



Australian
Nursing &
Midwifery
Federation

ANMF

ANNUAL REPORT
2019/2020

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 290,000 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.

ANMF

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anmf.org.au

Graphic design: Erika Budiman

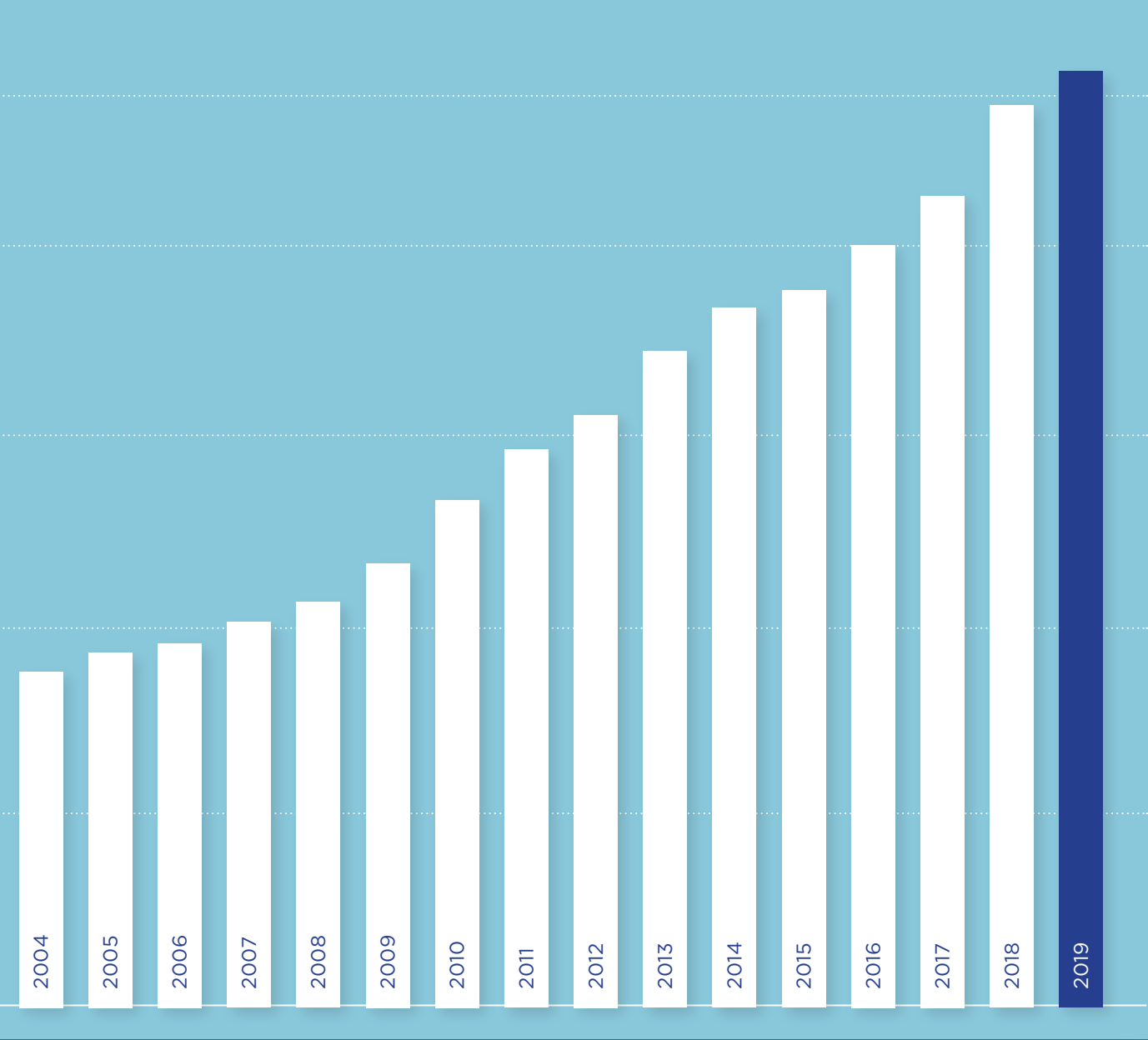
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ANMF MEMBERSHIP 1991–2020



The ANMF's Membership continues to grow, with all eight ANMF State and Territory Branches increasing their membership in 2019. With 284,272 members nationally at 31 December 2019, the ANMF remains Australia's largest union. On the strength of this membership we continue to work collectively to improve the delivery of safe and best practice care across all settings, fulfil our members' professional goals and achieve a healthy work/life balance.



FEDERAL PRESIDENT'S REPORT



Sally-Anne Jones
Federal President

Who could have foreseen as we celebrated a New Year on 1 January 2020 that this was going to be year unlike any other that we can remember in our personal histories? There have been massive events such as assassinations of Presidents, numerous wars, mass evolution of digital technologies, and 9/11 to name a few, but none of them compare to the scale and impact of the COVID-19 pandemic on healthcare, people and society.

For our front-line heroes, nurses and midwives, in every sector and work environment, our response to the pandemic has been extraordinary. Everyone went above and beyond, as people are inclined to do in an emergency – longer hours, extra shifts, additional effort, less sleep, food and family time. Usually, when the emergency is over, we recuperate and return to business as usual. The challenge this time is that there IS no return to normal. Not even a new normal. Our work has changed. Our society has changed. And we have changed.

2020 was designated the WHO International Year of Nurse and Midwife and the ANMF was working with the State and Territory Branches to coordinate a couple of national simultaneous events but all such things were cancelled with the progression of COVID. In my opinion, it has been no more fitting year to celebrate International Year of Nurse and Midwife as, no matter where our members work, each and every one of us has contributed to the continued health outcomes and well-being of the people in our jurisdiction and each other!

The first Federal Executive meeting of 2020 in February in Melbourne is the last time we have met face to face, and it seems so long ago. This year, amidst one of the greatest health crises we have known, the ANMF remains committed to meetings (albeit differently) of the Federal Executive and Federal Council which provide the means through which strategic national discussions and planning occur. The Federation remains committed to our values of integrity, courage, fairness, unity, inclusion and responsibility as we continue to foster strong relationships with relevant key stakeholders to progress the strategic goals of the ANMF.

The principle issue of focus this year, apart from COVID related work, has been continuing to progress the National Aged care campaign, with the goal of ensuring mandated minimum staffing ratios and greater transparency and accountability in residential aged care. Many of our members, residents, and families joined our Federal Secretary in giving evidence to the Commission – an important part of giving life and voice to what we have known for a long time...that the system is broken and some of our most vulnerable citizens have suffered and continue to suffer. The Federal Office staff have continued to write submissions, and documents to support the cause.

Despite the initial hiatus in national meetings in the first response to COVID, the ANMF is still engaged in new ways with ACTU committees, taskforces, alliances, round tables and advisory groups to further extend the professional and industrial interests of nursing and midwifery.

On behalf of the Federal Executive, Federal Council and the ANMF membership, I would like to once again thank all the staff of the Federal Office for their dedication, hard work and support over this past year. They remain focused and committed to the goals of the Federation and the broader

union movement. I look forward to working with Federal Executive and staff over the coming year to further advance the interests of our members to ensure nurses, midwives and carers remain a strong united voice both professionally and industrially and are empowered to improve the health and well-being of all Australians.



FEDERAL SECRETARY'S REPORT



Annie Butler
Federal Secretary

As ANMF's Federal Secretary, it gives me great pleasure to present you with the Australian Nursing and Midwifery Federation (ANMF) 2019-2020 Annual Report and provide an overview of the ANMF's activities and achievements over what has been one of the most extraordinary 12 months we've ever had.

Amidst a year of instability resulting from the catastrophic bushfires across the country in late 2019 and early 2020, followed by the global COVID-19 pandemic, the ANMF swiftly adjusted some of its priorities, particularly in the second half of the financial year. Despite these changes and the challenges we all suddenly faced, the ANMF continued to campaign and advocate for its members on crucial issues.

ANMF's Federal and state and territory Branch leadership remained unchanged during this time, while I am pleased to say ANMF's membership grew to 284,272 members nationally, as of December 2019 and continues to do so, reconfirming the ANMF as Australia's largest union.

The ANMF's key focus for the year has been progressing ANMF's campaign for aged care ratios and the union's ongoing engagement with the Aged Care Royal Commission.

Over the course of the Commission's activities in 2019 until June 2020, both ANMF officials and members gave evidence at the Commission's hearings, including on the aged care workforce, education and training and the interface between the health and aged care systems. In addition, the Federation made a series of submissions on a comprehensive list of issues impacting the sector and participated in the Commission's roundtables, workshops and conferences.

Throughout the ANMF continued to gain community support for the elderly and recognition from the Royal Commission on the significant failings of the aged care sector, including the consequences of the chronic understaffing in aged care. This was further supported when Senior Counsel Assisting, Peter Rozen earlier this year recommended mandated minimum staffing

levels and skills mix in aged care, including a registered nurse on duty at all times.

While this felt like a high point bringing us a step closer achieving ratios in aged care, we needed to continue to advocate and campaign for aged care workers and older Australians in the sector. This included joining forces with the AMA calling for urgent action, and ANMF branches across the country continuing to campaign for improvements in aged care.

Other priorities for the ANMF over the past 12 months included economic justice for women. Teaming up with the SDA and the ASU unions, who also have a majority female membership, the ANMF lobbied for closing the financial gender gap, particularly in retirement.

The ANMF with other unions, community groups and supporting politicians, also worked to defeat the union-busting ensuring integrity bill and the unfair and discriminatory religious freedom bill.

Additionally, ANMF branches across the country continued and won, their campaigns for safe staffing, fair pay increases and decent conditions for nurses and midwives across all sectors.

In January 2020, with much of Australia gripped by devastating drought and bushfires, estimations suggested more than 75% of Australians were directly or indirectly affected by the fires including those experiencing respiratory illnesses in major cities to loss of life and property in the worst affected areas.

In response, the ANMF joined other emergency services unions and participated in the ACTU's emergency services summit, which explored critical issues facing frontline workers, including nurses

and midwives, responding to the bushfires. From the summit, it was clear frontline workers including nurses, firefighters, paramedics, police, national park rangers and electricians, showed the best in humanity demonstrating extraordinary leadership to help fellow Australians. Also evident was how the government inaction had contributed to the crisis.

This resulted in the ANMF focusing its attention on lobbying the government for swift action to provide adequately funded public services equipped to respond to emergencies and a comprehensive plan to address climate change and bushfire risk.

Soon after dealing with the fallout from the drought and bushfires, the COVID- 19 global pandemic hit Australia.

Responding to the unprecedented crisis, the nation swiftly implemented measures to mitigate the spread of the virus and build capacity within our health system. The ANMF and its members were instrumental in developing this response to defeat the outbreak, working tirelessly with all levels of governments, stakeholders and communities.

This included thousands of nurses, midwives and carers instantly putting up their hands to ask how they could help. Consequently, more than a thousand retired nurses signed up to return to the workforce and more than 20,000 nurses completed additional training to assist in intensive care if needed. Additionally, aged care workers continued to go above and beyond to care for their residents in the most difficult of times.

All through the outbreak, nurses and midwives were at the forefront, and the valuable work they do had never received such prominence.

Yet, unlike the health response, there was much confusion and inconsistency from the aged care sector. This was despite more than a quarter of all Australia's deaths from COVID-19 occurring in residential aged care, with almost a fifth occurring at just one nursing home.

Members working in aged care across the country reported cuts to nursing and care, insufficient numbers of qualified staff with the right skill mix, increased workloads and inadequate personal protective equipment.

Accordingly, the ANMF elevated its response meeting with the government and imploring the community to act on these critical issues as a matter of immediate priority.

In the year of International Year of the Nurse and the Midwife, the importance of nurses, midwives and carers to the community, healthcare systems, and as leaders in public policy and dialogue continues to be clearly evident. Building on this recognition the ANMF has taken the opportunity to advocate and promote nurses and midwives as delegates at decision-making tables, to develop health care policy, to work to full scope of practice and to be included in public and health policy debates.

