



2024/25

ANNUAL REPORT



Australian
Nursing &
Midwifery
Federation

AUSTRALIAN NURSING AND MIDWIFERY FEDERATION

www.anmf.org.au

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 345,000 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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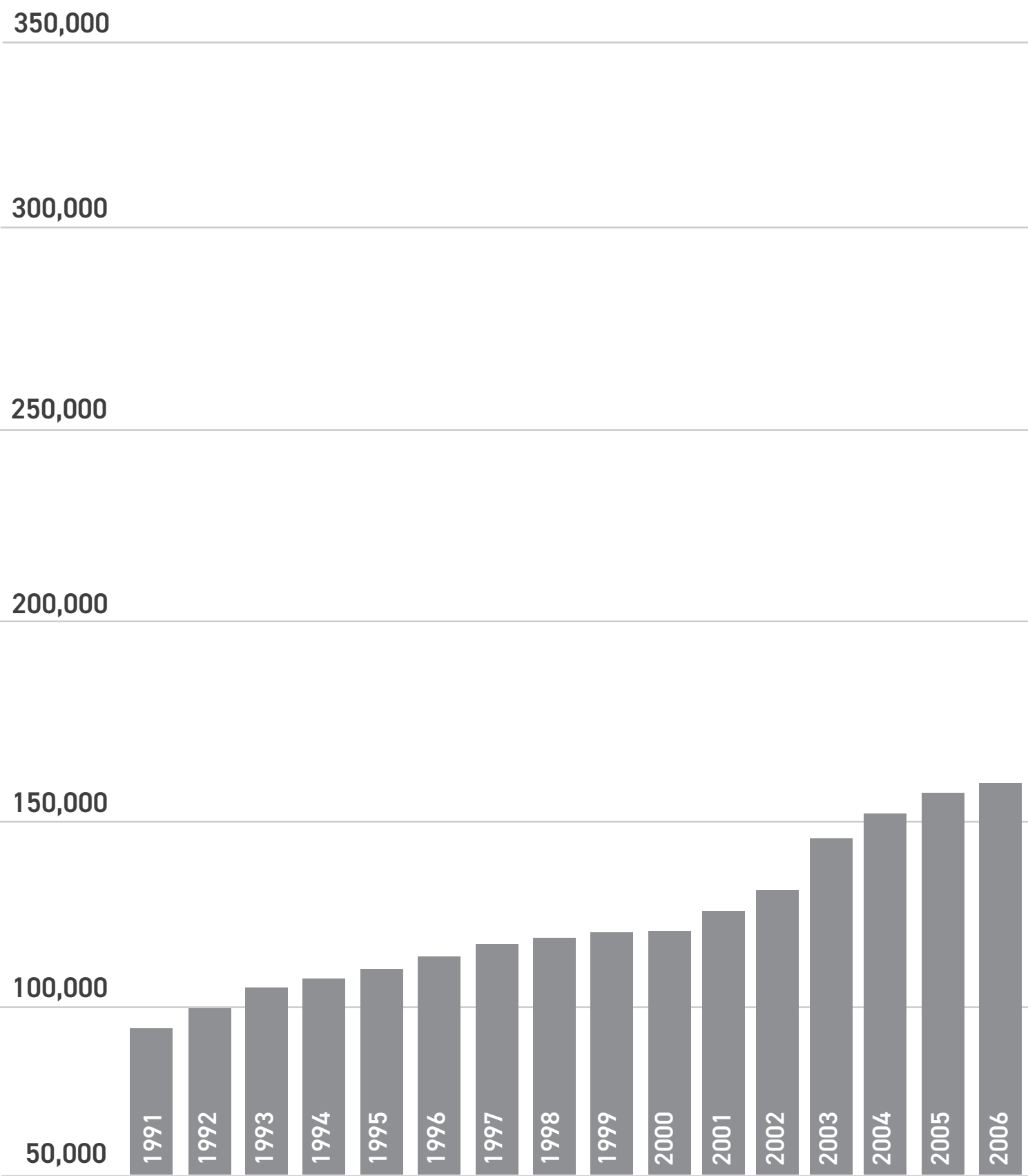
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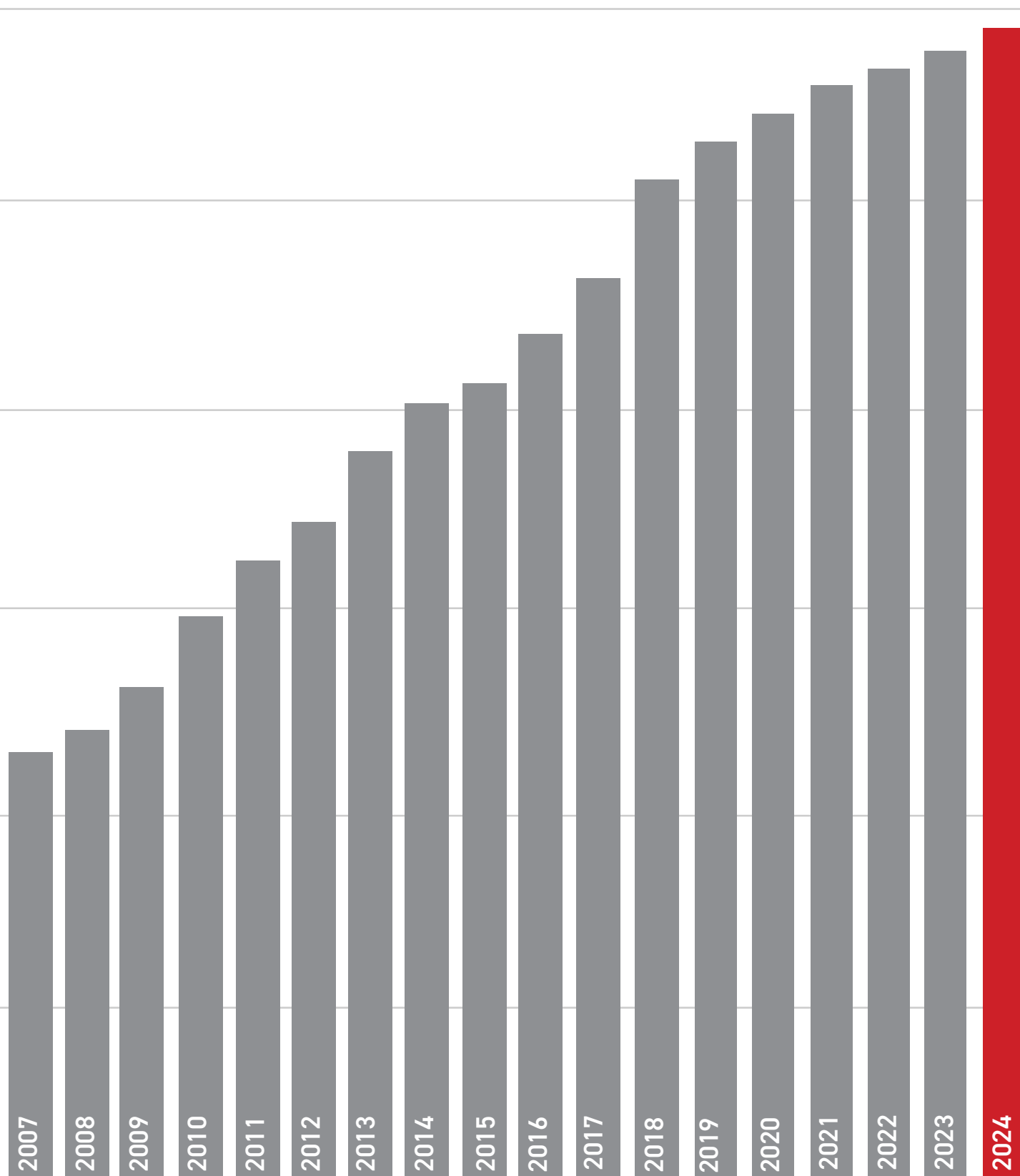
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ANMF MEMBERSHIP



The ANMF's Membership continues to grow, with all eight ANMF State and Territory Branches increasing their membership in 2024/25. With 345,343 members nationally at 31 December 2024, 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
ANMF Federal President

It is truly an honour to present the 2024/25 annual report to you. We continue to celebrate our position as the largest trade union in Australia, and we have demonstrated another year of membership growth nationally bringing our total membership to 345,343.

The ANMF is a unique organisation, it is a federated union, almost 90% female and an organisation that continues to grow. This year we also celebrated the 100th anniversary of the first meeting of all the state and territory branches that made up the ANMF. That longevity and growth success is because the members of our union are, and have always been, fearless. It's what it takes to be successful. The Federal Office, and the state and territory Branches have all campaigned hard over the last twelve months, and it's a credit to the ANMF *and* each Branch that significant progress has been made on behalf of members.

Through unity, resilience and a shared vision for fairer, more just workplaces, we have proven that when nurses, midwives and care workers stand together, we are a force that can change industries, change lives and create a lasting impact.

The intersection of geopolitical instability and climate change is reshaping the healthcare landscape both at home and overseas, with profound implications for nursing, midwifery and care work.

Conflicts, migration, and global health emergencies are increasing demand for culturally responsive and trauma-informed care, while climate-related disasters—such as heatwaves, floods, and bushfires—are placing additional strain on health systems and frontline workers. We are not only responding to these crises but also playing a critical role in community resilience, disaster preparedness, and advocacy for sustainable health practices. As these challenges intensify, our professions must continue to adapt, lead, and innovate to protect vulnerable populations and promote health equity and equality in an increasingly volatile world.

This report will outline the achievements and activities of the ANMF during 2024/25 that have been delivered even as the union continued to strongly promote the nursing and midwifery professions' capability to meet the challenges of health service delivery ahead. Federal Executive meetings continued to be held quarterly, and we have added a pre-Executive half-day strategy meeting.

This half-day session is designed to enable the union's leadership to have a focused exploration of the evolving political, industrial, professional, and environmental forces shaping our health system and professions. As these domains become increasingly complex, interconnected, and fast-moving, this strategic meeting provides space to align on key priorities, anticipate emerging challenges, and position our workforce and services for sustainable impact. In the last year, critical opportunities arose for the ANMF and the branches, as there was a Federal election, some State elections, some changes to national legislation, the promise of further investment in Medicare and an approaching implementation date for Aged Care reforms; as well as demonstrating our professional worth in work value cases. There have also been changes in the Federal Office this last year, as staff have moved to retirement or other opportunities, it gave us an opportunity to redesign the function of the Office to support the work of branches, the Federal Executive impact and the support to membership of the union. There are several new roles, and we are very excited about reporting back to you next year on outcomes and impact on the ANMF. There has also been movement in the elected officials at the national level – we have bid farewell to James Lloyd, the Federal Vice-President and welcome Astrid Tiefholz into that role. I would like to take this opportunity to thank James very much for being such a great support to me in my role as Federal President. He is such a calm and kind leader and has a caring and warm character that contributed much to the Executive table. We also bid adieu to Lori-Anne Sharp, the Assistant Federal Secretary, as she left us to fulfil a wonderful executive role in an organisation she believes so strongly in – Nurse and Midwife Health Program Australia. As some of the branches have undergone changes themselves through retirement, elections, and new roles, more new voices have joined the Executive table, bringing fresh perspectives and renewed energy. The year ahead is brimming with excitement, anticipation, and bold ambition.

On behalf of the Federal Executive, Federal Council and the ANMF membership, I would like to sincerely thank all the staff of the Federal Office for their commitment, hard work and support during the last 12 months. They remain focused and committed to the goals of the Federation and the broader union movement. Thank you very much to those that have contributed to our success in years past, we wish you well in your new endeavours, and a warm welcome to the new members of the Federal Office team.

I would also like to express my ongoing admiration and gratitude to Annie Butler, Federal Secretary, for her leadership and commitment during an extremely challenging year with so many changes in the Federal Office and Executive table, and the many commitments of the role in advocacy, lobbying, professional representation and industrial stewardship.

Creating the future we envision demands courage—courage of conviction, unity of purpose, and strength in numbers. Being a nurse or midwife or carer in aged care, primary care or disability sector is never easy, regardless of the setting, and taking on the added responsibility of union leadership requires even greater resolve. In a climate of public scepticism toward the union movement, we must work harder to show that the trusted voices of nurses and midwives are essential in defending and advancing fundamental workplace rights—penalty rates, weekends, safe working conditions, and fair pay, to name a few. It also takes courage to stand up for causes that may be unpopular or politically sensitive, yet deeply person-centred—geopolitics, climate action. That's the kind of leadership our profession embodies.

Despite the competing priorities and complex challenges we face, the future we want is within reach. Nurses, midwives, and this union are not only prepared—we are already equipped with the values, skills, and solidarity needed to shape a healthier, fairer Australia.

100 years strong. And 100 more ahead of us!

FEDERAL SECRETARY'S REPORT



I am proud to present the Australian Nursing and Midwifery Federation's (ANMF) 2024–2025 Annual Report, capturing a year defined by progress, purpose, and impactful action.

Annie Butler

ANMF Federal Secretary

This reporting period marked a significant milestone—our 100th anniversary. It was a powerful opportunity to honour the generations of nurses, midwives, and carers whose dedication and collective strength have shaped the ANMF. As we reflected on a century of advocacy and achievement, we also looked to the future, determined to build on our predecessors' foundations with renewed energy and resolve to continue to make changes that improve working conditions for nurses and midwives while also improving the health of all Australians.

With the return of the Federal Labor Government in May this year, we have the opportunity to continue to advance our strategic priorities – driving reform and leadership across the health and aged care sectors.

Over the past year, we have begun to see tangible outcomes from our sustained efforts, particularly in workforce development, industrial relations reform, aged care, and gender equity. And while there is still much work to do, these gains are creating meaningful improvements in working conditions for nurses, midwives, and care-workers, while delivering better care outcomes for communities nationwide.

Leadership

Over the past 12 months, we farewelled Federal Vice President James Lloyd and Federal Assistant Secretary Lori-Anne Sharp. Both James and Lori-Anne have played a pivotal role in shaping the ANMF into the strong, respected union it is today. I extend my sincere thanks to them for their dedication, leadership, and unwavering commitment to the union movement. We also warmly welcome Astrid Tiefholz as the newly appointed Federal Vice President and look forward to the valuable contributions she will bring to the role.

There were also a number of leadership changes across the states. This year we farewelled ANMF Vic Branch Assistant Secretary Paul Gilbert and welcomed Sam Casey to the position. We also farewelled Janet Reah, ANMF WA Branch Secretary, and welcomed Romina Raschilla into this role. We thank Paul and the ANMF's former secretaries for their extraordinary contribution to the ANMF, our professions and to the lives of members. We look forward to working with all newly elected officials of the ANMF to continue to grow our union and advance the interests of our members.

I am pleased to announce that ANMF's membership has continued to grow. As of December 2024, we have a national membership of 345,343, reconfirming the ANMF as Australia's largest union.

Aged care reform remained a key focus this year, with landmark developments including historic wage increases for aged care workers—long-overdue recognition of their dedication and professionalism. With the introduction of mandatory 24/7 registered nurse coverage and minimum care minutes, we are now focused on implementation of these reforms to ensure they deliver the intended outcomes – best care for elderly Australians.

Across the broader workforce landscape, the ANMF and the union movement have secured significant industrial reforms through landmark legislation, including the *Closing Loopholes* and *Secure Jobs, Better Pay* Acts. These laws introduced critical protections such as the right to disconnect and improved entitlements for casual workers. Building on the success of our Aged Care Work Value case, which delivered meaningful wage increases for aged care nurses and care-workers, we are now pursuing a second work value case to raise minimum award wages for all registered nurses (RNs), midwives, enrolled nurses (ENs), and AINs outside the aged care sector.

Expanding scope of practice has been another key area of focus. The ANMF is working with the federal government, professional bodies and other key stakeholders to ensure nurses and midwives are enabled to work to their full capabilities, particularly in primary healthcare. Positive steps have included the removal of collaborative arrangements for nurse practitioners and endorsed midwives, and encouraging recommendations from the *Unleashing the Potential of our Health Workforce – Scope of Practice Review*. We strongly support proposals allowing nurse practitioners, remote area nurses, and endorsed midwives to refer patients directly to medical specialists and are calling on government to fund innovative, nurse- and midwife-led models of care that improve access and outcomes.

