members have now given evidence to the Commission and together we have participated in community forums and roundtable discussions around the country. We will continue to work cooperatively with the Commission in its investigations into aged care as it is imperative that we achieve change in the aged care sector. As almost 3,000 members told us in our 2019 National Aged Care Survey, the situation in aged care is only worsening; action is needed more urgently than ever.

In addition to the ANMF's federal election priorities for aged care, in collaboration with other major nursing

and midwifery organisations, we developed a joint 2019 Federal Election priorities statement, which included calls to improve health funding for nurses and midwives, implement policy change to support the work of nurses and midwives, including better Medicare access for nurse practitioners and participating midwives, and for improvements to education.

We continued to support the ACTU's national *Change the Rules Campaign*, which aimed to restore workers' rights including wages that keep up with the cost of living. This incorporated the protection of penalty rates, stable employment for nurses and midwives in all sectors and fairer conditions for aged care workers. Other priorities for the ANMF included tackling the detrimental impacts of climate change on health outcomes and joining the international campaign to abolish nuclear weapons (ICAN). We have also reviewed and assessed our international affiliations to ensure our efforts continue to focus on initiatives which will expand the work of nurses, midwives and carers, and improve health outcomes, particularly in developing countries. These organisations include the International Council of Nurses (ICN), Global Nurses United (GNU), the Commonwealth Nurses and Midwives Federation (CNMF), the South Pacific Nurses Forum (SPNF) and the recently launched three-year global campaign *Nursing Now*.

The ANMF Federal Office has also maintained its focus on and participation in all major professional developments for nursing and midwifery and continued to build the ANMF's national research capacity to provide better evidence of the impact of the work of nurses and midwives and to improve their capacity to deliver the best care they can.

With ANMF communications now streamlined and more accessible for ANMF members and nurses and midwives globally via the ANMF website and on-line journal, we are re-invigorating the Australian Journal of Advanced Nursing (AJAN) to ensure its relevance to ANMF members and re-establish it as the centrepiece of our growing research and education programs.

Full reports on the issues outlined above as well as many others, which have been prepared for the information of members by the committed Federal Office staff, are presented later in this report following the brief outline of the Federation and our priorities for the next 5 years.

Lori-Anne and I would like to take the opportunity to thank all the Federal Office staff, the ANMF Federal Council and, in particular the ANMF Federal President and Vice-President, Sally-Anne Jones and James Lloyd, for their efforts in working for improvements for ANMF members. We look forward to continuing to work with them in meeting the challenges ahead and going from strength to strength as Australia's biggest union dedicated to nurses, midwives and carers.

The Federation

Federal Council



Sally-Anne Jones
Federal President



James Lloyd
Federal Vice
President



Annie Butler
Federal Secretary



Lori-Anne Sharp
Assistant Federal
Secretary

Australian Capital Territory



Matthew Daniel
Secretary, ANMF
Australian Capital
Territory



**Athalene
Rosborough**
President, ANMF
Australian Capital
Territory Branch

New South Wales



Brett Holmes
Secretary, ANMF New
South Wales Branch



Coral Levett
President, ANMF
New South Wales
Branch (resigned 29
November 2018).



O'Bray Smith
President, ANMF New
South Wales Branch
(Commenced 30
November 2018).

Northern Territory



Yvonne Falckh
Secretary, ANMF
Northern Territory
Branch

Queensland



Catherine Hatcher
President, ANMF
Northern Territory
Branch (Commenced
30 November 2018).



Elizabeth Mohle
Secretary, ANMF
QNMU Branch



Sally-Anne Jones
President, ANMF
QNMU Branch

South Australia



Elizabeth Dabars
Secretary, ANMF
South Australian
Branch



Jocelyn Douglass
President, ANMF
South Australian
Branch (Resigned 29
November 2018.)



Gay Martin
President, ANMF
South Australia
Branch (Commenced
30 November 2018.)

Tasmania



Emily Shepherd
Secretary, ANMF
Tasmanian Branch



James Lloyd
President, ANMF
Tasmanian Branch

Victoria



Lisa Fitzpatrick
Secretary, ANMF
Victorian Branch



Maree Burgess
President, ANMF
Victorian Branch

Western Australia



Mark Olson
Secretary, ANMF
Western Australian
Branch



Patricia Fowler
President, ANMF
Western Australian
Branch

Federal Executive Members

Federal President	Sally-Anne Jones
Federal Vice President	James Lloyd
Federal Secretary	Annie Butler
Assistant Federal Secretary	Lori-Anne Sharp
Australian Capital Territory	
Secretary, ANMF Australian Capital Territory	Matthew Daniel
New South Wales	
Secretary, ANMF New South Wales Branch	Brett Holmes
Northern Territory	
Secretary, ANMF Northern Territory Branch	Yvonne Falckh
Queensland	
Secretary, ANMF QNMU Branch	Elizabeth Mohle
South Australia	
Secretary, ANMF South Australian Branch	Elizabeth Dabars
Tasmania	
Secretary, ANMF Tasmanian Branch	Emily Shepherd
Victoria	
Secretary, ANMF Victorian Branch	Lisa Fitzpatrick
Western Australia	
Secretary, ANMF Western Australian Branch	Mark Olson

FEDERAL COUNCIL MEETINGS

From 1 July 2018 to 30 June 2019

27 – 28 August 2018

22 October 2018

7 December 2018

FEDERAL EXECUTIVE MEETINGS

From 1 July 2018 to 30 June 2019

27 – 28 November 2018

25 – 26 February 2019

30 – 31 May 2019



ANMF Strategic Plan 2018 – 2023

The ANMF Federal Council endorsed the ANMF's 2018 – 2023 Strategic Plan at the Annual Federal Council meeting in 2018. The Strategic Plan outlines the national ANMF's six Strategic Priorities for the next 5 years and details the strategies that will be undertaken in working towards achieving them. The priorities sit alongside the Federal Council's agreed values, vision and mission for the national ANMF.

Our Values

Integrity

We are consistently honest, ethical, respectful and professional in all our interactions.

Courage

We challenge the status quo and work to overcome difficult situations to achieve better outcomes for our members and our communities.

Fairness

We treat all people in an equal manner, regardless of their gender, ethnicity, religion, political or sexual preference, and in a way that is free from self-interest, prejudice or favouritism. We are committed to eliminating discrimination, harassment, intimidation and violence.

Unity

We work collectively and collaboratively to achieve the best results for our members and our communities and to strengthen internal, national and international solidarity.

Inclusion

We recognise all individuals and provide equal access and opportunity for all to take part in our activities. We contribute to improving the ability, opportunity and dignity of those who are disadvantaged because of their identity to participate in our community.

Responsibility

We transparently manage our resources in the best interests of our members and our communities without waste or harm to any person or the environment. We are accountable for the results of our actions both in the present and for future generations.

Our Vision

The Australian Nursing and Midwifery Federation is the influential and respected national voice of highly valued nurses, midwives and carers working in a world-class, equitable and fully funded health and aged care system.

Our Mission

To empower nurses, midwives and carers to improve the health and well-being of all Australians.

Our Strategic Priorities: 2018 – 2023

1.

Equip the nursing and midwifery professions to deliver safe and quality care in all settings and be prepared for the future.

2.

Ensure the professional and personal safety and well-being of nurses, midwives and carers in all environments

3.

Position nursing and midwifery as informed, expert commentators and advocates on health and social issues

4.

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

5.

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

6.

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

Federal Office Staff

Federal Office Staff Canberra



Jodie Davis
Federal Education
Officer



Rebecca Aveyard
Technical Assistant –
Education



Anne Willsher
Senior Administrative
and AJAN Officer

Federal Office Staff Melbourne



Kerrie Fitzpatrick
Executive Assistant
to Federal Secretary
and Assistant Federal
Secretary

Industrial



Kristen Wischer
Senior Federal
Industrial Officer



Debbie Richards
Federal Industrial
Officer - Research

Professional



Daniel Crute
Federal Industrial
Officer



Anna Amatangelo
Administrative Officer
- Industrial



Julianne Bryce
Senior Federal
Professional Officer



Elizabeth Foley
Federal Professional
Officer



Julie Reeves
Federal Professional
Officer



Tara Nipe
Acting Federal
Professional Officer
(leave relief)



Elizabeth Reale
Federal Professional
Research Officer and
Librarian



Anastasia Shianis
Administrative Officer
– Professional

ANMF Journals



Kathryn Anderson
ANMJ Editor



Natalie Dragon
Journalist



Robert Fedele
Journalist



Heidi Adriaanse
Advertising and
Partnerships
Manager



Cathy Fasciale
Technical Editorial
Assistant



Sue Bellino
(based in Sydney)
Federal Political
Director

Campaigns & Communications



Nicole Foote-Lenoir
Digital and Social
Media Officer



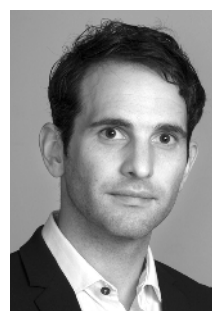
Kristy Male
Technical Assistant



Sotiria Stefanis
Finance Officer



Dorothy Abicic
Finance Officer



Dr Micah Peters
(based in Adelaide)
National Policy
Research Adviser



Casey Marnie
Research Assistant

National Policy Research

ANMF
Federal
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Industrial

The 2018/19 industrial program continued to focus on the protection and advancement of the industrial rights of nurses, midwives and assistants in nursing. The industrial program also supported the work of the Federal Office and Branches.

Industrial Regulation

The principal law covering the employment of nurses, midwives and assistants in nursing in Australia is the Fair Work Act 2009 (the Act). In 2018/19 the following changes were made to the Act.

Fair Work Amendment (Family and Domestic Violence Leave) Act 2018

The legislation amended the Act to extend the provisions of the National Employment Standards to include an entitlement for 5 days unpaid family and domestic violence leave for all national system employees, including casual and specific term employees. Effective from 12 December 2018, an employee, experiencing family and domestic violence may take up to 5 days unpaid leave to do something to deal with the impact of the family and domestic violence where it is impractical for the employee to do that thing within ordinary work hours. This might include making arrangements for the safety of the employee or close relative, urgent court hearings or accessing police services.

Fair Work Amendment (Repeal of 4 year reviews and Other Measures) Act

The legislation amended the Fair Work Act to remove the requirement for modern awards to be reviewed on a four yearly basis. The amendment was well received in light of the current 4 Year Review having not yet concluded.

Bills

Over this period the opposition also introduced a number of industrial legislative Bills into Parliament. These included:

Fair Work Amendment (Right to Request Casual Conversion) Bill 2019

The Bill proposed to extend the right for casual employees with regular casual work to request conversion to ongoing work to all casual employees rather than just award based employees. The Bill lapsed at the commencement of the new Parliament.

Fair Work Amendment (Restoring Penalty Rates) Bill 2018

This Bill proposed to reverse the Fair Work decision to reduce penalty rates for certain industries and reinstate the previously applicable penalty rates. The Bill lapsed on commencement of the new Parliament.

Industrial Reviews

Four Yearly Review of Modern Awards

The Fair Work Commission's (FWC) four-yearly review of modern awards, which commenced in 2014, continued.