In such an eventful year Lori-Anne and I would like to take the opportunity to thank the ANMF Federal Council and particularly, the ANMF Federal President and Vice President, Sally-Anne Jones and James Lloyd, for their efforts in working for improvements for ANMF members, particularly in these difficult times.

We would also like to thank the Federal Office staff for their ongoing work and take the opportunity to farewell long serving staff members Anne Willsher, Elizabeth Foley and Natalie Dragon and thank them for their commitment to ANMF members over many years. We also welcomed Naomi Riley, Federal Midwifery Professional Officer, to the team. Reports from the Federal Office industrial, professional, campaign & political, journals, education and policy research teams follow.

We look forward to continuing to work with members in meeting the challenges ahead and going from strength to strength as Australia's largest union dedicated to nurses, midwives and carers.

THE FEDERATION

FEDERAL COUNCIL



Sally-Anne Jones
Federal President



James Lloyd
Federal Vice President



Annie Butler
Federal Secretary



Lori-Anne Sharp
Assistant Federal Secretary

AUSTRALIAN CAPITAL TERRITORY



Matthew Daniel
Secretary, ANMF
Australian Capital
Territory Branch



Athalene Rosborough
President, ANMF
Australian Capital
Territory Branch



Brett Holmes
Secretary, ANMF New
South Wales Branch



O'Bray Smith
President, ANMF New
South Wales Branch

NORTHERN TERRITORY



Yvonne Falckh
Secretary, ANMF
Northern Territory
Branch



Cath Hatcher
President, ANMF
Northern Territory
Branch (resigned 9
September 2019)



Emil Tabbada
President, ANMF
Northern Territory
Branch (commenced 9
September 2019)



Beth Mohle
Secretary, ANMF
QNMU Branch



Sally-Anne Jones
President, ANMF
QNMU Branch

QUEENSLAND

SOUTH AUSTRALIA



Elizabeth Dabars
Secretary, ANMF South
Australian Branch



Gay Martin
President, ANMF South
Australian Branch



Emily Shepherd
Secretary, ANMF
Tasmanian Branch



James Lloyd
President, ANMF
Tasmanian Branch

VICTORIA



Lisa Fitzpatrick
Secretary, ANMF
Victorian Branch



Maree Burgess
President, ANMF
Victorian Branch



Mark Olson
Secretary, ANMF
Western Australian
Branch



Patricia Fowler
President, ANMF
Western Australian
Branch

TASMANIA

WESTERN AUSTRALIA

FEDERAL EXECUTIVE MEMBERS

Federal President

Sally-Anne Jones

Federal Vice President

James Lloyd

Federal Secretary

Annie Butler

Assistant Federal Secretary

Lori-Anne Sharp

AUSTRALIAN CAPITAL TERRITORY

Secretary, ANMF

Australian Capital Territory Branch

Matthew Daniel

NEW SOUTH WALES

Secretary, ANMF New South Wales Branch

Brett Holmes

NORTHERN TERRITORY

Secretary, ANMF Northern Territory Branch

Yvonne Falckh

QUEENSLAND

Secretary, ANMF QNMU Branch

Elizabeth Mohle

SOUTH AUSTRALIA

Secretary, ANMF South Australian Branch

Elizabeth Dabars

TASMANIA

Secretary, ANMF Tasmanian Branch

Emily Shepherd

VICTORIA

Secretary, ANMF Victorian Branch

Lisa Fitzpatrick

WESTERN AUSTRALIA

Secretary, ANMF Western Australian Branch

Mark Olson

FEDERAL COUNCIL MEETINGS

FROM 1 JULY 2019 TO 30 JUNE 2020

10 October 2019 in writing

16 October 2019

28 February 2020 in writing

11 May 2020

FEDERAL EXECUTIVE MEETINGS

FROM 1 JULY 2019 TO 30 JUNE 2020

29 November 2019

15 January 2020 in writing

28 February 2020

29 May 2020



ANMF STRATEGIC PLAN 2018–2023

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

OUR VISION

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

OUR MISSION

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

OUR STRATEGIC PRIORITIES: 2018 – 2023

1

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

2

Ensure the professional and personal safety and wellbeing of nurses, midwives and carers in all environments.

3

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

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.

4

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

5

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

6

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

FEDERAL OFFICE STAFF

FEDERAL OFFICE STAFF – CANBERRA



Jodie Davis
Federal Education Officer



Rebecca Aveyard
Technical Assistant – Education



Anne Willsher
Senior Administrative
and AJAN Officer
(until 28 February 2020)



Kerrie-ann Fitzpatrick
Executive Assistant to
Federal Secretary and Assistant
Federal Secretary

INDUSTRIAL



Kristen Wischer
Senior Federal Industrial
Officer



Debbie Richards
Federal Industrial Officer
Research



Daniel Crute
Federal Industrial Officer



Anna Amatangelo
Administrative Officer
Industrial

PROFESSIONAL



Julianne Bryce
Senior Federal Professional
Officer



Julie Reeves
Federal Professional Officer



Elizabeth Foley
Federal Professional Officer
(until 27 September 2019)



Tara Nipe
Federal Professional Officer
(from 21 October 2019)



Naomi Riley
Federal Professional Officer
(from 7 November 2019)



Bree Green
Federal Professional Officer
(leave relief
from 25 June 2020)



Elizabeth Reale
Federal Professional Research
Officer and Librarian



Anastasia Shianis
Administrative Officer
Professional

ANMJ JOURNAL



Kathryn Anderson
ANMJ Editor



Robert Fedele
Journalist



Natalie Dragon
Journalist
(until 17 January 2020)



Ben Rodin
Journalist
(from 10 February 2020)



Heidi Adriaanse
National Business Development
Manager



Cathy Fasciale
Technical Editorial Assistant

CAMPAIGNS AND COMMUNICATIONS



Sue Bellino
(based in Sydney)
Federal Political Director



Nicole Foote-Lenoir
Digital and Social Media Officer



Kristy Male
Technical Assistant

FINANCE



Sotiria Stefanis
Finance Officer



Dorothy Abicic
Finance Officer

NATIONAL POLICY RESEARCH



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



Casey Marnie
(based in Adelaide)
Research Assistant

FEDERAL INDUSTRIAL REPORT

The 2019/2020 industrial program continued to focus on the protection and advancement of the industrial rights of nurses, midwives and assistants in nursing/care workers. The industrial program also supports the work of the Federal Office and Branches. The outbreak of the COVID-19 pandemic has directed much of the work of the Federal industrial program towards responding to the industrial implications of the virus in the second half of the reporting year.

INDUSTRIAL REGULATION

Outside of state industrial jurisdictions, the principal law covering the employment of nurses, midwives and assistants in nursing in Australia is the *Fair Work Act 2009* (the Act). In 2019/20 the following changes were made to the Act.

JOBKEEPER ENABLING DIRECTIONS AND AGREEMENTS UNDER THE FAIR WORK ACT

To support the implementation and operation of the JobKeeper scheme, temporary JobKeeper provisions have been added to the Fair Work Act. These provisions apply to employers who have qualified for the scheme and their eligible employees. They started on 9 April 2020 and were initially scheduled to cease on 28 September 2020. As the JobKeeper scheme has been extended, the temporary changes to the Act are now intended to cease operations on 28 March 2021.

Regulations relating to varying agreements to make changes to hours of work and work performed were introduced allowing employers to give only one day's notice of the proposed variation. This met strong opposition and was converted back to the standard 7 days' notice on 11 June 2020.

BILLS

Fair Work Amendment (Registered Organisations) Ensuring Integrity Bill 2019

On 31 July 2019, the lower house passed the Ensuring Integrity Bill, which sought to introduce a range of measures intended to create significantly increased powers for the Registered Organisations Commission to sanction and control union activity. The Bill was referred to a Senate Inquiry which conducted hearings in September 2019. In line with a concerted campaign across the union movement, Federal Office made submissions opposing the Bill. Representatives of Federal Office and Branches appeared at the Senate Inquiry hearings. The Bill was narrowly defeated in the Senate and in May 2020 the Government announced it did not intend to reintroduce the Bill.

RELIGIOUS FREEDOM BILLS

The Commonwealth Government has published two exposure drafts of the *Religious Discrimination Bill 2019* and associated bills. ANMF made submissions to both the first and second exposure draft which highlighted our concerns. The ANMF is opposed to the Bills in their current format because they are not in line with other Commonwealth anti-discrimination laws, are poorly drafted, promote discrimination and have the possibility to make patient safety and welfare more difficult to deliver.

INDUSTRIAL MAJOR CASES

UNPAID PANDEMIC LEAVE - AM2020/12¹

On 1 April 2020 a Full Bench of the Fair Work Commission on its own initiative indicated it would vary certain modern awards to achieve the modern awards objective with additional measures during COVID-19 pandemic.

A week later, this led to Schedule X being inserted into a range of awards including the Nurses Award 2010 and the Aged Care Award 2010, which provides for unpaid pandemic leave and annual leave at half-pay. This was originally to expire on 30 June 2020. Subsequent events have meant that it will expire at the earliest on 29 October 2020.

PAID PANDEMIC LEAVE - AM2020/13²

The ACTU in conjunction with the ANMF and other health sector unions made applications to the FWC to vary a range of health sector awards including the Nurses Award and Aged Care Award to make provision for paid pandemic leave in response to the increased risks faced by health care workers due to COVID-19. The ANMF relied upon witness evidence from two members, one an RN working in a nursing home in Sydney and the other an RN Practice Nurse at a suburban medical practice in Melbourne. Professor Raina MacIntyre gave expert evidence about the risk to health care workers and the capacity for the virus to spread quickly in health and community settings.

On 8 July 2020 the FWC delivered its initial Decision [2020] FWCFB 3561. The Full Bench was satisfied that “based on the evidence, particularly that of Professor MacIntyre ... that, at a high level of generality, workers in the health and social care sectors are at a higher risk of infection by COVID-19 than workers in the rest of the economy...” however on “...a fairly fine balance...” they were “...not presently satisfied that the grant of the unions’ applications is necessary to achieve the modern awards objective.”

Following the rapid escalation of infections in Victoria in July, the FWC has since become satisfied that it was appropriate to grant paid pandemic leave in aged care. The Aged Care Award, Nurses Award and Health Professionals Award as they apply to workers in aged care have been varied to provide for paid pandemic leave up until at least 29 October 2020.

NURSES AWARD

COMMON ISSUES - PAYMENT OF WAGES

Proceedings also continued to be conducted by various FWC Full Benches dealing with ‘common issues’ that relate to all or most modern awards, although these are nearly concluded.

The ANMF was successful in keeping the superior conditions with respect to payment of wages on termination of employment. In its decision of 20 May 2020³ the FWC found in favour of the ANMF to replace clause 18.3 of the Award with a version that kept the requirement to pay all amounts and added the requirement to pay the employee no later than 7 days after the day on which the employee’s employment terminates.

AI GROUP APPLICATION TO VARY THE NURSES AWARD (AM2020/1)

In the course of the 4 Year Review and issuing of Exposure Drafts, it became apparent that the Exposure Draft does not reflect the *Opal* decision⁴ with respect to how casual employees are to be paid for work done on weekends, public holidays and during overtime.

After conferences held in 2019 concerning the matter Ai Group made application in January 2020 to vary the Award.⁵

Ai Group seek a determination retrospectively varying the Award such that it requires in respect of casual employees:

- a. The Saturday and Sunday penalty rates of the Award are calculated on the minimum hourly rate prescribed by the Award and not on a rate that includes the separate casual loading.
- b. The overtime rates are calculated on the minimum hourly rate prescribed by the Award and not on a rate that includes the separate casual loading.
- c. The public holiday penalty rates are calculated on the minimum hourly rate prescribed by the Award and not on a rate that includes the separate casual loading.

Ai Group rely on both s.157 and s.160 of the Fair Work Act to vary the award. The ANMF maintains that the ordinary rate of pay for casuals includes the casual loading when calculating overtime and weekend and public holiday penalties. The matter is listed for hearing in September 2020.

