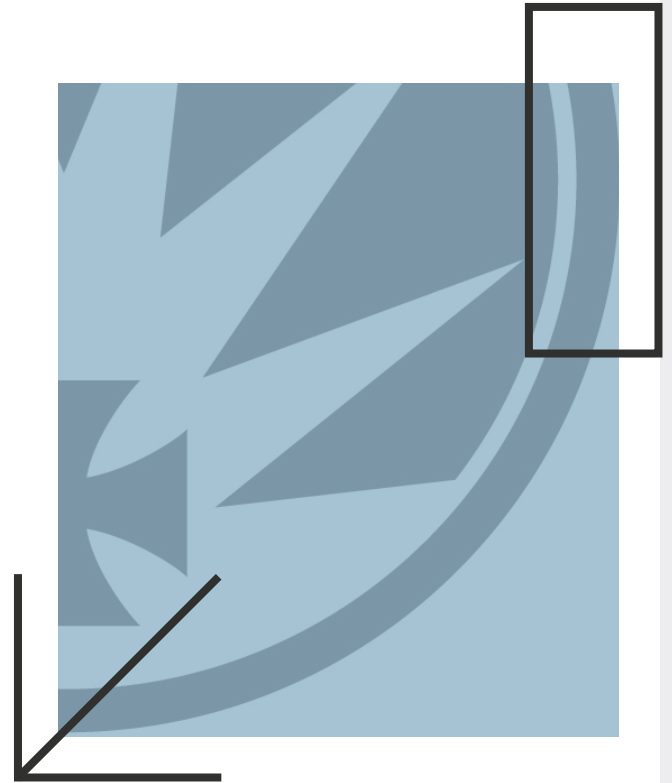




Australian
Nursing &
Midwifery
Federation



Annual Report

2025 - 2026

Australian Nursing and Midwifery Federation (ANMF)

www.anmf.org.au

ABOUT THE ANMF

The Australian Nursing and Midwifery Federation (ANMF) is Australia's largest national union and professional nursing and midwifery organisation.

In collaboration with the ANMF's eight state and territory branches, we represent the professional, industrial and political interests of more than 356,000 nurses, midwives and carers across the country.

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

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

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

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ANMF MEMBERSHIP

350,000

300,000

250,000

200,000

150,000

100,000

50,000

1991

1992

1993

1994

1995

1996

1997

1998

1999

2000

2001

2002

2003

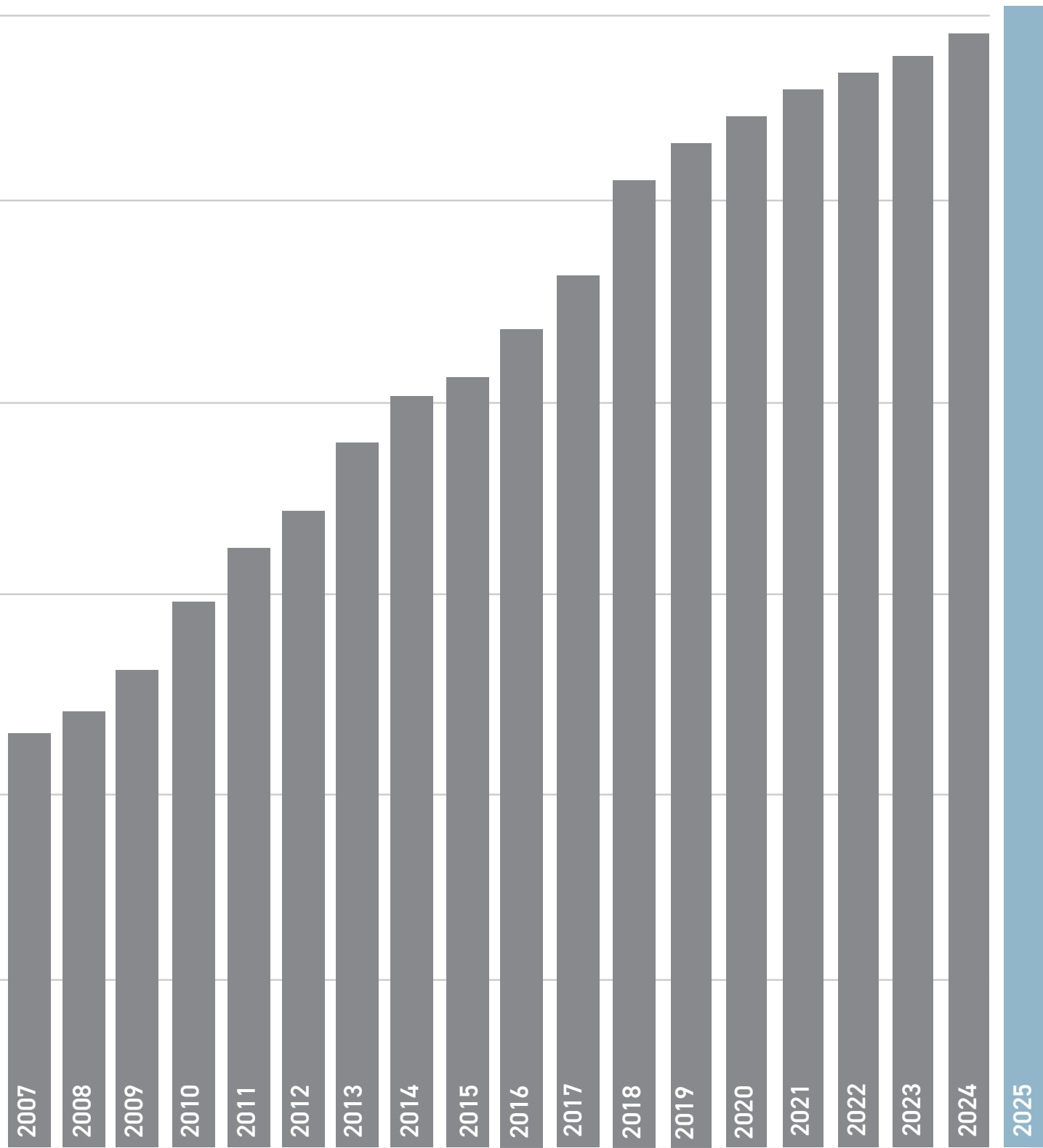
2004

2005

2006

4

The ANMF’s Membership continues to grow, with all eight ANMF State and Territory Branches increasing their membership in 2025/26. With more than 356,000 members nationally at 31 December 2025, the ANMF remains Australia’s largest union. On the strength of this membership we continue to work collectively to improve the delivery of safe and best practice care across all settings, fulfil our members’ professional goals and achieve a healthy work/life balance.



FEDERAL PRESIDENT'S REPORT



Sally-Anne Jones

ANMF Federal President

It is a great pleasure to once again, to present the ANMF Annual Report for this year 2025/26. Our union remains the largest in Australia, having another year during which our membership grew to more than 356,000, our collective strength built and our influence continued to evolve.

During this past year we have seen a lot of change around the Federal Executive and Council tables as retirements and elections have rolled through in a number of the state and territory Branches that make up the ANMF. The foundations created by the immediate past leaders who have moved on in the last couple of years are deeply respected, and we recognise and are grateful for the relentless dedication of them all...those who left us a legacy of battles fought and won, wisdom they shared and a great launching place for our next steps. Now a new chapter begins. With fresh leadership comes a revitalisation and new perspectives ready to meet the challenges of the changing world – both abroad and at home. We multiply the wisdom of the past with deep thoughtfulness about our responsibilities for the professions and the union movement, transforming the challenges of this moment into strategic foresight for our organisation and its members.

In November 2025, the new Executive and extended Council members gathered in an extraordinary 2 day planning meeting to examine our current operating environment, look at the way we work and what we do; and make plans for how we might be able to do things differently to ensure we are future ready, responsive and strategically prepared for whatever the next 5 years and beyond may bring. We also used it as an opportunity to consolidate our shared interests and understand where our views differed. This is such an important part of our roles in leading this incredible union and its members – and the professions of nursing, midwifery and care workers. Our careful stewardship ensures we

can continue to lobby, continue to progress matters that are meaningful to your personal and professional lives and that matter deeply to the health and wellbeing of all Australians.

You will hear in this Report about how the state and territory Branches have all campaigned hard over the last twelve months, and it's a credit to the ANMF and each Branch that significant progress has been made on behalf of members. Through unity, resilience and a shared vision for a fairer, more just workplace, we have proven that when nurses, midwives and care workers stand together, we are a force that can change industries, change lives and create a lasting impact.

There are a few highlights for me to share this past year.