Gender equity remains a core pillar of the ANMF's advocacy, reflecting the overwhelmingly female composition of our professions. While there has been progress—including a reduced national gender pay gap of 11.5% and record women's workforce participation of 63.2%—structural barriers persist. This year's wins included key legislative reforms: embedding gender equity in the *Fair Work Act*, banning pay secrecy clauses, expanding paid parental leave to 26 weeks by 2026, and introducing superannuation on paid parental leave from 1 July 2025. The ANMF continues to push for systemic change that addresses lifetime income inequality, promotes workplace flexibility, and strengthens leadership opportunities for women.

This year, we also welcomed the return of the Federal Labor Government. We now look ahead in collaborating with a restructured health and aged care political team. This renewed partnership presents important opportunities to progress systemic improvements across the sectors. We remain committed to working closely with government to ensure that policy and reform efforts are grounded in the realities of care, and that the voices of nurses, midwives, and carers continue to shape the future of Australia's health and aged care systems.

At a national level, ANMF members and branches continued to pursue local improvements for their workplaces and communities, including, addressing workforce shortages, sustainability and wage increases.

I thank the ANMF Federal Council, particularly ANMF Federal President and Vice President Sally-Anne Jones, James Lloyd and Astrid Tiefholz, for their ongoing dedication and commitment to improving conditions for members. We would also like to take this opportunity to thank the Federal Office staff for their ongoing work to support the activities of the ANMF and its members.

This year, we farewelled several valued staff members, including long-serving colleagues who have made significant contributions to the ANMF. Among them were Education Officer Jodie Davis, Senior Federal Professional Officer Julianne Bryce, Finance Officer Sotiria Stefanis, Administrative Officer Anastasia Shianis and Industrial Research Officer Debbie Richards, who retired after many years of dedicated service. We thank them for their commitment and wish them all the very best in their future endeavours.

We also welcomed a number of new staff to the ANMF team, including Federal Industrial Officer Nathan Retmock, Aged Care Strategic Lead, Khalil Sukkar, and Strategic Lead – Education, Alice Kett. In addition, we were pleased to introduce several newly created roles to support our evolving priorities, with Catelyn Richards joining as Climate Change Officer and Noelleen Kiprillis appointed as Team Leader for Strategic Programs and Engagement. We are excited by the expertise and fresh perspectives they bring to our organisation.

Before I sign off for another year, I would like to pay particular thanks to Lori-Anne Sharp, with whom I shared a partnership in leading the Federal ANMF for just over 7 years. She will be greatly missed by me, but her contributions will be long remembered by all – with a passion for ANMF members, our professions and communities that is close to unparalleled, she helped drive significant reform. Fortunately, she is not lost to our professions, as the newly appointed CEO of the National Nurse & Midwife Health Program, she will continue her passionate advocacy to ensure the health and well-being of all nurses and midwives.

While the path forward will bring both challenges and opportunities, the ANMF remains steadfast in its mission to lead meaningful reform, advocate for our members, and strengthen Australia's healthcare system. We will continue to amplify the voices of nurses, midwives, and carers, champion fair and safe working conditions, and push for policies that support accessible, high-quality care for every Australian. Together, we will build on the progress of the past and shape a future that honours and empowers our professions.

The Federal Office reports from the teams follow.



THE FEDERATION

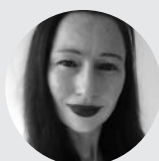
FEDERAL COUNCIL



Sally-Anne Jones
Federal President



James Lloyd
Federal
Vice-President
(to 31 August 2024)



Astrid Tiefholz
Federal
Vice-President
(from 28 February 2025)

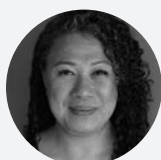


Annie Butler
Federal Secretary



Lori-Anne Sharp
Federal Assistant
Secretary
(to 10 March 2025)

AUSTRALIAN CAPITAL TERRITORY



Carlyn Fidow
Branch Secretary



Athalene Rosborough
Branch President

NEW SOUTH WALES



Shaye Candish
Branch Secretary



O'Bray Smith
Branch President

NORTHERN TERRITORY



Cath Hatcher
Branch Secretary



Naomi Grimshaw
Branch President



Sarah Beaman
Branch Secretary



Sally-Anne Jones
Branch President
(to 14 May 2025)



Simon Mitchell
Branch President
(from 15 May 2025)

SOUTH AUSTRALIA



Elizabeth Dabars
Branch Secretary



Jocelyn Douglass
Branch President

TASMANIA



Emily Shepherd
Branch Secretary



James Lloyd
Branch President

VICTORIA



Lisa Fitzpatrick
Branch Secretary



Maree Burgess
Branch President

WESTERN AUSTRALIA



Janet Reah
Branch Secretary
(to 30 August 2024)



Romina Raschilla
Branch Secretary
(from 28 October 2024)

FEDERAL EXECUTIVE

Federal President

Sally-Anne Jones

Federal Vice-President

James Lloyd *(to 31 August 2024)*

Astrid Tiefholz *(from 28 February 2025)*

Federal Secretary

Annie Butler

Federal Assistant Secretary

Lori-Anne Sharp *(to 10 March 2025)*

AUSTRALIAN CAPITAL TERRITORY

Secretary, ANMF Australian Capital Territory Branch

Carlyn Fidow

NEW SOUTH WALES

Secretary, ANMF New South Wales Branch (NSWNMA)

Shaye Candish

NORTHERN TERRITORY

Secretary, ANMF Northern Territory Branch

Cath Hatcher

QUEENSLAND

Secretary, ANMF Queensland Branch (QNMU)

Sarah Beaman

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

Janet Reah *(to 30 August 2024)*

Romina Raschilla *(from 28 October 2024)*

FEDERAL EXECUTIVE MEETINGS

Federal Executive Meeting in writing 12 July 2024

Federal Executive Meeting in writing 22 July 2024

Federal Executive Meeting in writing 21 August 2024

Federal Executive Meeting 29 November 2024

Federal Executive Meeting 28 February 2025

Federal Executive Meeting 30 May 2025

Federal Executive Meeting in writing 19 June 2025

FEDERAL COUNCIL MEETINGS

Federal Council Meeting 28 August 2024

Federal Council Meeting 30 August 2024

Federal Council Meeting in writing 30 September 2024

Federal Council Meeting in writing 19 November 2024

Federal Council Meeting in writing 4 December 2024

FEDERAL OFFICE STAFF

STRATEGIC PROGRAMS & ENGAGEMENT

Lead – Strategic Programs & Engagement

Noelleen Kiprillis

Strategic Lead – Midwifery

Naomi Riley

Jasmine Kirk

Strategic Lead – Aged Care

Julie Reeves

Khalil Sukkar

Strategic Lead – Education

Alice Kett

Administration Officer

Maddy Hunter

INDUSTRIAL

Senior Federal Industrial Officer

Kristen Wischer

Federal Industrial Officers

Daniel Crute

Paul Yiallourous

Nathan Retmock

Kirrily Buckett

Strategic Lead – Workforce

Jillian Maguire

Administration Officer

Cassandra Brockman

POLICY RESEARCH UNIT

National Policy Research Adviser

Micah Peters

Research Assistants

Casey Marnie

Jarrold Clarke

Climate Change Officer

Catelyn Richards

COMMUNICATIONS AND MEDIA

Editor, Australian Nursing & Midwifery Journal and
Communications & Media Team Lead

Kathryn Anderson

Senior Digital Journalist, Australian Nursing &
Midwifery Journal

Robert Fedeles

Journalist, Australian Nursing & Midwifery Journal
Natalie Dragon

Digital and Social Media Officer

Nicole Foote-Lenoir

Administration Officer

Cathy Fasciale

GOVERNANCE AND COMPLIANCE

Federal Governance and Compliance Officer

Gerard Shea

FINANCE

Senior Finance Officer

Dorothy Abicic

Finance Assistant

Tanisha Gupta

INFORMATION, DIGITAL, EVENTS, PARTNERSHIP SERVICES

Lead – Information, Digital, Events, and Partnership
Services

Heidi Hosking

Librarian and Research Officer

Elizabeth Reale

Technical Officers

Rebecca Aveyard

Kristy Male

Administration Officer

Nisha Karmur

FORMER STAFF

Lauren Palmer, Federal Industrial Policy Officer
(to 26 July 2024)

Anna Maslova, Administrative Officer
(to 30 August 2024)

Debbie Richards, Industrial Research Officer
(retired 30 January 2025)

Jane Douglas, Professional Officer, Workforce Lead
(to 11 March 2025)

Jodie Davis, Education Officer
(to 28 March 2025)

Julianne Bryce, Senior Federal Professional Officer
(to 31 March 2025)

Sotiria Stefanis, Finance Officer
(to 31 March 2025)

Anastasia Shianis, Administrative Officer, Professional
(to 12 May 2025)



ANMF STRATEGIC PLAN

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 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.

The ANMF Federal Council endorsed the ANMF's 2018 – 2025 Strategic Plan at the Annual Federal Council meeting in 2018. The Strategic Plan outlines the national ANMF's six Strategic Priorities 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 Strategic Priorities: 2018–2025

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

STRATEGIC PROGRAMS & ENGAGEMENT REPORT

This report provides an overview of the newly established Strategic Programs & Engagement (SPE) Team, which commenced at the Federal Office in May/June 2025. It provides a snapshot of key developments and reflections since the appointments of this team, outlining major national reforms and actions by team members, including the ANMF's current Midwifery Leads, highlighting work that was actioned in the previous 12 months.

As part of a strategic restructure, the SPE Team was established in May 2025. The SPE team brings a vast amount of expertise across the nursing and midwifery professions in education, curriculum design, strategic leadership and healthcare management. The team also has extensive operational expertise in the acute, primary care and aged care sectors. The team comprises Dr Noelleen Kiprillis (Team Lead), Dr Khalil Sukkar (Aged Care), Alice Kett (Education), Naomi Riley (Midwifery), Jasmine Kirk (Midwifery) and Maddy Hunter (Administration).

We acknowledge our well-established Strategic Midwifery Leads, Naomi Riley and Jasmine Kirk, whose contributions ensured not only that the team's day-to-day work continued seamlessly but also helped in laying the foundation for the new team now in place.

Early efforts by the new SPE team have focused on relationship building and strategic engagement with our key stakeholders and peak bodies. Also, through collaboration with relevant branch officers whilst navigating a new landscape.

Strategic Programs & Engagement Regulatory landscape

Sustained ANMF advocacy and strategic engagement through submissions to formal reviews, participation in working groups and direct consultation with policy makers, contributed to several important amendments to legislation. These include:

The Scope of Practice review

The Scope of Practice review was led by Professor Mark McCormack. The final report was released in October 2024 and explored areas of redesign within primary care settings to identify opportunities for health professionals in primary care to work to their full scope of practice. The ANMF has consistently advocated that if nurses and midwives are enabled and empowered to work to their full scope of practice, delivery and access to quality safe care in primary care will improve. The ANMF supports the report's recommendations to remove barriers to nurses and midwives practicing to their full scope of practice whilst simultaneously protecting the health system from further fragmentation of care. The findings from this report also determined the need for an ANMF primary health care reference group, which was by the Federal Office in August 2025.

The Independent review of complexity in the National Registration and Accreditation Scheme (NRAS)

The review of complexity in the NRAS was an independent review led by Sue Dawson in response to increasing public concern about inconsistent practices. The ANMF provided stakeholder feedback via interview and in writing regarding the complex and unnecessary processes in the NRAS affecting nurses and midwives.

Removal of Collaborative Arrangements

Aligning with themes of the Scope of Practice review and after many years of ANMF lobbying to the Federal Government, November 1, 2024, marked the removal of the Collaborative Arrangement legislative requirements for endorsed midwives

and nurse practitioners. This change to legislation represents a real win for the ANMF and the members it serves, allowing nurse practitioners and endorsed midwives to work independently without the need for a signed agreement with a general practitioner, therefore allowing these professionals to work to their full scope of practice. The ANMF looks forward to seeing this change in action for members.

Introduction of designated nurse prescribing

A further legislative change was the introduction of a prescribing pathway for registered nurses to become nurse prescribers. This change will allow registered nurses to prescribe Schedule 2,4,6 & 8 medicines, when a prescribing agreement is in place with an authorised prescriber. This is a supervisory model of practice and is designed to support team-based patient centred care. The rollout of this change to legislation is in its early stages, with an expectation for first nurse prescribers' roles to be active in the workforce by the middle of 2026. This reform is a pivotal step and represents a strategic investment in nursing capacity and autonomy. The ANMF remains supportive of such changes which will allow nurses to open further career pathways and remain engaged in the workforce due to their expanded role.

Aged Care

This section provides details on the major aged care changes planned across Australia for the next 12 months. It highlights key aged care issues, and year-to-date activities undertaken by the ANMF Federal Aged Care team. In addition, emerging and strategic concerns for the sector and workforce are outlined.

Forward Planning in Aged Care

Over the coming year, the aged care sector will undergo major reforms, including the delayed commencement of the New Aged Care Act (now November 1, 2025) which introduces a rights-based framework, streamlined assessments, and stronger compliance measures. There will also be a rollout of the Support at Home program, replacing Community Health Support Program and home care packages with bundled billing and standardised access. Changes to funding reforms that increase residential accommodation caps to \$750,000 and introduce new means-tested contributions for non-clinical services; and staffing mandates and wage increases are also embedded in the legislation.

The ANMF 2023–24 Annual Report highlighted several aged care priorities that continue to demand attention through 2025. Among these is the need to address manipulation of mandated care minutes, particularly through hybridised roles and casualisation strategies. This remains a high-risk area, with escalation mechanisms currently being finalised by the Industrial and Campaigns team (Q3–Q4 2025).

The report also carried forward is the union's advocacy to ensure nurses, midwives, and carers are supported to work to their full scope of practice. This aligns with recommendations from the federal Scope of Practice Review and is being progressed via support for the National Skills and Capability Framework (Policy & Strategy, ongoing). The ability for aged care nurses working to their full scope of practice remains to be of concern.

The 2023–24 report also underscored the need for paid and quality-assured training, which this year includes pushing for recognition of microlearning within paid time and aligning such learning with EA entitlements and care minute accounting (Q3 2025). Paid time and linked incentives also continue to be a challenge especially with the release of New Aged Care Act training.

Additionally, the restoration of EN incremental pay and recognition of Advanced EN roles, particularly in nurse-led and small-home models, remains unresolved and is being advanced (Workforce Policy, Q4 2025). The development of a national aged care workforce supply model, inclusive of migration and EN/PCA exit risks, was initiated last year and continues (Q3–Q4 2025). EN incremental pay discussions have progressed as there are wide and deep benefits not only for ENs but also for all the industry.

In line with prior commitments to safety and transparency, work continues to push for public disclosure of staffing levels, independent audits, and legislative clarity on supervision, role definitions, and training quality. These priorities, carried over with intention, reflect the union's sustained commitment to transforming aged care policy into enforceable protections and practical outcomes for the workforce. These priorities continue to be critical especially as the costs associated have direct impact on the bottom line with little in place to entice transparency and compliance.

Throughout 2024/2025 the ANMF Aged Care Group meetings were conducted on a regular basis. The content of these meetings primarily focused on workforce, workplace agreements, staffing challenges, education of care workers and nurses and the introduction of the Aged Care Act in 2025. There remain emerging and ongoing strategic concerns for the sector and workforce and the implementation of the new Aged Care Act. These issues will be discussed with a strategic lens and will be linked to the overarching priorities of the ANMF as this group moves into 2026.

Education

Over the previous 12 months much work has been completed in the education portfolio within Federal Office. Future work will be guided by a newly established Education committee with Federal and State membership to promote tertiary harmonisation and alignment with workforce and member priorities in education matters. This meeting will supersede the previous VET committee to represent education priorities of nurses and midwives throughout their careers.