¹ fwc.gov.au/awards-and-agreements/awards/award-modernisation/variation-applications/AM2020/12

² fwc.gov.au/health-sector-awards-pandemic-leave

³ fwc.gov.au/documents/awardsandorders/html/pr719898.htm

⁴ ANMF v Domain Aged Care (QLD) Pty Ltd T/A Opal Aged Care [2019] FWCFB 1716

⁵ fwc.gov.au/awards-and-agreements/awards/award-modernisation/variation-applications/AM2020/1

BARGAINING

During the 2019/20 financial year, the Federal Office of the ANMF was involved in the negotiation of a number of enterprise agreements covering nurses, midwives and assistants in nursing, including:

- Aged Care Quality and Safety Commission Enterprise Agreement 2019-2022:
- Serco - ADF Health Services Contract (AHSC) Nurses' Collective Agreement 2019
- Australian Health Practitioner Regulation Agency Enterprise Agreement 2019-2022
- Calvary Home Care Services Ltd Nursing Employees - ANMF Enterprise Agreement 2019

ANMF RULES

Over the past twelve months the ANMF has continued its major review of the Federal Rules, involving identifying areas of concern, drafting amendments and obtaining extensive feedback from Branches and the Federal Executive. The review has provided the opportunity to ensure the Rules will remain compliant with regulation, meet the needs of the nursing and midwifery workforce and reflect contemporary standards.

On 27 May 2020 and 22 June 2020, the Fair Work Commission approved a range of rule changes which included improvements to conducting elections, voting, operation of dual membership and ensuring gender neutral language is adopted throughout the Rules.

WAGES

AGED CARE

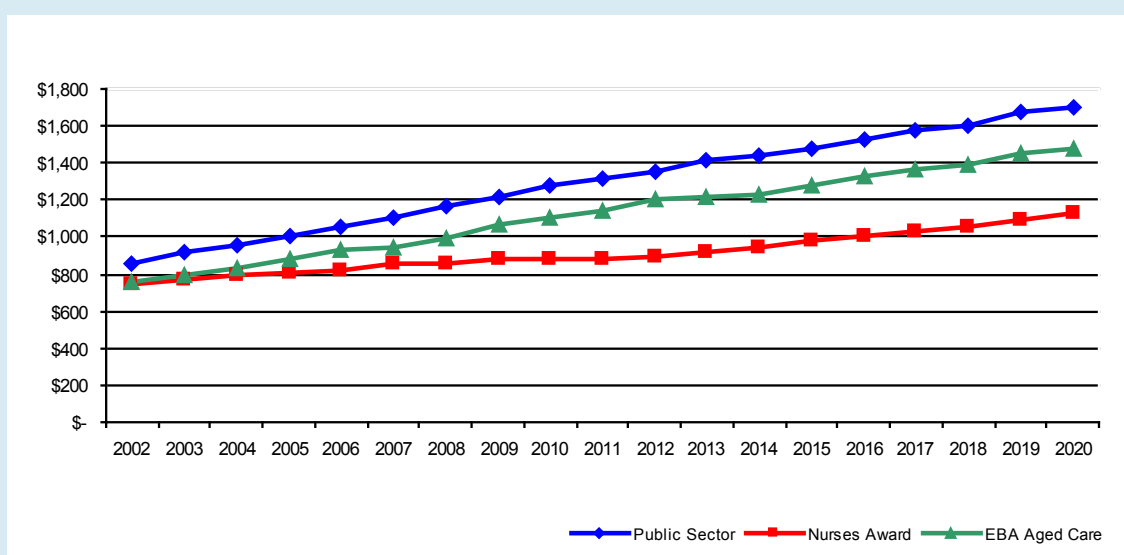
The wages gap between nurses working in aged care and nurses working in the public sector continues to be a significant barrier to attracting and retaining nurses in the sector. Across Australia 717 agreements operate in the residential aged care sector covering 2171 out of 2478 facilities. While 90% of facilities are covered by collective agreements, the wages and conditions outcomes are generally less favourable than public sector outcomes and fail to remove or significantly reduce the disparity in wages and conditions. (see table below)

PUBLIC SECTOR AGREEMENT OUTCOMES

The table below details the percentage increases and expiry dates of public sector enterprise agreements that apply over the 2019/2020 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.

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.

**NURSING WAGE DISPARITY 2002-2020
PUBLIC SECTOR AND AGED CARE**



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

STATE	OUTCOME
NSW	2.5% for 1 year (expires 30.06.20)
VIC	13.25%–35.25% over 4 years (expires 31.03.20) (new agreement pending)
NT	10% over 4 years (expires 20.08.22)
TAS	9.3% over 4 years (expires 30.06.22)
SA	7.5% over 3 years (expires 01.09.19) (new agreement pending)
QLD	7.5% over 3 years (expires 31.03.21)
ACT	6.8% over 2.16 years (expires 31.12.19) (new agreement pending)
WA	\$2000 over 2 years (expires 11.10.20)

PRIVATE ACUTE HOSPITAL SECTOR

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

NURSING AND MIDWIFERY WORKFORCE

The 2018 nursing and midwifery workforce data published by the Australian Government Department of Health shows there were a total of 392,038 nurses registered in Australia. This comprises 386,618 nurses and midwives with general registration and 5,420 non-practising registrants. Of the nurses with general registration, 84% were registered nurses, midwives and dual registrants, and 16% were enrolled nurses.

However, not all nurse and midwife registrants are in the nursing workforce. In 2018, 361,072 nurses and midwives were in the nursing workforce which includes those employed; nurses and midwives on extended leave and those looking for work in nursing or midwifery. There were 333,970 employed nurses and midwives; 89% were female; the average age was 43.9 years working on average 33.4 hours per week.

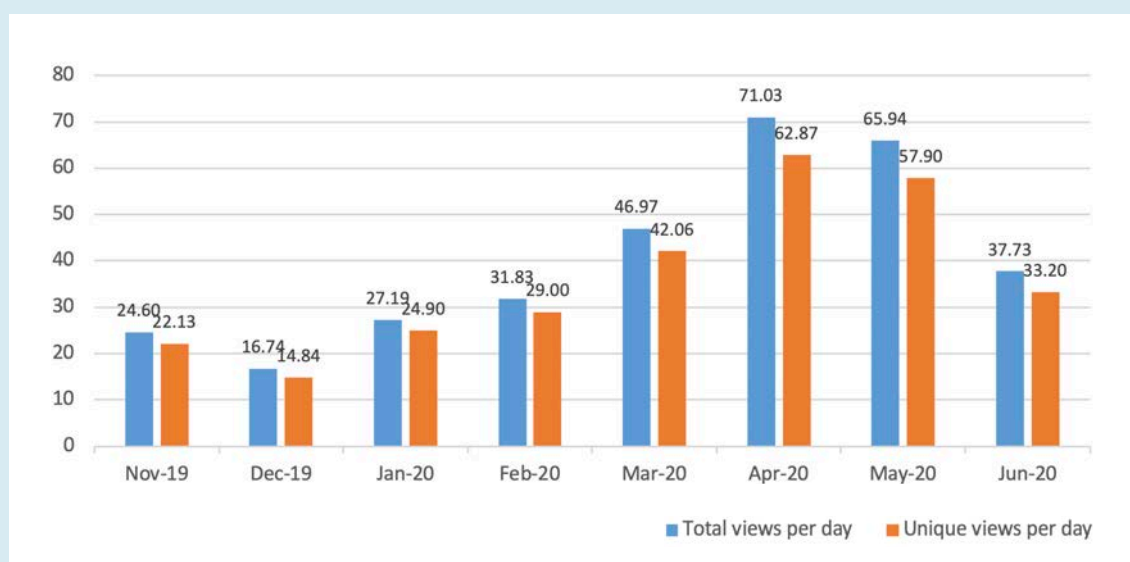
ANMF WEBSITE

JOIN THE ANMF PAGE

There was no simple way for potential members to join the ANMF through the Federal Office website. In October 2019, Federal Office created a join page and had the 'Contact ANMF' on the home page converted to 'Join ANMF'.

The following graph highlight the popularity of this page since its creation until the end of June 2020.

ANMF FEDERAL OFFICE - 'JOIN THE ANMF'
AVERAGE PAGE VIEWS PER DAY BY CALENDAR MONTH



PROFESSIONAL REPORT

In 2019/20 the ANMF Federal professional team continued to represent the interests of our nurse and midwife members, to advance the professions and improve the health and wellbeing of the community. The main focus of the national professional program involved working with state and territory Branches, via the Professional Advisory Committee, to provide advice to governments, key stakeholders and policy makers on strategies for safe, evidence-based nursing and midwifery practice. Professional issues that continue to form our national professional objectives for action in 2019/20 included: bushfire support; the COVID-19 pandemic; professional nursing and midwifery practice issues; medicines safety; aged care; mental health; digital health; disability; research for policy formulation; climate and environmental health; alcohol and other drugs; and medicinal cannabis.

COALITION OF NATIONAL NURSING AND MIDWIFERY ORGANISATIONS (CoNNMO)

Funded by the Australian Government Department of Health, the ANMF Federal Office continues to conduct the Secretariat operations of CoNNMO. The current three year funding round was due to conclude in June 2020. Due to the impact of travel restrictions and the requirement for social distancing due to the pandemic, ANMF Federal Office negotiated a deed of variation to the funding agreement with the Australian Government Department of Health signed May 2020. This variation extends CoNNMO funding until the end of December 2020, allowing CoNNMO to conduct meetings by videoconference instead of face to face. Meetings of the representatives of the 57 CoNNMO member organisations were held in Sydney, October 2019, at the New South Wales Nurses and Midwives Association (ANMF NSW Branch), and by videoconference in May 2020.

SOCIAL JUSTICE

RECONCILIATION ACTION PLAN

In 2019/20 the ANMF Federal Office's Reconciliation Action Plan (RAP) has undergone its two-yearly process of review and is now with Reconciliation Australia (RA) awaiting final endorsement. Our

RA Innovate-level RAP describes our vision for reconciliation to achieve health equality for Aboriginal and Torres Strait Islander peoples. It commits the ANMF Federal Office to learning, participating, publicising and engaging in Aboriginal and Torres Strait Islander issues, events and activities. We do this via our main communication channels – the ANMJ, Facebook and Twitter; through our national governance committees; and within the Federal Office. Over the last year, our RAP Working Group has expanded to include representation from the Industrial and Journal Teams and, with the retirement of Federal Professional Officer, Elizabeth Foley, is now chaired by the Assistant Federal Secretary, Lori-Anne Sharp. Our Aboriginal nurse adviser Faye Clarke also departed her role and we are now seeking her replacement. Federal Office is liaising with the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM) to seek a suitable representative.

Federal Office marked Close the Gap Day on 19 March 2020 with communications supporting calls by NACCHO to listen to First Nations communities in developing appropriate responses to protect those communities from COVID-19. We also continued to advocate for the removal of longstanding barriers to good health for First Nations communities, and reiterated our support for the Uluru Statement of the

Heart. National Reconciliation Week, 27 May to 3 June 2020, was marked online this year by publicising a range of books, films, forums and music. The ANMJ wrote about the theme for 2020, In This Together, and continues to play an important role via the print journal and the website in communicating with members about Aboriginal and Torres Strait Islander health, justice and social issues. The new RAP Working Group Chair attended a webinar, Treaties and Reconciliation, hosted by Melbourne Law School and ANTaR in May 2020.

ANTI-POVERTY CAMPAIGN

The Anti-Poverty Week campaign, held 13-19 October 2019, was supported by the ANMF Federal Office through promotion in print-based publications and social media, and the provision of campaign funding. This annual operation highlights the plight of people within our community who struggle with poverty, despite Australia being a well-resourced country. In 2019, the focus of APW was on the Raise the Rate campaign led by the Australian Council on Social Services, which is aimed at increasing the rate of Newstart and associated allowances by \$75 a week. Around a million Australians are reliant on these payments which have not been increased in real terms for more than 25 years. Anti-Poverty Week had a new look and approach in 2019; the key message was Poverty exists. Poverty hurts us all. We can all do something about it, and is one of hope, not despair. The ANMF supports this campaign on behalf of nursing and midwifery members who through their daily practice engage directly with people experiencing the debilitating health effects of poverty.