We welcome two new leaders into the Assistant Federal Secretary (welcome to Catelyn Richards) and Assistant to the Federal Secretary (welcome to Alana Ginnivan) roles to support the day to day function and activities of the ANMF. Both join us with different personal and professional skills and experiences, areas of expertise and interests – but both 100% committed to ANMF's future.

The challenges facing our communities continue to evolve, with rising costs of living, increasing demand for health and aged care services, workforce shortages (for many industries, not just health), and ongoing global uncertainty placing significant pressure on individuals, families, and health systems alike. Against this backdrop, nurses, midwives and care workers remain at the forefront of delivering accessible, person-centred care and advocating for those who are most vulnerable.

Keeping the systems we work in human, and safe. As demand for care continues to grow, particularly within aged care and primary healthcare settings, there is an increasing imperative to ensure we can work to our full scope of practice. Enabling nurses and midwives to utilise the full breadth of their skills and expertise is not only critical to workforce sustainability but also to improving access to timely, affordable healthcare for our communities. Our professions have a long history of leading innovation and system improvement, and we must continue to champion evidence-based reform that strengthens care delivery, addresses health inequities, and supports healthier futures for all Australians.

This report will outline the achievements and activities of the ANMF during 2025/26 that have been delivered even as the union continued to strongly promote the nursing and midwifery professions' capability to meet the challenges of health service delivery ahead. Federal Executive meetings continued to be held quarterly, and we have appreciated the additional pre-Executive half-day strategy meeting as an opportunity to give the important decisions we make appropriate time to be discussed in the context of the evolving political, industrial, professional, and environmental forces shaping our health system, our professions and our country. As these domains become increasingly complex, interconnected, and fast-moving, this strategic meeting has provided us space to align on key priorities, anticipate emerging challenges, and position our workforce and services for sustainable impact.

On behalf of the Federal Executive, Federal Council and the ANMF membership, I would like to sincerely thank all the staff of the Federal Office for their commitment, hard work and support during the last 12 months. They remain focused and committed to the goals of the Federation and the broader union movement. They are incredible subject matter experts, enablers and supporters of the leadership and membership.

I would also like to personally acknowledge Annie Butler, Federal Secretary. She has dedicated her career to making a difference in the lives of others and to advancing the professions she proudly represents. I know her to be a formidable, tenacious and deeply committed nursing and midwifery leader whose passion for our work continues to drive progress for the ANMF and inspire excellence in others. As a respected union leader, she leads with integrity, courage and humility, never losing sight of the people and values at the heart of her work. I am grateful for the expertise, wisdom and strategic insight she brings to every challenge, and it's a privilege to lead the union with her. Thankyou Annie for another successful ANMF year!

Creating the future we seek requires more than vision; it requires courage, determination and collective action. Nurses, midwives and care workers have always been advocates for those whose voices are not always heard, and that responsibility has never been more important than it is today. As rising demand, workforce shortages and an ageing population place increasing pressure on health and care services, our professions must continue to lead conversations about the future of healthcare. This includes advocating for safe staffing, fair working conditions and recognition of the value nurses, midwives and care workers bring to every setting. It also means championing reforms that allow nurses and midwives to work to their full scope of practice, improving access to timely and affordable care for the communities who need it most.

Courage is not only found in moments of crisis. It is found in our every day work, in challenging outdated systems, in driving innovation, in advocating for evidence-based change and standing firm in pursuit of better outcomes for nurses, midwives and care workers and the people we serve.

Together, that courage gives us the power to shape a stronger and more sustainable, fair and healthier future Australia.

FEDERAL SECRETARY'S REPORT



Annie Butler
ANMF Federal Secretary

It is once again my privilege to present the Australian Nursing and Midwifery Federation's (ANMF) 2025–2026 Annual Report - a reflection on a year marked by meaningful progress, shared purpose and decisive action.

This year we have seen changes to the Federal Office Leadership team. Over the past 12 months we proudly welcomed Catelyn Richards to the position of Assistant Federal Secretary and Alana Ginnivan to Assistant to the Federal Secretary (Strategy & Campaigns).

After almost 24 years of formidable and successful leadership, we farewelled Lisa Fitzpatrick, Branch Secretary at the ANMF Victorian Branch. We pay tribute to Lisa's extraordinary contribution to the ANMF and for members both in Victoria and nationally and to the professions of nursing and midwifery and welcome Maddy Harradence as the incoming ANMF Vic Branch Secretary. We also farewelled Shaye Candish, ANMF NSW Branch Secretary, and welcome Michael Whaites. We thank Shaye for her leadership and contribution to the ANMF and its members. We thank both Lisa and Shaye for their years of support and contribution to the union movement and warmly welcome Maddy and Michael to their positions.

I am pleased to announce that ANMF's membership has continued to grow. As of December 2025, we have a national membership of more than 356,000, reconfirming the ANMF as Australia's largest union.

In October 2025 the ANMF Federal Office held its 17th Biennial National conference where members discussed and debated key issues for the ANMF and resolved the directions and strategic priorities for the ANMF nationally for the next two years.

These priorities include nursing, midwifery and care workforce reform, aged care reform, health and maternity care equity, gender equity and Industrial relations reform, climate change and social justice and organisational strength, governance and membership engagement.

We have already made significant gains across many of these priorities, thanks to the collective efforts of our members and officials. These achievements are improving working conditions for nurses, midwives and carers while supporting better care outcomes for communities nationwide. However, much remains to be done.

This includes advocating for practical measures to ease the growing financial pressures on our workforce. Soaring fuel costs and the housing affordability crisis are making it increasingly difficult for nurses, midwives and carers, particularly those in regional and remote communities, to get to work and remain in the communities they serve. We have continued to lobby governments for targeted support that provides meaningful relief and helps keep these essential workers where they are needed most. A major win this year was the implementation of Prac Payments for student nurses and midwives, which commenced 1 July to help alleviate 'placement poverty'. We were also instrumental in shaping the ACTU's campaign to reform capital gains tax (CGT) and negative gearing to improve housing affordability for the majority of Australians reflected in the latest Federal Budget.

The passing of the Health Legislation Amendment (Prescribing of Pharmaceutical Benefits) Bill 2025 was also a result of significant advocacy by the ANMF and a progressive step towards enabling registered nurses to work to their full scope of practice. The legislation allows designated RNs to prescribe medicines under the PBS, improving access to affordable, timely and high-quality care, particularly for people in rural and regional communities.

During the year, the ANMF advanced its landmark Nurses and Midwives Work Value Case in the Fair Work Commission, seeking wage increases of up to 35% for registered nurses, midwives, enrolled nurses and assistants in nursing covered by the Nurses Award and working outside aged care. The case aims to address the historical gender-based undervaluation of nursing and midwifery and ensure minimum wages properly reflect the growing skill, complexity and responsibility of contemporary practice. The ANMF is also seeking a fairer classification structure that recognises career progression and the renaming of the Nurses Award as the Nurses and Midwives Award. Hearings were held from 10 to 16 June 2026, with the outcome pending.

At the same time, we have remained focused on ensuring that hard-won reforms are implemented effectively and deliver meaningful, lasting change.

Over the past few years, the aged care sector has undergone significant reform, including improved registered nurse coverage, mandated care minutes and substantial pay increases secured through the Aged Care Work Value Case. The introduction of the new Aged Care Act this year marked another important step forward.

However, major gaps remain and reforms continue to be implemented inconsistently. With too many providers prioritising profit over care, including failing to implement wage increases to workers as intended in some cases, and staffing levels remaining inadequate to meet the needs of older Australians, the ANMF has been advocating for enforceable staffing requirements, safer workplaces and greater transparency in the use of tax-payer funding. Preparations are underway to launch a national campaign that targets these areas to ensure genuine and lasting change for the benefit of older Australians.

The ANMF Federal Office is also increasing its advocacy and activity on social justice and climate changes issues through developing a range of strategic initiatives.

This has included a partnership with the Lancet Countdown, where we developed national priorities focusing on clean air, investment in the National Health and Climate Strategy, and redirecting fossil-fuel subsidies towards health and climate resilience. We also called for greater investment in climate-resilient health services,

workforce education, climate-health leadership and disaster leave, while advocating for health, equity and workforce capability to be central to Australia's transition to net zero. This work was reinforced through advocacy for stronger protections against extreme heat, natural disasters and air pollution; participation in the Renew Australia for All coalition; engagement with federal decision-makers; and climate-health webinars for nurses, midwives and carers.

Other activities have included ANMF's firm stance against hate speech, racism, discrimination and violence. Through our Nurses and Midwives for Peace campaign, we continue to call for peace, compassion and respect for international humanitarian law, while using our collective voice to protect health workers and promote a safer, more just world.