Nurses' award

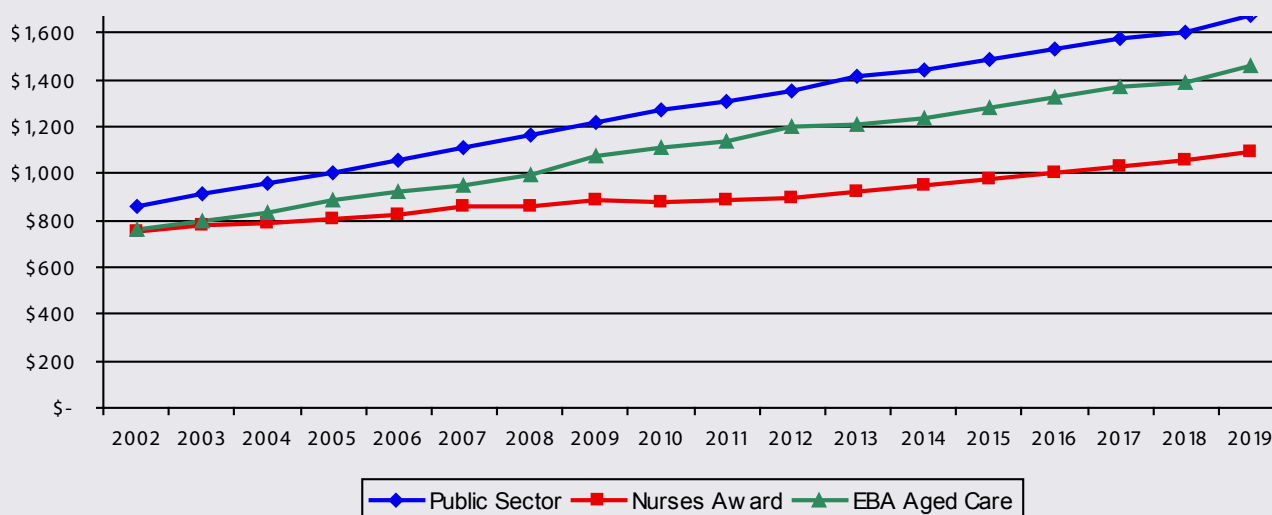
The ANMF's substantive claims with respect to the Nurses Award were dealt with and a decision handed down on 3 December 2018. While not all claims were accepted a number of significant improvements were achieved. Those changes were the subject of variations to the award made on 9 January 2019.

The changes include:

- provision for time spent on call to be counted as duty with respect to having days free from duty in each work cycle
- provision for a 10 hour rest break between the completion of one ordinary work period and commencement of the next shift and related entitlements
- provision of a meal break for an employee who has worked in excess of 5 hours, within the 4th and 6th hour of work. The variation provides for payment if an employee is required to work through a meal break or is required to remain available for work during a meal break
- An employee who is required to be on call and who is recalled will receive a minimum payment of 3 hours and if work is done while on call via telephone or electronic communication will receive OT rate for 1 hour minimum- employees will also receive these rates if required to work but not on call

The variations all represent positive gains for members.

Nursing Wage Disparity 2002 – 2019 *Public Sector and Aged Care*



Common issues

Proceedings also continued to be conducted by various FWC Full Benches dealing with 'common issues' that relate to all or most modern awards.

Casual conversion

Effective from 1 October 2018, modern awards, including the Nurses Award and Aged Care Award, were amended to include the right to request casual conversion. Casual employees who have worked a pattern of hours on an ongoing basis over the preceding 12 months that could reasonably continue, whether full time or part time, can ask to be converted to ongoing employment. The employer must consider the request and can only refuse on certain grounds including that the employee is not truly a regular casual employee or the work will not remain regular in the next 12 months.

Overtime for Casuals and Plain Language Drafting
Multiple awards are currently being reviewed to identify any uncertainty as to whether casual employees are entitled to payment of overtime and the casual loading. The ANMF has made submissions that the Nurses Award makes it clear that casual employees are entitled to overtime payments and the casual loading. A similar position has been adopted with respect to the Aged Care Award. The parties are awaiting a decision on the papers as to what if anything needs to be amended in the respective awards.

All awards are also in the process of being redrafted in plain language. The ANMF has made submissions to ensure the Nurses Award drafting reflects the current award conditions and any agreed changes.

Bargaining

During the 2018/19 financial year, the Federal Office of the ANMF was involved in the negotiation of a number of enterprise agreements covering nurses, midwives and assistants in nursing, including:

- Fullerton Health (medical centres previously owned by Healthscope);
- Monash IVF;
- Northern Territory Public Sector nurses and midwives;
- Commonwealth Department of Health;
- Serco - ADF Health Services Contract (AHSC) Nurses' Collective Agreement 2019;
- Calvary Home Care;
- APHRA.

ANMF Rules

Over the past twelve months the ANMF has conducted a major review of the Federal Rules, involving identifying areas of concern, drafting amendments and obtaining extensive feedback from Branches and the Federal Executive. The review has provided the opportunity to ensure the Rules will remain compliant with regulation, meet the needs of the nursing and midwifery workforce and reflect contemporary standards. The proposed variations will include moving to gender neutral language throughout the rules, making provision for electronic voting and clarifying Federal Office and Branch responsibilities.

In the interim further changes to the Rules relating to Federal Office and Branch responsibilities for the management and reporting of financial arrangements and membership provisions have been incorporated into the Rules and are available at:

<https://www.fwc.gov.au/registered-organisations/find-registered-organisations/australian-nursing-and-midwifery-federation>

Wages

Aged Care

The wages gap between nurses working in aged care and nurses working in the public sector continues to be a significant barrier to attracting and retaining nurses in the sector. Across Australia 770 agreements operate in the residential aged care sector covering 2137 out of 2462 facilities. While 90% of facilities are covered by collective agreements, the wages and conditions outcomes are generally less favourable than public sector outcomes and fail to remove or significantly reduce the disparity in wages and conditions.

Public sector agreement outcomes

The table below details the percentage increases and expiry dates of public sector enterprise agreements that apply over the 2018/2019 period. In addition to the wage increases detailed, several agreements provide for significant increases to base rates of pay and improved classification structures before general wage increases are applied.

Agreements commonly include a range of improvements to employment conditions including implementation of staffing mechanisms such as nurse to patient ratios; qualification allowances, professional development allowances and leave and shift and rostering arrangements.

Other developments include the inclusion of paid family and domestic violence leave provisions in the agreements of up to 20 days and the uplift to wages for nurses and midwives in Victoria ranging from 4% to 26% depending on classification and experience.

The outcomes achieved in the public health sectors of the states and territories are important as they not only establish a benchmark for ANMF negotiations in the private acute and aged care sectors, but also apply to the majority of the nursing workforce.

STATE	OUTCOME
New South Wales	2.5% for 1 year (expires 30.06.19)
Victoria	13.25%-35.25% over 4 years includes uplift in April 2019 (expires 31.03.20)
Northern Territory	10% over 4 years (expires 20.08.22)
Tasmania	4% over 2 years (expires 30.11.18) [New agreement pending]
South Australia	7.5% over 3 years (expires 01.09.19)
Queensland	7.5% over 3 years (expires 31.03.21)
Australian Capital Territory	6.8% over 2.16 years (expires 31.12.19)
Western Australia	\$2000 over 2 years (expires 11.10.20)

Private Acute Hospital sector

Enterprise Agreement outcomes for nurses and midwives employed in private acute hospitals are, on average, similar to public sector outcomes in the respective State/Territory Enterprise Agreements cover approximately 90% of private hospitals across the country.

Nursing and Midwifery Workforce

The 2017 nursing and midwifery workforce data published by the Australian Government Department of Health shows there were a total of 379,699 nurses registered in Australia. This comprises 368,028 nurses and midwives with general registration and 5,483 non-practising registrants. Of the nurses with general registration, 85% were registered nurses, midwives and dual registrants, and 16% were enrolled nurses.

However, not all nurse and midwife registrants are in the nursing workforce. In 2017, 348,928 nurses and midwives were in the nursing workforce which includes those employed; nurses and midwives on extended leave and those looking for work in nursing or midwifery. There were 323,122 employed nurses and midwives; 89% were female; the average age was 44.1 years working on average 33.4 hours per week.

Professional

In 2018/19 the ANMF Federal professional team continued to represent the interests of our nurse and midwife members, to advance the professions and improve the health and wellbeing of the community. The main focus of the national professional program involved working with state and territory Branches, via the Professional Advisory Committee, to provide advice to governments, key stakeholders and policy makers on strategies for safe, evidence-based nursing and midwifery practice. Professional issues identified in 2018 to form our national professional objectives for action in 2019 included: medicinal cannabis; mental health; professional nursing and midwifery practice; research for policy formulation; disability; digital health; climate and environmental health; and alcohol and other drugs.

Coalition of National Nursing and Midwifery Organisations (CoNNMO)

Funded by the Australian Government Department of Health, the ANMF Federal Office continues to conduct the Secretariat operations of CoNNMO. The current three year funding round concludes in June 2020. Meetings of the representatives of the 56 CoNNMO member organisations were held in Sydney, October 2018, at the New South Wales Nurses and Midwives Association (ANMF NSW Branch), and in Melbourne, May 2019, at the ANMF Victorian Branch.

Social Justice

Reconciliation Action Plan

The ANMF Federal Office has a *Reconciliation Action Plan* (RAP) endorsed by Reconciliation Australia at the Innovate level. This RAP, which describes our vision for reconciliation to achieve health equality for Aboriginal and Torres Strait Islander peoples, has been reviewed during 2019. This document commits Federal Office staff to participate in activities which contribute to raising awareness on, and work towards, closing the gap on health inequality. The RAP Working Group provides an annual report to Reconciliation Australia on progress with our deliverables.

Two of the Federal Office RAP Working Group members participated in the inaugural National Reconciliation Action Plan (RAP) conference, held 5-6 December 2018. Attended by 350 delegates from organisations which have a RAP, this historic gathering considered the role of RAPs in the reconciliation journey, Aboriginal and Torres Strait Islander perspectives on RAPs, and advancing national reconciliation issues. Faye Clarke, ANMF member, RAP Working Group member and a Gunditjmarra, Wotjaboluk and Ngarrindjeri woman, also attended the conference.

Anti-Poverty Campaign

The *Anti-Poverty Week* campaign, held 14-20 October 2018, was supported by the ANMF Federal Office through promotion in print-based publications and social media, and the provision of campaign funding. This annual operation highlights the plight of people within our community who struggle with poverty, despite Australia being a well-resourced country. The ANMF supports this campaign on behalf of nursing and midwifery members who through their daily practice engage directly with people experiencing the debilitating health effects of poverty.

Professional Partnerships

National Registration and Accreditation

During 2018/19, the ANMF Federal Office professional team participated on a number of expert advisory committees, working groups and standing committees associated with work conducted by the Nursing and Midwifery Board of Australia (NMBA), the Australian Nursing and Midwifery Accreditation Council (ANMAC) and the Australian Health Practitioner Regulation Agency (AHPRA).

Climate Change

As a member of the Climate and Health Alliance (CAHA) the ANMF joins with colleague health care organisations who share a concern for the threat to human health from dramatically changing climate patterns. The ANMF contributes to CAHA's government advocacy work, especially in seeking a commitment from the Australian Government for the development of a national strategy on climate and human health which would encompass comprehensive policies to ensure Australia's environmental sustainability. The ANMF participated in CAHA's 2018 *Climate and Health Symposium* 21 September 2019, which focused on identifying how to frame climate change as a critical public health issue to policy makers and the media.