PROFESSIONAL PARTNERSHIPS

NATIONAL REGISTRATION AND ACCREDITATION

During 2019/20, the ANMF Federal Office professional team participated on a number of expert advisory committees, working groups and standing committees associated with work conducted by the Nursing and Midwifery Board of Australia (NMBA), the Australian Nursing and Midwifery Accreditation Council (ANMAC) and the Australian Health Practitioner Regulation Agency (AHPRA).

CLIMATE CHANGE

As a member of the Climate and Health Alliance (CAHA) the ANMF joins with colleague health care organisations who share a concern for the threat to human health from dramatically changing

climate patterns. The ANMF contributes to CAHA's government advocacy work, especially in seeking a commitment from the Australian Government for the development of a national strategy on climate and human health which would encompass comprehensive policies to ensure Australia's environmental sustainability. The ANMF participated in CAHA's 2019 Climate and Health Symposium on 14 October 2019: 'The health of our land and our people'. Following the symposium, ANMF along with selected participants attended a Parliamentary Briefing on Climate and Health for all MPs, Senators and their staff. CAHA partnered with the Parliamentary Friendship Group for Climate Action for this event which was held at Parliament House. Helen Haines MP co-chairs this new group with fellow cross benchers and the Greens. Presentations and a call to action were provided by the CAHA President and expert speakers.

In November 2019, ANMF Federal Office was invited to participate on the ACTU Climate Action Group. The main focus of this group was on the logistics of just transition to renewables for those employed in the fossil fuel industry, and the impact of climate change on workers – the consequences of heat and drought on worker safety and employment. Health has taken a larger role, particularly following the summer season's devastating bushfires. Federal Office were also involved in the Australian Climate Roundtables which brought together representatives from the ACTU CAG, Australian Council of Social Services, Australian Conservation Foundation, Australian Industry Group, Australian Energy Council, Australian Aluminium Council, Business Council of Australian, Investor Group on Climate Change, National Farmers Federation, and the World Wide Fund for Nature. Three roundtables were held between February and May 2020 with themes of: the physical impact of climate change; sectoral impacts, infrastructure and insurance; and human health, disasters and communities.

PRIMARY HEALTH REFORM

The Australian Government released its Long Term National Health Plan in August 2019 with a vision to modernise Australia's health system to make it more integrated, efficient, focused on patients and equitable. Under the first pillar of the Long Term National Health Plan, the Government has committed to develop and implement a Primary Health Care 10 Year Plan. In November 2019, the ANMF were invited to participate in the Australian Government Department of Health Consultation Group to discuss the priorities for the future of primary health reform in Australia. The priorities for the 10 Year Plan are: flexibility in care delivery; access in rural and remote

Australia; workforce; future-focused; and mental health. The consultation group explored three themes: equitable access and keeping people well in the community; continuity of care and whole-of-system integration; and a health system ready for the future. The Consultation Group meeting scheduled for April 2020 was postponed due to the COVID-19 pandemic.

DVA HEALTH PROVIDERS PARTNERSHIP FORUM

In 2019/20 the ANMF continued to participate on the Department of Veterans Affairs (DVA) Health Providers Partnership Forum. Quarterly meetings included updates from peak bodies, the Chief Medical Officer and DVA Deputy Secretary and discussion on DVA programs, the DVA website improvement project, and DVA data assets and capabilities. The new initiatives being implemented with Federal Budget 19/20 funding are aimed at providing services better aligned to the needs of military Veterans and their families, including improved access to a greater range of services. The ANMF has continued to communicate the DVA's work to members following and between partnership forum meetings, as it's circulated.

COLLABORATIVE MAINSTREAM CAPACITY BUILDING PROJECT

In November 2019, the ANMF, along with five universities and four other professional organisations, participated in a project tender led by Southern Cross University for a National Disability Insurance Agency (NDIA) Mainstream Capacity Building Grant. The tender was successful and the project commenced in March 2020. This three year national project will build the capacity of nurses to deliver mainstream hospital and community based health services to people with intellectual disability and autism spectrum disorder (ID/A). The project team has commenced development of an on-line learning resource for nurses to build their knowledge of the National Disability Insurance Scheme (NDIS) and post-discharge nurse-led referral pathways to improve access to, and outcomes from, mainstream health services for people with ID/A and their carers.

NURSING IN PRIMARY HEALTH CARE

MEDICARE BENEFITS SCHEDULE REVIEW TASKFORCE - NURSE PRACTITIONER REFERENCE GROUP

The ANMF was represented on the Nurse Practitioner Reference Group (NPRG), established June 2018, as one of five Primary Care Reference Groups by the Medicare Benefits Schedule (MBS)

Review Taskforce. The work of the NPRG involved reviewing the MBS items for Nurse Practitioners and making recommendations to align these items with contemporary clinical evidence and practice to improve health outcomes for the Australian community. Following public consultation, the final NPRG report was submitted to the Taskforce in July 2019. There was overwhelming support from the nursing profession for the 14 recommendations made in the report. Despite consistent follow up by the ANMF and other key nursing stakeholders, the Taskforce are yet to submit the NPRG recommendations to the Federal Health Minister.

DIGITAL HEALTH

MEDICINES SAFETY PROGRAM STEERING GROUP

In 2019/20 the ANMF continued to participate on the Steering Group for the Medicines Safety Program, established as a joint initiative of the Australian Digital Health Agency (ADHA) and the Australian Commission on Safety and Quality in Health Care (ACSQHC). Meetings for this period featured updates on progress by the ADHA on the implementation of the My Health Record program, particularly as it relates to medicines safety. Progress on the electronic prescribing project also featured on the agenda for the group, with updates for members on a number of key elements that need to be achieved before implementation. Work of the Steering Group also focussed on the development of a sector-wide ADHA Digital Medicines Safety Program roadmap which is in its final stages of completion.

WORKFORCE AND EDUCATION ROADMAP STEERING GROUP

The ANMF were invited to be a member of the Workforce and Education Steering Group which was established by the Australian Digital Health Agency (ADHA) in July 2019. The group's purpose was to provide strategic advice in relation to developing and communicating a national Digital Health Workforce and Education Roadmap. The project is part of the National Digital Health Strategy (NDHS), with pillar 6 being workforce and education. ANMF Federal Office participated in a large stakeholder forum held in November 2019 to review the proposed roadmap. The final version was presented to the Steering Group for comment in June 2020 before being implemented by the ADHA.

NATIONAL NURSING AND MIDWIFERY DIGITAL HEALTH CAPABILITY FRAMEWORK

In May 2019, the Australian Digital Health Agency (ADHA) provided funding to the Health Informatics Society of Australia (HISA), now the Australasian Institute of Digital Health (AIDH), to develop a national digital health capability framework for nurses and midwives. The ANMF were invited to Chair the Project Advisory Committee. The objective of the project was to produce a framework for all nurses and midwives and an accompanying resource kit by June 2020. Consultation on the draft framework commenced in December 2019. The AIDH conducted stakeholder forums which a number of Branch Professional Officers attended. The feedback on the draft framework indicated that it was relevant and useful. It was agreed that the framework should be used as an educative tool and not a professional standard. Further, it was agreed that due to the structure and intention of the framework, that it is for registered nurses and midwives. The second round of public consultation was undertaken in March 2020. The ANMF provided a written response to this part of the consultation suggesting minor amendments. These suggested amendments were all adopted. AIDH has requested ANMF endorsement of the attached final framework. PAC reviewed the final framework and, following discussion at the PAC meeting held 20 May 2020, endorsement was recommended.

RURAL AND REMOTE DIGITAL INNOVATION GROUP

Meeting quarterly over the last year, the ANMF has continued to be represented on the Rural and Remote Digital Innovation Group (RRDIG). Funded by the Australian Government Department of Health through the Rural Health Outreach Fund, the RRDIG is a collaboration of more than twenty health professional groups, peak bodies, government, associations and organisations with an interest in digital innovation and telehealth. The group focuses on supporting the implementation and meaningful use of digital health technologies, with an emphasis on improving access to health care in rural, remote and Aboriginal and Torres Strait Islander communities across primary and secondary care, using telehealth. Medicare Benefit Schedule (MBS) data provided by the Australian Government Department of Health in 2019/20, prior to the pandemic, again indicated both the number of nurses providing telehealth services and the number of telehealth services they provide continue to increase. Since March 2019, in response to the pandemic, there has been a further significant increase in number of nurses providing these services and the number of services they provide.

QUALITY USE OF MEDICINES

AUSTRALIAN COMMISSION ON SAFETY AND QUALITY IN HEALTH CARE MEDICINES SAFETY COMMITTEES

In 2019/20 the ANMF continued to be represented on the Australian Commission on Safety and Quality in Health Care (ACSQHC) Health Services Medication Expert Advisory Group (HSMEAG). The group, which meets quarterly, provided advice on a broad range of medicines safety issues including: active ingredient prescribing; accreditation outcome results for the medication safety standard; national tall man lettering issues; 2020 national audit of the national standard medication chart (NSMC); anticoagulant incident data analysis; oxygen prescribing – guidelines on use and monitoring; high risk medicines courses; anticipatory prescribing; medicinal cannabis labelling; the national medication management plan; packaging similarities; opioid stewardship; neuromuscular blocking agents safe practice advisory tool for hospitals; insulin biosimilars and patient safety issues; and national medicines management in the context of the COVID-19 pandemic. The Commission has developed a set of resources including: position statements on COVID-19 medicine-related issues; a summary of COVID-19 web resources; and experimental medicines to treat COVID-19. The ANMF has assisted with the distribution of these evidence-based resources to our nurse and midwife members. The ANMF also represents nursing and midwifery on the ACSQHC Medication Safety Oversight Committee (MSOC). The role of the MSOC is to provide strategic advice to the ACSQHC on the management of national medicines policy, national medication safety and the quality use of medicines in all settings. MSOC met twice over the last year.

REGISTERED NURSE PRESCRIBING

During 2019/20, the ANMF Federal Office professional team continued to be involved in the development of both accreditation and registration standards for registered nurse prescribing. The ANMF was represented on the Australian Nursing and Midwifery Accreditation Council (ANMAC) Professional Reference Group (PRG) established in January 2019 to provide oversight for the development of accreditation standards for programs of study leading to endorsement for registered nurses to prescribe scheduled medicines. This work is currently on hold awaiting finalisation of the Nursing and Midwifery Board of Australia (NMBA) registration standard for designated registered nurse prescriber endorsement. The final draft standards are awaiting approval from the Australian Health Ministers Advisory Committee (AHMAC).



AGED CARE

NATIONAL AGED CARE ALLIANCE

The ANMF continues to be one of nine sponsors and represented on the National Aged Care Alliance (NACA), comprising 55 national organisations with interest in aged care. Covering four main areas of the sector: consumers, unions, providers and professionals, NACA members work together to determine a positive future for older people. NACA has met four times over the last 12 months. Each two day meeting has involved members engaging with the Federal Minister for Aged Care, the Australian Government Department of Health, and experts and reviewers within the sector. The Royal Commission into aged care quality and safety has been a strong focus of NACA's discussions in 2019/20. as has the management of COVID-19 in aged care for 2020.

AUSTRALIAN GOVERNMENT AGED CARE SECTOR COMMITTEE

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

RESIDENTIAL AGED CARE FUNDING REFORM WORKING GROUP

In June 2019, the ANMF were invited to join the Commonwealth Department of Health Residential Aged Care Funding Reform Working Group. Along with other aged care stakeholders on this group, the ANMF has provided advice to the Department of Health on the proposed Australian National Aged Care Classification (AN-ACC) funding model for residential aged care. The working group meet quarterly and have offered input to the model structure, future trials being conducted, and other ongoing issues regarding the potential implementation of this proposed funding model.