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

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

Looking forward, we know the year ahead will bring challenges, but it will also bring real opportunities to make things better. The ANMF will keep doing what we do best - standing up for our members and fighting for a stronger, fairer health and aged care system. We will make sure the voices of nurses, midwives and carers are heard as we push for fair pay, safe workplaces and quality care that everyone can access. We have achieved so much together, and it is our collective strength that will drive the next chapter.

The Federal Office reports on the ANMF's strategic priorities follow.

THE FEDERATION

FEDERAL COUNCIL



Sally-Anne Jones
Federal President



Astrid Tiefholz
Federal Vice-President



Annie Butler
Federal Secretary



Catelyn Richards
Federal Assistant Secretary
(from 10 February 2026)



Alana Ginnivan
Assistant to the
Federal Secretary
(from 23 March 2026)

AUSTRALIAN CAPITAL TERRITORY



Carlyn Fidow
Branch Secretary



Athalene Rosborough
Branch President

NEW SOUTH WALES



Shaye Candish
Branch Secretary
(to 31 December 2025)



Michael Whaites
Branch Secretary
(from 1 January 2026)



O'Bray Smith
Branch President

NORTHERN TERRITORY



Cath Hatcher
Branch Secretary
(to 29 November 2025)



Heidi Crisp
Branch Secretary
(from 30 November 2025)



Naomi Grimshaw
Branch President

QUEENSLAND



Sarah Beaman
Branch Secretary



Simon Mitchell
Branch President

SOUTH AUSTRALIA



Elizabeth Dabars
Branch Secretary



Jocelyn Douglass
Branch President

TASMANIA



Emily Shepherd
Branch Secretary



James Lloyd
Branch President

VICTORIA



Lisa Fitzpatrick
Branch Secretary
(to 29 November 2025)



Madeleine Harradence
Branch Secretary
(from 30 November 2025)



Maree Burgess
Branch President
(to 29 November 2025)



Emma Foreman
Branch President
(from 30 November 2025)

WESTERN AUSTRALIA



Romina Raschilla
Branch Secretary



Terry Jongen
Branch President
(from 30 November 2025)

FEDERAL EXECUTIVE

Federal President

Sally-Anne Jones

Federal Vice-President

Astrid Tiefholz

Federal Secretary

Annie Butler

Federal Assistant Secretary

Catelyn Richards *(from 10 February 2026)*

AUSTRALIAN CAPITAL TERRITORY

Secretary, ANMF Australian Capital Territory Branch

Carlyn Fidow

NEW SOUTH WALES

Secretary, ANMF New South Wales Branch (NSWNMA)

Shaye Candish *(to 31 December 2025)*

Michael Whaites *(from 1 January 2026)*

NORTHERN TERRITORY

Secretary, ANMF Northern Territory Branch

Cath Hatcher *(to 29 November 2025)*

Heidi Crisp *(from 30 November 2025)*

QUEENSLAND

Secretary, ANMF Queensland Branch (QNMU)

Sarah Beaman

SOUTH AUSTRALIA

Secretary, ANMF South Australian Branch

Elizabeth Dabars

TASMANIA

Secretary, ANMF Tasmanian Branch

Emily Shepherd

VICTORIA

Secretary, ANMF Victorian Branch

Lisa Fitzpatrick *(to 29 November 2025)*

Madeleine Harradence *(from 30 November 2025)*

WESTERN AUSTRALIA

Secretary, ANMF Western Australian Branch

Romina Raschilla

FEDERAL EXECUTIVE MEETINGS

Federal Executive Meeting 28 November 2025

Federal Executive Meeting 9 February 2026 in writing

Federal Executive Meeting 27 February 2026

Federal Executive Meeting 10 March 2026 in writing

Federal Executive Meeting 29 May 2026

FEDERAL COUNCIL MEETINGS

Federal Council Meeting 29 August 2025

Federal Council Meeting 14 November 2025 in writing

Federal Council Meeting 28 November 2025 in writing

Federal Council Meeting 11 March 2026 in writing

Federal Council Meeting 16 April 2026 in writing

FEDERAL OFFICE STAFF

EXECUTIVE UNIT

Assistant to the Federal Secretary
(Strategy & Campaigns)
Alana Ginnivan *(from 23 March 2026)*

Executive Assistant
Kerrie-ann Fitzpatrick

Administration Assistant
Sarah Kopij *(from 18 May 2026)*

STRATEGIC PROGRAMS & ENGAGEMENT

Lead - Strategic Programs & Engagement
Noelleen Kiprillis

Strategic Lead – Midwifery
Naomi Riley
Jasmine Kirk

Strategic Lead – Aged Care
Khalil Sukkar

Strategic Lead - Education
Alice Kett

Administration Officer
Maddy Hunter

INDUSTRIAL

Senior Industrial Officer
Kristen Wischer

Industrial Officers
Daniel Crute
Paul Yiallourous
Nathan Retmock

Strategic Lead - Workforce
Jillian Maguire

Administration Officer
Cassandra Brockman

POLICY RESEARCH UNIT

National Policy Research Adviser
Micah Peters

Research Assistants
Casey Marnie
Jarrod Clarke

Research Fellow
Clinton Fildes

COMMUNICATIONS AND MEDIA

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

Senior Digital Journalist, Australian Nursing &
Midwifery Journal
Robert Fedele

Journalist, Australian Nursing & Midwifery Journal
Natalie Dragon

Digital and Social Media Officer
Nicole Foote-Lenoir

Editorial and Production Assistant
Cathy Fasciale

GOVERNANCE AND COMPLIANCE

Governance and Compliance Officer
Gerard Shea

FINANCE

Senior Finance Officer
Dorothy Abicic

Finance Assistant
Tanisha Gupta

INFORMATION, DIGITAL, EVENTS, PARTNERSHIP SERVICES

Lead - Information, Digital, Events, and
Partnership Services
Heidi Hosking

Librarian, Information Management and
Research Officer
Elizabeth Reale

Editorial Assistant & Technical Officer
(Engagement)
Rebecca Aveyard

Technical Officer - IT and Security
Kristy Male

Administration Officer
Nisha Karmur

FORMER STAFF

Julie Reeves, Strategic Lead - Aged Care
(to 28 November 2025)

Rhiann Connor, Strategic Lead - Midwifery
(to 12 December 2025)

Kirrily Buckett - Industrial Officer
(to 7 May 2026)



ANMF STRATEGIC PLAN

Our Vision

A world-class, equitable, and sustainable health and aged care system where nurses, midwives, and care workers are empowered, respected, and working to full scope to deliver safe, high-quality care.

Our Purpose

To represent and advocate for the professional, industrial, and social interests of nurses, midwives, and care workers, strengthening the health and aged care systems of Australia to improve the health and well-being of all.

NURSING, MIDWIFERY AND CARE WORKFORCE REFORM

Nurses, midwives and care-workers deserve to be respected, appropriately supported during their education and protected by legislation that guarantees safe staffing and a violence-free workplace.

We will focus on securing reforms that ensure long-term sustainability and professional workforce advancement by addressing burnout, education costs and workplace safety.

AGED CARE REFORM

Nurses and aged care workers play a vital role in the delivery of safe, high-quality aged care, which must be supported through rigorous accountability and sustainable workforce models.

We will focus on ensuring that government funding is used appropriately, safe staffing ratios are legally enforced and all aged care nurses and workers are supported to meet professional standards.

HEALTH AND MATERNITY CARE EQUITY

We advocate for universal and equitable access to healthcare by prioritising health budgets above government over-spending on items that do not contribute or run counter to the community's health and well-being.

We will work with our members and professions to champion nurse and midwife-led innovations to improve outcomes for underserved populations and those with chronic or complex health needs.

WE WILL WORK WITH OUR MEMBERS TO:

- Strengthen national workforce planning, retention, and development.
- Support nurses and midwives to work to full professional scope across all settings.
- Enhance education pathways, mentoring, and flexible work options.

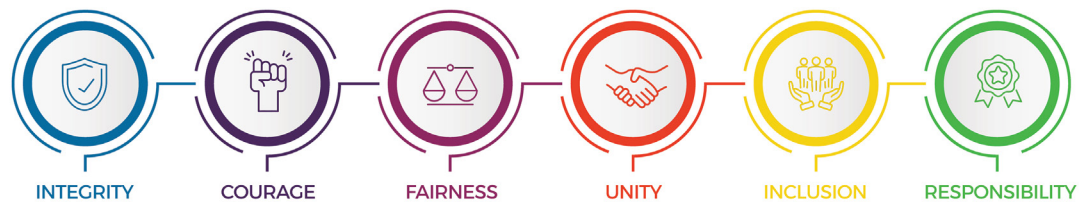
- Secure mandated staffing ratios and skills mix on every shift across all nursing homes.
- Eliminate and prevent workplace violence and aggression.
- Ensure that all aged care funding is tied to care and only used for its intended purpose.