Nursing In Primary Health Care

School Nursing

Work on the revised *National School Nursing Standards for Practice: Registered Nurse* was completed early 2019 with the document subsequently being endorsed by Federal Executive in May. School nurses from across the country provided extensive feedback resulting in a more streamlined set of standards for ease of use by nurses in all education settings. As the majority of nurses working in school settings are registered nurses these standards are focused on the

independent role of the registered nurse. These standards are complementary to the Nursing and Midwifery Board of Australia codes, guidelines and standards for practice and describe aspects of the professional practice of nurses specific to the school nursing context.

Medicare Benefits Schedule Review Taskforce - Nurse Practitioner Reference Group

The Nurse Practitioner Reference Group (NPRG) was established in June 2018 as one of five Primary Care Reference Groups by the Medicare Benefits Schedule (MBS) Review Taskforce. A member of the Federal Office professional team was invited to participate on this Reference Group. The work of the NPRG involved reviewing the MBS items for Nurse Practitioners and making recommendations to align these items with contemporary clinical evidence and practice to improve health outcomes for the Australian community. The NPRG met four times, between June and August 2018. In addition, the voting members met weekly by teleconference. The final NPRG report was submitted to the Taskforce in September 2018 and was endorsed for consultation in October with no changes. Public consultation, including a key stakeholder forum, was conducted between March and June 2019. There was strong support from the nursing profession for the 14 recommendations made in the report.

Digital Health

Medicines Safety Program Steering Group

In 2018/19 the ANMF continued to participate on the Steering Group for the Medicines Safety Program Steering Group, established as a joint initiative of the Australian Digital Health Agency (ADHA) and the Australian Commission on Safety and Quality in Health Care (ACSQHC). Quarterly meetings featured updates on progress by the ADHA on the implementation of the My Health Record (MyHR) program, particularly as it relates to medicines safety. To date, 23 million Australians have a MyHR and more than 39 million medication prescription and dispense records have been uploaded. Work of the Steering group focussed on the development of and reporting on the implementation of the sector-wide ADHA and ACSQHC digital Medicines Safety Program roadmap.

Rural and Remote Digital Innovation Group

Meeting quarterly over the last year, the ANMF has continued to be represented on the Rural and Remote Digital Innovation Group (RRDIG). Funded by the Australian Government Department of Health through the Rural Health Outreach Fund, the RRDIG focuses on supporting the implementation and meaningful use of digital health technologies, with an emphasis on improving access to health care in rural, remote and Aboriginal and Torres Strait Islander communities across primary and secondary care, using telehealth. Medicare Benefit Schedule (MBS) data provided by the Australian Government Department of Health in 2018/19 indicates both the number of nurses providing telehealth services and the number of telehealth services they provide, continues to increase.

Quality Use Of Medicines

NPS MedicineWise Nurse Insight Group

The ANMF chairs the National MedicineWise Nurse Insight Group for the NPS MedicineWise. Meeting annually, this group of expert nurses from health and aged care, provide strategic advice to NPS MedicineWise on key nursing issues, identifying ways to better engage with nurses in Australia about quality use of medicines and medical tests to achieve better health outcomes. Primary issues for discussion at the 2019 meeting included: opioids; mental health; antimicrobial resistance; medicines use in aged care; registered nurse and midwife prescribing; medicinal cannabis; and, NPS MedicineWise online education resources.

Australian Commission on Safety and Quality in Health Care Medicines Safety Committees

In 2018/19 the ANMF continued to be represented on the Australian Commission on Safety and Quality in Health Care (ACSQHC) Health Services Medication Expert Advisory Group (HSMEAG). The group, which meets quarterly, provided advice on a broad range of medicines safety issues including: safe and appropriate use of high risk medicines; user-applied labelling standards and issues; national medicines charts, auditing and evaluation; prescribing; and medicines naming and identification, including principles for safe storage and selection of medicines. In 2018, the ACSQHC revised and re-convened its Medication Safety Oversight Committee (MSOC). The ANMF now represents nursing and midwifery on this committee. The role of the MSOC is to provide strategic advice to the ACSQHC on the management of national medicines policy, national medication safety and the quality use of medicines in all settings. MSOC met twice over the last year, once jointly with the HSMEAG.

Registered Nurse Prescribing

During 2018/19, the ANMF Federal Office professional team has been involved in the development of both accreditation and registration standards for registered nurse prescribing. The ANMF was represented on the Australian Nursing and Midwifery Accreditation Council (ANMAC) Professional Reference Group (PRG) established in January 2019 to provide oversight for the development of accreditation standards for programs of study leading to endorsement for registered nurses to prescribe scheduled medicines. Consultations on the draft standards were held between March and May 2019. PRG work to finalise these standards continues. The ANMF has worked with the Nursing and Midwifery Board of Australia (NMBA) on the development of the accompanying registration standard for designated registered nurse prescriber endorsement. The Federal Office professional team participated in a key stakeholder forum to discuss the feedback from the national consultation on the draft registration standard in April 2019. Many of the ANMF recommendations made in the national consultation were incorporated into the final draft standards to be presented to the Australian Health Ministers Advisory Committee (AHMAC).

Aged Care

Australian Aged Care Quality Agency, Quality Agency Liaison Group

The Australian Aged Care Quality Agency's national group, the Quality Agency Liaison Group (QALG) met four times this year. This group provides a sector wide perspective on quality issues in aged care. The ANMF Federal Office participates on this group along with consumers, aged care providers and other unions. In 2018/19, agendas have focused on: the establishment of the new Aged Care Quality and Safety Commission; the implementation of the new Aged Care Quality standards; the Quality Agency's risk based approach; their stakeholder engagement plan; unannounced visits to aged care facilities; infection control in residential facilities; Aged Care Accreditation outcomes; and increasing sanctions. At meetings, the Quality Agency presented collated de-identified data from consumer reports for residential care.

National Aged Care Alliance

The ANMF continues to be one of nine sponsors and represented on the National Aged Care Alliance (NACA), comprising 51 national organisations with an interest in aged care. NACA engage with the Federal Minister for Aged Care, the Australian Government Department of Health, and experts and reviewers within the sector. The Royal Commission into aged care quality and safety has been a focus of NACA's discussions in 2018/19. NACA has also worked on the development of a NACA response to the Blueprint for Professional Aged Care Workforce Growth, their own NACA Blueprint III and NACA election positions.

Australian Government Aged Care Sector Committee

Over the last year, ANMF Federal Professional Officer Julie Reeves has continued to represent the ANMF Federal Office on the Australian Government Aged Care Sector Committee. This is a 3 year Ministerial appointment. Independently chaired by David Tune, this committee provides advice to the Australian Government on aged care policy development and implementation. Agendas cover all areas of aged care, including community and residential care, funding, regulation and the development and implementation of aged care reform.

Rural Health

National Rural Health Alliance

The ANMF continues to participate on both the Council and Board of the National Rural Health Alliance (NRHA). At the NRHA annual face to face strategic planning and lobbying meeting, held in September 2018, member bodies agreed on 3 key policy priorities: to expand the Stronger Rural Health Strategy; ensure connectivity for all – good for business, good for communities, good for everyone; and the importance of rural health as regional development. Council members met with Federal MPs and Senators to discuss the key themes of: timely, affordable and appropriate access to services for rural and remote health consumers; ensuring a properly trained and available workforce; proper connectivity in rural and remote areas; the need for a Minister for Rural Health; and the development of Phase 2 of the National Rural Health Strategy; were raised in these discussions. Along with more than 1,100 delegates, the ANMF was represented at the NRHA's 15th National Rural Health Conference held in Hobart in March 2019.



Campaign and Political

National Aged Care Campaign

Following the official launch of the campaign in May 2018, and evaluation of phase 1 of the campaign, phase 2 commenced in September 2018. This phase aimed to build on the support that has been gained through phase 1 to create a continuing groundswell as it was recognised that the issue of aged care was not elevated enough, there had not been enough people calling for action and politicians had not committed to the campaign asks.

The campaign goal remained securing an election commitment from political parties and candidates to mandate minimum staffing ratios and skills mix in aged care, and to make aged care an election issue. The national campaign committee comprising representatives from all ANMF branches, which met regularly via teleconference and with one face to face meeting, worked together to raise the profile of aged care in the community and with our politicians.

Phase 3 of the National Aged Care Campaign, which commenced in November, culminated in a series of campaign activities from 15-18 December, 2018.

These included:

- Agreement from the AMA, the RACGP and the ANZ Society of Geriatricians to sign an open letter with the ANMF to the Prime Minister calling for aged care ratios, which was published as a full page 'ad' in The Weekend Australian, 15-16 December 2018.
- Negotiation of a joint statement supporting legislated ratios in aged care with Professor John Pollaers, which was released 16 December, to complement the open letter.
- Also on 16 December 2018, the ANMF FO released the agreed aged care ratios implementation plan, Aged Care Ratios Make Economic Sense, and the cost-benefit analysis for full implementation of the ANMF's recommended aged care staffing levels and skills mix, *Financial and cost benefit implications of the recommendations of the national aged care staffing and skills mix final report*.

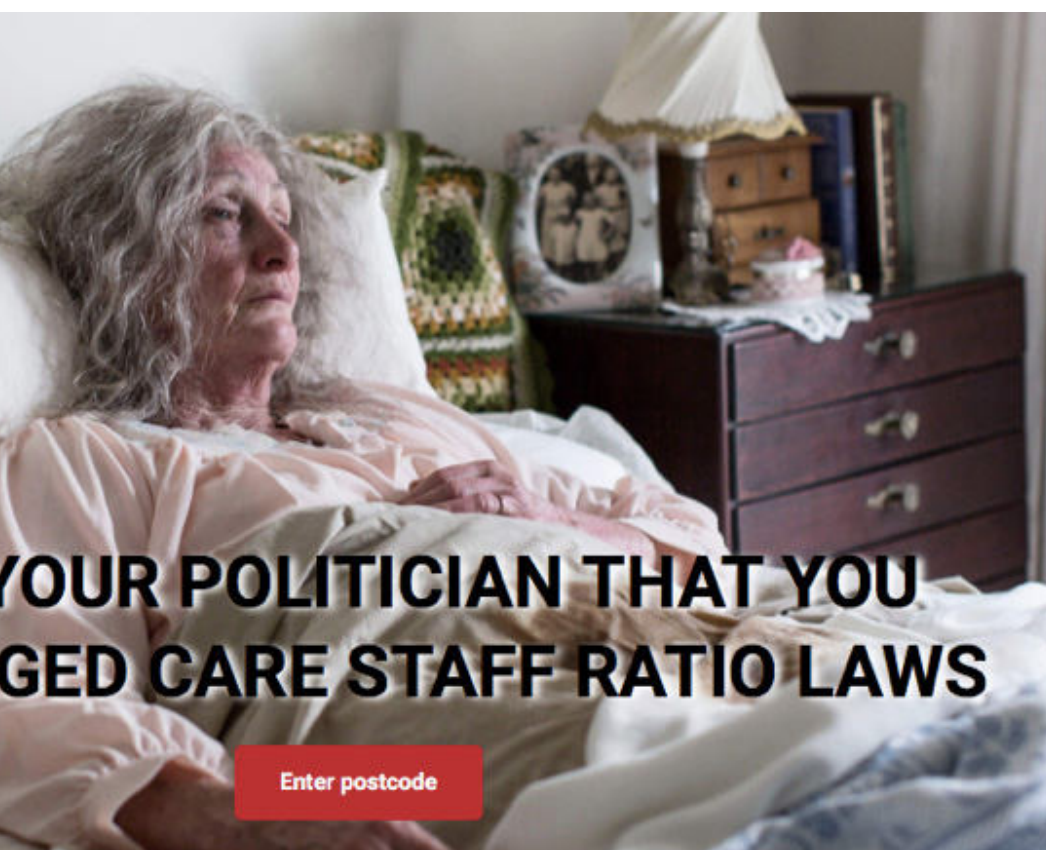


In the lead up to the Federal Election, the campaign committee developed and agreed on a 33-day campaign plan which focused on visits to facilities, candidate endorsements, local campaign in terms of advertising, bus and train station visits, stalls in local shopping centres, pre-polling, ads in local newspapers, and communications and social media.