RURAL HEALTH

NATIONAL RURAL HEALTH ALLIANCE

The ANMF continues to participate on both the Council and Board of the National Rural Health Alliance (NRHA). At the NRHA annual face to face strategic planning and lobbying meeting, held in September 2019, the 41 member bodies agreed on 3 key policy priorities: additional investment in education and training pathways for health professionals in rural Australia, from vocational through to postgraduate education; flexible funding and business support for health precincts/networks in rural areas—that encompass health care, education, aged care, disability and other social services to overcome market failure and provide holistic, integrated health precincts or networks (seeking funding from the Federal Government to evaluate several exemplars across rural and remote Australia); and connectivity in rural areas due to its importance to health and wellbeing. Council members met with more than 40 Federal MP's and Senators to discuss the key themes of: education and training; flexible funding; and connectivity. The Alliance called on the Government to invest in digital health infrastructure and do more to provide universal access to high-speed internet in rural and remote areas. The ANMF participated in the virtual pre-symposium session with keynote speakers held in May 2020 in place of the face to face NRHA 7th Rural and Remote Health Scientific Symposium postponed until May 2021 due to the pandemic.

CAMPAIGN AND POLITICAL

AGED CARE CAMPAIGN

Following the election of the Morrison Government in May 2019, the ANMF commenced a program to meet with new Ministers and Shadow Ministers at Parliament House in Canberra to discuss aged care priorities.

The ANMF campaign team continued to meet regularly, monitoring worksites in 2019 and then during the COVID-19 pandemic. Of particular concern to branches were the lack of staffing levels in aged care, lack of personal protective equipment (PPE), lack of training in infection control, and the difficulty for staff in facilitating regular visits from families when nursing homes are chronically understaffed.

Despite the pandemic, branches continued to report cuts to staffing, hours, rosters and shifts in aged care.

In March 2020 as part of the additional funding package to support aged care, the Federal Government announced a retention bonus for direct care workers in aged care. The retention bonus was clouded in confusion from its announcement and the ANMF attempted to get information from the Federal Aged Care Minister Richard Colbeck, so we could inform members. Aged care providers were required to apply for the retention bonus which would then be paid directly to employees. The ANMF assisted members around the country in attempts to gain access to the bonus. Despite these efforts, it appears that a large number of employers have chosen not to apply for the retention bonus on behalf of their workforce.

COVID-19 AGED CARE SURVEY

The National COVID-19 in Aged Care Survey was conducted from 15 April to 6 May 2020 with a total of 1,980 participants from all States and Territories. The survey aimed to assess aged care workers' sense of their employer's preparedness to deal with the COVID-19 pandemic and the strategies that had been put in place as well as identify the key challenges and major gaps in the aged care sector's response to COVID-19 from the perspective of those providing direct care to older Australians.

Members were asked about the level of staffing during the COVID-19 pandemic, infection control training, supplies of PPE and general preparedness for a COVID-19 outbreak.

The final report presenting all results of the survey is available online at www.anmf.org.au/documents/reports/ANMFAgedCareCOVID-19Survey2020_FinalReport.pdf

ANMF WEBSITE – COVID-19

In response to the COVID-19 pandemic, an Information for Members page was established on the ANMF website in March 2020 to provide support and advice to members seeking information regarding COVID-19. This page provided all ANMF information to members including advice and information from Branches, evidence briefs, response guidelines, fact sheets, Department of Health updates and resources, and information for aged care workers, families and visitors.

TRANSPARENCY AND ACCOUNTABILITY OF FUNDING IN AGED CARE

Following meetings with Senator Griff in Canberra, an legislative amendment was introduced by the Senator titled the Aged Care Legislation Amendment (New Commissioner Functions) Bill 2019. The ANMF lobbied all Federal Senators seeking their support for the amendment.

The main elements to the amendment were:

- Transparency of Approved Providers (financial transparency including breakdowns of income, amount spent, cost spent on food and food supplements, accommodation, continence aids, medical products, etc.)
- Transparency of staffing number and ratios in aged care facilities.

The Bill was narrowly defeated. However, on 18 June 2020, the Senate referred the Aged Care Legislation Amendment (Financial Transparency) Bill 2020 to the Senate Community Affairs Legislation Committee for inquiry and report, expected in late November 2020.

ENSURING INTEGRITY BILL

As part of the ACTU delegation to lobby against the Ensuring Integrity Bill, the ANMF sent 13 nurses from NSW and the ACT to Parliament House on Monday 25 November 2019.

The ANMF delegation spoke at the media conference with the ACTU and other union members and met with a range of federal politicians to highlight the concerns nurses, midwives and carers had in relation to the Ensuring Integrity Bill. The Bill was defeated in November 2019.

Following the defeat of the Ensuring Integrity Bill in Parliament, the ANMF hosted a media conference with the Leader of the Opposition Anthony Albanese, at the Victorian Branch of the ANMF and members.

AGED CARE ASSESSMENT TEAMS (ACAT) PRIVATISATION

The ANMF was active in building a campaign against the proposed privatisation of Aged Care Assessment Teams, with ANMF national campaigns, industrial and professional teams working together to coordinate research, responses and messages to oppose the privatisation proposal.

The Federal Government announced its decision to withdraw the privatisation of ACAT, in February 2020, following sustained political pressure.

SOCIAL MEDIA REPORT

The ANMF Federal Office operates 4 social media channels. On Facebook there are 2 channels, the ANMF Federal page and our campaign page More Staff For Aged Care. We also have an ANMF Federal channel on Twitter and one on Instagram.

The ANMF Federal social media channels continue to grow in reach and audience across multiple platforms. These are vital communications tools that continue to position the ANMF, nurses and midwives as informed, expert commentators and advocates on health and social issues.

FACEBOOK

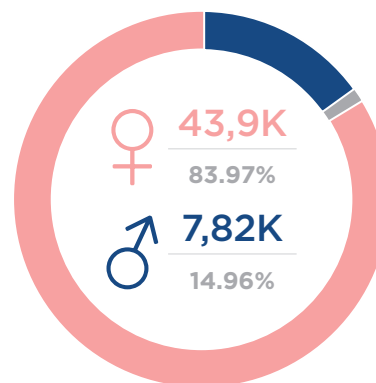
We had 538 posts on our ANMF page over the past year. These received over 11.13 Million impressions in Facebook feeds and received 171,660 engagements from our audience. We had over 268 new direct message conversations.

LINK CLICKS	PHOTO CLICKS	VIDEO PLAYS	OTHER CLICKS
165,14K	39,73K	35,73K	552,7K
-12%	+39%	+82%	+58%

Over the past year we have had a growth of 17% in followers of our ANMF Federal Office Facebook page. Our current audience base as of 30 June 2020 sits at 52,374 followers.

A small spike in growth occurred in November with Remembrance Day content. A dramatic spike in followers occurred in late March with the onset of COVID-19 in Australia. This trend continued with sharper growth during late April and into May following content for ANZAC Day, COVID-19 issues for nurses, midwives and aged care workers and International Day of the Midwife and International Nurses Day activities.

We continue to have a proportionally higher female audience which reflects the current gender levels in the Australian nursing and midwifery workforce.

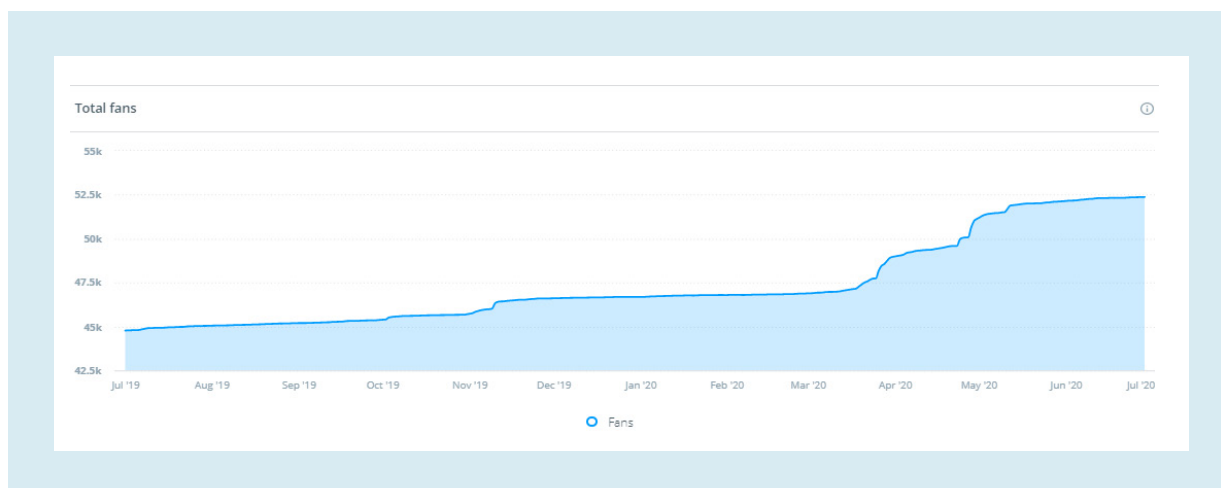


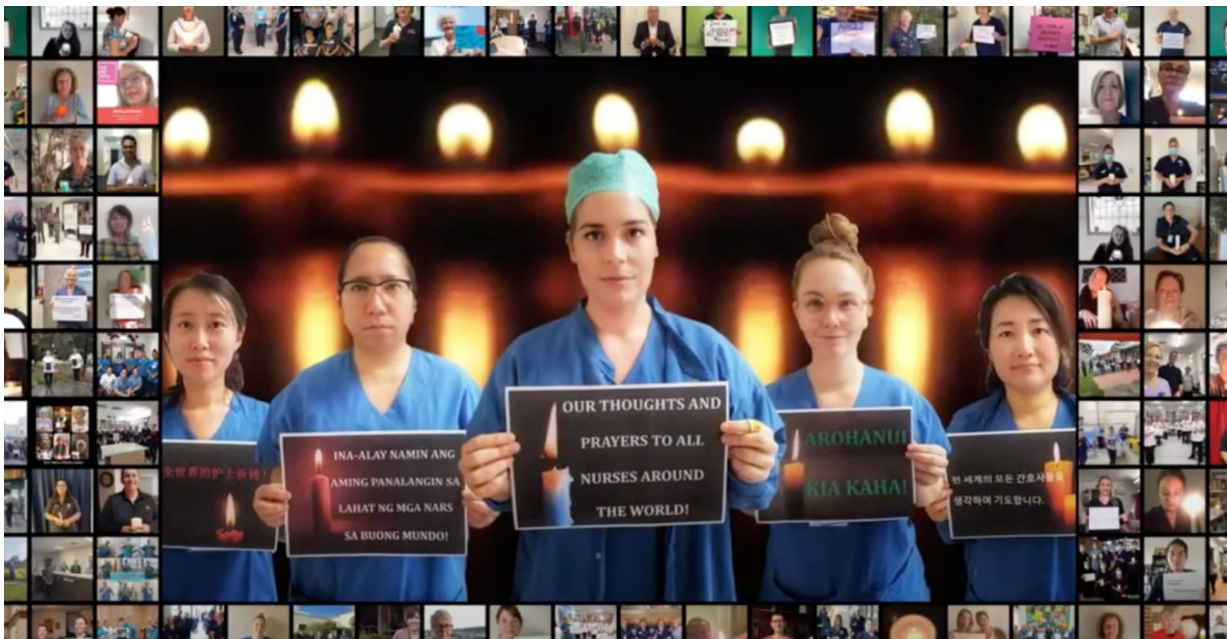
2020 YEAR OF THE NURSE AND THE MIDWIFE - INTERNATIONAL NURSES DAY VIDEO

With 2020 being declared by the World Health Organisation as the international Year of the Nurse and the Midwife, for International Nurses Day a video was created to highlight the important work of nurses and midwives. It featured Australian celebrities sharing their experiences and appreciation of ANMF members' work. This video reached over 165K people, had 54K video views and received over 5.8K interactions on our ANMF Federal Facebook page.

CANDLELIGHT VIGIL

With the extraordinary pressures being faced by health care workers around the world in response to the COVID-19 pandemic, the ANMF Federal Office coordinated a candlelight vigil with all ANMF branches and the New Zealand Nurses Organisation (NZNO) to honour fallen nurses and midwives on the eve of International Nurses Day. The vigil was a video published collectively and simultaneously on all stakeholder channels.