- Promote equitable access to safe, affordable, and culturally safe health and maternity care.
- Advance nurse- and midwife-led models of care and innovation.

The Australian Nursing and Midwifery Federation (ANMF) Strategic Plan 2026–2028 outlines the organisation’s national direction to strengthen, protect, and advance the nursing, midwifery, and care workforce.

The plan sets a forward agenda focused on six interrelated priority areas: Nursing, Midwifery, and Care Workforce Reform; Aged Care Reform; Health and Maternity Care Equity; Gender Equity and Industrial Relations Reform; Climate Change and Social Justice; Organisational Strength, Governance, and Member Engagement.

Our Values



GENDER EQUITY AND INDUSTRIAL RELATIONS REFORM	CLIMATE CHANGE AND SOCIAL JUSTICE	ORGANISATIONAL STRENGTH, GOVERNANCE, AND MEMBER ENGAGEMENT
Nurses, midwives and care-workers are disproportionately affected by structural and economic barriers in Australia’s industrial relations system. We will work to close the gender pay gap and modernise industrial relations frameworks to provide workers with greater flexibility, fairer voting rights, and protected benefits that align with modern living standards.	Nurses, midwives and care-workers should be recognised as leaders in planetary health and human rights. We aim to integrate environmental sustainability with advocacy for the most vulnerable members of society, addressing issues from modern slavery and family and domestic violence to income support and systemic racism.	ANMF members expect their union to be internally resilient with the capacity and collective power to achieve its strategic goals. We will ensure transparent performance reporting, branch collaboration, and the continuous development of members and staff to maintain a strong, unified voice as the largest professional and industrial organisation in the country.

■ Achieve gender pay equity and improved work-life balance. ■ Ensure fair, modern, and inclusive industrial relations frameworks.	■ Empower nurses, midwives, and care workers to lead in climate action and sustainability. ■ Promote social justice and human rights in all health and care systems. ■ Lead the healthcare sector in climate action.	■ Enhance accountability, transparency, and engagement across the Federation. ■ Support ANMF staff wellbeing, inclusion, and professional development.
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STRATEGIC PROGRAMS & ENGAGEMENT REPORT

Aged Care

The past year marked the transition of Australian aged care from reform design to implementation. The new Aged Care Act commenced on 1 November 2025, introducing a rights-based framework, strengthened Quality Standards, a new provider registration model and broader accountability requirements.

The scale of the system makes successful implementation nationally significant. In 2024–25, approximately 1.5 million people received aged care services, supported by \$39.2 billion in Australian Government expenditure. The sector included 707 residential aged care providers, 923 home care providers and more than 1,330 CHSP organisations. Demand continues to increase while consolidation and provider exits are gradually reshaping the market, with larger providers increasingly accounting for a greater share of service delivery.

ANMF strategic engagement

Throughout the year, the Strategic Aged Care Lead contributed to national reform through submissions, consultations, policy reviews, research, committee representation, and cross-union coordination.

Major areas included implementation of the Aged Care Act and Rules; Support at Home and CHSP transition; residential and home care pricing; care minutes and Star Ratings; worker screening; Enrolled Nurse recognition and scope of practice; digital health and virtual nursing; provider viability and service closures; and workforce education, classification and migration settings.

The work program included at least 10 major submissions, 8 policy and position statement reviews, regular care-minute and Star Ratings analysis, and participation in national committees, consultations and sector roundtables.

Reform ambition versus implementation capacity

A central pattern was the widening gap between the promise of reform and the sector's capacity to deliver it.

Residential aged care homes are required to provide an average of 215 direct care minutes per resident per day, including 44 minutes of RN care. These requirements have strengthened transparency, but continuing non-compliance demonstrates that regulation alone cannot create the workforce necessary to deliver safe care.

From April 2026, care-minute performance also became directly linked to funding for relevant metropolitan services. While this increases provider accountability, it may also create incentives for roster manipulation, inappropriate substitution or reductions elsewhere.

Care-minute reporting must therefore identify not simply whether targets are achieved, but who delivers the care, how staffing is distributed across shifts and whether reported compliance reflects workers' actual experience.

Workforce remains the central constraint

Australia's aged care challenge is increasingly a workforce challenge. The Committee for Economic Development of Australia (CEDA) estimates that around 400,000 additional workers may be required by 2050 (70,700 FTE nurses nationally by 2035 and 17,551 FTE nurses in aged care), while the number of people requiring aged care is expected to increase substantially.

Wage increases have supported workforce growth, but recruitment alone will not resolve unsafe workloads, burnout, insecure employment, weak career pathways, underutilisation of enrolled nurses and nurse practitioners, inappropriate role expansion and the transfer of clinical risk from providers to individual workers.

Migration will remain important but cannot substitute for genuine and effective job quality, workforce planning and employer accountability.

Support at Home and access pressures

Support at Home commenced against significant unmet demand. On 31 March 2025, 87,597 people were waiting for a Home Care Package at their approved level, including more than 70,000 who had not been offered a lower-level package.

The program offers opportunities for greater transparency and consumer protection but also creates workforce, administrative and viability pressures. Of particular concern is whether pricing adequately recognises nursing assessment, clinical coordination, supervision, documentation and travel.

The future transition of CHSP requires caution. Its preventative and community-based model differ considerably from an individualised market model. Poor transition arrangements could reduce service availability, accelerate provider exits and ultimately increase pressure on hospitals and residential care.

Provider behaviour, viability and accountability

Provider financial performance has improved in parts of the sector, but viability remains uneven. Stronger regulation, conditional funding, workforce shortages and increasing compliance costs are likely to continue restructuring the market, particularly for smaller and regional services.

ANMF intervention during the year demonstrated why workforce representation is important in seemingly technical policy decisions. Examples included opposing reductions in Quality Indicator reporting frequency through QISRTAG; challenging proposals to use care minutes for personal care worker training; raising concerns about the normalisation of role creep through HumanAbility workforce initiatives; and challenging proposals that could formalise virtual nursing supervision without adequate safeguards.

These issues share a common concern: efficiency, flexibility and innovation must not be achieved by weakening staffing standards, reducing transparency or transferring provider responsibilities to workers.

Scope of practice and digital transformation

Expanded nursing scope, digital health, artificial intelligence and virtual models offer genuine opportunities to improve access and care. However, they also create risks of reducing onsite nursing, blurring professional boundaries and shifting accountability to individual clinicians or care workers.

The appropriate test is whether innovation improves care, maintains clear accountability, protects professional scope, is appropriately staffed and funded, and reduces rather than redistributes risk.

Strategic outlook

Suggested priority areas for ANMF over the coming period include:

1. a comprehensive national aged care workforce strategy;
2. stronger staffing transparency and enforcement;
3. protection and expansion of nursing scope;
4. pricing that reflects the real cost of safe care;
5. workforce safeguards during restructuring and service closure;
6. accountability for digital and virtual care models;
7. improved workforce and provider data; and
8. greater strategic focus on dementia care, recognising its implications for resident outcomes, workforce skills, workload, occupational safety and the capability required to care safely for an increasingly complex resident population.

The next phase of reform will be judged less by the strength of the legislation than by whether it produces safer staffing, better care and improved working conditions. Workforce shortages are no longer simply an operational issue; they represent the single greatest risk to the successful implementation of aged care reform, achievement of mandated care minutes, and delivery of safe, high-quality care to an increasingly complex and ageing population.

Education

Over the past year, the ANMF education portfolio has expanded to more fully represent the development needs of members across their career span to include student support and placement, higher education and VET clinical placement, graduate employment, skills reform and return-to-practice pathways.

The ANMF Education Advisory Committee was established in September 2025 to replace and broaden the previous VET Committee. It provides a national forum for branches to identify emerging issues and contribute to ANMF education and workforce policy across the career pathway.

Clinical placements, graduate transition, student experience, re-entry and refresher pathways and qualification integrity have become continuing priorities. Importantly, the Committee provides a way to connect education policy with what members are experiencing in workplaces.

Early Career Nurses and Midwives Roundtable

The Early Career Nurses and Midwives Roundtable continues to bring together ANMF branches, nursing and midwifery organisations, education providers, regulators and government representatives to consider issues affecting students, graduates and early-career practitioners.

