



17 November 2015

Dr Kathleen Dermody
Committee Secretary
Senate Economics Committee
PO Box 6100
Parliament House
CANBERRA ACT 2600

Dear Ms Dermody

Inquiry into Economic Security for Women in Retirement

On behalf of the ANMF, I am writing to thank the Senate Standing Committee on Economics for the invitation to appear before the Committee on Thursday 19 November in Sydney, and to accept the invitation.

The Australian Nursing and Midwifery Federation (ANMF) is the national union for nurses, midwives and assistants in nursing with Branches in each state and territory of Australia. The ANMF is also the largest professional nursing organisation in Australia. The ANMF's core business is the industrial, professional and political representation of its members.

The ANMF represents over 249,000 registered nurses, midwives and assistants in nursing and midwifery nationally. Our members are employed in a wide range of enterprises in urban, rural and remote locations, in the public, private and aged care sectors. As the ANMF's membership comprises 92% women, economic security for women in retirement is a major issue for our organisation.

As such, the ANMF supports the submissions of the Queensland Nurses Union (QNU) and HESTA, noting that HESTA manages superannuation funds for many ANMF members, specifically the three recommendations proposed by HESTA in its submission to the Inquiry.

In addition, the ANMF supports the introduction of a comprehensive paid parental leave scheme which includes superannuation to provide for the accrual of superannuation for women workers while taking time out of the workforce to care for children.

Almost half the working population of nurses and midwives currently works part time, that is less than 35 hours per week, with a significant proportion of our members taking time out of the paid workforce to care for children during their careers. These breaks and the need to continue to work part time for a number of years while caring for their young families means that our members are significantly disadvantaged by the current structural arrangements for superannuation.

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ANMF Journals

**Australian Nursing and
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**Australian Journal of
Advanced Nursing**

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ABN 41 816 898 298



This disadvantage is further exacerbated by the gender pay gap that exists in Australia and the wage discrimination faced by women, which is not currently addressed by Australia's retirement system.

The ANMF welcomes the opportunity to provide further information and detail with regard to these matters at the hearing on 19 November 2015.

Yours sincerely

Lee Thomas
Federal Secretary