Digital Health

The Federal Office has successfully renewed a contract with the Australian Digital Health Agency (ADHA), due for completion in 2026. The ANMF has been engaged to support the embedding of competent digital behaviours into Australia's nursing, midwifery and care workforce.

Since the project's renewal in March there have been two webinars reaching wide audiences across the country focusing on the practical use of My Health Record; one promoting its use for pathology and results and another focusing on aged care resident transfer experience. There have also been two podcasts on Digital tools and Curiosity which have been a combined effort together with the IDEPS and Communications teams.

ANMJ articles and the promotion of ADHA e-learning modules on the ANMF Federal website have further strengthened digital literacy and confidence. The Federal Office also consults with ADHA on arising digital health priorities that may be of significance to members.

The project has included a series of monthly train the trainer meetings to increase expertise and education in digital health of leaders from ANMF branches. The objective is that branch members become subject matter experts (SME) and are then able to advocate for the effective implementation of digital health solutions to improve care outcomes. This project is a great example of collaboration across all Federal Office teams.

The Federal Office continues to represent members in other areas of digital health priority, including participating in a Telehealth Nursing and Midwifery Education Consortium led by the Australian College of Nurses and development of a newly established committee with Branch representatives focusing on the safe, effective use of virtual health initiatives.

Early Career Nurses and Midwives working group

Federal Office facilitates the Early Career Nurses and Midwives working group with representation from State Branches, professional bodies, policy makers and education providers.

This includes a monthly Student Issues subgroup that prioritises issues such as advancing awareness of the Commonwealth Prac Payments scheme.

Job Skills Australia & HumanAbility

The SPE team continues to work closely with Jobs and Skills Australia (JSA) in its mission to gather evidence-based data on behalf of the Australian Government to inform decision-making on the current, emerging and future skills and workforce needs of the Australian economy. This includes items such as consulting on the design of a National Skills Taxonomy to promote tertiary harmonisation and assist workers to articulate their skills.

In further work in skills reform, SPE also continue to work closely with HumanAbility, the jobs and skills council (JSC) for Aged and Disability, Children's Education and Care, Health, Human Services, Sport and Recreation. This includes curriculum reviews, such as for the Health Services Assistant qualification and representing the views of members in consultation representing industry.

As ever, we remain closely aligned with ACTU, representing the ANMF on their VET committee to discuss shared issues in the sector affecting members.

Midwifery

The Midwifery Officer Network, a committee established in early 2023, has continued to provide an effective and valuable means of enabling ANMF midwifery advocacy at Federal and Branch levels.

Meeting monthly, the Midwifery Officer Network enables:

- rigorous exploration and collaboration on professional and industrial midwifery matters
- sharing of opportunities and resources to support midwifery advocacy on behalf of members, and
- increased understanding and leverage of the intersection of jurisdictional and national level policy.

The scope of practice of midwives, workforce challenges and barriers to access to midwifery care have continued to be key elements of the midwifery professional policy and regulatory landscape.

In July 2024, the Australian Government Department of Health and Ageing commenced consultation on changes to intrapartum professional indemnity insurance (PII) for privately practising midwives. Following initial proposals to restrict insurance only to midwives providing care for a cohort of women and gender diverse peoples considered to be at low risk for complications, the ANMF has been advised that from July 1, 2025, endorsed midwives will be eligible for government subsidised PII for intrapartum care. The details of the PII are yet to be seen.

Midwifery Officer Network members in some branches have also negotiated with their branch PII insurers to extend the PII offering to midwife members. Branch PII has historically not covered midwives in private practice however with recent changes some will now cover postnatal care, lactation consulting and childbirth education. Whilst a small change, for those midwives not eligible or able to gain insurance via Miga this removes a barrier to midwives moving into private practice and providing access to women and gender diverse peoples.

In October 2024, the NMBA released the Midwifery Futures Project report including 32 recommendations to address midwifery workforce challenges, attrition and retention. The ANMF participated in the Expert Advisory Group and Working Advisory Group activities involved in

the consultation. As the only organisation that represents the professional and industrial interests of midwives, key advocacy involved elevating the importance of considering industrial elements needed to meet professional aspirations.

In November 2024, the ANMF committed funding to the FUCHSIA study: Future proofing the midwifery workforce in Australia. This study aims to gather accurate, up-to-date evidence to map and gain insights into the health and wellbeing of the midwifery workforce and its sustainability. All midwives, regardless of their context of practice will be encouraged to complete an online survey led by researchers at La Trobe University in 2025. Results from this study will provide hard data identifying the critical factors that affect the retention and attrition of midwives to support ANMF advocacy efforts on behalf of midwifery members.

Throughout 2025, the ANMF has participated in the Strategic Advisory Group for the National Maternity Workforce Strategy 2026–2036 (the Strategy). The Strategy is co-led by New South Wales and Queensland Health and aims to strengthen Australia's maternity workforce by focusing on recruitment, retention, and cultural safe services nationwide. The scope of the Strategy excludes industrial matters or models of care. The ANMF continues to advocate on behalf of members that models of care and industrial matters heavily impact on the recruitment and retention of the midwifery workforce, the future of the midwifery profession and delivery of services that meet the needs of women and gender diverse peoples requiring maternity care in Australia.

In the 2025 Federal Government election, the ANMF lobbied for and gained a Labor party commitment to the appointment of a Commonwealth Chief Midwife and the establishment of an Office of the Chief Midwife which includes a First Nations Midwifery Director and funding for a National Midwifery Strategy including an implementation plan. The Midwifery Officer Network looks forward to the Government delivering on these pre-election commitments.

INDUSTRIAL REPORT

The 2024/2025 year has seen the industrial reforms of the previous year come into operation and begin to be utilised. The Aged Care work value case concluded and the Nurses and Midwives work value case is now actively proceeding. The Federal Office industrial team is an active participant in the implementation of reform and supports the Federal Office and Branches in delivering outcomes to support the Federation's strategic priorities.

Industrial Relations Reform

Industrial Regulation

Commitments to improve and expand workplace legislation to support the rights of working people have resulted in extensive and ongoing amendments to the *Fair Work Act 2009* (the FW Act).

Closing Loopholes

The *Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024* was passed on 26 February 2024, introducing a series of amendments that took effect over the last year:

The Right to Disconnect

On 26 August 2024, all modern awards were required to include a 'right to disconnect' clause, referring to the new legal entitlement that empowers employees to refuse to read or respond to contact by employers about work, outside of the employee's working hours, provided the refusal is not unreasonable. The operation of this clause for small businesses will take effect from 26 August 2025.

Regulated Labour Hire Arrangement Orders

From 1 November 2024, there is an ability to apply to the Fair Work Commission to seek a regulated labour hire arrangement order. This would apply where a company has engaged a labour hire company to bring in workers to work alongside those employed directly by the workplace. The orders, if granted, would provide a 'protected rate of pay', meaning that the labour hire workers would be entitled to receive the same pay as the in-house workers with whom they would be working alongside.

Unfair Deactivation Relief for Employee-like Workers

From 26 February 2025, 'employee-like workers' who are engaged via a digital labour platform (and are terminated unfairly) are now protected from 'unfair deactivation'. This operates in a similar manner to the existing unfair dismissal jurisdiction, which excludes non-employees such as independent contractors and other gig economy workers. An employee-like worker can apply to the Fair Work Commission to seek relief either by being 'reactivated' (reinstated) and/or compensated for lost income.

Work Health and Safety Regulation

Work Health and Safety Laws

In late 2024, Safe Work Australia commenced a consultative process around formulating a best practice approach to WHS in accordance with the Model WHS Act and Regulations. The ANMF has engaged with this review and others, including around biological hazards and formulating incident notification guidance. Further investigation is ongoing relating to applying a primary WHS duty to crowd/digital platform employers.

Worker's Compensation and Comcare

On 24 June 2024, the Commonwealth Government commenced '[An independent review of the Safety, Rehabilitation and Compensation Act 1988](#)'. The ANMF made a [submission](#) to the review on 20 December 2024 in support of our members covered by Comcare, arguing the scheme is outdated and fundamentally disadvantages workers when compared to relevant state or territory schemes.

The ANMF has continued to engage in consultation meetings with the panel and last attended a meeting with the panel on 6 June 2025. The review is due to make recommendations by the end of 2025.

Given Healthscope is in receivership, the threat of it joining Comcare seems to have somewhat subsided for the time being.

Fair Work Commission Major Cases

Aged Care Work Value Case

AM 2021/63 ANMF application to vary the Aged Care and Nurses Award

On 27 June 2024, the Expert Panel made orders with respect to the operative date and phasing in of wage increases for aged care workers other than nurses under the Nurses Award. The increases operate from 1 January 2025 and 1 October 2025, with most increases to be paid 50% on each operative date.

The outstanding matters in relation to increases to wages and classification structure for nurses working in aged care was the subject of submissions and a hearing on 19 September 2024. The Expert Panel published its final substantive decision in the case on 6 December 2024. The decision confirmed:

- A Level 1 RN with a three (or four) year degree, after one year of experience is aligned with the C1(a) benchmark rate of \$1525.90 per week.
- For ENs it is sufficient for the purpose of the aged care sector to set a single pay level, set at the benchmark rate of \$1,422. 20, on the basis that all such ENs will be required to supervise PCWs.
- The classification structure for RNs in aged care should be restructured to remove most yearly increments and set proper minimum rates of pay to align with the rates of pay for teachers under the *Educational Services (Teachers) Award 2020* as a result of the Teachers decision.

The award wage increases are introduced in three equal tranches effective from 1 March 2025, 1 October 2025 and 1 August 2026.

Nurses and Midwives Work Value Case

The ANMF application to vary the Nurses Award for all nursing classifications by 35.8% and for AINs by 26.5% has been subject to directions on 13 February, 17 April and 17 June 2025. On each occasion interested parties were directed to provide further details and responses to respective positions. The date for exchange of documents was amended to allow the parties to consider the outcome of the Gender-based undervaluation-priority awards review, which was published on 16 April 2025. The matter was listed for conciliation on 7 July and again on 13-14 August 2025.

Federal Office has engaged Dr Lisa Heap, through Research Into Action, to interview member witnesses and prepare a Spotlight report.

Modern Awards Review

The FWC commenced the Modern Awards Review 2023/2024 to ensure Modern Awards meet the newly introduced Modern Award Objectives, of achieving gender equality and improving job security.

The FWC released a Final Report on 18 July 2025 in relation to all matters the subject of review. Key findings included:

- that the reference in the FW Act to 'promoting job security' means employees should be able as much as possible to access 'ongoing, stable and secure employment that provides regular and predictable access to beneficial wages and conditions of employment.
- There was no consensus as to how part-time employment provisions in awards could be improved; employers sought greater flexibility and the ability to unilaterally alter hours of work, while unions focused on greater predictability and control over hours for employees. The Expert Panel determined to undertake a review of part-time employment award provisions in the seven most used awards in 2025. This does not include the Nurses Award.
- Several other reviews will be commenced in relation to other specific awards, not directly relevant to the Nurses Award.

Variation of Modern Awards to Include a Delegates' Rights Term

The FWC published final determinations varying awards to include a delegates' rights term on 28 June 2024. The Mining and Energy Union lodged an application for judicial review of the delegates' rights term in the Federal Court, which was heard on 17 and 18 March 2025. The application seeks to improve the model delegates' rights term by aligning it closer to what the text of the Fair Work Act says. The MEU was supported by the union movement in making the application. Judgment has not yet been handed down.

Variation of Modern Awards to Include a Right to Disconnect

The Closing Loopholes legislation requires all modern awards to include a right to disconnect term. Following proceedings initiated by the FWC in which the ANMF made submissions and took an active role, on 23 August 2024 the FWC handed down a decision in which the standard model right to disconnect term was set. The term was subsequently inserted into all modern awards and became effective from 26 August 2024, other than for small business employers for whom the clause will come into effect on 26 August 2025.

The ANMF is concerned about the operation of the right to disconnect terms, given how it may operate alongside the on-call and recall provisions of the Nurses Award that can allow workers to be recalled to work even when they are not on-call. It is unclear how these provisions will interact. The ANMF is giving consideration to possible changes to the Nurses Award to ensure that members can actually disconnect from work, as intended by the legislation.

Gender Undervaluation-priority Awards Review

On 7 June 2024, the FWC commenced proceedings to consider variations to five priority awards in relation to classifications and minimum wage rates on work value grounds to remedy potential gender undervaluation.

The Expert Panel decision of 16 April 2025, determined a total increase of 14.1% under the Pharmacy Award and provisional variations for the remaining priority awards. The decision establishes

the 'Caring Skills' benchmark rates based on the Stage 3 Aged Care decision, being the rates for a Certificate III qualified direct care worker and an aged care RN Level 1 after one year of experience.

Model Terms for Enterprise Agreements

As part of the Closing Loopholes Part 2 tranche of changes to the Fair Work Act, the FWC was required to design model consultation, flexibility and dispute resolution terms for enterprise agreements by no later than 25 February 2025. The model consultation and flexibility terms operate automatically where an enterprise agreement does not include them or otherwise does not satisfy their requirements in the Act. The model dispute resolution clause generally operates as a floor in most agreements. In October 2024 the FWC released a statement and commenced proceedings.

The ANMF made an [initial submission](#), a [submission in reply](#) and a [series of comments](#) on the draft model terms produced in December 2024. The ANMF largely supported the more comprehensive arguments of the ACTU. While some positive changes to the model terms were made, we did not win key battles such as a status quo clause in the model dispute resolution clause, which would prevent employers making changes to working conditions once a dispute had been notified. The union movement almost won a change to the trigger time for when consultation obligations arise, from once an employer has made a 'definite decision' to when an employer 'proposes to make a definite decision'.

The final [decision](#) and determinations for each model term were made on 20 February 2025. The Full Bench noted that the FWC will commence further proceedings on its own motion to further ventilate the outstanding questions from this review, including the trigger time for consultation obligations.

Annual Wage Review 2024-25¹

The 2024-25 Annual Wage Review decision provided for a 3.5% increase to modern award minimum wages and an increase in the National Minimum Wage to \$948.00 per week, or \$24.95 per hour, effective from 1 July 2025. The decision identifies that significant issues concerning

¹ [2025] FWCFB 3500

the gender-based undervaluation of work in modern must continue to be addressed through finalisation of the Gender Undervaluation priority award review. In addition, the Commission determined to initiate proceedings to review all professional classifications in modern awards, to ensure they are correctly aligned with the CI(a) benchmark rate, noting that professional occupations are majority female and that females are more likely to be award reliant.

Bargaining

During the 2024/25 financial year, ANMF Federal Office completed negotiations for the following enterprise agreements covering nurses and assistants in nursing:

SilverChain

On 24 December 2024, the SilverChain Nurses EA was approved by the FWC. The application was supported by the ANMF.

In addition to improved pay and conditions, the EA contains an important provision in relation to 'Clinical Assessor Nurses'. SilverChain has a second EA for non-nursing staff that was negotiated and approved earlier in 2024. It subsequently became apparent that this EA covered the Clinical Assessor Nurses role, rather than the Nurses EA. The new Nurses EA contains a clause that requires the employer during the life of the EA to enter into discussions with the ANMF to reconsider the suitability of the clinical assessor role being situated within the non-nursing EA. It is anticipated that this matter will be resolved in the next round of bargaining.

Amplar Virtual Health

Bargaining concluded for AVH on 11 December 2024 and the enterprise agreement was approved on 17 February 2025. The ANMF opposed the approval of this agreement on the grounds that the classification structure only contained a single pay point for each classification and pay rises were left entirely to the employer's discretion on a vague performance-based metric. The agreement was nevertheless voted up by employees and approved by the FWC.

Australian Nursing and Midwifery Accreditation Council

Bargaining concluded for the [ANMAC enterprise agreement](#) on 18 April 2025 and was approved by

the FWC on 9 May 2025. The agreement features 0.5% annual increases to superannuation to bring employees up to 14% by the time the agreement expires, as well as 3.5% annual wage increases.

Serco ADF Nurses

Bargaining concluded for Serco on 8 April 2025 and the [enterprise agreement](#) was approved by the FWC on 29 April 2025. After threatening protected industrial action, agreement was made for pay parity across every Serco ADF site in Australia, providing pay increases of up to 11% for some classifications on certain sites.