The ANMF Federal Office's Facebook channel the video reached over 63K people with 174K views and 2.4K interactions on the post.

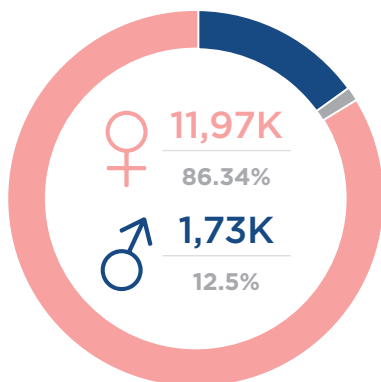
Collectively with branches, the video was viewed 130.5K times with 93.2K unique views and 19.2K people engaging with the video in some way.

MORE STAFF FOR AGED CARE FACEBOOK PAGE

We had 424 posts on our campaign page. The page achieved 4.65 million impressions, 107,93K engagements and over 63K reactions to this content over the past 12 months.

OTHER CLICKS	PHOTO CLICKS	LINK CLICKS	VIDEO PLAYS
183,75K	13,9K	45,73K	2,84K
+12%	0%	-1%	-9%

Our Campaign page is proportionally female.



Our fan growth increased by 61.7% over the past year.

TWITTER

On Twitter we have created 712 original media posts. These have received:

We continue to grow our followers on Twitter with a 32% increase in our fans over the past 12 months. Some of our new followers this year include high profile politicians, journalists and academics.

REACTIONS	IMPRESSIONS	REACH	ENGAGEMENTS	ENGAGEMENT RATE
7,43K	821K	578,61K	12,1K	1.47%

INSTAGRAM

Our Instagram profile has grown in the past 12 months as a new platform for ANMF Federal. We have grown our fans by more than half to reach our current fan base of 2,444 followers.

We have posted 66 pieces of content which have received more than 4,000 engagements.

REACTIONS	IMPRESSIONS	REACH	ENGAGEMENTS	ENGAGEMENT RATE
3,8K	71,68K	60,87K	4,02K	5.61%

FEDERAL OFFICE NATIONAL POLICY RESEARCH UNIT REPORT

Reflecting a growing portfolio of work, value, and responsibility to the ANMF Federal Office and Branches, the single 0.8 FTE role of the 'National Policy Research Adviser' was formally expanded to the now 'ANMF National Policy Research Unit -Federal Office' (the Unit) and funded for a further 36 months beginning July 1, 2020. The Unit will also administer a PhD stipend beginning in 2020 to support nursing and/or midwifery researchers to advance new work on key ANMF-relevant topics.

Dr Micah Peters is the Unit's inaugural Director, Editor-in-Chief of the ANMF's Australian Journal of Advanced Nursing (AJAN), Research Fellow in the UniSA Rosemary Bryant AO Research Centre (RBRC), and Adjunct Senior Lecturer at the School of Nursing, University of Adelaide. Dr Peters supervises higher degree nursing and midwifery students and is widely published and cited in academic and cited in academic literature.

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

Mr Casey Marnie is a Research Assistant in the Unit and an Associate Editor of AJAN. Casey's contribution to the Unit's portfolio of work has increased from 2019 to 1.0 FTE in 2020.

SARS-COV-2 / COVID-19 PANDEMIC

The National Policy Research Unit responded quickly to the evolving pandemic in Australia by developing a series of up to date, evidence-based resources focussing on a range of key issues regarding the virus, approaches to transmission prevention/

control, testing, and policy responses. These resources were (and continue to be) regularly updated in line with emerging evidence and have been widely disseminated to and by the ANMF Branches to members and the broader nursing, midwifery, and carer workforce.

The Unit has also led and contributed to briefing papers, reports, and submissions (e.g. Submission to the Senate Select Committee on COVID-19) to assist the ANMF in articulating its positions across numerous key areas relating to the pandemic and Australian and international response efforts. The Unit also authored a national survey of members regarding COVID-19 in aged care and is collaborating with the RBRC on a wider survey of members across health, maternity, and aged care.

The work of the Unit has supported the ANMF Federal Office and Branches to advocate for the safety and wellbeing of members, the professions, and the wider community with a particular focus on policy responses and caring for people with suspected or confirmed COVID-19 in healthcare, aged care, and the community. Mr Marnie's expertise in economics and health has also enabled the Unit and ANMF more broadly to engage in greater depth with issues regarding COVID-19 Government funding and stimuli.

SAFE STAFFING LEVELS AND SKILLS MIX IN AGED CARE

The Royal Commission into Aged Care Safety and Quality (the Commission) has continued from 2019 and is the focus of the ANMF's ongoing Campaign for ratios in aged care. The Unit leads and contributes to briefing papers to support the ANMF's work with the Commission, submissions to Commission Hearings, and reports to ensure that the ANMF's advocacy and positions are supported by the best available evidence from published research and the voices and perspectives of ANMF members. The Unit has led or contributed to submissions to the Commission focussing on the following issues in aged care; regulation of quality and safety, younger people, staffing and skills mix, diversity, regional and remote areas, interfaces with healthcare, program redesign, assessment and funding, workforce, and COVID-19.

The Unit's increasing expertise in aged care workforce, funding, and regulation has enhanced the ANMF's work with the Commission and brought new perspectives on how to further advocate for members, the workforce, and older Australians.

THE AUSTRALIAN JOURNAL OF ADVANCED NURSING

The Australian Journal of Advanced Nursing (AJAN) – the ANMF's peer-reviewed, scholarly journal was relaunched in December 2019 led by Dr Micah Peters (Editor-in-Chief) and Annie Butler (Executive Editor and Publisher) as well as a newly convened Editorial Board. 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.

The journal has published three issues over 2020 including papers by esteemed international and national experts including Professors James Buchan, Marion Eckert, Joseph Ibrahim, and Jill White AM.

The Unit and Editorial Team, which includes other Federal Office staff members, develop journal editorial and publishing policies and are working to increase the visibility of the journal and its contents to ANMF members, the professions, researchers, and academics in Australia and abroad.

RESEARCH AND COLLABORATION

Relevant, high-quality, nurse- and midwife-led and multidisciplinary research is vital to ensuring that nurses, midwives, and carers are optimally positioned to influence key clinical, political, and policy decisions that impact their own workforces in health, maternity, and aged care and the broader community.

The Unit has engaged with many groups within health and aged care and beyond to provide expert advice and guidance regarding research priorities and policy and well as applied evidence in the form of research reports. Groups include; the RBRC, the International Council of Nurses, the Australian Health Practitioner Regulation Agency/ Nursing and Midwifery Board of Australia, the Spinifex Rural Health and Medical Research Network, Australian Commission on Safety and Quality in Health Care, Cancer Institute New South Wales, Central Adelaide Local Health Network, the Joanna Briggs Institute, and the Australian Automobile Association.

ANMF POLICY RESEARCH ADVICE

The National Policy Research Unit continues to lead and contribute to the development and use of rigorous evidence relevant to national and international nursing, midwifery, and carer education, employment, clinical, professional, and research policy and practice across health, maternity, and aged care.

The Unit's work identifies, advances and advises the ANMF regarding opportunities to develop, promote, disseminate, and integrate nursing and midwifery policy research evidence into internal and external policy and practice.

By engaging and collaborating with local and international researchers, policy, and decision makers the Unit facilitates appropriate and effective evidence-informed decision making and proactively evaluates and advises upon the impact, implications, and effectiveness of the implementation or proposed adoption of policies on the health, maternity, and aged care sectors.

EDUCATION

CONTINUING PROFESSIONAL EDUCATION (CPE) WEBSITE

The CPE website continues to be popular with nurses, midwives and assistants in nursing (however titled). Almost all of the courses on the website have now been transferred to the new interactive format and this has been well received by members. All courses in the new format have been reviewed to ensure they reflect evidence based best practice, validity and currency.

New content added to the website includes: Medicinal Cannabis, Fundamentals of Documentation, Advanced Documentation, the Power of Calm, Nutrition and PTSD, MeTs and Obesity Management, Health Eating for Adults and Diabetes and Diet. The 2019 International Diabetic Foot conference, available in 3 parts, remains available to members free on the CPE website. Non-members pay a fee to access the conference.

The website now includes a COVID-19 section to ensure members are kept up to date with ANMF COVID-19 Evidence Briefs and also access to further resources on skin care and mask etiquette due to increased PPE requirements.

The QNMU Branch continues to provide content on the CPE website free of charge to their members as part of their member benefits as does the ANMF NT Branch and now, the NSWNMA/ANMF NSW Branch has also added this benefit for their members.

COURSE PURCHASES REPORT FOR THE CPE WEBSITE 1 JULY 2019 – 30 JUNE 2020

USER PROFILE	COURSE PURCHASES	% OF OVERALL USAGE
Member	3,228	11
Free Member*	6,715	22
QNMU Member	17,224	57
NT Member	902	3
Non-Member	787	3
Corporate	1,335	4

* Free Member = courses available to all ANMF members for free. These include Manual Handling, Infection Control, Hand Hygiene in Healthcare and the Telehealth suite of 9 tutorials.

AGED CARE TRAINING ROOM (ACTR)

Our ACTR remains popular with nurses and AIN's working in the aged and community care sectors and saw an increase in enrolments during the COVID-19 pandemic. Along with the 60 courses available, COVID-19 updates are also in place and have proven to be invaluable to learners accessing the website.

BODY SYSTEMS TRAINING ROOM (BSTR)

The BSTR remains the very best online learning website for topics requiring detailed knowledge of human anatomy and physiology, disease manifestation and treatment and has seen an increase in course purchases during the past twelve months.

EDUCATION REVIEW

In May 2020 the ANMF Federal Executive engaged an independent researcher to undertake a review of all education provided by the Federal Office and ANMF Branches. The review is designed to ascertain how the ANMF can better meet members' educational and professional development needs. The results of the review will be presented to the ANMF's Federal Executive in the last quarter of 2020.

VOCATIONAL EDUCATION AND TRAINING (VET) SECTOR

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

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

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

The IRCs operate as committees of the Australian Industry and Skills Committee (AISC). IRCs are responsible for directing their allocated Skills Service Organisation (SSO) in developing business cases to request the commissioning of training package development work to meet the skills needs of industry. IRCs also have responsibility for gathering industry intelligence to inform training product development. They oversee development and review of training packages and this includes the review of; full qualifications, individual units of competency and skills sets. These may be existing or emerging.

The IRCs also work with their SSO to prepare Industry Skills Forecasts, Cases for Endorsement and provide industry sign-off on completed training package products prior to submission to the AISC for approval. The latest review process has seen many delays, and hence extensions, due to COVID-19 however, the process continues across all these IRCs and revised content and qualifications should begin to be available for public consultation and endorsement by the end of 2020, early 2021.

The ANMF Education Officer, as Deputy Chair of the Direct Client Care IRC, attended a number of SkillsIQ Chairs and Deputy Chairs Cross Sector Meetings and meetings with the AISC over the previous 12 months. Discussions included proposed implementations of recommendations from the 'Joyce Review' and reporting on the progress of Cross Sector Projects. These discussions and projects are ongoing.

The AISC welcomed a new Chair in November 2019, Emeritus Professor Tracey Horton AO. The AISC formed an Emergency Response Sub-Committee in April 2020 with the remit of addressing the workforce challenges presented by the COVID-19 pandemic and the subsequent economic downturn. The Sub-Committee was established under the direction of the COAG Skills Council to enable short-term and urgent adjustments to qualifications and training package requirements to respond to areas of critical workforce and skills needs during the COVID-19 pandemic. Further to that, the scope of the Sub-Committee was expanded by Skills Ministers in May 2020 to enable it to continue its role in fast tracking national training products to meet longer term critical skills needs beyond the COVID-19 to support economic recovery.

The ANMF Education Officer is also a member of the ACTU VET Committee. This Committee usually meets twice a year and as deemed necessary. The ACTU VET committee has met via teleconference at least monthly since March 2020 to discuss the newly formed Emergency Response Sub-Committee's training package initiatives and their potential impact on the various industry sectors represented by the ACTU VET Committee members.