Graduate employment and transition to practice have been major areas of work. Federal Office sought information from Chief Nursing and Midwifery Officers on expected graduate positions and published the ANMF Graduate Data Set in December, bringing together available national information across the graduate pipeline. The work has highlighted the need for better coordination between education, graduate employment and workforce planning.

The Roundtable has also focused on the environments graduates enter, including access to educators and preceptors, workload, workplace culture and early-career retention. Support for neurodivergent students and practitioners has emerged as an important area of interest following a presentation from Jess Herrmann from ANMF Vic Branch on her experience as a neurodivergent nurse and creating safer systems

Graduate workforce

A major focus this year was the ANMF's submission to the Senate Inquiry into Australian university graduates. Developed with extensive branch input, the submission collated evidence and amplified the voices of students, graduates, educators and other members across Australia.

The ANMF rejected the suggestion that difficulty obtaining a graduate position is evidence of an oversupply of nurses or midwives. Graduate outcomes are shaped by placement capacity, clinical education, health service recruitment and funding, workplace culture and access to experienced practitioners who can support transition. Graduates and early career professions are the future of our workforce and Australia needs better coordination across this pipeline and better national data on what happens to graduates after registration.

The work also highlighted the often-unrecognised contribution of nurses and midwives who educate students and graduates. Clinical educators, facilitators, preceptors and graduate coordinators are essential to preparing and retaining the future workforce and need to be properly recognised in workforce planning and protected in industrial instruments.

Graduate outcomes will remain an Education Advisory Committee priority, with future work considering what ideal transition to practice should look like for members entering the professions and what support will help them build confidence and remain in nursing and midwifery.

Student support

Clinical placement quality, availability, opportunity and viability remain on the union agenda. The ANMF continues to advocate for placements that provide meaningful professional experience and appropriate supervision and learning opportunities for students, while recognising the input of the nurses and midwives who support them. Increasing enrolments without sufficient placement and education capacity risks adding further pressure to the existing workforce.

The Commonwealth Prac Payment commenced in 2025 after strong and sustained advocacy from the ANMF to combat placement poverty. The ANMF remains involved in evaluating its implementation and calling for support for students that matches the financial and logistical costs of placement. Feedback identified continuing concerns around eligibility, administration and the significant travel, accommodation, caring and lost-income costs that students can incur while on placement.

Re-entry and refresher pathways

This year, barriers facing experienced nurses and midwives seeking to return to practice have re-emerged as an important area for future advocacy. We know there is limited availability of programs to encourage return to practice, difficulty finding employers who will provide supervised hours and that these are often very expensive. These barriers can make return particularly difficult following parental leave, caring responsibilities or other periods away from clinical work. The ANMF acknowledge such blockages to having experienced members return to the workplace is unacceptable and continue to campaign to regulators and industry to remove barriers and streamline processes.

The ANMF will continue gathering member evidence and examining how safe return-to-practice requirements can remain safe while providing a practical pathway back into the workforce for these valuable members.

Skills and VET reform

The ANMF has continued to represent members in national VET and skills reform through HumanAbility, Jobs and Skills Australia and collaborations with ACTU. ANMF team members remain closely involved in review of VET qualifications, providing detailed consultation on qualification structures and student and faculty support.

The ANMF has also contributed to the National Skills Taxonomy and other national reforms. This engagement ensures that changes to skills and qualifications take account of professional scope, workforce structures and the work members actually undertake.

Higher education and workforce planning

Universities Accord reforms have been another significant area of activity. The ANMF supported establishment of the Australian Tertiary Education Commission as a national steward of tertiary education and has continued to engage with subsequent reforms affecting accessibility and governance of university education.

The ANMF supports improved access to nursing and midwifery education but maintains that additional university places must be matched by clinical placements, educators and supported opportunities for graduates to enter the workforce feeling confident and capable. The ANMF is also advocating for better access to affordable postgraduate education where advanced and specialist nursing and midwifery capability is needed.

Digital Health

Digital health has become an increasingly important area of national ANMF work as artificial intelligence, virtual care and electronic record systems change how nurses and midwives practice and how work is organised.

The Digital Health Advisory Committee was established in October 2025 amplify branch and member experience in ANMF policy and advocacy. Members have raised issues including poor interoperability, duplicated documentation, inconsistent implementation and training, surveillance concerns and uncertainty about professional accountability. At the same time, members report a sense of opportunity for well-designed technology to reduce unnecessary work, improve access to information and support new nurse- and midwife-led models of care in digital innovation is implemented well.

The ANMF also completed its current project with the Australian Digital Health Agency, delivering education through webinars, podcasts, ANMJ content and the branch-based Digital Health Champions program. This work has contributed to the ANMF's broader focus on the capabilities nurses and midwives need as digital care becomes part of everyday practice.

Artificial intelligence has been a particular focus. The Committee has considered the implications of AI for clinical reasoning, documentation, education and professional accountability. The ANMF's position is that nurses and midwives should not simply be expected to adapt to technologies designed around them. Their clinical knowledge, person-centred care paradigm and experience must shape how digital systems are designed and introduced.

Federal Office represents the ANMF on the Council for Connected Care and National Clinical Governance Committee for Digital Health, providing a direct avenue to bring nursing and midwifery perspectives into national digital health governance. Member and branch experience gathered through the Advisory Committee inform advocacy as Commonwealth policy and clinical governance develop.

The ANMF is also contributing a digital health perspective to the review of the National Safety and Quality Health Service Standards and other regulatory consultations. These provide purposeful opportunities to strengthen expectations around digital clinical governance, workforce capability and clearer accountability as technology continues to change.

The ANMF supports digital innovation that makes care safer and work more sustainable. Nurses and midwives should be active participants in that change, with technology used to support professional judgement, improve care and return time to the people members care for.

Midwifery

The Midwifery Officer Network (MON), a committee chaired by Nicole Allan, Midwife and Nurse, Assistant Secretary, ANMF Vic Branch, has continued to provide an effective and valuable means of enabling ANMF midwifery advocacy at Federal and Branch levels. Through information and resource sharing, the MON is a vital link across Branches that supports collaboration and advocacy on professional and industrial midwifery matters at a jurisdictional and national level.

Respectful maternity care has been a significant focus of the maternity care sector and driven advocacy and policy across the board. Conversations regarding midwifery workforce challenges, the scope of practice for midwives, and barriers to accessing midwifery care have been underpinned by protecting women and gender diverse people's dignity, autonomy and human rights. The ANMF has continued to advocate for increased access to continuity of care, improved midwifery staffing, investment in midwifery leadership, and recognition of midwifery as an autonomous profession. Elements critical to upholding the midwifery philosophy to "be with woman," and provide care that meets the needs of women and gender diverse people.

In November 2024, the ANMF committed funding to La Trobe University for *The FUCHSIA study: Future proofing the midwifery workforce in Australia*. Not dissimilar to the Victorian FUCHSIA study (report released in 2022), this study aims to gather accurate, up-to-date evidence regarding the health and wellbeing of the Australian midwifery workforce, and its sustainability. The study is moving into the final stages of data collection with the final report due to be delivered at the end of November 2026.

From July 1, 2025, endorsed midwives have been eligible for a government subsidised professional indemnity insurance (PII) product through the Midwife Professional Indemnity Scheme (MPIS). Whilst the ANMF has welcomed the introduction of this product, the simultaneous announcement to sunset the exemption for PII for intrapartum care in homebirth settings has not adequately considered the complexities of how private midwifery services are coordinated and delivered. The ANMF have advocated for these changes to be re-examined to protect women and gender diverse people's access to care and are in ongoing discussions with government to address the issues raised.

Over the course of 2025 and 2026, the ANMF represented the interests of midwives and nurses on the Strategic Advisory Group for the National Maternity Workforce Strategy project. This project has been finalised, and the National Maternity Workforce Strategy has been provided to the Health Workforce Taskforce to be considered for endorsement.



INDUSTRIAL REPORT

The 2025/2026 year has seen the industrial reforms of the previous year come into operation and begin to be utilised. The Nurses and Midwives work value case hearing concluded in June 2026. The Federal Office industrial team is an active participant in the implementation of reform and supports the Federal Office and Branches in delivering outcomes to support the Federation's strategic priorities.

Industrial Relations Reform

Industrial Regulation

Commitments to improve and expand workplace legislation to support the rights of working people resulted in extensive and ongoing amendments to the *Fair Work Act 2009* (the FW Act) over the previous two years. A number of these reforms have been subject to review in the last year, including the Closing Loopholes legislation and the right to disconnect.

Closing Loopholes

The *Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024* was passed on 26 February 2024 and was subject to statutory review in 2026. The ANMF focussed on recommendations to improve provisions relating to delegates rights, minimum standards orders, intractable bargaining determinations and family and domestic violence leave.