Australian Health Practitioners Regulation Authority

This enterprise agreement expired on 30 June 2025 with agreement made to delay bargaining until December 2025 made in exchange for a 4.75% administrative increase to rates of pay effective 1 July 2025.

Calvary Home Care Services

The *Calvary Home Care Services Limited Nursing Employees – ANMF Enterprise Agreement 2019* expired in 2021. SA Branch took the lead in negotiations, as most members are in South Australia. The EA was approved on 25 February 2025 and will expire on 30 June 2027. Wage rises are backdated to 1 July 2023 and provide for 13.75% over 4 years.

Other Enterprise Bargaining

The ANMF Federal Office has commenced negotiations for new enterprise agreements with the following employers:

- Partnered Health Medical Centres
- Monash IVF
- Sonic HealthPlus

ANMF Rules

Workplace Delegates

On 27 November 2024, the Fair Work Commission² approved the insertion of new Rule 75A- Workplace Delegates. The rule ensures a member who works in the private sector in branches with a state based jurisdiction can easily be recognised as a workplace delegate under the ANMF Rules, thus attracting the protections and rights under [s350C of the FW Act](#). The ANMF made submissions to satisfy the FWC that the proposed variation was not contrary to the purposes of the Act and would not apply beyond the scope of the Act.

² [2024]FWCD 1058

QNMU Branch Assistant Secretaries and First Nation Offices³

On 18 December 2024, the FWC approved rule changes for QNMU to create new offices of Branch Assistant Secretary (Nursing) and Branch Assistant Secretary (Midwifery), to be elected from their respective professions. The rule change included consequent amendments to deal with elections and a transition period.

The second rule change to be approved provides for NSWNMA and QNMU to create two Aboriginal and Torres Strait Islander Council office roles respectively. The ANMF was required to make submissions prior to the approval of the rule to satisfy the FWC that the rule changes were not discriminatory and not contrary to anti-discrimination laws. The FWC accepted the submissions as persuasive and agreed the amendments increase the diversity of representation on the respective governing bodies and means the two branches will be more representative of their members. The rule change was approved as not contrary to the FWA or any anti-discrimination legislation.

Wages
Aged Care

The wages gap between nurses working in aged care and nurses working in the public sector has reduced significantly and at some pay points, national average enterprise agreement rates in aged care wages exceed national public sector averages.

National comparison of aged care and public sector rates of pay – February 2025			
Classification	National		
	Public \$	Aged Care \$	Difference \$
AIN/PCW minimum	29.85	30.98	-3.66%
AIN/PCW maximum	32.21	31.70	1.62%
AIN/PCW Cert 3 minimum	29.85	32.66	-8.61%
AIN/PCW Cert 3 maximum	32.21	32.93	-2.16%
EN minimum	34.78	35.48	-1.99%
EN maximum	37.38	38.07	-1.79%
RN Level 1 minimum	39.13	39.95	-2.05%
RN Level 1 maximum	51.59	50.08	3.03%

As of February 2025, the ANMF identified a total of 185 unique agreements operating in the residential

aged care sector, which are up to date with respect to wages that factor in the ACWVC.

The first tranche of the final outcome of the ACWVC for aged care nurses came into effect on 1 March 2025. The Commonwealth provided additional funding through an AN-ACC uplift, with Guidance Material as to the dollar amount to be passed on at each pay point in the amended classification structure. Due to translation from the old Nurses Award structure to the new aged care nurses’ structure, the amounts of the first round of increases vary, with dollar amounts ranging from no increase to \$3.11 per hour. While the ANMF has ensured that the funding has been appropriately applied in many cases, there are a significant number of providers suspected to have not passed on the full amount of funding provided to increase wages in accordance with the Guidelines.

Public Sector Agreement Outcomes

The table below details the percentage increases and expiry dates of public sector enterprise agreements that apply over the 2024/2025 financial year 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, as well as one-off payments as compensation for cost-of-living increases or payments relating to attraction and retention issues.

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.

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.

The removal or adjustment of public sector pay caps by many State and Territory governments has resulted in some improvement in wage outcomes compared to previous rounds of enterprise bargaining.

³ [2024] FWCD 1068

PUBLIC SECTOR AGREEMENT OUTCOMES	
STATE / TERRITORY	OUTCOME
New South Wales	3% interim pay rise backdated to 1 July 2025 to go to member vote as of time of writing. Special case pending in the Industrial Relations Commission (IRC), with hearings starting the end of September. The IRC's decision will determine what pay rates are appropriate from 2024.
Victoria	26% over 4 years (expires 2028)
Northern Territory	12% over 4 years (expires 9 August 2026)
Tasmania	9.5% over 3 years plus \$1500 adjustment to salaries (expires 30 June 2026)
South Australia	9% over 3 years (expires 31 July 2025)
Queensland	11% over 3 years (expires 31 March 2025). Following Stage 1 and Stage 2 Protected Industrial Action, parties are currently in conciliation at time of writing.
Australian Capital Territory	2023: \$1,750 from 1 January, 1% from 1 June, \$1,750 1 December. 2024: 1.5% from 1 June, 1% from 1 December and \$1,500 flat rate increase. 2025: 1% from 1 June, 1% from 1 December, and \$1,000 flat rate increase (expires 31 March 2026)
Western Australia	12.5% wage increase over 3 years, with an increase of 5% in the first year (from 12 October 2024), 4% in 2025 and 3.5% in 2026.

Private Acute Hospital Sector

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

Private acute hospitals comparison with public sector rates of pay			
Classification	National		
	Public \$	Private Acute \$	% Diff
AIN/PCW minimum	29.85	28.88	3.37%
AIN/PCW maximum	32.21	31.47	2.38%
EN minimum	34.78	34.21	1.66%
EN maximum	37.38	37.50	-0.32%
RN Level 1 minimum	39.13	37.78	3.58%
RN Level 1 maximum	51.59	50.48	2.20%

The Nurses and Midwives Work Value Case (NMWVC) will impact enterprise agreement rates. This takes place in the context of ongoing tension between private hospital providers and insurance companies as to the appropriate amount of insurance premiums to be allocated to private hospital services.

Nursing and Midwifery Workforce

The 2024 nursing and midwifery workforce data recently published by the Australian Government Department of Health is the most up-to-date information. It shows that in 2024 there were

497,894 nurses and midwives registered in Australia, an increase of 24,222 registrations since 2023. In 2024, 11,754 were recorded as being non-practising. Of the practising nurses and midwives with general registration, 86.2% were registered nurses, midwives and dual registrants, and 13.7% were enrolled nurses only, which continues to trend downwards.

In 2024, 444,950 nurses and midwives were in the labour force which includes those employed, nurses and midwives on extended leave and those looking for work in nursing or midwifery. This is 89.36% of total registered nurses and midwives. There were 409,794 employed nurses and midwives; 87.88% were female; and the average age was 42.15 years, which has trended downwards in recent years. Average weekly hours worked was 34.65 hours.

Gender Equality

Beyond relevant proceedings before the Fair Work Commission, the ANMF continues to promote the advancement of gender equality.

The submissions made for the family and domestic violence leave review, Gender Economic Equality Study and the Gender Equity Bill reaffirm this commitment.

Further the submission to the Secure Jobs and Better Pay Review covered relevant topics such as flexible working, sexual harassment and reproductive health.

The ACTU convened a new working group to progress policy, campaign and award and enterprise agreement clauses, to make access to stand alone reproductive leave an entitlement. A draft clause was circulated for feedback and a campaign to include a right to reproductive leave in the NES commenced. The ACTU Women's Committee have also circulated an example clause regarding extending family and domestic violence leave to supporters of survivors.

Migration Strategy and Reform

PALM Scheme

The [Pacific Australia Labour Mobility \(PALM\) scheme](#) is part of Australia's engagement with the region, providing opportunities for economic growth and enabling PALM workers to develop skills and earn income to support their family and communities.

The ANMF has been involved in the implementation of the scheme through bimonthly PALM Operational Consultative Meetings (OCG), these meetings have replaced the former quarterly PALM Care Committee. The PALM OCG meetings are convened by the Department of Employment and Workplace Relations (DEWR) and are attended by Department of Foreign Affairs and Trade (DFAT), Unions and approved employers.

As of May 2025, there are 1300 workers in the care industry participating in the PALM scheme. Those working within Aged Care have the opportunity to be involved in the Aged Care Expansion (ACE) Program which involves the worker gaining a Certificate III in Individual Support (Ageing). As of 1 February 2025 six hundred and fifty-nine PALM Scheme workers have graduated with a completed Certificate III. Currently there are three options to undertake this program.

1. **In-Australia arrangement:** following induction (usually 2 weeks in length), the PALM scheme worker moves straight into work and study at the host placement location in Australia.
2. **In-country arrangement:** the entire qualification (including the supervised work placement) is delivered in the PALM scheme participating country.
3. **Blended arrangement:** this arrangement involves a combination of in-country and in-Australia training.

Health and aged care employers in the PALM scheme include:

- NSW – DPG Services Pty Ltd (Opal Healthcare)
- NSW – Apollo Care Operations Pty Limited
- SA – Barunga Village Inc
- NSW – Bushland Health Group Limited
- QLD – Bowen Old People's Home Society Limited
- NSW – Clarence Village Limited
- NSW – Caringa Australia Limited
- QLD – Carestaff Nursing Services Pty Ltd
- NT – Carers NT
- NSW – Finley Regional Care Ltd
- ACT – Goodwin Aged Care Services Limited – Crace
- NSW – Hale Community Support
- NSW – HammondCare
- NSW – Harbison Memorial Retirement Village
- QLD – Health Plus People Pty Ltd
- QLD – HealthX Group Pty Ltd (Labour hire)
- VIC – Kare One Pty Ltd
- NSW – Koonambil Aged Care Ltd
- NSW – Pulse Staffing Australia Pty Ltd
- TAS – Respect Group Ltd
- NSW – Royal Freemasons Benevolent Institution
- QLD – RSL Care RDNS Limited
- NSW – Southern Cross Care (NSW & ACT) Limited
- QLD – Southern Cross Care (QLD) Ltd
- NSW – St Agnes' Care & Lifestyle
- QLD – The Society for the Mount Isa Memorial Garden Settlement for the Aged (The Laura Johnson Home for The Aged)
- NSW – The Trustee for The Salvation Army (NSW) Property Trust
- NSW – The Trustee for The Salvation Army (QLD) Property Trust
- NSW – Trustees of The Roman Catholic Church For The Diocese Of Lismore (St Joseph's Aged Care Facility Lismore)
- WA – Uniting Church Homes (Juniper)
- NSW – Warrigal Care

Aged Care Industry Labour Agreements and MOU

In May 2023, the Department of Home Affairs (DoHA) introduced a new form of labour agreement for the aged care sector, known as the Aged Care Industry Labour Agreement (ACILA), which requires providers to enter an MoU with the relevant union/s. Federal Office continues to monitor requests for MoUs and to ensure relevant branches are notified of requests.

Workplace Justice Visa

The Workplace Justice Visa (WJV) was introduced in July 2024 as a result of a co-design process. The WJV will enable temporary migrant workers to remain in Australia to seek recourse in relation to a workplace exploitation claim, subject to the claim being certified by an Accredited Third Party.

The Accredited Third Party (ATP) Pilot is currently in a pilot phase of two years, due for completion July 2026. The list of organisations within the Pilot are as follows:

- The Office of the Fair Work Ombudsman
- Australian Rail, Tram, and Bus Industry Union (ARTBIU)
- Australian Workers' Union
- Australasian Meat Industry Employees' Union
- Electrical Trades Union of Australia National Council
- Human Rights Law Centre
- Migrant Workers Centre
- Redfern Legal Centre
- SA Unions
- Shop, Distributive and Allied Employees' Association (SDA)
- Unions Tasmania
- The Association of Professional Engineers, Scientists and Managers
- UnionsACT
- Transport Workers' Union of Australia
- Unions NSW
- UnionsWA
- United Workers Union (UWU)
- Western Community Legal Centre (Westjustice)

The Federal Office attends the ATP Pilot meeting chaired by the ACTU, to gain insight into the success of the program as well as the challenges the ATP's face. This assists with planning how the ANMF could become an ATP in the future and to ensure success of the program. Currently the Pilot program is not seeking further organisations to become an ATP however there is possibility this will change as there is a view for this program to become embedded within the Visa system. The Federal Office will continue to be involved in these meetings and work with the ACTU with an aim of becoming an ATP if opportunity arises.

Federal Office has attended consultation meetings with DoHA as follows:

- Review of Regional Migration Settings 26 July 2024
- Essential Skills Migration Stream 20 August 2024
- Workplace Justice Visa – information session

Federal Office attended a forum with the UN Special Rapporteur on Contemporary Forms of Slavery on the 21st November 2024.

[An interim report](#) on Australia's response to and concerns about instances of contemporary slavery was released by the Special Rapporteur, Tomoya Obokata. The recommendations made in this report were for the Federal Government to continue to address concerns relating to visas that limit migrant worker mobility and therefore exacerbate risks of exploitation, it was noted in this report that the PALM scheme was an area that could be improved.

COMMUNICATIONS & MEDIA REPORT

Over the past year, the Communications and Media team has prioritised developing effective, member-focused communication strategies in relation to ANMF priorities and campaigns. The team has strengthened collaboration with ANMF Branches and enhancing internal communications across the organisation. This report outlines the team's key activities and achievements throughout 2024–2025.

Key Campaigns and Activities

Digital Health: Communications Team

The ANMF is partnering with the Australian Digital Health Agency to improve digital literacy for nurses and midwives in their professional practice.

The partnership, in its third year, aims to develop a health workforce that is digitally enabled via:

- Education and awareness of digital health initiatives.
- The production of articles, webinars, podcast, video, slideshow, and use cases to promote digital health initiatives such as My Health Record (MHR) and Electronic Prescribing (EP); updating of digital health specific webpages on ANMF websites.
- Involvement of digital health in ANMF awareness activities which are tailored to the relevant member audience.

The first joint webinar for 2025 “Pathology and Diagnostic Imaging results in My Health Record: New legislation”

on 17 June was aimed to increase the use of My Health Record and the My Health Record app. An

accompanying article on this topic to be published online *ANMJ* is awaiting approval by the Agency.

A second webinar to be delivered late August is yet to be decided with an update on aged care and digital health one of the topics being considered.



The ANMF and ADHA Project includes to co-deliver 2 x 10-minute podcasts discussing the importance of digital health with the voices of nurses and midwives. The first of these *Unlocking new digital tools in*

practice: leaders in nursing and midwifery discuss

featured ANMF Federal Secretary Annie Butler, along with other prominent nurse leaders. A second podcast is also scheduled for later this year.

The Communication team promoted these activities by executing a comprehensive communication campaign. On top of writing articles, our efforts included strategic communications to craft engaging website content, boost sign-ups, and execute mailouts, online stories, social media posts, branch promotions, and follow-ups. This resulted in 56 attendees to the webinar and 241 plays of the podcast.

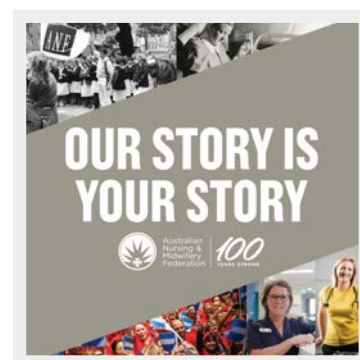


100-Year Anniversary

During 2024 the ANMF Federal Office celebrated its 100-year anniversary.

Documentary

Part of the celebration included an eight-minute documentary capturing the essence and legacy of the ANMF.



The Comms and Media team supported production with Multiple, and filmmaker Bryan Kelly by researching historical content, gathering photographs, recruiting members to share their stories and assistance with script development. The film was shared and promoted on social media, on the ANMF website and at the 100-year anniversary lunch event held in Sydney in October.



Social media activities and *ANMJ* commemorative issue

Enhancing the celebrations, a series of social media posts and online stories were made to mark the anniversary. These highlighted past achievements, showcasing the strength of the union, and included powerful reflections from members about their experiences and the value of union membership. The campaign received strong engagement across platforms.