COURSES FOR ELIGIBILITY 2019-2020

Due to unprecedented delays with the current training package reviews, 2019-2020 has not seen any new qualifications released that could lead to eligibility for membership with the ANMF. As new and revised qualifications are released, the ANMF VETAC will examine their eligibility and subsequent recommendation, for inclusion on the Courses for Eligibility List as per Federal Rule 5.1.2.

AUSTRALIAN NURSING & MIDWIFERY JOURNAL (ANMJ): INCORPORATING DIGITAL PLATFORMS AND JOURNAL

Over the past 12 months, the ANMJ has continued to build and develop its online presence via the website, social media and newsletter. This report reflects the activities of the ANMJ to engage its audience online and in hard copy.

ANMJ WEBSITE

The ANMJ website, launched early 2018-2019 financial year, has continued to be developed and refined to ensure material is current and relevant to the membership. Content uploaded has covered a broad range of subject matter, including extensive coverage of COVID-19 issues pertinent to the professions and healthcare during the period between March and June. At this time, there was a significant upsurge of traffic to the website, indicating the importance and relevance of this material.

Other key sections on the website include latest news, interviews, health and wellbeing, justice and action, practice features, learning and career and research and innovation.

Also this year, the Learning and Career Hub was launched to provide a comprehensive resource for members. This site includes general career advice, specialty profiles, specific resources for graduates and students, a CPD resource and portals to find, events, jobs, courses and scholarships. To date there has been interest in the Hub, particularly from the younger demographic.

WEBSITE STATISTICS:

Over the past 12 months, 415 posts were published. The number of sponsored content posts was 10.

- **Page views:** 1,053,973
- **Users:** 304,295
- **New users:** 297,873
- **Pages per session:** 2.46

TOP PAGES VIEWED:

- What to eat on night shift and why (63,933 views)
- Landing page (48,266 views)
- New national living guidelines for Australian clinicians caring for people with COVID-19 (27,000 views)
- The coroner's court- extracting tips for improved documentation (26,571 views)
- To nap or not to nap on night shift (25,310 views)
- Government to train 20,000 RNs to work in intensive care to fight COVID-19 (19,183 views)
- Shout out to theatre nurses: its operating room nurse day (18,182 views)
- Car crash risk higher after first rostered night shift (14,822 views)
- Top tips for graduate nurses (14,731)

DEVICES USED:

Mobile: 73.2%, Desktop: 21.0%, Tablet: 5.8%

DEMOGRAPHICS OF PEOPLE WHO VIEW OUR WEBSITE:

Female 80% / Male 20% ;Primary ages being 25-43 years (27%); Secondary ages being 35-64 years (22%)

VISITORS TO THE SITE:

New: 84%

Returning: 16%

TRAFFIC SOURCES:

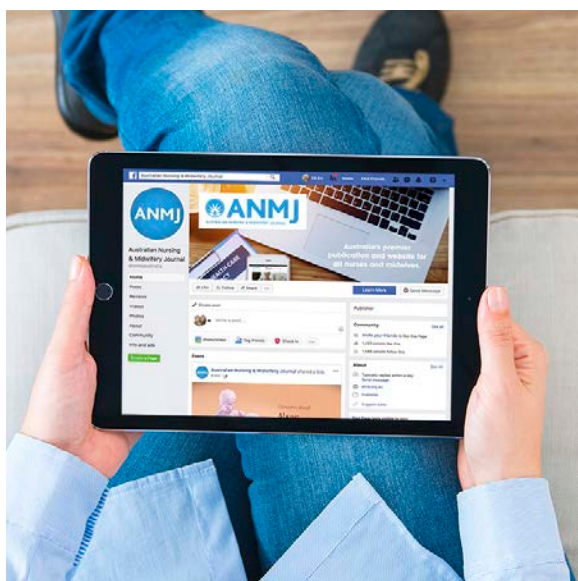
Social media continues to be the primary driver of traffic to the website (61%). The number of organic searches (clicking on a free listing in a search results page) was 27.8 %. Views direct to the website was 27.8% and referred from another source, i.e. website or blog was 2.0%

LEARNING AND CAREER HUB

The new learning and career hub was launched at the end of March as the COVID-19 pandemic hit. Despite this, it has had steady growth since its introduction.

STATISTICS FOR INDIVIDUAL HUB PAGES (GOOGLE ANALYTICS: 22 MAR – 15 JUNE 2020):

Learning and Career Hub landing page (9,870 views); Graduate and Students (2,498 views); CPD resources (1,846 views); Course and Scholarships (1,842); Job Board (1,347); Events (449).



E:NEWSLETTER

The e:Newsletter continues to have a robust subscriber base and remains an essential link to the ANMJ website. The current database has 2,500 subscribers. The demographics are over 65% female aged 25+ years.

	ANMJ ENEWSLETTER	INDUSTRY AVE (MEDIA/PUBLISHING)
Average Open Rate	44.6%	28.5%
Average Click Rate	9.0%	6.4%
Average Unsubscribe Rate	0.1%	0.2%



SOCIAL MEDIA

Stories have been consistently posted and shared on social media. In addition to Facebook, the ANMJ team has instigated social media platforms LinkedIn and Twitter, which has significantly expanded ANMJ's social media community while increasing engagement with the website.

ANMJ JOURNAL

The ANMJ has continued its 56+4-page quarterly publication, published in hard copy and online via ISSUU and PDF format, and housed on the ANMJ website. Using the tools at our disposal, the ANMJ has kept abreast of the latest happenings in the nursing and midwifery professions with some significant highlights in 2019-2020.

The ANMJ has reported on critical issues for the ANMF and the nursing and midwifery professions. The year 2020 being International Year of the Nurse and Midwife, the ANMJ has highlighted and recognised nurses and midwives working in leadership roles and as trailblazer, including those who worked to support communities during the bushfires at the end of 2019 and early 2020. Aged care and the need for mandated ratios, Indigenous health, gender issues and environmental health also remained prominent themes throughout the year.

FEATURES

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

FEATURE ARTICLES IN 2019-2020:

Jul-Sep 2019

- Going green
- Returning to the fold: Re-entry to nursing practice
- In harm's way (pill testing trials and national position statement on harm minimisation)

Oct-Dec 2019

- Freeze frame: The portrayal of nurses in pop culture
- Closing the gap: A new partnership

Jan-Mar 2020

- ANMF's 14th Biennial National Conference
- ANMF Priorities 2020
- Taking a stand against occupational violence

Apr-Jun 2020

- International Year of the Nurse & Midwife: Recognising our trailblazers
- In the line of fire (Australia's bushfire crisis)

FOCUS

The focus section is an opportunity for members to write about their practice and is always popular with contributors and readers alike. The journal receives a high volume of submissions each issue and after publication often gets positive or constructive feedback.

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

FOCUS TOPICS 2019-2020:

- Aged care
- Medical/surgical nursing
- Maternal health & midwifery
- Education part 1
- Education part 2
- Primary healthcare
- Maternal & midwifery health

CLINICAL UPDATE

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

CLINICAL UPDATE TOPICS 2019-2020:

- Out of hours presentations for hyper-acute stroke patients
- The use of safety-engineered medical devices to prevent needle stick injuries in the clinical setting
- Best Practice Guidelines: Integrating person and family centred care and client-centred learning into practice in a nurse-led eczema clinic
- The development and implementation of a paediatric pain protocol within the recovery room environment



AUSTRALIAN JOURNAL OF ADVANCED NURSING (AJAN)

RELAUNCH OF THE AUSTRALIAN JOURNAL OF ADVANCED NURSING

The ANMF has published the *Australian Journal of Advanced Nursing (AJAN)* since 1983. In 2020, the World Health Organization-designated Year of the Nurse and Midwife, we were pleased to introduce the new-look, online-only journal to carry on the legacy of excellent nursing and midwifery research and scholarly debate.

The new, relaunched AJAN journal and website continues the journal's previous character and aligns and advances the ANMF's overall strategic objectives as Australia's largest professional nursing and midwifery organisation with updated and improved policies and processes and a new-look online interface at www.ajan.com.au.

The journal has a 2019 impact factor of 0.67 (Clarivate Analytics) and is indexed across a number of 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.

So far, the relaunched quarterly journal has published three issues to date with a total of 17 individual manuscripts. Guest editorials have been authored by esteemed experts including Professor Emerita Jill White (AM), Professor Marion Eckert, and Professor Joseph Ibrahim.

JOURNAL MISSION AND AIMS

With the relaunch, we have revised and updated the journal's 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

In recognition of the importance of interdisciplinary collaboration and knowledge, *AJAN*'s scope has been broadened. 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

Dr Micah Peters, Director of the ANMF National Policy Research Unit (Federal Office) is *AJAN*'s Editor-in-Chief. He works closely with a newly convened Editorial Board to drive and shape the journal as it develops and grows. While new members are yet to join the Board, membership currently includes:

- Executive Editor and Publisher: Annie Butler (ANMF Federal Office, Melbourne)
- Editorial Adviser: Professor James Buchan (Queen Margaret University, Edinburgh)
- Professor Marsha Bennett (School of Nursing, LSU Health Science Center, Louisiana State University, New Orleans)
- Professor Marion Eckert (Rosemary Bryant AO Research Centre, UniSA Clinical & Health Sciences, Adelaide)
- Sye Hodgman (Organisational Development, Institute for Urban Indigenous Health, Brisbane)
- Professor Tracey Moroney (School of Nursing, Faculty of Science, Medicine, and Health, University of Wollongong, Wollongong)
- Professor Karen Strickland (School of Nursing Midwifery and Public Health, University of Canberra, Canberra)

The journal is also supported by a small editorial team; Casey Marnie and Julianne Bryce (Associate Editors), Cathy Fasciale and Heidi Adriaanse (Journal Staff), and Lorna Hendry (external Layout Editor).

COLLECTIVE WORK OF THE FEDERATION – 2019/2020

In the year 2019/20, the ANMF Federal Office continued to represent the professional, industrial and political interests of ANMF members in collaboration with the ANMF's state and territory Branches, which primarily occurs through the work of the Federal Executive and Federal Council and the series of standing committees convened by the ANMF's Federal Office.

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

ANMF COMMITTEES:

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

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

During 2019/20, 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

AGED CARE

1. Royal Commission into Aged Care Quality and Safety
 - a. Royal Commission Submission: Younger people in aged care
 - b. Royal Commission submission: Diversity in Aged Care
 - c. Royal Commission Submission: Aged Care Workforce
 - d. Royal Commission Submission: Aged Care in Regional and Remote Areas
 - e. Royal Commission Submission: Interfaces between the Aged Care and the Health System
 - f. Royal Commission Submission: Consultation Paper 1 – Aged Care Program Redesign: Services for the Future
 - g. Royal Commission Submission: Response to Counsel Assisting's Submissions on Workforce
 - h. Royal Commission Submission: In relation to the impact of COVID-19 in Aged Care
9. ACSQHC National Safety and Quality Health Service Standards (second edition) aged care module
10. Department of Health Proposed alternative models for allocating residential aged care places
11. Australian Healthcare Associates Evaluation of the Aged Care System Navigator Measure

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

12. Department of Health Serious Incident Reporting Scheme for Commonwealth funded residential aged care: finer details of operation
13. Department of Health Aged Care Worker Regulation Scheme
14. National COVID-19 in Aged Care Survey – Preliminary and Final Reports
15. Submission to the Department of Health's Medical Research Future Fund Dementia, Ageing and Aged Care Mission Roadmap.
13. Department of Health National stillbirth action and implementation plan
14. NMBA Preliminary Consultation Nurse Practitioner Registration Standard
15. NMBA Preliminary Consultation Recency of Practice Registration Standard
16. ACSQHC National safety and quality standards for digital mental health services