The Right to Disconnect

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

The new right was introduced with a proposed review to assess the operation of the entitlement approximately 12 months after it was introduced. The FWC sought the views of interested parties as to whether the review should proceed. The ACTU and other affiliates submitted the review should not go ahead as there had been no test cases or disputes about the clause. The ANMF requested a targeted review of the clause in the Nurses Award and its intersection with recall to work provisions. The FWC determined not to conduct a review of the provision and will reconsider a review in a further 12 months.

The National Employment Standards

The first major review of the NES since it came into operation in 2010, commenced in 2026. The review is being conducted by the House of Representatives on Employment, Workplace Relations, Skills and Training. The ANMF made a submission drawing attention to:

- the problems arising from the definition of shift worker and annual leave,
- supporting an increase to the quantum of annual leave,
- improving access to paid leave and paying leave on actual wages, rather than base rates of pay,
- expanding and improving access to personal leave,
- public holidays,
- redundancy payments
- creating a new NES entitlement to paid reproductive leave
- creating a new NES entitlement to cultural and kinship leave
- proposing a new roster justice clause

The outcome and recommendations from the NES review will shape the industrial reform agenda for the year ahead.

Work Health and Safety Regulation

Work Health and Safety Laws

The [*Model Code of Practice: Healthcare and social assistance industry*](#) was adopted by Safe Work Australia (SWA) in July 2025 after campaigning by unions and the ACTU. Some states have followed suit:

- Tasmania has adopted the [Code](#) which is a direct copy of the model code.
- New South Wales has adopted the [Code](#) based on the model code.
- Northern Territory also has the [Code](#), based on the model code.

Worker's Compensation and Comcare

On 24 June 2024, the Commonwealth Government commenced '[An independent review of the Safety, Rehabilitation and Compensation Act 1988](#)'. The ANMF made a submission to the review. The independent panel submitted its [final report](#) to the Minister for Employment and Workplace Relations on 25 September 2025, making 124 recommendations aimed at modernising the scheme to better support injured and ill workers with recovery and return to work and ensuring its long-term sustainability. The Government has indicated it will closely consider the review's findings. Broadly speaking the union movement supports these changes to modernise the SRCC Act.

ANMF continues to engage with the ACTU to monitor and resist any further employers joining the Comcare scheme. Stricter requirements under the [Safety, Rehabilitation and Compensation Directions 2019](#), finalised in May 2026, make it difficult for new companies to enter the scheme.

Fair Work Commission Major Cases

Aged Care Work Value Case

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

Minimum rates under the Nurses Award 2020 were adjusted on 1 October 2025 and the final increase was implemented on 1 August 2026 to reflect the outcomes of the aged care work value case.

As at 1 August 2026, rates for the key classifications for aged care nurses are set out below.

Classification	Weekly rate	Hourly rate
Enrolled nurse	\$1542.00	\$40.58
RN Lv 1 first year of employment	\$1571.60	\$41.36
RN Lv 1 in excess of 1 year and up to 4 years	\$1654.30	\$47.40
Nurse Practitioner 1st year	\$2158.60	\$56.81

Nurses and Midwives Work Value Case

The ANMF application to vary the Nurses Award for all nursing classifications outside of aged care proceeded to hearing at the Fair Work Commission between 10-16 June 2026. Prior to the hearing, the parties attended a number of conciliation conferences to try and narrow the outstanding issues. Employers were represented by APHA, Healthscope and employers with an interest in aged care, being Ageing Australia, Catholic Health and ABI.

As a result of those discussions, the issues before the Expert Panel were confined to the following contentious matters:

- The ANMF proposed a classification structure for ENs that provides for progression based on increased skill and experience. The aged care employer representatives opposed the ANMF structure.
- The ANMF proposed that the relativity between NPs and RNs as it currently is for NPs outside of aged care should be maintained on the basis of work value. All employer representatives opposed this position.
- The ANMF proposed that the classification structure proposed for ENs and wage outcome for NPs should also apply to nurses working in aged care. The aged care employer representatives opposed this position.
- The ANMF proposed that clause 15.7 of the Nurses Award be deleted, and that employees increment on the completion of a year of service, regardless of FTE. All employer parties argued that incremental progression should be based on completion of full-time equivalent hours.

The Expert Panel is yet to provide a decision in the matter.

Variation of Modern Awards to Include a Delegates' Rights Term

The FWC published final determinations varying awards to include a delegates' rights term on 28 June 2024. The Mining and Energy Union lodged an application for judicial review of the delegates' rights term in the Federal Court, which was heard on 17 and 18 March 2025. The Full Court of the Federal Court found the terms of the delegates' rights clause inserted into modern awards did not meet the requirements of the underpinning legislation establishing delegates rights. As a result, the orders varying awards to include a delegates' rights clause were quashed.

The FWC initiated an urgent process to insert compliant clauses in all awards. Interested parties were invited to respond to a draft clause. Determinations to vary all modern awards to include the new delegates rights term were made on 23 January 2026.

Annual Wage Review 2025-6

The 2025-26 Annual Wage Review decision provided for a 4.75% increase to modern award minimum wages effective from 1 July 2026. The FWC determined to start phasing out the two lowest paid classifications in the award system, moving the rates at C13 and C14 up to meet the C12 rate. The National Minimum Wage for ongoing employment was adjusted to \$1004.90 per week or \$26.44 per hour. The review was conducted in the context of economic uncertainty surrounding the conflict in the Middle East and the impact this has had on real wages. The FWC noted its ongoing work to address gender-based undervaluation in awards which it aims to complete by 2027.

Degree-qualified professional classifications review

This matter is the second gender-based undervaluation matter commenced by the FWC on its own initiative and follows the initial matter focused on female-dominated awards. The degree-qualified review seeks to align all degree-qualified professional classifications in the modern award system to the benchmark C1(a) rate identified in the aged care work value matter, currently \$1654.30. The ANMF has an interest in this matter in relation to school nurses employed under the Educational Services (Schools) General Staff Award and occupational health nurses employed under the Black Coal Mining Industry Award.

As of writing all parties have made submissions as to the scope of the review and we are awaiting the FWC's decision on which awards to consider. The matter will then proceed to conferencing and then to arbitration to determine any outstanding issues.

Vehicle allowances application (AM2026/10 and others)

This matter arose from a joint application led by the ACTU to increase vehicle allowances payable under modern awards in response to the global fuel price increase caused by the war between the US and Iran. This application was intended to be resolved quickly but as of writing unions are still awaiting a decision from the FWC.

Review of part-time provisions (AM2025/17)

The FWC commenced this matter after the 2023-24 Modern Awards Review process. Its intention is to develop a model part-time clause for use across the award system where appropriate. While the ANMF sought for the part-time clause in the Nurses Award to be included in this initial review, the FWC has maintained that its initial list of the most used modern awards will set the parameters of this major case for the time being.

It is our intention to pursue changes to the part-time clause in the Nurses Award in the future.

Bargaining

During the 2025/26 financial year, ANMF Federal Office completed negotiations for the following enterprise agreements covering nurses and assistants in nursing:

Partnered Health Medical Centres

This agreement was approved on 30 October 2025, featuring a 4% initial pay rise with 3.75% in each of the subsequent two years. Its approval was delayed slightly, and the employer did not provide any backpay between the previous expiry and the new agreement becoming operational. We managed to negotiate for 12 days personal leave and 5 days per year delegates training leave. Ideally, we can leverage the additional delegates training leave to further develop our organising capabilities in this primary health setting. A 3-year agreement was opted for to ensure we could negotiate again sooner in light of the work value increases to come.

Monash IVF

This agreement was approved 7 May 2026 and brought together the previous Monash IVF and Repromed enterprise agreements, covering IVF clinics and day surgeries. It features an improved classification structure pay increases of between 3% and 5% annually for members.

Indian Ocean Territories (Registered Nurses) Enterprise Agreement

On 10 August 2026 the FWC approved this agreement. As federal government employees, members on Christmas Island and the Cocos (Keeling) Islands had this negotiation bound by the Australian Public Service-Wide Bargaining Policy and associated common conditions document developed in 2023. However, their rates of pay were significantly lower than public service equivalents in every other state and territory. In pursuit of their claims these members took industrial action and the ANMF lobbied federal parliamentarians in an effort to secure an improved pay offer to come closer to pay equity with their mainland counterparts. This was successful, and the agreement features initial uplifts of 10-14% and a further increase of 3.2% in 12 months. Unfortunately, the government sought changes to several remote location benefits, but the pay increases outweigh the negative impact of these changes.