Further, the *ANMJ* October–December issue was a special commemorative edition which featured key moments from the 100-year documentary and reflections on the union’s legacy and achievements. The journal was presented to all guests at the 100 Anniversary luncheon.

Website integration

A dedicated 100-Year Anniversary page was also developed on the ANMF website. The hub included the full documentary, *ANMJ* stories, member reflections, member profiles and messages of solidarity. Photos of the 100 Year Anniversary luncheon was also hosted on the page, allowing for guests to download pictures as a keep’s sake.

Aged care and Work Value Cases

The Communications and Media team has continued to prioritise clear and consistent engagement with members regarding the ANMF’s two Work Value Cases and the implementation of associated wage increases. This has included the development of informative stories and FAQs to support member understanding. The team has also communicated key updates on the rollout of the new Aged Care Act.

Election Campaign

In the lead-up to the federal election, the ANMF developed a strategic approach to support the re-election of the Labor Government, recognising the significant progress achieved in collaboration over the past four years.

The strategy was informed by extensive feedback from ANMF Branches on key election priorities identified by their members, as well as input from the ACTU. Based on this, we focused our campaign on highlighting 17 key federal government initiatives that have positively impacted the working and personal lives of nurses and midwives and students, as well as broader community healthcare. These wins formed the basis of a pledge we presented to all major political parties, asking them to commit to supporting these achievements if elected.

The outcomes were published in the *ANMJ* to keep members informed, alongside feature stories online illustrating real-life benefits how these wins have positively impacted members’ professional and personal lives. A complementary suite of social media content was developed to amplify our message and ensure broad reach and engagement.

Further, we conducted snap polls on social media to highlight what issues were important to nurses and midwives.

When the election was called, the ANMF shared its key election priorities (“Asks”) and invited political parties to outline their positions. Responses were published on our website and promoted across social media. We also highlighted and named politicians who supported our priorities.

Throughout the campaign, we continued to publish content that reinforced our broader messaging. This included coverage on the risks of nuclear energy, support for the Peaks Campaign on the Scope of Practice Review, and advocacy for improved access to abortion care.

We also outlined the Coalition’s stance on reversing key reforms — including Free TAFE, prac payments, HECS fee reductions, and childcare support — and communicated the potential impact of these changes on our members.

All campaign strategies and content were developed in consultation with, and shared through, the Communications Branch Group to ensure alignment across the organisation.

Several media releases were issued to amplify these messages to the broader public.

Branch communication initiatives

Branch Communication collaboration has continued to grow. Quarterly meetings meeting teams by establishing a Branch Communications Group and a Social Media Group also meeting quarterly. Regular national meetings have been held to discuss joint campaigns and communications, including:

- 100-year Anniversary
- Federal Election campaign
- Sharing issues, ideas, and communications strategies including Federal initiatives and media releases

External media

Over the past 12 months, the ANMF Federal Office issued 22 media releases covering a broad range of topics—from industrial and professional practice matters to social justice and healthcare issues. These releases generated significant coverage across mainstream media, including print, television, and radio outlets.

MEDIA RELEASES 2024–2025	
Tuesday 02 July 2024	Media Statement: ANMF welcomes pay rise dates for aged care workers, but disappointed aged care nurses kept waiting
Thursday 04 July 2024	ANMF condemns aged care providers for reclassifying lifestyle and allied health staff to meet mandated care minutes
Thursday 15 August 2024	ANMF welcomes payments for student nurses & midwives – helping alleviate ‘placement poverty’
Tuesday 27 August 2024	Joint Statement: Primary Health Care Alliance – PHC Congress
Saturday 21 September 2024	ANMF stands for the end to global conflict on International Day of Peace
Wednesday 23 October 2024	100 years old, 100 years strong: ANMF marks a remarkable milestone
Friday 25 October 2024	Media Statement: Midwifery Workforce in Crisis
Wednesday 30 October 2024	Reforms to empower nurse practitioners and endorsed midwives
Monday 04 November 2024	Fee-free TAFE to help fix skills shortages in nursing and aged care
Wednesday 06 November 2024	Nurses and midwives helping deliver new models of healthcare
Tuesday 19 November 2024	Joint Statement: Nursing and Midwifery Campaign for Better Primary Health Care for all Australians
Thursday 13 February 2025	Message from the Australian Nursing and Midwifery Federation – Standing together against hate speech
Sunday 23 February 2025	ANMF welcomes boost to Medicare: more GP visits and extra nurses
Thursday 06 March 2025	Health insurers ordered to increase funding to private hospitals
Friday 14 March 2025	Joint Statement: Seven-Point Plan for Immediate Effective Health Reform – A Unified Call from Australia’s Peak Nursing and Midwifery Groups
Tuesday 25 March 2025	ANMF applauds Budget funding for health, aged care and cost of living relief
Friday 28 March 2025	This election, our politicians must stand-up for nurses and midwives
Thursday 10 April 2025	Joint Media Release: Healthcare leaders call for affordable, accessible abortion for Australian women
Tuesday 29 April 2025	The political parties supporting Australia’s nurses and midwives
Wednesday 30 April 2025	350,000+ emergency and health services workers call on Dutton to drop nuclear
Friday 02 May 2025	Coalition to slash paid prac placements for student nurses & midwives
Sunday 04 May 2025	ANMF congratulates Anthony Albanese on historic Election win
Monday 12 May 2025	Celebrating International Nurses Day 2025
Thursday 22 May 2025	ANMF statement on the humanitarian crisis in Gaza
Monday 26 May 2025	ANMF working to secure the future of Healthscope nurses and midwives

Internal communication

The ANMF Communications and Media team has continued to develop and strengthen internal communication strategies. While there is still more work to be done, the team has taken steps to ensure all staff are kept informed of Federal Office activities. Focus has been placed on increasing staff awareness of the ANMF’s priorities, mission, and vision. Work is also underway to improve staff understanding and engagement with key ANMF policies. Plans include further improving internal communication structures, developing communication channels with branches, and introducing risk management policies across communications functions.

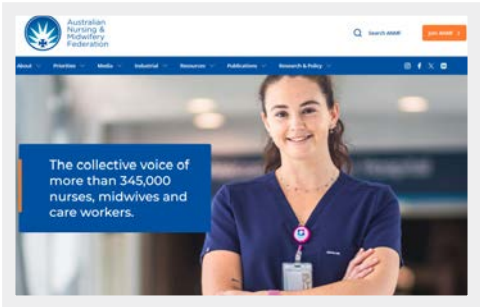
Digital

Overall, this year has seen positive shifts in how our digital content is found, viewed and interacted with. Over the past 12 months, both ANMF and ANMJ continued to evolve their digital presence to better support the wider organisation’s priorities. Website updates, a refreshed approach to newsletter sign-ups, and targeted social media activity have all contributed to reaching and engaging our audiences.

KEY HIGHLIGHTS
Website traffic remained steady , with ANMJ attracting 285,000 active users (+11%) and ANMF drawing in 125,678.
Content investment paid off : ANMJ published 354 articles—up 25% year-on-year.
Major projects launched : During FY24/25, both ANMF and ANMJ delivered targeted digital content to support the 100th Anniversary and Federal Election campaigns. In early 2025, both websites were refined to improve readability, mobile accessibility, and page load times.
More people are reading on mobile : Mobile traffic grew significantly across both brands—up 12.7% on ANMJ and 6.7% on ANMF.
ANMJ saw strong gains in search traffic , with a 26% increase in users from social platforms and a 46% rise via organic search, largely driven by increased ChatGPT searches.
Newsletters grew steadily : ANMJ increased subscribers by 3.7% and open rates rose 13.7% (excluding Apple privacy metrics).
Social media reach and engagement climbed : especially for ANMF, where Facebook post reach increased by 169% and video views surged 466%.

ANMF website

Significant work has been undertaken to improve the ANMF website, creating a more cohesive and accessible platform that better reflects the Federal Office’s work and key priorities. Enhancements to navigation and sign-up functionality have been implemented, with further plans to boost member engagement through increased sign-ups and the launch of a federal newsletter promoting targeted campaigns and activities.



The website continues to serve as a central hub for union news, campaigns, member resources, and policy visibility. Key documents are now linked to supporting evidence, and exclusive stories highlight the ANMF’s work on critical issues such as aged care, midwifery practice restrictions, scope of practice, workforce recruitment, and industrial rights. Website sessions remained steady with a modest increase of 1.7%, while user numbers rose by 1.3%. Although mobile traffic increased, the time spent on site by mobile users dropped by nearly 24%. In response, content was streamlined and navigation optimised to improve the mobile user experience. As these updates were introduced late in the year, their full impact is yet to be reflected in the data.

ANMJ website

The ANMJ continued to publish professional and union-related content. Recent highlights include:

- Coverage of aged care staffing issues, especially around EN minutes
- Features on the right to disconnect and midwifery policy restrictions
- Celebratory stories as part of the 100-Year Anniversary, including historical reflections on nurse-to-patient ratios and intergenerational member profiles



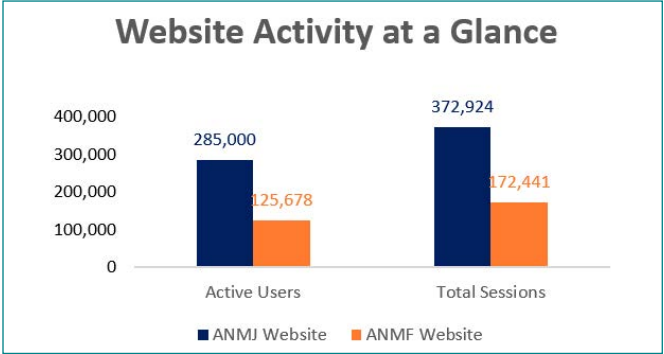
Page views on the ANMJ site fell by 18%, although user numbers grew by 11%, suggesting increased interest in the site but lower engagement with individual pages.

Average time on site declined, particularly on desktop (down 26%).

To address this, readability improvements and site speed enhancements were introduced late in the financial year to support a better user experience.

Mobile users accounted for 54.5% of visitors, an increase of 12.8%.

This reflects ongoing efforts to improve the mobile experience and is consistent with broader shifts in how audiences consume content.



Audience Insights

Across both brands, audiences remain predominantly female (ANMF: 68%, ANMJ: 70%).

ANMJ’s strongest age bracket is 18–34, while ANMF also saw growth in audiences aged 65+. This gain with the older audience was most likely driven by the 100th Anniversary content.

Australia, the United States, and New Zealand continue to be the top locations for both websites.

ANMJ TOP POSTS TOP 10 PAGES BY VIEW:		
	Page Title	Views
1	Registered nurses given green light to prescribe medicines starting mid-2025.	20,053 (4.87%)
2	New Era: Australian Registered nurses empowered to prescribe	16,803 (4.08%)
3	Meal timing crucial for night shift worker health	14,173 (3.44%)
4	Home	11,883 (2.89%)
5	Acute Nursing Care: Recognition and Response to Deteriorating Patients	11,163 (2.71%)
6	Victorian nurses and midwives approve 28.4% wages offer	9,756 (2.37%)
7	5 foods to eat on night shift and why	8,180 (1.99%)
8	Acute Nursing Care: Recognition and Response to Deteriorating Patients	8,173 (1.99%)
9	Emotional Intelligence in Nursing Leadership: Clinical Update	8,061 (1.96%)
10	Registered nurse prescribing – how is it working in other countries	5,812 (1.41%)
	Total	114,057

ANMF TOP POSTS TOP 10 PAGES BY VIEW:		
	Page Title	Views
1	Home	83,309 (27.01%)
2	Join ANMF	19,787 (6.41%)
3	About	13,253 (4.3%)
4	Search	11,891 (3.85%)
5	Policies, Guidelines & Position Statements	8,979 (2.91%)
6	ANMF welcomes new support payments for student nurses & midwives	7,898 (2.56%)
7	Contact Us	5,866 (1.9%)
8	Digital Capability Framework	5,623 (1.82%)
9	Research	5,521 (1.79%)
10	Our Organisation	4,763 (1.54%)
	Total	166,890

Source: Google Analytics

ANMJ Newsletter

- ANMJ saw strong open rates, particularly when focusing on clinical content. However, click rates declined slightly, suggesting a review of the content layout and topic selection to better support reader engagement.
- A lift in unsubscribes during the promotion of ANMF content to the ANMJ list highlighted the importance of audience segmentation.

ANMJ NEWSLETTER (EXCL MPP)	
Total Subscribers	3,649 (+3.7%)
Total Campaigns Sent	30
Open Rate	28.5% (+13.7%)
Click Rate	6.8% (-15%)

Source: Mailchimp

Social Media

Facebook (ANMJ and ANMF)

- Both brands saw gains in followers and post engagement.
- ANMJ's engagement rate rose by 24%, and ANMF's by 48%.

- Video content grew strongly year-on-year for both ANMJ (+135%) and ANMF (+466%). However, video views remain well below the reach and impressions achieved by static posts, suggesting there is still room to expand the use of video across both brands.

Instagram and Twitter (ANMF)

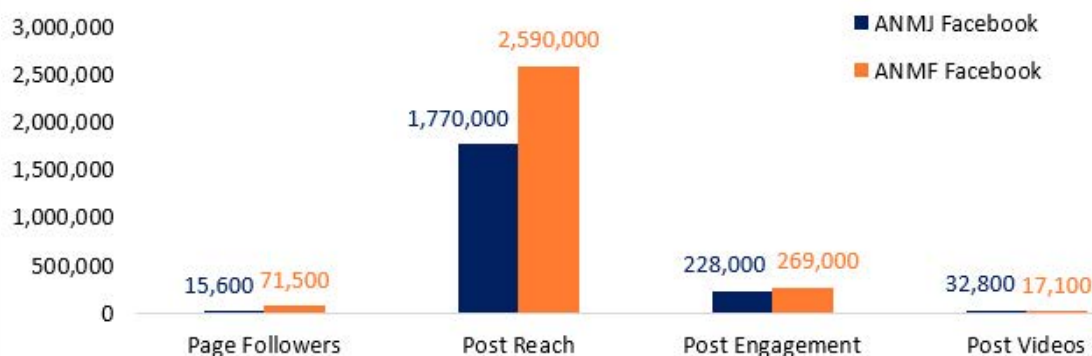
- Instagram impressions rose by 149%.
- Twitter engagement dropped by 43% and post impressions halved, suggesting this platform may no longer be the best channel for ANMF's content.