Federal Election Campaign media strategies

In order to raise awareness, we recommended a News strategy that would allow us to be in an engaging environment and also deliver reach. SKY News formed part of our recommendation in an effort to target politicians to support the campaign. Newspaper advertising was also used to generate broad awareness and enabled us to have our messaging in front of the 'baby boomer' audience.

The use of Facebook allowed amplification across our campaign and while the other social media channels drove broad awareness, Facebook allowed the campaign to be highly targeted and enabled us to reach both audiences of



Campaign Website

A campaign website was established at TimeForRuby.anmf.org.au and used to ask for supporters to send letters to key MP's and Senators in the lead up to the Federal Election. The website was also used to publish which Federal MP's, Senators and Candidates supported ratios for aged care.

Baby Boomers & Millennials and deliver a call to action.

National Aged Care Survey

The ANMF National Aged Care Survey 2019 was conducted with just over 3,000 participants (aged care staff and community members). The study followed up on the previous 2016 National Aged Care Survey of staff and community members and identified and examined key contemporary issues regarding participants' concerns and experiences with the Australian aged care system.

In the broader context of the Australian Nursing and Midwifery Federation (ANMF) and its members' concerns with the state of the Australian aged care sector, the study had the objective of examining current concerns in aged care, adequacy of staffing levels and skills mix, adequacy of care delivery in residential aged care facilities, suggested improvements necessary of aged care, and voting intentions relating to aged care.

The final report was provided to the Royal Commission at their request and is available online along with an

Executive Summary and Key Messages Report: <http://anmf.org.au/pages/anmf-reports> A companion report focusing on the results offered by community members was also produced.

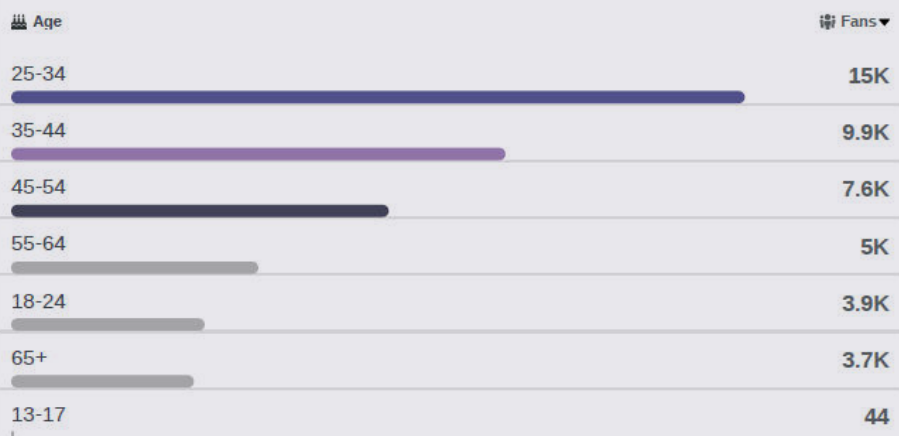
Aged Care – Financial Reports

Subsequent to the report examining the tax and financial practices of the largest for-profit aged care providers, the Tax Justice Network (TJN) released a report, All in the Family, just prior to the election. This report examined the tax practices of the nine largest family owned for-profit aged care providers. The ANMF provided some guidance to the TJN regarding selection of providers for the investigation but did not commission the research. The report is part of the broader tax justice investigations undertaken by the TJN, of which the ANMF is a contributing member.

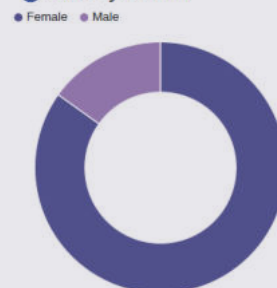
The ANMF supported the findings of the report through a media release once the report was made public: Copies of the release and the full report are available here: http://anmf.org.au/media-releases/entry/media_190516

Social Media and other Media Update

f Fans by Age



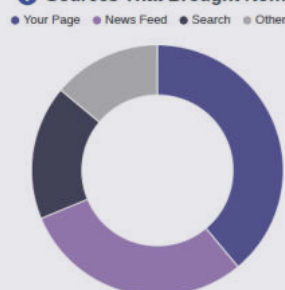
f Fans by Gender



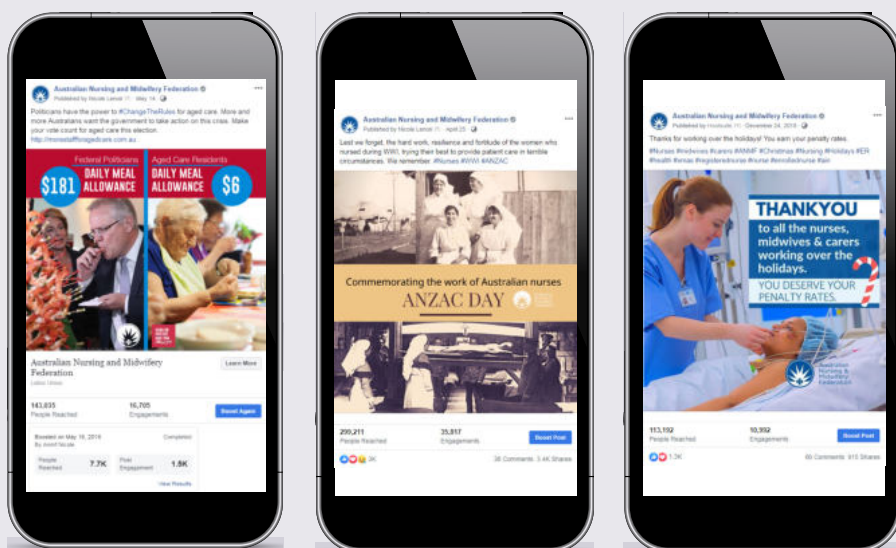
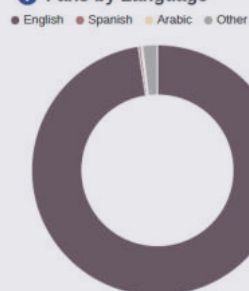
f Fans by Country



f Sources That Brought Ne...



f Fans by Language



The ANMF has worked to grow the reach of our social media accounts in the aged care and the election campaigns.

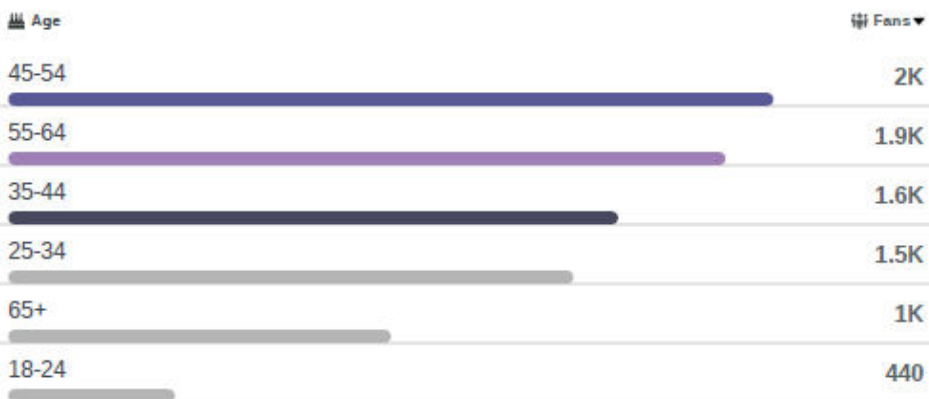
Facebook – The ANMF Federal Facebook page has grown 16.7% over the last year, and the top post is below, commemorating the work of Australian nurses on ANZAC DAY.

Our Federal ANMF Facebook Page audience is predominantly female, 25+ years old and based in state capital cities. The content on our page is the main source of attracting new audience members to the page.

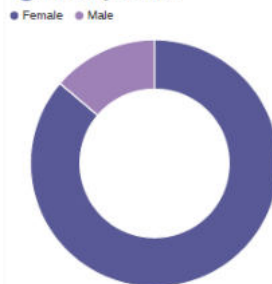
Our Federal ANMF Facebook page had 305,000 interactions. Our audience shared our content 51,000 times which helps to spread our campaign messages and raise the profile of the ANMF. The total number of users who have seen our posts are 6.2 million.

The average engagement rate for a Facebook post around the world is 3.91%. Posts on our ANMF Federal campaign achieve higher than this with an average engagement rate of 4.9%.

f Fans by Age



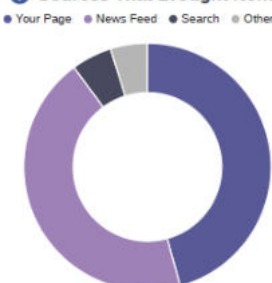
f Fans by Gender



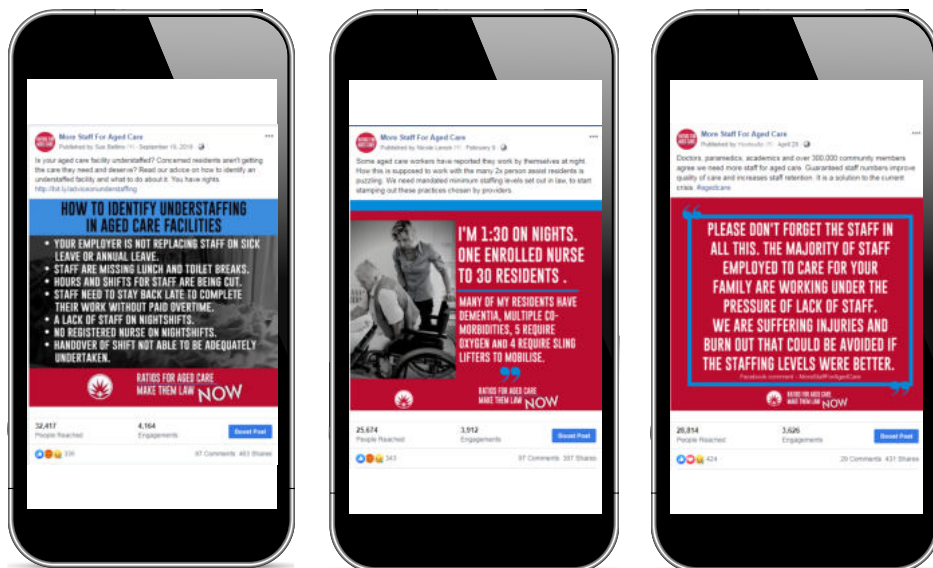
f Fans by Country



f Sources That Brought Ne...