Other Enterprise Bargaining

The ANMF Federal Office is currently in negotiations for new enterprise agreements with the following employers:

- Sonic HealthPlus
- Ahpra
- Lifeblood
- Australian Public Service (Federal Government)
- Silverchain

ANMF Rules

Various Rules ([R2026/31](#))

On 8 May 2026, the FWC certified alterations to the ANMF Rules. The alterations amended Rules 3, 13, 32, 34, 49, 50 and 87.

The alterations covered the following matters:

- providing that the assets and income of the organisation can only be applied for the purpose of furtherance of the objects of the organisation;
- providing that, following the dissolution of the organisation, the remaining funds shall be transferred to another non-for-profit organisation with similar purposes;
- changing the time the Branch Secretaries are required to deliver member information to the Federal Secretary;
- allowing the Federal Secretary to make delegations under limited circumstances, provided that the Federal Secretary supervises the delegates and assumes all responsibilities;
- adjusting an expression to allow the Returning Officer more flexibility in the conduct of elections;
- allowing the invitation for nominations for officer positions to be delivered through digital communication platforms;
- clarifying that a candidate in an election cannot be a scrutineer; and
- adjusting rule references.

Creation of second Federal Assistant Secretary office ([R2026/52](#))

On 5 June 2026, the FWC approved rule changes that create a second Federal Assistant Secretary office. This office will be filled in elections scheduled to commence early next year.

Wages

Aged Care

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

National comparison of aged care and public sector rates of pay – February 2025			
Classification	National		
	Public \$	Aged Care \$	Difference \$
AIN/PCW minimum	30.99	32.80	-5.52%
AIN/PCW maximum	33.43	33.78	-1.01%
AIN/PCW Cert 3 minimum	30.99	35.00	-11.46%
AIN/PCW Cert 3 maximum	33.43	35.31	-5.31%
EN minimum	36.39	39.41	-7.66%
EN maximum	39.44	41.06	-3.94%
RN Level 1 minimum	40.79	43.02	-5.17%
RN Level 1 maximum	53.91	53.59	0.61%

As of May 2026 February 2025, the ANMF identified a total of 253 unique agreements operating in the residential aged care sector, which are up to date with respect to wages that factor in the ACWVC.

The second tranche of the final outcome of the ACWVC for aged care nurses came into effect on 1 October 2025. The Commonwealth provided additional funding through an AN-ACC uplift, with Guidance Material as to the dollar amount to be passed on at each pay point in the amended classification structure.

While the ANMF has ensured that the funding has been appropriately applied in many cases, there are a significant number of providers suspected to have not passed on the full amount of funding provided to increase wages in accordance with the Guidelines.

Public Sector Agreement Outcomes

The table below details the percentage increases and expiry dates of public sector enterprise agreements that apply over the 2025/2026 financial year period. In addition to the wage increases detailed, several agreements provide for significant increases to base rates of pay and improved classification structures before general wage increases are applied, as well as one-off payments as compensation for cost-of-living increases or payments relating to attraction and retention issues.

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

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

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

Public Sector Agreement Outcomes	
STATE / TERRITORY	OUTCOME
New South Wales	Assistants in Nursing (AINs): 28% over three years Enrolled Nurses (ENs): 18% over three years Registered Nurses (RNs): 16% over three years
Victoria	26% over 4 years (expires 2028)
Northern Territory	12% over 4 years (expires 9 August 2026)
Tasmania	9.5% over 3 years plus \$1500 adjustment to salaries (expires 30 June 2026)
South Australia	9% over 3 years (expires 31 July 2025) New agreement going to arbitration
Queensland	11% over three years. From 1 December 2027, an additional paypoint will be created at the top of the entry level RN classification.
Australian Capital Territory	2023: \$1,750 from 1 January, 1% from 1 June, \$1,750 1 December. 2024: 1.5% from 1 June, 1% from 1 December and \$1,500 flat rate increase. 2025: 1% from 1 June, 1% from 1 December, and \$1,000 flat rate increase (expires 31 March 2026)
Western Australia	2024: 5% plus \$250-\$500 added to base rate for RN 1.4 and above 2025: 4% plus \$250-\$500 added to base rate for RN 1.4 and above 2026: 3.5% plus \$250-\$500 added to base rates. RN2 increases are 3.5% plus \$2,283-\$4,811 added to base rate.

Private Acute Hospital Sector

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

Private acute hospitals comparison with public sector rates of pay – May 2026			
Classification	National		
	Public \$	Private Acute \$	% Diff
AIN/PCW minimum	29.85	28.88	3.37%
AIN/PCW maximum	32.21	31.47	2.38%
EN minimum	34.78	34.21	1.66%
EN maximum	37.38	37.50	-0.32%
RN Level 1 minimum	39.13	37.78	3.58%
RN Level 1 maximum	51.59	50.48	2.20%

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

Nursing and Midwifery Workforce

The 2024 nursing and midwifery workforce data recently published by the Australian Government Department of Health is the most up-to-date information. It shows that in 2024 there were 497,894 nurses and midwives registered in Australia, an increase of 24,222 registrations since 2023. In 2024, 11,754 were recorded as being non-practising. Of the practising nurses and midwives with general registration, 86.2% were registered nurses, midwives and dual registrants, and 13.7% were enrolled nurses only, which continues to trend downwards.

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

The 2025 nursing and midwifery workforce data published by the Australian Government Department of Health is yet to be published. However, the Nursing and Midwifery Board of Australia (NMBA) has published their quarterly report for 1 January 2026 to 31 March 2026, and this reports that there was a total of 421,539 Registered Nurses, 66,592 Enrolled Nurses and 8,955 Midwives. This data does not provide a detailed snapshot of the workforce.

Primary Health Care Committee

The Primary Health Care Committee was established in late 2025 with the first meeting held on the 19 September 2025. This committee is attended by Professional Officers and those with primary health expertise from the branches (currently attended by NT, QLD, NSW, ACT, SA & VIC). This committee was established to provide strategic direction, expert advice, recommendations and actionable outcomes for the benefit of members in primary health care.

Migration Strategy Reference Group

The Migration Strategy Reference Group was established as a subgroup to the Industrial Advisory Committee in late 2025 and the first meeting was held 9 October 2025. This group is attended by both Professional Officers and Industrial Officers from branches (NT, QLD, NSW, VIC & SA). This group aims to identify common issues and opportunities as well as identify and provide strategic insight for issues relating to migration.

Gender Equality

The conclusion of the Aged Care Work Value case marks a significant contribution to achieving gender pay equity in Australia. The uplift in award wages for aged care workers has played a part in narrowing the gender pay gap and setting award wage benchmarks for other female dominated industries. The outcome of the Nurses and Midwives Work Value case will ensure the benchmark rates for nurses and midwives is appropriately set across all parts of the health sector.

We have continued to take the opportunity to make submissions in relation to improving access to family and domestic violence leave, annual leave and personal leave. All forms of leave assist in providing members with greater work flexibility and therefore improved ability to participate in the workforce and enhance their careers.

We will continue to advocate for improved pay and conditions through the FWC part-time review, which is an opportunity to vary the definition of part-time employment under the Nurses Award.

The current definition provides employers with the flexibility of engaging nurses and midwives on a part-time basis, but treating them as casual employees, without the associated cost penalty.

The impact of shiftwork, in particular nightshift on health and wellbeing has been raised via the NES review and will be an ongoing focus of the industrial team's work.

We continue to work with the ACTU and affiliates to campaign for reproductive leave and entitlements.

Migration Strategy and Reform

PALM Scheme

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

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

As of May 2026, there are 1160 workers in the care industry participating in the PALM scheme. Those working within Aged Care had the opportunity to be involved in the Aged Care Expansion (ACE) Program which involves the worker gaining a Certificate III in Individual Support (Ageing). This program has now concluded with the the evaluation report and DFAT response to the report has been published.

Recently, DFAT and DEWR have announced proposed expansion to the PALM scheme, these expansions include:

Care Skilling Program:

- This program will deliver Certificate III Individual Support (Ageing) qualifications and Early Childhood Education and Care (ECEC) for PALM scheme workers.
- This has been developed to build on the ACE program and will be rolled out in a phased approach.
- PALM scheme employers and Registered Training Organisations (RTOs) may be paired as a pathway to employment.

Aged Care Metropolitan Expansion

- Proposed to phase in residential aged care recruitment in metropolitan areas by the end of 2026.
- First year will targeted to 250 workers and priority given to Direct Employers.
- There are no further details as to locations.