LinkedIn

Recorded a steady growth in followers and impressions:

- 153,405 impressions
- 3052 reactions
- 205 comments
- 73 reposts

SOCIAL MEDIA ENGAGEMENT GROWTH ANMF VS ANMJ (FACEBOOK)



ANMF FACEBOOK POSTS BY ENGAGEMENT RATE

Top Facebook Posts

Posts	Post date	Type	Reactions	Comments	Shares	Post clicks
1  Australian Nursing and Midwifery Federation · Facebook Registered nurses given green light to prescribe certain medicines starting ...	Dec 13, 2024		1.57k	216	361	45.7k
2  Australian Nursing and Midwifery Federation · Facebook HECS indexation laws pass Parliament to ease student debt	Nov 26, 2024		118	12	3	1.51k
3  Australian Nursing and Midwifery Federation · Facebook Anthony Albanese is standing with nurses and midwives – will the others? ...	Apr 24, 2025		307	14	48	8.45k
4  Australian Nursing and Midwifery Federation · Facebook Have you had to retire or leave work earlier than you wanted because of per...	Jul 29, 2024		47	45	6	2.68k
5  Australian Nursing and Midwifery Federation · Facebook If you are not on call, you now have the right to disconnect from unreasona...	Aug 26, 2024		658	36	36	7.73k
6  Australian Nursing and Midwifery Federation · Facebook Extra \$1.7 billion funding boost for public hospitals	Feb 10, 2025		182	20	18	3.17k
7  Australian Nursing and Midwifery Federation · Facebook Strengthening the nation's healthcare system with 400 additional nursing sc...	Feb 23, 2025		58	9	6	989
8  Australian Nursing and Midwifery Federation · Facebook The NMBA and Ahpra have frozen the cost of their annual registration fee fo...	Sep 29, 2024		121	25	14	3.7k
9  Australian Nursing and Midwifery Federation · Facebook Older nurses and midwives have valuable skills and resilience. What can he...	Jan 07, 2025		67	13	10	703
10  Australian Nursing and Midwifery Federation · Facebook A New Era: Australian registered nurses are now empowered to prescribe. I...	Apr 24, 2025		132	19	34	6.72k

ANMJ FACEBOOK POSTS BY ENGAGEMENT RATE

Top Facebook Posts

Posts	Post date	Type	Reactions	Comments	Shares	Post clicks
1  Australian Nursing & Midwifery Journal · Facebook This type of hate is simply unacceptable. Nurses and midwives treat all peo...	Feb 12, 2025		233	19	42	2.33k
2  Australian Nursing & Midwifery Journal · Facebook The federal government will invest \$20 million to help Australia's only onsho...	Mar 07, 2025		315	28	37	6.43k
3  Australian Nursing & Midwifery Journal · Facebook Extra \$1.7 billion funding boost for public hospitals	Feb 09, 2025		77	10	4	1.08k
4  Australian Nursing & Midwifery Journal · Facebook What is it like to work at a Medicare Urgent Care Clinic?	Mar 16, 2025		49	15	8	3.89k
5  Australian Nursing & Midwifery Journal · Facebook \$8.5 billion Medicare boost to deliver 400 more nursing and midwifery schol...	Feb 24, 2025		84	11	8	733
6  Australian Nursing & Midwifery Journal · Facebook "I don't think I would have gone down this path had it not been for fee-free ...	Mar 11, 2025		55	6	2	1.59k
7  Australian Nursing & Midwifery Journal · Facebook Australia's only private hospital offering no out-of-pocket costs to eligible p...	Feb 20, 2025		108	9	8	2.44k
8  Australian Nursing & Midwifery Journal · Facebook No hate in healthcare	Feb 13, 2025		42	0	3	90
9  Australian Nursing & Midwifery Journal · Facebook Although advanced practice nurses interviewed for the study highlighted p...	Feb 26, 2025		71	4	17	623
10  Australian Nursing & Midwifery Journal · Facebook For the first time, researchers have used blood tests to identify concussion...	Feb 16, 2025		65	1	11	755

Source: Meltwater

Australian Nursing & Midwifery Journal (ANMJ)

The ANMJ has continued building and developing its presence amongst the membership nationwide via the hardcopy journal, the website, social media and email newsletter.

ANMJ Journal

The ANMJ maintained its 56+4-page quarterly publication throughout the year, available in both hard copy and digital formats via ISSUU and downloadable PDFs on the ANMJ website. Including a commemorative issue dedicated to celebrating the key achievements articulated in the documentary. This issue will provide a platform to reflect on and honour our union’s significant milestones.

Editorial content focused on key issues aligned with ANMF priorities, including workforce recruitment and retention, scope of practice, gender equity, solidarity and activism. Aged care, climate change, and sustainable healthcare practices also featured prominently. Over several months, the journal provided in-depth coverage On ANMF’s 100 Anniversary campaign. The ANMJ also supported the ANMF’s election campaign highlighting gains for nurses and midwives under the previous term of government.

Federal election highlighting gains made for nurses and midwives under a labor government 17 achievements identified were put to political parties and independents.

Features

Features remained popular with the membership, evident through responses on social media and click rates on the ANMJ website.

FEATURE ARTICLES 2024–2025	
Jul-Sep 2024 (Vol 28 No 5)	■ Closing loopholes: Strengthening protections for workplace delegates ■ ANMF 100th anniversary ■ Go Gentle Australia
Oct-Dec 2024 (Vol 28 No 6)	■ ANMF 100th anniversary
Jan-Mar 2025 (Vol 28 No 7)	■ Shaping the future of care: ANMF Priorities 2025
Apr-Jun 2025 (Vol 28 No 8)	■ Federal Election ■ Unlocking potential: Rethinking how we deliver care ■ International Nurses and Midwives Days ■ RN prescribing



Focus

The focus section allows members to write about their practice and is always popular with contributors and readers. The journal receives a high volume of submissions each issue and after publication.

Focus topics this year reflect the diversity of the areas in which nurses and midwives work, both clinically and geographically.

FOCUS TOPICS 2024-2025	
Jul-Sep 2024 (Vol 28 No 5)	Aged Care
Oct-Dec 2024 (Vol 28 No 6)	Mental health and Alcohol & Other Drugs
Jan-Mar 2025 (Vol 28 No 7)	Graduates and students
Apr-Jun 2025 (Vol 28 No 8)	Chronic health

Clinical Update

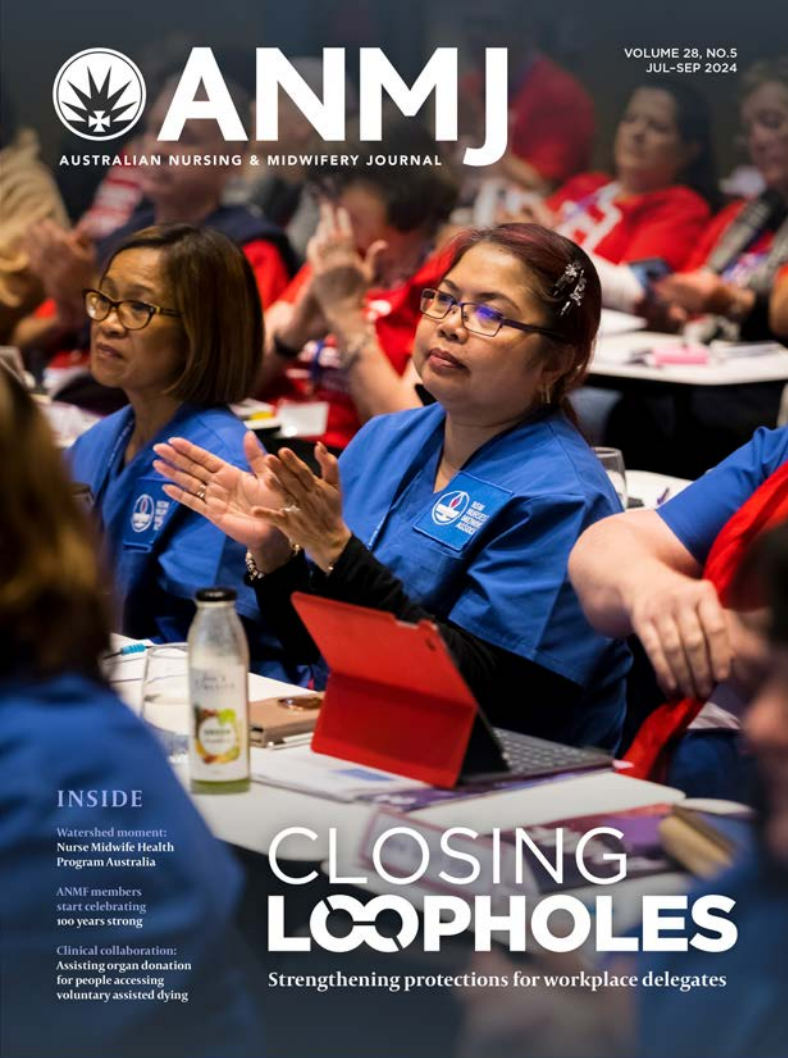
As with previous years, we had a high volume of submissions for the *ANMJ* clinical update section. These papers have provided dialogue amongst the professions of new or evaluated clinical work on the ground, improvements in care, new program developments, etc. It has also enabled members to have clinical work/research published to secure grants or other funding avenues such as scholarships.

CLINICAL UPDATES 2024-2025	
Jul-Sep 2024 (Vol 28 No 5)	The nursing experience of delivering virtual care during COVID-19: A qualitative study
Oct-Dec 2024 (Vol 28 No 6)	The feasibility and effectiveness of Libre Flash glucose monitoring in persons with insulin-requiring unstable diabetes and complex needs
Jan-Mar 2025 (Vol 28 No 7)	Assessing pain in advanced dementia: A critical but overlooked challenge
Apr-Jun 2025 (Vol 28 No 8)	Exploring barriers to antenatal education for CALD women in a tertiary hospital setting Revisiting nephrology nurse training

Issues, viewpoints, reflections

These sections are dedicated to nurses' and midwives' views and reflections on clinical practice or the profession. Over the year, we had many contributions on a wide variety of topics, as indicated below.

ISSUES, VIEWPOINTS, REFLECTIONS 2024-2025	
Jul-Sep 2024 (Vol 28 No 5)	- A big heart – VAD organ donation - Stronger minds brighter futures: Promoting engagement and inclusiveness through mental health awareness workshops for migrant adults in Victoria - Our dreaming legacy (2013-2023): Pushing our mob forward on the bush tracks of higher education success - Nurses, midwives and substance use
Oct-Dec 2024 (Vol 28 No 6)	Beyond judgement: A nursing perspective on obesity, medications, and the path to health
Jan-Mar 2025 (Vol 28 No 7)	- Can an introvert survive in the world of nursing academia? - Personal reflections on becoming a clinical nurse educator - Co-design research: What does it mean, and why should we do it? - Breaking the silence around prostate cancer for black African and Indigenous communities - A roving clinical nurse educator role
Apr-Jun 2025 (Vol 28 No 8)	- Nurses and in federal school funding agreement, but more is required - Nurses and midwives' vital role in blood borne virus testing - Healthcare accessibility: A rural and remote Australian case study



INSIDE

Watershed moment:
Nurse Midwife Health
Program Australia

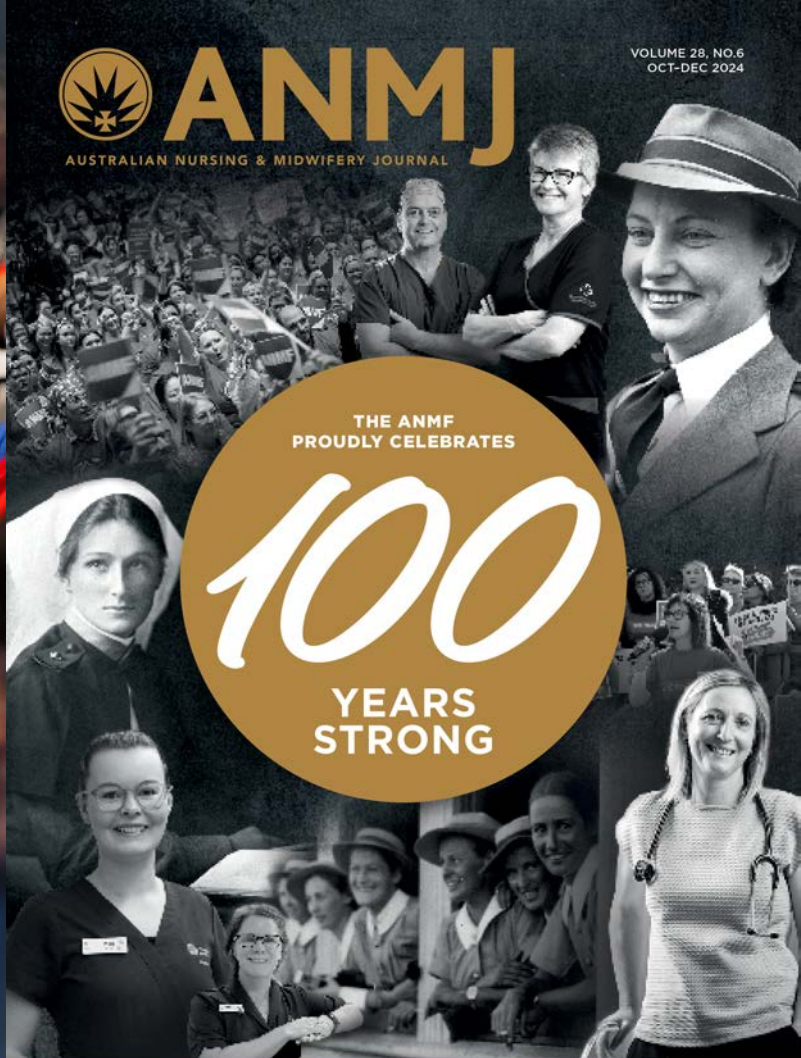
ANMF members
start celebrating
100 years strong

Clinical collaboration:
Assisting organ donation
for people accessing
voluntary assisted dying

CLOSING LOOPHOLES

Strengthening protections for workplace delegates

A PUBLICATION OF THE AUSTRALIAN NURSING AND MIDWIFERY FEDERATION



THE ANMF
PROUDLY CELEBRATES

100

YEARS
STRONG

A PUBLICATION OF THE AUSTRALIAN NURSING AND MIDWIFERY FEDERATION



ANMF
PRIORITIES
2025

A PUBLICATION OF THE AUSTRALIAN NURSING AND MIDWIFERY FEDERATION



FEDERAL
ELECTION
2025:

What matters to you?

A PUBLICATION OF THE AUSTRALIAN NURSING AND MIDWIFERY FEDERATION

ANMF NATIONAL POLICY RESEARCH UNIT REPORT

The ANMF's National Research and Policy Unit (Federal Office) is based in the Rosemary Bryant AO Research Centre at the University of South Australia and leads the ANMF's research and policy programs. The Unit leads and collaborates on a range of research and policy projects and portfolios with a strong focus on analysing the implementation and impact of key national health and workforce policy and funding decisions.

Our work contributes to the delivery of the ANMF's organisational priorities through evidence-based research and guidance. The Unit's Director, Associate Professor Micah Peters who was recently recognised among [Stanford/Elsevier's Top 2% of Scientists](#) worldwide and the sixth most highly ranked scientist publishing in the nursing field is supported by Research Associate Casey Marnie and Research Assistant Jarrod Clarke and now works closely with Catelyn Richards, the Federal Office's inaugural ANMF Climate Change Officer.

Workforce Reform

In 2024–2025, the Unit's work supported the ANMF to advance critical reforms to strengthen the nursing, midwifery, and care workforce through evidence generation, member engagement, and national and international advocacy. Publications such as *Defining Nurse-Led Models of Care* provided members and policymakers with a framework for standardising and expanding nurse-led care. Evidence briefs on scope of practice, nurse prescribing, workforce retention, and screening processes were disseminated to inform the ANMF's leadership and engagement with federal reviews and enquiries.

The Unit led submissions to Treasury's Economic Reform Roundtable, Jobs and Skills Australia's AI Capacity Study, Generative AI submission, and the National Health Genomics Policy Framework, positioning nurses and midwives at the centre of future healthcare models. Presentations at the International Council of Nurses Congress further strengthened international collaboration.

These activities collectively reinforced ANMF's advocacy for full scope of practice, improved retention strategies, and strategic workforce planning.

Gender Equity

The Unit contributes to the ANMF's work around advancing gender equity through both workplace and health system reforms. Publications such as *Towards Best Practice: Surrogacy Birth Care Guidelines in Australia* (AJAN, 2024) and ANMF's 2025 submission to the Australian Law Reform Commission on surrogacy laws called for nationally consistent, rights-based frameworks that remove discriminatory barriers.

Member-focused outputs, including *Sacrificial Burdens* (ANMJ, 2024), examined inequities in salary sacrificing arrangements in low-paid, female-dominated care sectors, highlighting unintended perpetuation of gender pay gaps. Evidence briefs and Federal budget analyses further ensured that fiscal and policy reforms were scrutinised for gendered impacts.

The Unit's work supports the ANMF's sustained advocacy in this space and recognises that gender equity is central to valuing care work, addressing workforce shortages, and ensuring inclusive healthcare access.

Aged Care Reform

The ANMF's aged care reform agenda remained focused on staffing and funding adequacy, workforce regulation, and quality of care and has been supported and informed by the Unit's work.

Submissions on successive releases of the new Aged Care Act's Rules pressed for stronger clinical governance, improved care minutes, recognition of the role of nurse practitioners, and fairer funding allocations. Evidence briefs tracked sector performance, financial sustainability, star ratings, digital transformation, and workforce challenges. The Unit continues to advance both an evidence base for the ANMF's reform priorities as well as providing policy insights and strategic advice.