f Fans by Language



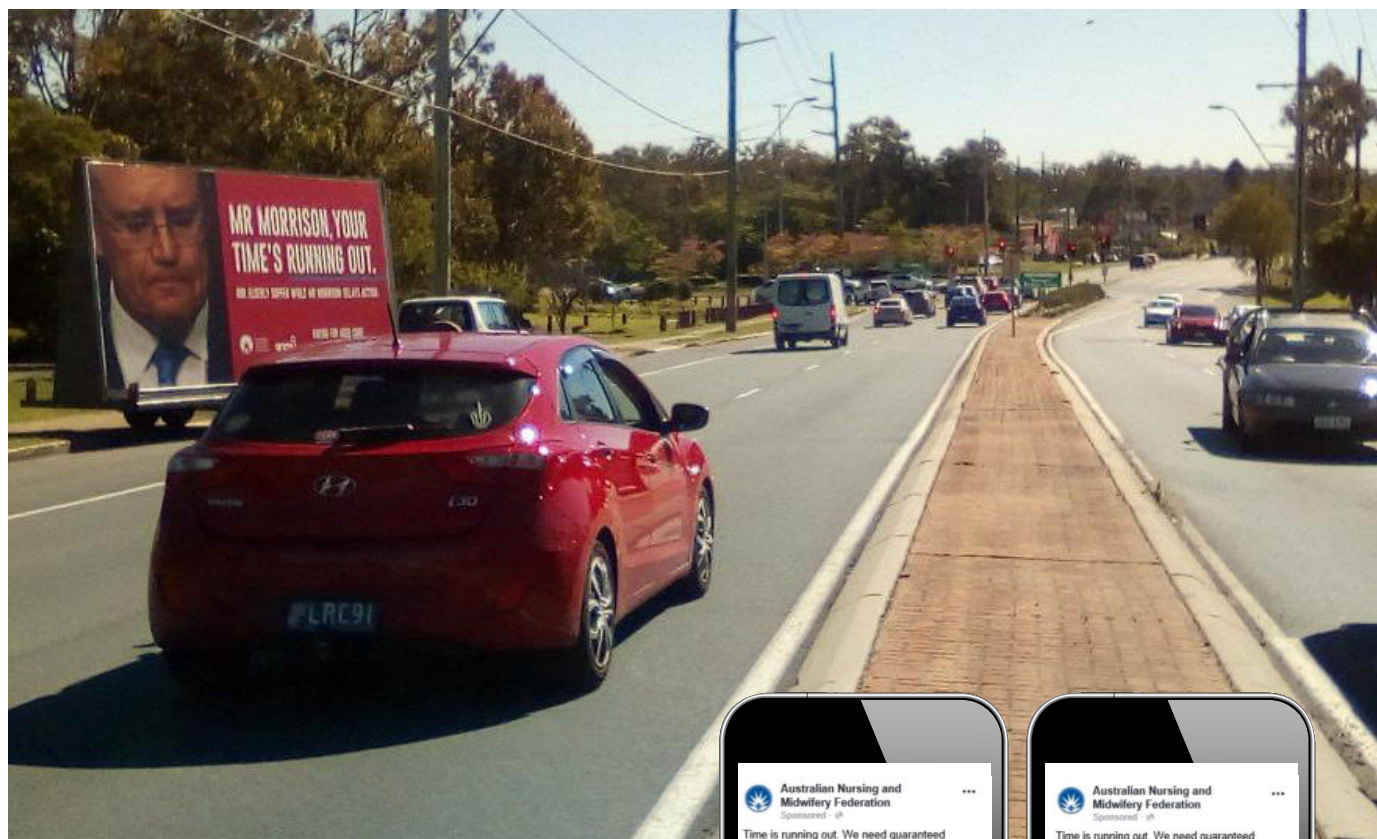
Facebook - More Staff For Aged Care Facebook Page

There has been a growth of 58.6% in fans on our campaign page this year and the community continue to be highly engaged in posts on this page. Our top performing posts include:

Our campaign page audience is predominantly female, 45+ years old and based in state capital cities. The content on our page is the main source of attracting new audience members to the page.

From the official launch of our campaign on International Nurses Day to the end of the election, our campaign Facebook page had 189,000 interactions. Our audience shared our content 36,000 times which helps to spread our campaign messages and raise the profile of the campaign.

The average worldwide engagement rate for any Facebook post is 3.91%. Posts on our aged care campaign page consistently earned higher than average with an overall engagement rate of 5.72%. Our viral post in May earned 24.2% engagement rate alone. The total number of people who have seen our campaign posts is 3.3 million.



Campaign Outcomes

The ANMF achieved formal policy support from the Greens for staffing ratios and skill mix for the first time. The ALP made several aged care commitments just prior to the election related to improving staffing and skills mix, including the requirement for a registered nurse, 24 hours/day, on site in all aged care facilities and mandatory publishing of staffing and skills mix by all residential aged care facilities.

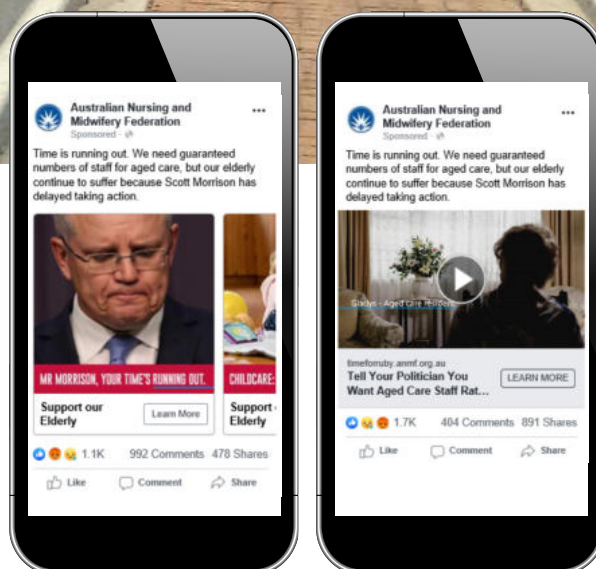
The campaign also achieved:

- Support from 96 individual politicians/candidates for mandating ratios
- Almost 20,000 people signing to support the campaign
- Significant support via social media with more than 8,200 new subscribers
- Reasonable media coverage
- Increasing community support for the campaign.
-

Twitter

Our ANMF Federal Twitter account has had a growth of 27.5% in the last year bringing us to a total of 4.7K followers. Our top engagement from the audience focused around our aged care messaging, especially our commentary on the ABC Four Corners program on aged care 'Who Cares' which aired on the 17th September 2018. Our top Tweets for @anmf_federal include:

We sent out 893 messages via twitter. We received 19K engagements from the twitter audience over the year and had 2.9K click throughs on our links.



ANMF Supported Calls for Evacuation of Children from Nauru

In October 2018, the ANMF supported other healthcare professionals in calling for the Prime Minister to urgently evacuate over 85 children and their families from the Nauru and Manus Island detention centres.

Pill Testing Trials

ANMF supported other healthcare groups calling for urgent national action on the introduction of pill testing trials.

National Policy Research

National Policy Research Adviser

The ANMF's National Policy Research Adviser continues to be based in the Rosemary Bryant AO Research Centre (RBRC) at the School of Nursing and Midwifery, University South Australia and to be an Adjunct Senior Lecturer in the Adelaide University's School of Nursing.

The purpose of the role is to lead and conduct a national policy research program for the ANMF to analyse the impact of key national health, labour, and funding policies and policy changes and to contribute to the evidence-based development and delivery of the ANMF's organisational strategy.

In June 2019, Casey Marnie (also at the Rosemary Bryant AO Research Centre) was appointed at 0.2FTE as a research assistant to support the National Policy Research Adviser's growing portfolio of work.

ANMF Federal Election and Federal Budget Priorities

In the lead-up to the Australian Federal Election throughout 2018 and in the first quarter of 2019, the National Policy Research Adviser led and contributed to a number of briefing papers, reports, and submissions to assist the ANMF in articulating its positions across numerous key areas in health, ageing, workforce, maternity care, research, education, the environment, and Aboriginal and Torres Strait Islander health and wellbeing.

These reports highlighted how the contribution nurses, midwives, and carers currently make to Australia's health and aged care sectors could be dramatically increased through improved funding and legislative support in key areas.

International Relations and Affiliations

Following the development of a framework for a rigorous evaluation of the ANMF's engagement and activities with its international affiliated groups and organisations, the National Policy Research Adviser undertook an assessment of the ANMF's work with the International Council of Nurses (ICN), the South Pacific Nursing Forum (SPNF), Commonwealth Nursing and Midwifery Federation (CNMF), Global Nursing United (GNU), and Nursing NOW (NN). A series of recommendations were put forward including around how the ANMF could seek to improve its strategic approaches to ongoing and future collaborative work. For the ANMF and its members to maximise benefits of affiliation and broader engagement with international organisations, a strategic and deliberate approach to identifying where and how collaboration and interchange has occurred, and can occur in the future, is required.

The National Policy Research Adviser is now leading the establishment of a non-award program for developing the research utilisation and leadership capacity of South Pacific nurses in collaboration with the RBRC, World Health Organization (WHO), and ICN which may run in line with the ANMF's activities for Nursing NOW and the WHO's International Day of the Nurse and Midwife.

Safe Staffing in Aged Care

As the ANMF Campaign for ratios in aged care continues, and following the announcement of the Royal Commission into Aged Care Safety and Quality, the National Policy Research Adviser has led and contributed to several briefing papers, submissions, and reports to ensure that the ANMF's positions are supported by the best available evidence from published research and members.

Engaging Nurses, Midwives and Carers With Research

Australian Journal of Advanced Nursing

Throughout 2018 and the first half of 2019, the National Policy Research Adviser worked closely with the ANMF Federal Secretary and other stakeholders to develop a programme of work around encouraging and supporting ANMF members to engage in a variety of activities related to research; from undertaking research projects to identifying markers of quality in research evidence, to the translation, utilisation, implementation, and evaluation of evidence for policy and practice improvements.

Part of this work was to plan the revitalisation and relaunch of the Australian Journal of Advanced Nursing (AJAN) – the ANMF's peer-reviewed scholarly journal. With the initial preparations completed, AJAN is currently preparing to be relaunched in December 2019.

Rigorously conducted, high-quality research is vital to ensuring that nurses, midwives, and carers are optimally positioned to influence key political and policy decisions that dictate how healthcare is delivered, its impact upon clinical outcomes for patients, and how nurses, midwives, and carers are themselves integral to the provision of effective, meaningful, and economically feasible care.

Research Support and Collaboration

The National Research Policy Adviser continues to review and advise upon requests to the Federal Office to support and collaborate with researchers undertaking a variety of projects. Selected projects have focussed upon the use of robots in clinical care roles, the experiences of older nurses in the workforce, nurse-led prevention of hospital-acquired infections, and decision-making regarding information provision for requests from patients about assisted dying.