PROFESSIONAL AND EDUCATION

1. Australian Commission on Safety and Quality in Health Care (ACSQHC) consultation on Australia's national response to the Third World Health Organisation's Global Patient Safety Challenge – Medication without harm
2. Australian Government Independent Review of Nursing Education – Educating the Nurse of the Future
3. Australian Nursing and Midwifery Accreditation Council (ANMAC) Midwife Accreditation
4. Australian Health Practitioner Regulation Agency (AHPRA) Preliminary consultation Mandatory reporting guidelines
5. Nursing and Midwifery Board of Australia (NMBA) Draft Guidelines for registered nurses and midwives and nursing and midwifery students in relation to blood-borne viruses
6. AHPRA Review of the Guidelines for mandatory notifications
7. AHPRA Review of the Guidelines for advertising a regulated health service
8. AHPRA Draft proposed Supervised Practice Framework
9. Council of Australian Governments (COAG) Health Council Consultation on Strengthening the National Registration and Accreditation Scheme for health professions to better protect the public
10. Department of Health Medicare Benefits Schedule (MBS) Review Taskforce Wound Management Working Group Report consultation
11. Skills IQ Enrolled Nursing qualifications, units of competency and associated skill set consultation
12. Digital Health Capability Framework for nurses and midwives

HEALTH, SOCIAL, POLITICAL

1. Submission on the Productivity Commission Draft report on Mental Health
2. Submission to the Retirement Income Review
3. Pre-budget submission to the Australian Government Treasury for the 2020-21 Budget
4. Submission to the Attorney-General's Department Religious Freedom Bills – Second Exposure Drafts
5. Submission to the Attorney-General's Department Religious Discrimination Bill – Exposure Draft
6. Submission to the Senate Education and Employment Legislation Committee on the provisions of the Fair Work (Registered Organisations) Amendment (Ensuring Integrity) Bill 2019
7. Submission to the Senate Select Committee on COVID-19

INDUSTRIAL, OHS

1. Submission to the Senate Select Committee on Temporary Migration
2. Submission to the Department of Education, Skills and Employment in relation to the Consultation on Skilled Migration Occupation List Review
3. Submission to Comcare re Ramsay Health Care's application for self-insurance licence
4. Submission to the Consultation Regulation Impact Statement (RIS) – Recommendations of the 2018 Review of the model WHS laws
5. Department of Health Proposed variation to the National Environment Protection (Ambient Air Quality) Measure standards for ozone, nitrogen dioxide and sulphur

POLICY DEVELOPMENT AND REVIEW

Policies, Position Statements and Guidelines reviewed – 2019/20

POLICIES

- Admission to and discharge from health services
- Assistants in nursing
- Vaccination and Immunisation
- Workers' compensation and rehabilitation for injured and ill nurses, midwives and assistants in nursing

POSITION STATEMENTS

- Aboriginal and Torres Strait Islander Health
- ANMF representatives on national committees
- Casual employment in nursing, midwifery and care work
- Child abuse and neglect
- Collective bargaining
- Compulsory reporting of abuse in aged care settings for nurses and assistants in nursing
- Criminal history checks for nurses and assistants in nursing caring for people in aged care settings
- Medicare
- Nurse practitioners
- Peace
- Professional practice framework for nurses and midwives
- Refugees and asylum seekers
- Self-employment/private practice
- Voluntary assisted dying

GUIDELINES

- Use of social media and online networking

INFORMATION SHEETS

- Advertising for nurses and midwives

NEW POLICIES, POSITION STATEMENTS AND GUIDELINES DEVELOPED – 2019/20

- Position Statement – Midwifery staffing for care of the newborn
- Position Statement – Personal Protective Equipment (PPE)

RESOURCES PREPARED RELATING TO COVID-19 - 2019/20

The following materials were developed by Federal Office to assist ANMF Branches and members, and international organisations (on request), in managing the COVID-19 pandemic.

POSITION STATEMENTS/GUIDELINES

1. Position Statement – Personal Protective Equipment
2. Guideline #1 – Priorities for nursing workforce strategies and Principles for redeployment
3. Guideline #2 – Priorities for midwifery workforce strategies and Principles for redeployment
4. Guideline #3 – Principles for Safe and Compassionate Entry into Nursing Homes

COVID-19 EVIDENCE BRIEFS

1. COVID-19: Personal Protective Equipment
2. COVID-19: Provisions for casual nurses
3. COVID-19: Social distancing and containment
4. COVID-19: Testing for COVID-19
5. COVID-19: Hand sanitiser ingredients
6. COVID-19: Modes of transmission and infection
7. COVID-19: Cleaning and disinfection of hospital surfaces and equipment
8. COVID-19: Negative pressure rooms
9. COVID-19: Masks (PPE) and non-PPE face coverings for members of the public
10. COVID-19: Protecting healthcare workers from infection
11. COVID-19: Screening for suspected infection status
12. COVID-19: Laundering of healthcare worker uniforms
13. COVID-19: Fit testing and fit checking for respirators
14. COVID-19: Relaxing social restrictions
15. Summary: Modelling the impact of COVID-19 in Australia to inform transmission reducing measures and health system preparedness

INFORMATION/FACT SHEETS

1. Information Sheet: Aged Care Support
2. Information Sheet: Retention Bonus
3. Fact sheet – Pandemic response sub-register
4. Fact sheet – Upskilling for Registered Nurses in Critical Care
5. Fact sheet – Refresher courses for nurses and midwives for acute clinical care

NATIONAL REPRESENTATION OF THE FEDERATION

Conference Presentations – 2019/20

THE FEDERAL SECRETARY DELIVERED THE FOLLOWING PRESENTATIONS:

National Tertiary Education Union National Women's Conference, July 2019

Panel: Challenging for Change

Healthcare Leaders' Forum, August 2019

Panel: Clinicians and the Case for Change

Australian Association of Gerontology, August 2019

The impact of the Royal Commission into Quality and Safety in Aged Care

Australian College of Nurse Practitioners National Conference, September 2019

National Update

Global Nurses United – Solidarity Assembly – September 2019

Aged Care Reform Conference, November 2019

Panel: The aged care workforce – staff to resident ratios – is this the answer?

Australian Medical Association Strategic Planning Day, February 2020

Commonwealth Nurses and Midwives Federation Biennial Meeting & Conference, March 2020

THE ASSISTANT FEDERAL SECRETARY DELIVERED THE FOLLOWING PRESENTATIONS:

CRANA National Conference, September 2019

Embracing Diversity to Build Stranger Communities

MEDIA CONFERENCES:

AGED CARE ACTION

The AMA President, Dr Tony Bartone, and ANMF Federal Secretary held a media conference in Parliament House, Canberra, September 2019.

ENSURING INTEGRITY BILL

The ACTU President, Secretary and ANMF Federal Secretary held a media conference in Parliament House, Canberra 12 November 2019.

SUPERANNUATION

The Assistant Federal Secretary held a media conference with ASU and SDA and members in Parliament House in Canberra, December 2019.

SENATE, PARLIAMENTARY & ROYAL COMMISSION HEARINGS

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

- Senate Select Committee on the Government's response to COVID-19 – June 2020
 - » Federal Secretary appearing
- The Federal Secretary provided evidence to the Royal Commission into Aged Care Safety and Quality:
 - » Adelaide Workshop 1, February 2020.

ADVISORY AND STANDING COMMITTEES

- ACTU Executive
- ACTU Growth & Campaigns Committee
- ACTU Women's Committee
- ACTU OHS & Workers' Compensation Committee
- ACTU Industrial Legislation Committee
- ACTU Trade Committee
- ACTU Registered Organisations Commission (ROC) Group
- ACTU Climate Action Group
- AHPRA Professions Reference Group
- ANMAC Strategic Accreditation Advisory Committee
- ANMAC Registered Nurse Accreditation Standards Review
- ANMAC Registered Nurse Prescribing Accreditation Standards
- ANMAC Midwife Accreditation Standards Review
- Australian Government Aged Care Sector Committee
- ACRRM Rural and Remote Digital Innovation Group;
- ACSQHC Medication Safety Oversight Committee;
- ACSQHC Health Services Medication Expert Advisory Group;
- National Rural Health Alliance Council;
- National Aged Care Alliance;
- NPS MedicineWise Nurse Insight Group;
- Nursing and Midwifery Strategic Reference Group
- Climate and Health Alliance

LOBBYING MEETINGS

HEALTH & AGED CARE

- Hon. Greg Hunt, MP, Minister for Health
- Hon. Anthony Albanese, MP Leader of the Opposition
- Hon. Chris Bowen, MP, Shadow Minister for Health
- Hon. Julie Collins, MP, Shadow Minister for Aged Care
- Hon. Ged Kearney, MP, Shadow Assistant Minister for Skills & Aged Care
- Hon. Helen Haines, MP, Member for Indi
- Senator Rachel Seiwert
- Senator Jacqui Lambie
- Senator Stirling Griff
- Senator Tim Ayres
- Senator Murray Watt

ENSURING INTEGRITY BILL

- One Nation – Pauline Hanson's Office
- Centre Alliance – Rex Patrick's Office

RELIGIOUS DISCRIMINATION/FREEDOM BILL

The ANMF's National Political Director and Industrial Officer met with Opposition MPs, Tony Burke and Chris Bowen in Sydney and Mark Dreyfus in Melbourne.

The Federal Secretary attended a religious discrimination roundtable convened by Anthony Albanese, Leader of the Opposition.

SUPERANNUATION

The ANMF Assistant Federal Secretary, and officials from the ASU and SDA formed a joint delegation included members from each of the three unions, which met with over 50 politicians during 3 and 4 December 2019 and 12 and 13 February 2020

NATIONAL REPRESENTATION RELATING TO COVID-19 COVID-19 Consultations

POLITICAL

Federal Attorney General

The Assistant Federal Secretary attended COVID-19 briefings with the Attorney General

MINISTER FOR HEALTH

The Federal Secretary and other health unions, HSU, ASMOF, UWU and ASU, met with the Minister for Health, Greg Hunt, Deputy Chief Medical Officers Paul Kelly and Nick Coatesworth, and Dept. of Health representatives, 30 March 2020. The ANMF maintained engagement with the Health Minister and Dept. officials for the following 4 weeks.

MINISTER FOR AGED CARE

The Federal Secretary and Assistant Federal Secretary met regularly with Senator Colbeck for 6 weeks from mid-April 2020.

DEPARTMENT OF HEALTH – COVID-19

AGED CARE FORUM

The Assistant Federal Secretary attended the COVID-19 Aged Care Forum – March 2020

DEPARTMENT OF HEALTH BRIEFINGS

Federal Office staff attended briefings convened by the Commonwealth Department of Health (DOH) and the Health Minister's Office.

NURSING AND MIDWIFERY STRATEGIC REFERENCE GROUP (NMSRG)

The Federal Secretary attended weekly meetings of the NMSRG from the commencement of the COVID-19 outbreak in Australia.

NURSING & MIDWIFERY BOARD OF AUSTRALIA/ AUSTRALIAN NURSING AND MIDWIFERY ACCREDITATION COUNCIL

The Federal Secretary participated in regular meetings with the NMBA and ANMAC to discuss and develop nursing and midwifery workforce surge strategies in preparation for management of the COVID-19 outbreak.

AUSTRALIAN COUNCIL OF TRADE UNIONS

The Federal Secretary and Assistant Federal Secretary attended weekly meetings of national secretaries to discuss matters arising from the COVID-19 outbreak.



STRATEGIC PRIORITIES

STRATEGIC PRIORITY 1

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

Australia has a highly qualified and skilled nursing and midwifery workforce which is largely under-utilised.

Nurses and midwives are denied opportunities to realise their full potential and maximise their contribution to the health and aged care systems. They are also frequently prevented from delivering the care they believe is necessary for their patients and communities because of poorly resourced, unsafe environments.

The ANMF will work with members to ensure the environments they work in enable them to deliver safe, quality care.

STRATEGIES

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

STRATEGIC PRIORITY 2

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

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

STRATEGIES

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

STRATEGIC PRIORITY 3

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

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

STRATEGIES

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

STRATEGIC PRIORITY 4

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

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

STRATEGIES

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

STRATEGIC PRIORITY 5

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

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

STRATEGIES

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

STRATEGIC PRIORITY 6

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

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

STRATEGIES

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