Key research outputs, including *Addressing Unnecessary and Avoidable Transfers from Residential Aged Care to Emergency Departments* (Australian Health Review, 2024) and *Enablers and barriers to nurse practitioners working in Australian aged care: A scoping review* (International Journal of Nursing Studies), provided actionable recommendations to improve the aged care–healthcare interface. Member communications highlighted the importance of safe staffing, skills mix, enrolled nurses, and reducing preventable hospital transfers. Supported by the Unit's work, the ANMF continues to hold government accountable for implementing Royal Commission recommendations and safeguarding worker and resident rights.

Improved Equity in Access to Healthcare

The Unit's research and policy work in 2024–25 prioritised more inclusive, accessible, and effective models of care. A landmark publication on racism experienced by Aboriginal and Torres Strait Islander nurses (*Collegian*, 2025) advanced First Nations health and workforce equity. Evidence briefs on healthcare privatisation highlighted risks to universal access, providing guiding principles for protecting public services from unchecked for-profit ownership.

Partnerships with universities and the National Ageing Research Institute progressed MRFF-funded projects on elder abuse prevention, catheter care, and digital health-enabled hospital avoidance. These initiatives directly supported equity by targeting vulnerable populations and building sustainable, patient-centred care models. The Unit's work has also informed and guided the ANMF's advocacy around breastfeeding support, women-centred care, perimenopause, and strengthening Medicare funding as key levers for healthcare equity.

CLIMATE CHANGE OFFICER REPORT

The Climate Change Officer position is a newly created role, jointly supported by the Australian Nursing and Midwifery Federation (ANMF) and funded through the Climate Action Network Australia (CANA) until February 2026. The work of the Climate Change Officer is guided by six core role objectives: member engagement, partnerships, support for renewable energy and plastics reduction in the health sector, dissemination of research and policy, embedding equity, and strategy/tracking progress.

These areas underpin all activity and reporting. From these objectives five strategic workstreams were developed, under which all projects are framed. These workstreams are reported on below.

Addressing the Root Causes of Climate Change

The science is clear: to limit warming and protect human health, communities must support a just and equitable transition. This means advocating for clean, renewable energy sources.

ANMF have continued their advocacy for the transition to renewable energy through participation in high-profile advocacy activities, such as the Renew Australia for All March and Climate Action Week. Representation at these events facilitated relationship-building with external organisations while strengthening existing partnerships.

Key outputs included the development of three evidence briefs, which were circulated to the ANMF Executive for review and subsequently endorsed. These briefs addressed Nuclear energy in Australia, the Northwest Gas Shelf, and Australia's Nationally Determined Contributions (NDCs).

Arising from this work, ANMF contributed to a joint statement on nuclear energy with leading emergency and health bodies and submitted a letter to Senator the Hon. Murray Watt advocating for reform of the Environment Protection and Biodiversity Conservation (EPBC) Act to explicitly include climate change. Additionally, ANMF Federal has developed a key partnership with Lancet Countdown ahead of this year's 2025 policy cycle.

This partnership will lead to the development and publication of Australia's policy priorities to be launched in October 2025 ahead of COP30 in Brazil.

Climate Change Adaption and Resilience

Climate change is impacting the health of the community and stability health systems. Nurses, midwives and carers must be equipped to manage climate-related health risks, support vulnerable populations, and maintain safe, effective care during increasingly frequent disruptions and disasters. ANMF has been appointed to the Renew Australia for All Adaptation and Resilience Working Group, where we are contributing to the development of 30 major policy asks for the upcoming Climate Adaptation and Resilience campaign.

Three of these asks have been prioritised in The ANMF Climate Change Officer strategy:

1. Securing funding for the National Health and Climate Strategy
2. Supporting ACTU-led advocacy for reform of the Work Health and Safety (WHS) legislation to include Climate Change
3. Campaigning to include natural disaster leave within the National Employment Standards

Through the Climate Change Officer role, ANMF has been contributing to the discourse on Climate Change adaptation and resilience and will continue to advocate throughout the upcoming adaptation and resilience campaign launching in October.

Reducing Healthcare Emissions

A key way that ANMF members are contributing to reducing healthcare emission is by stewarding plastics in healthcare. Healthcare plastics are harmful to human and environmental health, contribute to pollution, and are derived from fossil fuels. Presently, Australia lacks a national plastics stewardship framework and policies to support the efforts of health care professionals in plastics stewardship. Coordinated action is needed to complement the work being done by individuals.

In February, the ANMF Federal Climate Change Officer participated in a plastics stewardship event hosted by the Climate and Health Alliance (CAHA). This led to the establishment of a national working group to coordinate reform on plastics use in healthcare, to which ANMF is party to.

As part of this work, the ANMF has partnered with CAHA to co-develop a national report to inform this reform process, ensuring the health sector plays an active role in tackling plastic waste while supporting sustainable alternatives.

Engaging Nurses and Midwives

Member engagement remains a central focus of ANMF Federal Climate Change advocacy. Over this reporting period, the Climate Change has contributed to three major areas:

- **National Roundtable on Nursing and Midwifery:** Supporting the planning of a roundtable that will facilitate sector-wide dialogue on the profession's role in climate action.
- **Policy Submissions:** Coordinating ANMFs climate change contributions to inquiries and consultations relevant to climate and health.
- **Communications and Outreach:** Contributing to website redesign and delivering public engagement through conferences, digital articles, and social media.

The overall reach has been significant:

- Over 1,000 nurses and midwives engaged through conferences and events
- 4,000+ views of digital articles
- 1,500+ views on social media content

The Climate Change Officer will continue to explore ways in which our engagement in Climate Change advocacy can lead to member growth across branches.

Optimising ANMF Environmental Operations

Internally, progress has been made to strengthen ANMF Federal's own environmental performance. This has included:

- The establishment of the ANMF Multibranch Climate and Health Unit (the CaHU). This ANMF Committee supports decision-making processes and provides advice to ANMF Executive on climate change related issues.
- Designing a national survey to assess sustainability practices and perspectives across the workforce
- Developing partnerships to support ongoing sustainability initiatives

Further progress in supporting the Federal Office toward environmental sustainability will continue to be explored.

AUSTRALIAN JOURNAL OF ADVANCED NURSING (AJAN)

The ANMF has published the *Australian Journal of Advanced Nursing* (AJAN) since 1983 as the peer-reviewed sister-journal of the *Australian Nursing and Midwifery Journal* (ANMJ). The journal was relaunched in 2019 and the ANMF National Policy Research Unit and journal team of the Federal Office have invested significant time and resources into updating the journal's systems, processes, policies, layout, platform, and look.

In 2024-25, the journal's [Clarivate Analytics Impact Factor](#) has risen from 1.2 to 1.3 demonstrating a slow, but steady increase in the journal's quality and esteem. From 2024, the *Australian Journal of Advanced Nursing* has achieved Quartile 1 (Q1) status according to Scimago Journal & Country Rank for the first time since 2009, putting it in the highest-ranking category for 'Advanced and Specialised Nursing' and Q2 for 'Nursing (miscellaneous)'.

The journal is indexed across a several online databases. The AJAN seeks to showcase and promote a wide variety of original research and scholarly work to inform and empower nurses, midwives, and other healthcare professionals to improve the health and wellbeing of all communities and be prepared for the future.

The quarterly journal has published three issues in this reporting period (2024-25) and continues to receive an increasing number of submissions from Australian and international authors.



Journal Mission and Aims

The Mission of AJAN is to provide a forum to showcase and promote a wide variety of original research and scholarly work to inform and empower nurses, midwives, and other healthcare

professionals to improve the health and wellbeing of all communities and to be prepared for the future. To realise this mission, AJAN's aims are to:

- Equip the nursing, midwifery, and wider health professions to deliver safe, quality, evidence-based care in all settings.
- Promote the professional and personal safety and wellbeing of nurses, midwives, and other health care staff in all environments.
- Support nurses and midwives to be leaders in clinical and maternity care, research, and policy across health and social issues.
- Publish and disseminate a wide variety of high quality, evidence-based original research and other scholarly work to inform and influence health, maternity, aged care, and public health policy, research, and practice.
- Maintain and promote values that underpin an economically, environmentally, and socially sustainable future for all communities.

Journal Scope

As the official peer-reviewed journal of the ANMF, AJAN is dedicated to publishing and showcasing scholarly material of principal relevance to national nursing and midwifery professional, clinical, research, education, management, and policy audiences. Beyond AJAN's primarily national focus, manuscripts with regional and international scope are also welcome where their contribution to knowledge and debate on key issues for nursing, midwifery, and healthcare more broadly are significant.

The *Australian Journal of Advanced Nursing* publishes a wide variety of original research, review articles, practice guidelines, and commentary relevant to nursing and midwifery practice, health- maternity and aged- care delivery, public health, healthcare policy and funding, nursing and midwifery education, regulation, management, economics, ethics, and research methodology. Further, the journal publishes personal narratives that convey the art and spirit of nursing and midwifery.

Journal Leadership and Team

Associate Professor Dr Micah Peters, Director of the ANMF National Policy Research Unit (Federal Office) is *AJAN's* Editor-in-Chief.

Editorial Board Members (2024-25):

- Professor Marion Eckert (Rosemary Bryant AO Research Centre, UniSA Clinical and Health Sciences, University of South Australia, Adelaide, Australia)
- Assistant Professor Inês Fronteira (International Public Health and Biostatistics Department, Institute of Hygiene and Tropical Medicine, NOVA University Lisbon, Lisbon, Portugal)
- Sye Hodgman (First Nations Strategy, Policy, and Research Officer, Queensland Nurses & Midwives Union, Brisbane, Queensland, Australia)
- Professor Tracey Moroney OAM (Curtin School of Nursing, Faculty Health Sciences, Curtin University, Perth, Western Australia, Australia)
- Associate Professor Paz Fernández Ortega (Catalan Institute of Oncology and University of Barcelona, Barcelona, Catalonia, Spain)
- Professor Karen Strickland (School of Nursing and Midwifery, Edith Cowan University, Perth, Western Australia, Australia)

Editor:

- Casey Marnie (University of South Australia, UniSA Clinical and Health Sciences, Rosemary Bryant AO Research Centre/ ANMF National Policy Research Unit (Federal Office), Adelaide, South Australia, Australia)

Assistant Editor:

- Jarrod Clarke (University of South Australia, UniSA Clinical and Health Sciences, Rosemary Bryant AO Research Centre/ ANMF National Policy Research Unit (Federal Office), Adelaide, South Australia, Australia)

Associate Editors:

- Dr Zachary Byfield (School of Health, University of New England, Armidale, New South Wales, Australia)
- Assistant Professor Benita Chatmon (School of Nursing, LSU Health Science Center, Louisiana State University, New Orleans, Louisiana, United States of America)
- Professor Pilar Alejandra Espinoza Quiroz (School of Nursing, Faculty of Healthcare Sciences, University of San Sebastian, Santiago, Chile)
- Associate Professor Jane Frost (School of Nursing Midwifery and Public Health, University of Canberra, Canberra, Australian Capital Territory, Australia)
- Associate Professor Palle Larsen (Health Sciences Research Center, University College Lillebælt, Odense, Denmark)
- Associate Professor Peter Massey (CQ University/ Hunter New England Population Health/ University of Newcastle, New South Wales, Australia)
- Professor Beatriz Rosâna Gonçalves de Oliveira Toso (Western Paraná State University, Cascavel, Paraná, Brazil)
- Dr Imogen Ramsey (Flinders University, South Australia, Australia)
- Dr Álvaro Sousa (National Council for Scientific and Technological Development, Ministry of Science and Technology, Brasília, Brazil)
- Associate Professor Hannah Wardill (University of Adelaide, Faculty of Health and Medical Sciences, Adelaide Medical School, Adelaide, South Australia, Australia)

Editorial Team:

- Rebecca Aveyard, Heidi Hosking (Communications), and Lorna Hendry (external Layout Editor).

COLLECTIVE WORK OF THE FEDERATION

In the year 2024/25, 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, 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 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

- Aged Care Reform Working Group
- Industrial Advisory Committee
- Work Health and Safety and Workers' Compensation Advisory Committee
- Midwifery Officer Network
- Professional Advisory Committee
- Vocational Education & Training Advisory Committee
- Research Advisory & Strategy Committee
- Governance & Compliance Committee
- Reconciliation Action Plan Working Group

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 2024/25, 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

Submissions and Reports

July 2024

- Response to Ahpra and the National Boards consultation on the review of the Criminal history registration standard

- Response to the NMBA consultation on the Factsheet: Maternal, child and family health nurses and midwives in Australia – a regulatory perspective
- Submission to the First Nations Aged Care Commissioner
- Submission to the Establishment of a National Aged Care Mandatory Quality Indicator Program for in-home aged care services

August 2024

- Response to the Department of Health and Aged Care consultation on expanding eligibility under the Midwife Professional Indemnity Scheme for low-risk homebirths
- Response to Ahpra and the NMBA's confidential preliminary consultation on the draft revised Continuing professional development registration standard
- Response to the Australian Living Evidence Collaboration for the Living Evidence for Australian Pregnancy and Postnatal Care (LEAPP) Guidelines
- Response to the Australian Government Department of Health and Aged Care consultation on expanding the list of health professionals eligible for risk equalisation of private health insurance benefits under chronic disease management programs
- Submission to the Department of Home Affairs – Review of Regional Migration Settings Discussion Paper
- Submission for the 2024–25 Annual Work Plan – Consultation Inspector-General of Aged Care
- Submission to Jobs and Skills Australia Consultation on the National Skills Taxonomy Discussion Paper

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

September 2024

- Submission to Department of Health and Aged Care MBS Health Assessment Items Review
- Submission to the Independent Health and Aged Care Pricing Authority (IHACPA) for the opportunity to provide feedback on the Consultation Paper on the Pricing Framework for Australian Residential Aged Care Services 2025-26 (the Consultation Paper)
- Submission to AHPRA Accreditation Committee on the public consultation on the draft Guidance on Professional Capabilities

October 2024

- Submission to Department of Health and Aged Care on the New Aged Care Act Rules Consultation – Release 1 – Service list
- Response to the Department of Health and Ageing for the public consultation on the National Nursing Workforce Strategy
- Response to the Australian Competition and Consumer Commission's (ACCC) Draft Determination on the Infant Nutrition Council's application for revocation of authorisation for the MAIF Agreement
- Response to the AHPRA Accreditation Committee public consultation on the draft guidance on professional capabilities
- Response to the NMBA for the preliminary consultation on the proposed revised Registration standard: Recency of practice (ROP registration standard)
- Submission to the Community Affairs Legislation Committee Inquiry into the Aged Care Bill 2024 [Provisions]

November 2024

- Targeted response to the embargoed draft Scope of Practice Review final report
- Submission to the Secure Jobs, Better Pay Review

December 2024

- Workplace Gender Equality Amendment (Setting Gender Equality Targets) Bill 2024
- Submission to Department of Health and Aged Care's New Aged Care Act Consultation on the Rules (Release 2a – Funding for Support at Home program)
- Response to the Independent Review of Complexity in the National Registration and Accreditation Scheme

- Independent review of the Safety, Rehabilitation and Compensation Act 1988

January 2025

- Submission to Department of Health and Aged Care – Aged Care Rules – Residential Care Service List Consultation
- Response to Department of Health and Aged Care public consultation on the Primary Health Network Business Model Review and Mental Health Flexible Funding Stream Review
- Response to AHPRA and the Paramedicine Board of Australia for the targeted confidential consultation on their proposal for Advanced Practice Paramedics
- Inquiry in the Comprehensive Economic Partnership Agreement between Australia and the United Arab Emirates

February 2025

- Submission to JSA on the '2025-26 work development plan'
- Submission to the LEAPP Guidelines for Pregnancy and Postnatal Care
- Response to Department of Health and Aged Care public consultation on Private Health Reforms Options
- Response to the NMBA for the targeted consultation for the Fact Sheet: Information for nurses and midwives and practice in maternal, child and family health

March 2025

- Submission to the Consultation on the 2025 Progress Report on Implementation of Aged Care Royal Commission Recommendations
- Submission to the Jobs and Skills Australia Gender Economic Equality Study
- Submission to MBS Review Advisory Committee targeted consultation on the Long-Acting Reversible Contraceptive Review

April 2025

- Submission to the Consultation on the Design of a National Registration Scheme for Personal Care Workers in Aged Care
- Submission to NMBA Preliminary Consultation Registration Standard: Endorsement for scheduled medicines for midwives and Guideline: Endorsement for scheduled medicines for midwives

May 2025

- Submission to Ahpra on the Review of the National Prescribing Competencies Framework
- Submission to Department of Health, Disability, and Aging Consultation on the new Aged Care Act – Rules Release 4b (Remaining Rules)
- Submission to Jobs and Skills Australia’s consultation for the AI Capacity Study

June 2025

- Submission to Infant Formula Stakeholder Forum
- Response to the HumanAbility Review of the Health Services Assistance Qualification
- Submission to Ahpra public consultation on Proposal to regulate advanced practice paramedics
- Submission to NMBA and Paramedicine Board Confidential Targeted consultation on Fact sheet – Dual Registration with both the Nursing and Midwifery Board of Australia and the Paramedicine Board of Australia
- Submission to NMBA Targeted Consultation: Revised Registration Standard: Endorsement as a nurse practitioner and Safety and quality guidelines for nurse practitioners

The following materials were developed by the Federal Office Policy Research Team to assist ANMF Branches and members, and international organisations (on request), in relation to the ANMF’s strategic priorities.