ANMF Federal Office Policy Research Advice

The National Policy Research Adviser supports the development and use of high-quality evidence relevant to national nursing, midwifery, and carer education, employment, clinical, professional, and research policy and practice. In this area for the ANMF nationally, the National Policy Research Adviser:

- Identifies advances, and advises upon opportunities to develop, promote, disseminate, and integrate nursing and midwifery policy research evidence into internal and external policy and practice
- Engages and collaborates with local and international policy and decision makers to facilitate appropriate and effective evidence-informed decision making.
- Proactively evaluates and advises upon the impact, implications, and effectiveness of the implementation or proposed adoption of policies on health sector, consumer, and nursing, midwifery, and carer outcomes and experiences.

Scholarly Research Contributions

As an active researcher, the National Policy Research Adviser is also engaged in relevant research projects, regularly publishes in scholarly journals, and presents work at conferences and events nationally and internationally. In 2018 Micah has contributed to research around nursing and midwifery workforce climate, health research methodology, the experiences of LGB people with cancer care, the evaluation of the national breast cancer screening program, and the supervision of nursing and midwifery Masters and PhD students. Micah has also taken up an Associate Editor role with the International Journal of Nursing Studies.

Education

CPE Website

The Continuing Professional Education (CPE) website remains popular with nurses, midwives and assistants in nursing (however titled). This year saw the Education team acquire new software to enable the transition of course content into a newer, more interactive format. This transition is currently underway. This has involved a review of all content on the CPE website while concurrently reformatting each learning activity into a new interactive format. A survey of user experience has been added to each tutorial in the new format. New course content has been commissioned and will be added to the website in coming months.

The 2018 International Diabetic Foot conference, available in 3 parts, remains available to members free on the CPE website. Non-members pay a fee to access the conference.

The QNMU has entered into another term of Agreement for the content on the CPE website to be provided free of charge to their members as part of their member benefits. The ANMF NT Branch is also in the process of integrating its website with the AMF CPE website to allow NT members to access the learning on the CPE website for free as part of their member benefits.

Course Purchases Report for the CPE website 1 July 2018 – 30 June 2019

These figures do not include free topics offered to NSWNMA and ANMF members (Manual Handling, Infection Control), free topics offered to all users of the CPE website (Hand Hygiene and Telehealth 1-9), nor topics accessed by QNMU members.

User Profile	Course Purchases	% of overall usage
Member	3927	59%
Non-Member	924	14%
Corporate	1821	27%

Aged Care Training Room (ACTR)

Our ACTR remains popular with nurses and AIN's working in the aged and community care sectors. There are over 60 courses available and all have been rewritten to address the Aged Care Quality Standards that came into effect on July 1 2019.

Body Systems Training Room (BSTR)

The BSTR has added a number of new topics over the past 12 months and continues to be accessed by many Australian nurses and midwives, particularly students. The site remains the very best online learning website for topics requiring detailed knowledge of human anatomy and physiology, disease manifestation and treatment.

Online Clinical Simulation for Nurses and Midwives

The ANMF Education team made the decision to close the Online Clinical Simulation for Nurses and Midwives website early in 2019. This was due to under activity on the website. Correspondence was sent to previous users to allow them to retrieve their records prior to the closure.

Vocational Education and Training (VET) Sector

The Vocational Education and Training Advisory Committee (VETAC) continues to closely monitor education in the VET sector. Members of the ANMF Vocational Education and Training Advisory Committee (VETAC) continue to work with SkillsIQ, the Skills Service Organisation responsible for the maintenance of both the National Health and Community Services Training Packages.

VETAC members are involved in the following Industry Reference Committees (IRCs):

- Enrolled Nursing
- Direct Client Care and Support
- Technicians and Support Services
- Aboriginal and Torres Strait Islander Health Worker
- Dental

The IRCs operate as committees of the Australian Industry and Skills Committee (AISC). IRCs are responsible for directing their allocated Skills Service Organisation (SSO) in



developing business cases to request the commissioning of training package development work to meet the skills needs of industry.

IRCs also have responsibility for gathering industry intelligence to inform training product development. They oversee development and review of training packages, including preparation of cases for endorsement and provide sign-off on completed training packages, prior to submission to the AISC for endorsement. All aforementioned IRCs have had their cases for endorsement approved and are now in the process of reviewing their relevant qualifications and Units of Competency (UoCs).

The Aged Services IRC has now been convened with Rob Bonner of the ANMF SA Branch appointed Deputy Chair of the Committee. The IRC has repackaged the Certificate III in Individual Support and this has recently been out for public consultation, results are yet to be shared. The IRC will then review the content of the UoCs as required.

The ANMF Education Officer, as Deputy Chair of the Direct Client Care IRC attended the SkillsIQ Chairs and Deputy Chairs Cross Sector Meeting in Brisbane in April 2019. The meeting brings together all SkillsIQ IRC Chairs and Deputy Chairs to discuss matters affecting their relevant industry and any issues with the VET sector and/or training packages.

The ANMF Education Officer is also a member of the ACTU VET Committee. This Committee meets twice a year and as deemed required.

Courses for Eligibility

2018-2019 has not seen any new qualifications released as they are all under review.

When new courses, such as the Certificate III in Ageing support are released, they will be reviewed by the VETAC and relevant information will be shared with Branches so the courses can be considered for inclusion in the courses leading to eligibility under Federal Rule 5.1.2.



Australian Nursing & Midwifery Journal

Australian Nursing & Midwifery Journal (ANMJ): Incorporating digital platforms and journal

The ANMJ has gone through substantial changes over the past 12 months to meet the demands of a changing publishing industry. This report reflects how the ANMJ has adapted to the new digital environment and the reduction in frequency of the printed journal.

ANMJ website

The ANMJ website launched early in the new financial year. Over the past 12 months the ANMJ team has developed systems that ensure the website is updated numerous times a week with stories covering a broad range of subject matter.

Key sections include latest news, interviews, health and wellbeing, justice and action, practice features, learning and career and research and innovation.

Plans are underway to develop the careers and education section to provide a comprehensive resource for members and attract job advertising to the site.

Past 12 months:

Posts published: 404

Number of sponsored content posts: 8

Top Pages viewed:

- Landing Page
- Nursing education under review
- Early rheumatoid arthritis treatment improves patient outcomes
- Behind the makings of a new nurse fob watch
- New guidelines for venous thromboembolism
- 10 tips to avoid medication errors
- 5-ways to re-energise on a night shift
- Publications
- The changing face of nursing uniforms

Jan/Feb were strongest performing months.

A number of posts were shared on other networks such as the ANMF facebook page, Branch facebook pages and other leading nursing sites.

Demographics of people who view our website:

- 85% Female / 15% Male
- Primary Ages - 25-44 years
- Secondary Ages - 45-64 years

Traffic Sources:

- Social media continues to be the main driver of traffic to the website (70%) although this has decreased slightly in last six-months with increased traffic coming from an organic search (ie. google search). This would indicate that the team's focus on stronger SEO post scores is paying off.
- The other growth area of traffic has been via our newsletter. This should continue to grow as our subscriber base grows.
- Our bounce rate continues to be excellent, particularly with traffic coming from social media. It tells us that the articles we are posting are highly relevant and appealing to our audience

E: Newsletter

- Current Database: 1,691 subscribers
- Average Open Rate: 47%
- Average Clicks: 9%
- Industry Ave for Opens: 13.83% (for publishing)

Social media:

We have been consistently sharing stories on social media as well as utilising social media advertising. We have also expanded social media community and engagement over this period. This has resulted in an increase in website views.



ANMJ Journal

The frequency of the *ANMJ* changed from a monthly publication to a quarterly publication in October 2018. The online version of the journal was also moved from the ANMF website to the *ANMJ* website in PDF and ISSUU format.

Last year nurse ethicist Megan-Jane Johnstone retired from writing for the *ANMJ*. This space was filled by ANMF's National Policy and Research Advisor, Micah Peters who writes a research and policy column. Social media feedback indicates these columns are of great interest to the membership.

Using the tools at our disposal, the *ANMJ* has kept abreast of the latest happenings in the nursing and midwifery professions over the past year with some significant highlights in 2018-2019.

The *ANMJ* has reported on key issues for the ANMF including the national campaign for aged care ratios. Further, My Health Record, occupational violence and ratios in acute care were some of the prominent news stories. Social justice such as domestic violence and voluntary assisted dying as well as Indigenous health, gender issues and environmental health remained common themes throughout the year.

Features

Features remained popular with the membership, evident through responses on Facebook.

Feature articles in 2018-2019:

- Rise of homelessness
- New era in electronic health
- Navigating the highs and lows of early career nursing
- End of an era: An inspiring Aboriginal leader (About existing CEO for CATSINaM, Janine Mohamed)
- ANMF fosters global partnerships
- Sizing up a stronger rural health strategy
- ANMF priorities
- Nurse practitioners Barriers to practice
- Birthing on country
- The race against time to end nuclear weapons
- Women on Boards
- Mentoring matters
- Blowing the whistle
- Nurses in politics





Focus

Focus topics reflected the diversity of the areas in which nurses and midwives work, both clinically and geographically. Many of the areas covered were of broader areas of concern to members and in which the ANMJ received many submissions, particularly in education.

Focus topics 2018-2019

- Education Part 2
- Drug and Alcohol
- Wound/infection control
- Indigenous health
- Rural and remote health
- Men and women's sexual health
- Community health
- Mental Health
- Aged care

Clinical update

We have continued to receive a steady flow of submissions for the clinical update section from members. These have provided dialogue amongst the professions of new or evaluated clinical work on the ground, improvements in care, new program developments, etc. It has also enabled members to have clinical work/research published in order to secure grants or other avenues of funding such as scholarships.

Clinical update topics 2018-2019:

- Care experiences and unmet needs of lesbian, gay and bisexual people with cancer
- Vaccination during pregnancy
- The effects and impact of second-hand cannabis smoke exposure on nurses working in the community
- The worth of scalp cooling to prevent chemotherapy induced alopecia
- Seasonal influenza immunisation for older adults in Australia vaccine options in 2019



Collective Work of
The Federation –
2018/2019

In the year 2018/19, the ANMF Federal Office continued to represent the professional, industrial and political interests of ANMF members in collaboration with the ANMF's state and territory Branches, which primarily occurs through the work of the Federal Executive and Federal Council and the series of standing committees convened by the ANMF's Federal Office.

The ANMF's key standing committees (permanent and ad hoc, i.e. committees convened for a specific event such as the Aged Care Royal Commission) comprise representatives from the ANMF Federal Office and Branches with expertise in the specific area of focus for each committee, who provide input into the collective work and national output of the ANMF across a wide range of topics. The ANMF's current standing committees are outlined below:

ANMF Committees

- Professional Advisory Committee
- Industrial Advisory Committee
- Governance & Compliance Committee
- OHS Committee
- Vocational Education & Training Advisory Committee
- Campaign & Communications Committee
- Aged Care Royal Commission Working Group (Ad Hoc)

The collective work of these committees promotes the interests of ANMF members and raises the profile of the national ANMF through engagement and participation in the public debate on matters of importance to nurses, midwives and carers.