Nursing, Midwifery, and Care Worker Workforce Reform

Submissions

- Clarke J, Peters MDJ. ANMF Submission to Jobs and Skills Australia on the Generative Artificial Intelligence Capacity Study. Melbourne: Australian Nursing and Midwifery Federation; 2025 Apr 14. Available from: <https://www.anmf.org.au/media/d03hxx4n/2025-05-14-anmf-Submission-jobs-and-skills-australia-ai-capacity-study.pdf>
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- Peters MDJ, Clarke J. ANMF Evidence Brief: Streamlining and Consolidating Australian Screening Checks for Nurses. (16/04/2025)
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- Peters MDJ. ANMF Policy Brief: An Australian Skills Definition Discussion Paper. (15/08/2025)

Aged Care Reform

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- Clarke J. ANMF Policy: In-home aged care reform principles. (04/02/2025).
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- Clarke J. ANMF Evidence Brief: Quarterly Financial Snapshot of the Aged Care Sector – Quarter 1 2024–25 (July to September 2024). (28/02/2025)
- Peters MDJ. ANMF Policy Brief: Aged Care Rules – Release 4a (Public Release – Supporting Document). (28/02/2025)
- Peters MDJ. ANMF Briefing: Aged Care Rules 2025 – Release 2c Relating to Funding and Regulation. (05/03/2025)
- Peters MDJ. Aged Care Workforce Committee: Building the evidence base for aged care workforce actions. (05/03/2025)
- Clarke J. ANMF Rapid Summary: Aged Care Financial and Prudential Standards 2025. (07/03/2025)
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- Peters MDJ. ANMF Policy Brief: Aboriginal and Torres Strait Islander Aged Care Framework Outcome Five – A Larger Aboriginal and Torres Strait Islander Workforce in Aged Care. (19/03/2025)
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Improved Equity in Access to Health Care

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Gender Equity

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- Peters MDJ. ANMF Submission to the Australian Law Reform Commission – Review of Surrogacy Laws: Issues Paper (2025). Melbourne: Australian Nursing and Midwifery Federation; 2025 Jul 9. Available from: <https://www.anmf.org.au/media/i4ije3rd/2025-07-09-anmf-submission-alrc-review-of-surrogacy-laws.pdf>

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Other Outputs

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- Richards C and Peters MDJ. ANMF Submission to the Minister for the Environment and Water of Australia on the North West Shelf Gas Project Extension. Melbourne: Australian Nursing and Midwifery Federation; 2025 Jun 4.

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Briefings

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- Peters MDJ, Clarke J, Marnie C. ANMF Briefing: Federal Budget 2025–26. (31/03/2025)
- Richards C and Peters MDJ. ANMF Evidence Brief: Woodside North West Shelf Gas Expansion. 04 June 2025.
- Clarke J, Peters MDJ. ANMF Rapid Summary: COVID-19 Response Inquiry Report. (31/10/2024).

Australian Journal of Advanced Nursing Issues

- Australian Journal of Advanced Nursing. Vol. 41 No. 3 (2024): Jun–Sep 2024. Published 2029 Sep 19. Available from: <https://doi.org/10.37464/2024.413>
- Australian Journal of Advanced Nursing. Vol. 41 No. 4 (2024): Sep–Nov 2024. Published 2024 Dec 15. Available from: <https://doi.org/10.37464/2024.414>
- Australian Journal of Advanced Nursing. Vol. 42 No. 1 (2025): Dec 2024–Feb 2025. Published 2025 Mar 28. Available from: <https://doi.org/10.37464/2025.421>
- Australian Journal of Advanced Nursing. Vol. 42 No. 2 (2025): Mar–May 2025. Published 2025 Jun 23. Available from: <https://doi.org/10.37464/2025.422>

Climate Change Officer Outputs

Briefings

- Richards, C. Briefing document and Rapid Summary: Renew Australia for All election campaign. (6/03/2025)
- Richards C. Briefing document: Climate Change Adaptation and Resilience Roundtable. (7/08/2025)

Evidence Briefs

- Richards, C. Evidence Brief: Nuclear Energy in Australia (25/03/2025)

- Richards, C., Peters, M. Evidence Brief: Woodside Northwest Gas Shelf (04/06/2025)
- Richards, C. Evidence Brief: COP30 Nationally Determined Contributions (22 July 2025)

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- Richards, C. (2025, July 31). Speaking up on climate: How nurses and midwives can drive change. <https://anmj.org.au/speaking-up-on-climate-how-nurses-and-midwives-can-drive-change/>
- Richards, C. & Ward, A. (2025). *Why Health Workforce Reform May Also Be Good for the Planet*. <https://anmj.org.au/how-workforce-reform-may-also-be-good-for-the-planet/>
- Richards, C. (2025) Speaking up on climate: How nurses and midwives can drive change. <https://anmj.org.au/speaking-up-on-climate-how-nurses-and-midwives-can-drive-change/>
- Richards, C. (2025). A win for the profession and the planet – ICN's Nursing for Planetary Health and Wellbeing brief. Australian Nursing & Midwifery Journal. from <https://anmj.org.au/a-win-for-the-profession-and-the-planet-icns-nursing-for-planetary-health-and-wellbeing-brief/>
- Richards, C. (2025). *Nuclear energy in Australia: A nurse's perspective*. Australian Nursing & Midwifery Journal. <https://anmj.org.au/nuclear-energy-in-australia-a-nurses-perspective/>
- Richards, C. (2025). *Radio silence: Australia needs urgent answers on nuclear*. Australian Nursing & Midwifery Journal. <https://anmj.org.au/australia-needs-answers-on-nuclear/>

Non-peer reviewed publication

- Richards, C., (2025). From margins to the centre: Positioning nurses and midwives to create climate-resilient health systems. Australian Journal of Advanced Nursing, 42(2). Australian Journal of Advanced Nursing 42(2) <https://doi.org/10.37464/2025.422.2282> (June 2025)
- Ward, A., Holmes, M., Romer, J., Richards, C. and Levett-Jones, T. (2025), Still Rowing Upstream in Climate Health Advocacy and Nursing Reform. Nursing Inquiry, 32: e70037. <https://doi.org/10.1111/nin.70037> (June 2025)
- Richards, C., and Morgan R. (2025). Strengthening health systems amid climate change through reimagined nursing and midwifery roles: an Australian example. (Under review)

Conference and Forum Presentations

- Richards, C. *Health and Climate Change Action*. Tasmanian Delegates Conference, Tasmania, Australia. (26/06/2025)
- Richards, C. *Evidence informed research for impact*. Planetary Health Collaborative Research Forum. (5/05/2025)

Contributions

Contribution to Digital Articles

- Fedele, R. (2025). *Meet the ANMF's first-ever Climate Change Officer*. Australian Nursing & Midwifery Journal. <https://anmj.org.au/meet-the-anmfs-first-ever-climate-change-officer/>
- Australian Nursing & Midwifery Federation (Victorian Branch) (2025). Prevention is better than a cure: Meet ANMF's new Climate Change Officer. On the Record. <https://otr.anmfvic.asn.au/articles/prevention-is-better-than-a-cure-meet-anmfs-new-climate-change-officer/>
- Fedele, R (2025, June 23). ANMF (Tasmanian Branch) on track towards net zero. Retrieved August 12, 2025, from <https://anmj.org.au/anmf-tasmanian-branch-on-track-towards-net-zero/>

Contribution to ANMF Federal Submissions

- Richards, C (2025). Climate Change contribution to Generative Artificial Intelligence submission. Australian Nursing & Midwifery Federation. (29/04/2025)
- Richards, C (2025) Climate Change contribution to the Enrolled and Registered Nurse Standards for Practice Review. Australian Nursing & Midwifery Federation. (2/07/2025)
- Richards, C., Morgan, R., Eslick, M (2025) Climate Change Officer contribution to National Safety Quality Health Standards. Australian Nursing & Midwifery Federation. (20/08/2025)

Joint Statements

- Australian Nursing and Midwifery Federation., Doctors for the Environment., The Climate and Health Alliance., Climate Action Nurses., United Fire workers Union Australia & Emergency Leaders for Climate Action (2025). Joint Statement on Nuclear Energy. Joint Letter (1/05/2025)
- Climate and Health Alliance (2025) A healthy vision for a COP31 in Australia and the Pacific. Joint Letter (21/07/2025)

National Representation of the Federation

Presentations

The Federal Secretary provided the following presentations:

- Mining & Energy Union – National Convention – Australia’s largest, fastest growing union: A case study, Brisbane, 31 October 2024
- Parliamentary Friends of Nursing Event – The opportunity for the health of all Australians if nurses and midwives are used well, Canberra, 19 November 2024.
- NSWNMA Primary Health Care Symposium – Scope of practice review, 22 November 2024.
- On behalf of the Jobs and Skills Australia (JSA) Ministerial Advisory Board at the JSA’s Tasmanian Roadshow event, held in Hobart 10 December 2024, on occupational shortages and opportunities for solutions through inclusive participation.
- Australian Financial Review Healthcare Summit 2025 – Sydney, Chronic disease and productivity, panel discussion, 7 April 2025.
- Global Nurses United – The Impact of the Trump Administration on Health Systems, Affiliates Panel – Webinar, 21 June 2025.

ANMF Staff provided the following presentations:

- Commonwealth Nurses and Midwives Federation – The role unions can play in advocating for peer led services to meet psychosocial needs of nurses and midwives, Malta, September 2024
- CATSINaM Conference – Leadership and Professional Development from ANMF perspective, Perth, 2024.
- Women’s Health Week panel, Canberra, 4 September 2024.

Senate/Parliamentary Hearings

The ANMF Federal Office appeared at the following Hearings:

- Pandemics Response Logistics Roundtable – 21 May 2024
- Senate Select Committee on Adopting Artificial Intelligence (AI) – 17 July 2024
- Senate Community Affairs References Committee inquiry into the impact of menopause and perimenopause on the workforce – 30 July 2024

- Senate Education and Employment Legislation Committee Inquiry into the Universities Accord (Student Support and Other Measures) Bill 2024 – 24 September 2024
- Senate Community Affairs Legislation Committee: Inquiry into Aged Care Bill 2024 – 17 October 2024
- Senate Inquiry into the Digital Transformation of Workplaces, with a QNMU and NSWNMA members attending – October 2024

Advisory and Standing Committees

- ACTU Executive
- ACTU Vice Presidents
- ACTU National Secretaries’ Committee
- ACTU Women’s Committee
- ACTU OHS & Workers’ Compensation Committee
- ACTU Industrial Legislation Committee
- ACTU Trade Committee
- ACTU VET Committee
- ACTU Registered Organisations Commission (ROC) Group
- ACTU Climate Action Group
- Council for Connected Care
- Jobs & Skills Australia – Ministerial Advisory Board
- Ministerial Advisory Council on Skilled Migration
- National Aged Care Advisory Council
- National Workplace Relations Consultative Committee
- National Nursing Workforce Strategy – Expert Advisory Group
- Office of the Inspector-General Aged Care – Consultative Committee
- Scope of Practice Review – Expert Advisory Committee
- Strengthening Medicare Implementation Oversight Committee
- Aged Care Workforce Committee
- AHPRA Professions Reference Group
- ANMAC Board
- ANMAC Strategic Accreditation Advisory Committee
- Australian Commission on Safety and Quality in Healthcare (ACSQHC) Medication Safety Oversight Committee

- ACSQHC Health Services Medication Expert Advisory Group
- ACSQHC Aged Care Advisory Group
- ADHA/ANMF Digital Project Committee
- Climate and Health Alliance's Climate Action Network
- Coalition of National Nursing and Midwifery Organisations (CoNNMO)
- CoNNMO Council
- Department of Veterans Affairs (DVA) Health Providers Partnership Forum
- Don't Rush to Crush Editorial Committee
- National Digital Medicines Advisory Group
- National Disability Insurance Scheme Research Project Steering Group
- National Rural Health Alliance Council
- Nursing and Midwifery Board of Australia (NMBA) Regulatory Advisory Group for the review of the Nurse Practitioner Standards for practice and the ANMAC Nurse Practitioner Accreditation Standards
- NMBA Midwifery Futures Project Expert Advisory Group & Working Advisory Group
- NMBA Regulatory Advisory Group for the review of the Registered Nurse Standards for practice
- NMBA Regulatory Advisory Group for the review of the Enrolled Nurse Standards for practice

Lobbying Meetings

- The Hon Mark Butler, MP, Minister for Health and Aged Care
- The Hon Ged Kearney, MP, Assistant Minister for Health and Aged Care
- The Hon Anika Wells, MP, Minister for Aged Care
- Nick Martin, Chief of Staff, The Hon Mark Butler, MP, Minister for Health and Aged Care
- Dimity Paul, Chief of Staff, The Hon Anika Wells, MP, Minister for Aged Care
- The Hon Andrew Giles, MP, Minister for Skills and Training
- The Hon Matt Thistlethwaite, MP, Assistant Minister for Immigration
- The Hon Tony Burke, MP, Minister for Home Affairs
- The Hon Sam Rae, MP, Minister for Aged Care and Seniors
- Helen Haines, MP, Member for Indi

- Senator Penny Allman-Payne, Australian Greens, Spokesperson for Aged Care
- Senator Tammy Tyrell, Independent Senator for Tasmania
- Senator Jess Walsh, ALP Senator for Victoria
- Senator Jacqui Lambie
- Senator Barbara Pocock
- Chief of Staff, Senator Penny Allman-Payne, Australian Greens Senator for Queensland

Stakeholder Engagement & Collaboration Meetings

1. Regular meetings – ANMF, UWU and HSU and the Department of Health and Aged Care.
2. Regular meeting – ANMF & NSWNMA & QNMU, UWU and HSU, and the Department of Health and Aged Care and Minister Wells' Advisers – worker voice.
3. Stage 3 implementation of the Work Value case – regular meetings – Department of Health and Aged Care, ANMF, UWU and HSU, and ACCPA.
4. Regular meetings – Industrial Associations/ Aged Care Quality and Safety Commission.
5. Monthly and quarterly meetings with the Commonwealth CNMO and Senior Nursing and Midwifery Advisor, Department of Health and Aged Care, respectively.
6. Quarterly and monthly meetings with the CEO and Policy Manager of ACCPA respectively.
7. Quarterly meetings – Australian Health Protection Principal Committee (AHPPC) Aged Care Advisory Group
8. Meeting – Independent Health and Aged Care Pricing Authority
9. Regular meetings – APNA, ACNP & ACM.
10. Meetings with the Chiefs of Staff for the Ministers for Aged Care and for Health and Aged Care.