During 2018/19, the members of the ANMF's standing committees jointly produced the series of submissions & reports, and participated in the policy development and review processes outlined below.¹

1. All submissions, reports and policies are available at the ANMF's website: www.anmf.org.au

Submissions & Reports

Aged Care

1. Royal Commission into Aged Care Quality and Safety
 - a. Royal Commission Submission: ANMF Federal Secretary Witness Statement
 - b. Royal Commission Submission: Aged Care in the Home
 - c. Royal Commission Submission: Residential Dementia Care
 - d. Royal Commission Submission: Person-Centred Care, Advanced Care Planning and Palliative Care Services
 - e. Royal Commission Submission: Aspects of Care in Residential, Home, and Flexible Aged Care Programs, Rural and Regional Issues for Service of Delivery of Aged Care, and Quality of Life for People Receiving Aged Care
 - f. Royal Commission Submission: Regulation of quality and safety in aged care and how aspects of the current system operate, different approaches to regulation (including in other sectors) and how regulation and oversight of quality and safety in aged care can be improved
2. Standing Committee on Community Affairs Legislation Committee: Inquiry into the Aged Care Quality and Safety Commission Bill 2018 and related Bill
3. Australian Government Department of Health consultation paper on *The draft Charter of Aged Care Rights*
4. Senate Community Affairs Legislation Committee inquiry to the aged care quality and safety commission bill 2018
5. Australian Government Department of Health consultation on the Discussion Paper: *Streamlined Consumer Assessment for Aged Care*
6. Proposal for a new Residential Aged Care Funding Model
7. Fact Sheet: Fears and Facts about Safe Staffing – the case for ratios
8. Open letter to the Prime Minister co-signed with

the AMA, the RACGP and the ANZ Society of Geriatricians calling for legislated aged care ratios

9. Joint statement calling for legislated ratios in aged care with Professor John Pollaers, Chair, Aged Care Workforce
10. ANMF Aged Care Campaign Implementation Plan: *Aged care ratios make economic sense*
11. Report: All in the Family: Tax and Financial Practices of Australia's Largest Family Owned Aged Care Companies
12. Report: ANMF National Aged Care Survey 2019
13. Report: ANMF National Aged Care Survey 2019 (Community Member Companion Report)
14. Letter: To Minister Ken Wyatt AM MP regarding Aged Care Workforce Strategy Taskforce report – *A Matter of Care: Australia's Aged Care Workforce Strategy*.

Professional & Education

1. NMBA preliminary consultation on supervised practice framework
2. Australian Nursing and Midwifery Accreditation Council (ANMAC) review of the Registered Nurse Accreditation Standards consultation paper 2
3. NMBA Public consultation paper - Proposed registration standard: Endorsement for scheduled medicines for registered nurses prescribing in partnership
4. COAG Health Council consultation on the Regulation of Australia's health professions: keeping the National Law up to date and fit for purpose
5. QLD Health consultation on proposed reforms for mandatory reporting by treating practitioners
6. NMBA preliminary consultation on the proposed minor revision of the registration standard: endorsement as a nurse practitioner
7. AHPRA preliminary consultation on the revised guidelines for advertising regulated health services
8. NMBA consultation on the revised Re-entry to practice for nurses and midwives policy and fact sheets
9. ANMAC review of the Registered Nurse Accreditation Standards consultation paper 3
10. ANMAC review of Re-entry to the register Enrolled Nurse Accreditation Standards
11. Nursing and Midwifery Board of Australia (NMBA) consultation on the proposed change to definitions relating to advanced practice
12. ANMAC consultation on the Registered Nurse Prescribing Accreditation Standards
13. AHPRA Public consultation on the definition of 'cultural safety'
14. Nursing and Midwifery Board of Australia (NMBA) consultation on the proposed Decision-making framework for nurses and midwives (DMF)
15. Department of Health consultation on Educating the Nurse of the Future – Independent Review of Nursing Education

Workforce

1. Australian Health Ministers' Advisory Council consultation on the Strategic Directions for Australian Maternity Services
2. Australia's Health Workforce: Strengthening the Education Foundation
3. Indigenous Pharmacy Programs Policy Options
4. Effectiveness of the current temporary Skilled Visa system in targeting genuine skills shortages
5. Response to the Primary Care Reference Groups Consultation – Medicare Benefits Schedule (MBS) Review Taskforce Report from the Nurse Practitioner Reference Group and Report from the Participating Midwife Reference Group

Health, Social, Political

1. Pre-budget submission for the upcoming Federal Budget 2019-20 to the Australian Government Treasury, 1 February 2019.
2. Senate Community Affairs References Committee My Health Record system inquiry and MHR (Strengthening Privacy) Bill 2018
3. Productivity Commission consultation on The Social and Economic Benefits of Improving Mental Health
4. Australian Medical Research Futures Fund
5. Select Committee on Stillbirth Research and Education
6. Letter: To Assistant Minister Ben Morton MP regarding the definition of neonatal qualification status in Australia

Industrial, OHS

1. Fair Work Amendment (Family and Domestic Violence Leave) Bill (Sep 2018) (oral Oct 2018)
2. National Inquiry into Sexual Harassment in Australian Workplaces.

Policy Development & Review

Policies, Position Statements and Guidelines reviewed – 2018/19

Policies

- Bullying in the workplace
- Digital health (formerly Information management and information technology)
- Equal opportunity in the workplace
- Fatigue prevention
- Free trade agreements
- Midwifery practice
- Midwifery
- Midwifery education: midwife
- Nurses, midwives and assistants in nursing and harmful use of alcohol and other drugs
- Nursing and midwifery within organisational structures

- Nursing and midwifery research
- Nursing and midwifery education: continuing professional education
- Nursing education: enrolled nurse
- Nursing education: registered nurse
- Nursing practice
- Occupational health and safety
- Prevention of occupational violence and aggression in the workplace
- Residential and community aged care services: staffing and standards
- Rostering
- Safe patient handling
- Smoke free work environment
- Workplace stress prevention

Position Statements

- Administration of medicines
- Domestic and family violence
- Management of nursing and midwifery services
- Organ and tissue donation for transplantation
- Primary health care
- Quality use of medicines
- Resolution of nursing and midwifery practice concerns in the workplace
- Re-entry to nursing and midwifery workforce
- The use of dose administration aids by nurses and midwives

Guidelines

- Consultation with Aboriginal and Torres Strait islander peoples and organisations
- Delegation by registered nurses
- Nurses, midwives and the support staff role (formerly Performance of nursing and midwifery)
- Performance review

New Policies, Position Statements and Guidelines developed – 2018/19

1. Policy – Assessment of External Requests for Assistance with Research
2. Position statement - Harm minimisation
3. Position statement - Medicinal Cannabis
4. Position statement - Medical Practice Assistants

Briefing Papers prepared 2018/19

Aged Care

1. The Deeble Report on the impact of home care reforms on the older person, the aged care workforce and the wider health system
2. Questioning the evidence to hinder beneficial change: what might residential aged care and the tobacco industry have in common?
3. Ansell Report (Fixed staffing ratios in residential aged care: Submission to the royal commission into aged care quality and safety May 2019 by Ansell Strategic)

4. Do nurses provide 'highly technical medical services' in aged care?
5. Skills dilution in community aged care
6. Mandated staffing ratios and skills mixes in aged care: a summary of Royal Commission into Aged Care Quality and Safety evidence (living document)

Federal Election Priorities and Budget

1. ANMF priorities – pre budget submission - Nursing and Midwifery Workforce, Universal Health, Disability and Aged Care, Public and Private Health Sectors, Aboriginal and Torres Strait Islander Health, Mental Health, Climate Change and Health, Tax Justice
2. Value/Outcomes-based Health Funding
3. Best Practice, Data, and Research
4. Gender and Sexually Diverse Peoples' Health
5. Report: ANMF Australian Federal Election Priorities 2019
6. Australian Federal Election 2019 Party Health Policy Comparison
7. Australian Federal Election 2019 Labour Health Policy
8. Australian Government Federal Budget 2019-20
9. Australian Government Federal Budget 2019-20 Opposition Reply

Health Care and Wellbeing

10. Safer care saves money: How to improve patient care and save public money at the same time (Grattan Institute Report)
11. National Plan to Reduce Violence Against Women and Their Children Fourth Action Plan (2019-22)
12. Effects of public reporting legislation of nurse staffing: a trend analysis
13. Removal of mandated requirements for endorsed midwives to form collaborative agreements

International Engagement and Affiliations

14. Evaluation Report: ANMF international relations assessment and recommendations for future decision making and priorities
15. Project Proposal: Aboriginal and Torres Strait Islander Nursing and Midwifery Research Development Grant
16. Project Proposal: Pilot Program for a South Pacific Islander nursing and midwifery capacity building non-award course
17. Nursing Now Australia: aligning ANMF activities and the global/national campaign
18. Nursing workforce challenges and priorities for the German Nurses' Association

ANMF Aged Care Fact Sheets

1. ANMF advice on pressure sores
2. ANMF advice on understaffing
3. ANMF advice on preventing falls
4. ANMF advice on medications
5. ANMF fact sheet: Royal Commission into Aged Care Quality and Safety.

National Representation of the Federation

Conference Presentations – 2018/19

The Federal Secretary delivered the following presentations:

- Electrical Trades Union, Nationals Conference, 20 June 2018
ANMF, Our Story of Growth
- Aged Care Workforce Forum, 27 June 2018
Avoiding industrial action in a sector under strain: Critical considerations
- ACTU Congress, 17 July 2018
ANMF national aged care staffing campaign and its capital strategies to build union power and influence
- New Zealand Nurses Organisation, National Conference, 20 September 2018
Falling through the cracks: Is healthcare accessible to all?
- Building a Quality Aged Care Workforce, 21 November 2018
Empowering aged care workers
- The Australian Financial Review – Health Summit 2019, 19 February 2019
Panel: Quality and Conduct – Focus on Aged Care
- Nursing Now – Australian Launch, 9 April 2019
Nursing and equity in access to health care
- AMA National Conference, 24 May 2019
Panel: Aged Care – Improving clinical care in an era of financial restraint
- Strengthening the Aged Care Workforce, 4 June 2019
Panel: Understanding key challenges facing the aged care workforce
- Australian Association of Gerontology – Forum on the Aged Care Royal Commission, 19 June 2019
Royal Commission into Aged Care Safety and Quality – A Workforce Perspective
- International Council of Nurses Congress, 30 June 2019
Panel: The impact of nurse recognition and mobility agreements: Asia and beyond.

The Federal Office Political Director delivered the following presentations:

- ACTU Organising Centre Training Forum – Winning Campaigns Built on Comprehensive Research, 11 December 2018
ANMF National Aged Care Campaign
- NTEU Annual Delegates' Conference – Organise, Power, Change, 15 February 2019
Case study of the aged care campaign.

The National Policy Research Adviser delivered the following presentations:

- Invited Presentation. Eindhoven, Netherlands. Jul 2, 2018
Cancer Care Experiences and unmet needs of lesbian, gay, and bisexual people with cancer: systematic review of qualitative evidence
- UniSA Research Week. Adelaide. Sep 18, 2018
The evolution of scoping reviews: from a framework to the Preferred Reporting Items for Systematic Reviews and Meta Analyses extension for Scoping Reviews (PRISMA-ScR) Statement
- Victorian Association of Research Nurses Professional Study Day. Melbourne. Oct 26, 2018
Getting research into (and back out of) nursing and midwifery practice
- National Rural Health Alliance Conference. Hobart. Mar 27, 2019
Results of the South Australian nursing and midwifery workforce climate survey (Country Health SA Local Area Health Network)
- Clinical Oncological Society of Australia Survivorship Conference. Sydney. Mar 29, 2019
Principles of communication with gender and sexually diverse people with cancer.

Senate, Parliamentary & Royal Commission Hearings

The ANMF Federal Office provided evidence to the following Senate Inquiry Hearings:

- Senate Inquiry into Stillbirth Education and Research, 9 August 2018, Melbourne
 - » *Federal Secretary, Assistant Federal Secretary and ANMF VIC Branch Acting Maternity Services officer appearing*
- Senate Inquiry into the financial and tax practices of for-profit aged care providers, 4 September 2018, Melbourne
 - » *Federal Secretary and Assistant Federal Secretary appearing.*
- Senate inquiry into Aged Care Amendment (Quality and Safety Commission) Bill 2018, 10 October 2018 (by teleconference).
 - » *Federal Secretary and Federal Professional Officer appearing.*
- Senate Inquiry into Temporary Skilled Migration 7 March 2019 (by teleconference)
 - » *Federal Secretary and Senior Industrial Officer appearing*

The ANMF Federal Office also provided evidence to the following Parliamentary Committee Inquiry:

- Inquiry into the Aged Care Amendment (Staffing Ratio Disclosure) Bill 2018, 26 October 2018, Canberra
 - » *Federal Secretary and Acting Senior Industrial Officer appearing.*

The Federal Secretary provided evidence to the Royal Commission into Aged Care Safety and Quality:

- » *Adelaide Hearing 1, 13 February 2019.*

Advisory and Standing Committees

- ACTU Executive
- ACTU Growth & Campaigns Committee
- ACTU Women's Committee
- ACTU OHS & Workers' Compensation Committee
- ACTU Industrial Legislation Committee
- ACTU Trade Committee
- ACTU Registered Organisations Commission (ROC) Group
- ANMAC Strategic Accreditation Advisory Committee
- AHPRA Professions Reference Group
- ANMAC Registered Nurse Accreditation Standards Review
- ANMAC Registered Nurse Prescribing Accreditation Standards
- NMBA Registration Standard for Endorsement for Designated Registered Nurse Prescribing
- ANMAC Re-Entry to the Register Enrolled Nurse Accreditation Standards
- ANMAC Midwife Accreditation Standards
- AHPRA Mandatory Reporting Awareness Campaign.

Lobbying Meetings

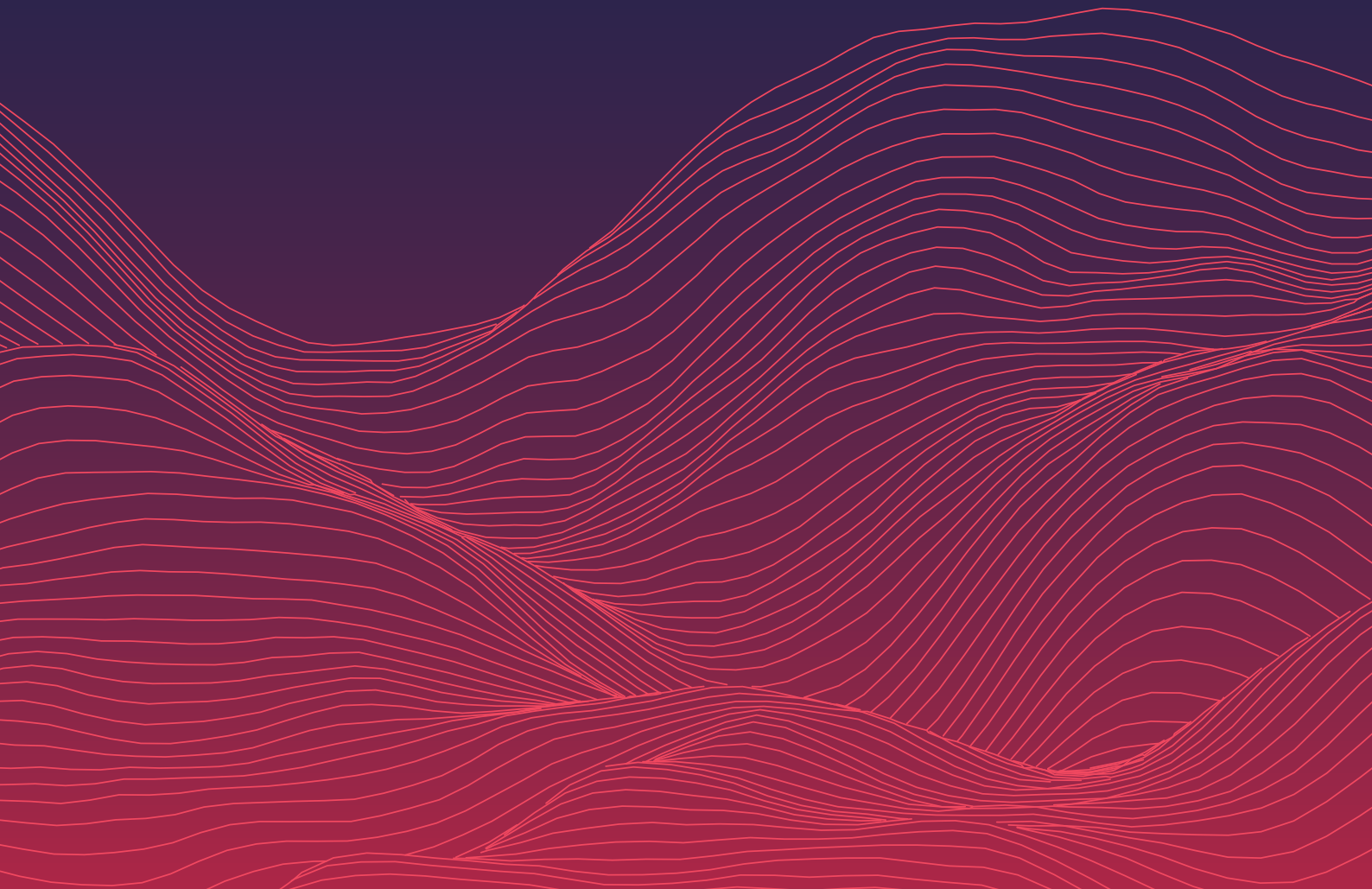
Political

- Hon. Ken Wyatt, Federal Minister for Aged Care
- Hon Julie Collins, Shadow Minister for Aged Care
- Hon Ged Kearney, MP Batman/Cooper
- Hon Bill Shorten, Opposition Leader
- Senator Di Natale, Leader of the Greens
- Senator Derryn Hinch
- Hon Catherine King, Federal Opposition Spokesperson for Health

Union/Health Organisations

- Lloyd Williams, National Secretary, Health Services Union
- Professor Debra Parker, National Ageing Policy Chapter, ACN
- Tony Bartone, President, Australian Medical Association
- Professor John Pollaers, Chair, Aged Care Workforce Strategy Taskforce
- Gerard Hayes, National Secretary, Health Services Union
- Helen Gibbons, Assistant National Secretary, United Voice.
- Ian Yates, CEO, COTA.

Strategic Priorities



Strategic Priority 1

Equip the nursing and midwifery professions to deliver safe and quality care in all settings and be prepared for the future.

Australia has a highly qualified and skilled nursing and midwifery workforce which is largely under-utilised. Nurses and midwives are denied opportunities to realise their full potential and maximise their contribution to the health and aged care systems. They are also frequently prevented from delivering the care they believe is necessary for their patients and communities because of poorly resourced, unsafe environments. The ANMF will work with members to ensure the environments they work in enable them to deliver safe, quality care.

Strategies

- a. Lobby and campaign nationally for safe staffing and safe workloads for nurses, midwives and carers in all settings, prioritising our national focus on aged care.
- b. Lobby for national legislative and policy reforms to support the full use of the nursing, midwifery and carer workforce.
- c. Advocate for innovative workforce models, which support nurses, midwives and carers to work to their full scope of practice.
- d. Protect nurses' and midwives' work, the titles of registered nurse, enrolled nurse and midwife and their practice standards are protected.
- e. Identify the implications of the ageing nursing and midwifery workforce and address the associated risks, including projecting the future nursing and midwifery skills and work that will be required.
- f. Participate in the design and review of education programs that will prepare nurses, midwives and carers to meet Australia's future health and aged care needs.
- g. In collaboration with branches, provide members with access to knowledge and resources to keep their skills current and relevant.
- h. Commit to assisting the growth of the Aboriginal and Torres Strait Islander nursing and midwifery Workforce
- i. Commit to assisting the growth and training of a culturally safe and diverse nursing, midwifery, and carer workforce
- j. Advocate for a culturally and linguistically diverse (CALD) nursing, midwifery, and carer workforce

Strategic Priority 2

Ensure the professional and personal safety and well-being of nurses, midwives and carers in all environments.

Nurses, midwives and carers experience significant physical and psychological demands during their day. They are faced with multiple workplace stressors such as increasing patient acuity, ageing populations, expanding use of complex technological innovations, and organisational and budgetary pressures affecting staffing and workloads. Coupled with the effects of shift work and the potential for occupational injury and workplace violence, these stressors can produce threats to the personal and professional safety of nurses, midwives and carers. The nursing, midwifery, and carer workforce is also socially, culturally and linguistically diverse and is made up of individuals and groups with a range of needs and preferences. The ANMF will work with members to protect the safety and well-being of all nurses, midwives and carers in all environments.

Strategies

- a. Advocate at a national level for safe, fair and reasonable working conditions for all nurses, midwives and carers in all settings.
- b. Lobby federal governments and employers to allocate sufficient funding to health and aged care services in a consistent and transparent manner.
- c. Advocate for national policy and legislative reform to improve workplace health and safety for nurses, midwives and carers in all settings.
- d. Work to ensure employers and governments are aware of their responsibilities to fully protect the health and safety of nurses, midwives and carers, including the responsibility to address workplace bullying and harassment.
- e. Engage all relevant external stakeholders to promote health and wellbeing among nurses, midwives and carers and ensure there are appropriate supports available for nurses, midwives and carers experiencing health issues.
- f. Advocate nationally for a reasonable work-life balance for nurses, midwives and carers, including flexible work arrangements supported by appropriate national policy and legislation as required.
- g. The nursing, midwifery, and carer workforce has access to appropriate and effective cultural safety training.

Strategic Priority 3

Position nursing and midwifery as informed, expert commentators and advocates on health and social issues.

The nursing and midwifery professions operate from a framework that values all people in a holistic way and seek to foster and advance people's health throughout their lifespans and across all levels of society. This means the professions are uniquely placed to understand how policy decisions affect people's quality of life and access to appropriate care. The ANMF will work with members to contribute to planning and decision-making, and to the development of appropriate and effective public, health and ageing policy on all levels.

Strategies

- a. Use the ANMF's knowledge, strength and profile to demonstrate to the public the contribution of nursing and midwifery to safeguarding and improving the health and wellbeing of all Australians.
- b. Establish the ANMF as a resource for education and analysis on relevant health issues for politicians and senior bureaucrats and develop avenues at a national level through which the ANMF can influence political processes to achieve positive outcomes for nurses, midwives and carers.
- c. Establish a media presence that builds the public reputation of the ANMF as a key national voice for Australia's health and aged care system
- d. Engage with other healthcare organisations both locally and nationally to build a coalition of strength to influence national and international health ageing policy.
- e. Provide submissions, reports and briefings on critical national issues for nurses, midwives and carers to governments, politicians and other relevant bodies and stakeholders.
- f. Engage with other healthcare organisations both locally and nationally to build a coalition of strength to influence national and international health and ageing policy.

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.

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.

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.



Australian
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