There has been little consultation by DEWR and DFAT on the proposed expansion, a meeting has been held to inform Unions of the expansion with no meaningful consultation undertaken. Federal Office has been working with ACTU and affiliates on steps moving forward and requests for consultation.

Health and aged care employers in the PALM scheme include:

- NSW - DPG Services Pty Ltd (Opal Healthcare)
- NSW - Apollo Care Operations Pty Limited
- SA - Barunga Village Inc
- NSW - Bushland Health Group Limited
- QLD - Carestaff Nursing Services Pty Ltd
- NT - Carers NT
- NSW - Finley Regional Care Ltd
- ACT - Goodwin Aged Care Services Limited - Crace
- NSW - Hale Community Support
- NSW - HammondCare
- NSW - Harbison Memorial Retirement Village
- QLD - Health Plus People Pty Ltd
- NSW - Healthcare Australia Pty Ltd (HCA)
- QLD - HealthX Group Pty Ltd (Labour hire)
- VIC - Kare One Pty Ltd
- NSW - Koonambil Aged Care Ltd
- QLD - Mercy Health and Aged Care Central Queensland Ltd (Mercy Community)
- NSW - Pulse Staffing Australia Pty Ltd
- TAS - Respect Group Ltd
- NSW - Royal Freemasons Benevolent Institution
- QLD - RSL Care RDNS Limited
- NSW - Southern Cross Care (NSW & ACT) Limited
- QLD - Southern Cross Care (QLD) Ltd
- NSW - St Agnes' Care & Lifestyle
- QLD - The Society for the Mount Isa Memorial Garden Settlement for the Aged (The Laura Johnson Home for The Aged)
- WA - Uniting Church Homes (Juniper)
- NSW - Warrigal Care
- SA - Your Nursing Agency Pty Ltd (YNA)

Aged Care Industry Labour Agreements and MOU

A review of the Aged Care Industry Labour Agreement was undertaken by DoHA in late 2025 and Federal Office contributed by providing feedback during consultation meetings at both with DoHA and Union roundtables.

The Migration Strategy Reference Group aims to review the ANMFs MoU process and review the Branch MoUs to create a streamlined national template that calls for strengthened protections for workers and ensures that the MoUs cannot be used across jurisdictions unless agreed upon.

Workplace Justice Visa

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

The Accredited Third Party (ATP) program initially had a pilot phase of two years, which has been extended to 30th June 2028. The list of organisations within the Pilot are as follows:

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

The Federal Office was contacted by ACTU at the end of 2025 to answer a call out to express interest in becoming an ATP. No response was provided by government after this request and Federal Office sent a letter to Minister Burke on 4th March 2026 to note our interest in being involved in the program. A response was provided on 20th July 2026 which noted the ANMFs expression of interest, no plans at this stage have been provided for extension of the ATPs.

Federal Office has attended consultation meetings with DoHA as follows:

- Federal Office meets on a Bi-Monthly basis with a representative from Business, Industry and Regional Outreach (BIRO).
- Aged Care Industry Labour Agreement (ILA) Consultation 6 August 2025 & 18 August 2026
- Aged Care ILA Consultation Union Roundtable 10 September 2025
- MACSM Essential Skills Pathway Sub-group 30 September 2025, 6 November 2025, 16 December 2025 & 22 January 2026
- Consultation on the Modern Slavery Act 27 November 2025

[Strengthening the Modern Slavery Act](#)

Federal Office provided a submission and attended a consultation, 27 November 2025, for a review into the Modern Slavery Act during which Federal Office called for a due diligence requirement to ensure companies take action on modern slavery in their operations and supply chains as well as highlighting the need for stronger worker protections against exploitation particularly within the PALM scheme.

The ANMF also co-signed a letter that was produced by the Human Rights Law Centre to the Attorney-General's department calling for the Modern Slavery Act to be amended, this was signed by approximately 90 signatories.

[Final End of Mission Statement CV to Australia](#)

ANMF NATIONAL POLICY RESEARCH UNIT REPORT

The ANMF's National Research and Policy Unit (Federal Office) is based in the Rosemary Bryant AO Research Centre at Adelaide University. It leads the ANMF's research and policy programs and provides evidence-based strategic advice to the Federal Executive Group. The Unit leads and collaborates on a range of research and policy projects and portfolios with a strong focus on analysing the implementation and impact of key national health and workforce policy and funding decisions. Our work contributes to the delivery of the ANMF's organisational priorities through evidence-based research and guidance. The Unit's Director and National Policy Research Adviser, Associate Professor Micah Peters PhD is supported by Research Assistant Jarrod Clarke and Grant-funded Research Fellow Clinton Fildes RN.

Nursing, Midwifery, and Care Workforce Reform

In 2025-2026, the Unit's work supported the ANMF to advance critical reforms to strengthen the nursing, midwifery, and care workforce through evidence generation, member engagement, and national and international advocacy. Publications such as the highly cited *Defining Nurse-Led Models of Care* provided members, policymakers, and nursing researchers globally with a framework for standardising and expanding nurse-led care. Analysis and evidence briefs on the National Nursing Workforce Strategy, National Safety and Quality, Health Standards, scope of practice, nurse prescribing, workforce retention, and screening processes were disseminated to inform the ANMF's leadership and engagement with federal reviews and enquiries.

The Unit led submissions to the Australian health practitioner regulation agency on recency of practice and continuing professional development, Treasury's Economic Reform Roundtable, Jobs and Skills Australia's AI Capacity Study, Generative AI submission, and the National Health Genomics Policy Framework, positioning nurses and midwives at the centre of future healthcare models. Presentations at the International Council of Nurses Congress further strengthened international collaboration and exposure.

Research programs and collaborations included commencement of a three-year project focussing on workplace health, safety, and wellbeing of nurses and midwives funded by a \$300,000 grant from the Teachers Health Foundation and funded projects focussing on nurses' and midwives' sleep (funded by the Rosemary Bryant Foundation and conducted in collaboration with nursing researchers in the Adelaide School of Nursing and Midwifery) as well as caseloads in midwifery group practice models (funded by SafeWork SA and conducted in collaboration with the ANMF South Australia Branch).

Assoc Prof Peters also supervises an emerging nurse research leader conducting a PhD focussed on formal student employment models for nurses and midwives and has published a systematic review and discussion paper.

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

Aged Care Reform

The ANMF's aged care reform agenda remained focused on staffing and funding adequacy, workforce regulation, and quality of care and has been supported and informed by the Unit's work. The Unit led the development and conduct of the ANMF's national Pulse Check of the Aged Care Sector survey and report which directly underpins the 2026 ANMF Aged Care Campaign (to be launched September 2026), generating evidence against all three of the Plan's aged care objectives – staffing and skills mix, workplace violence and aggression, and financial transparency.

This work also aligned to the ANMF's Biennial Resolutions on care minutes legislation, enrolled nurse staffing, and financial accountability. A dedicated staffing levels and skills mix report, produced alongside the national campaign survey, provided the sector-specific evidence supporting the Plan's commitment to secure mandated staffing ratios and skills mix on every shift across all nursing homes.

The Unit also provides evidence-based guidance, policy analyses, and leads and contributes to the ANMF Federal Office submissions regarding aged care.

Assoc Prof Peters' work has also been influential internationally, having informed policy reform discussions in Ireland around nursing home staffing levels and skills mix.

Health and Maternity Care Equity

The Unit's research and policy work in 2025-26 prioritised more inclusive, accessible, and effective models of care.

The Unit's submissions on informed financial consent and split billing practices as well as rural, regional and remote healthcare access and primary healthcare referral pathways advanced the Federation's commitment to promote accessible, equitable, affordable and transparent access to health and maternity care as well as sustainable and effective nurse and midwife-led models of care.

Submissions to the Australian Law Reform Commission's review of surrogacy laws, together with peer-reviewed research on midwives' preparedness for surrogacy birth care, supported the ANMF's objective to advance nurse- and midwife-led models of care and innovation in an emerging and under-researched area of maternity practice.

Ongoing strategic leadership within the South Pacific Nurses Forum Steering Group - including organising the Forum's 2026 online conference - extended the ANMF's equity agenda beyond Australia's borders, reflecting the ANMF's important role in regional workforce and maternity care collaboration.

In 2026, Assoc Prof Peters' Medical Research Future Fund research collaborations with the National Aging Research Institute totalling around \$3 million also come to a conclusion, having successfully conducted important research into nurses and healthcare staff's role in detecting and preventing elder abuse and the development of evidence-based models of indwelling catheter care for older adults.

Gender Equity and Industrial Relations Reform

The Unit contributes to the ANMF's work around advancing gender equity through both workplace and health system reforms. The Unit's evidence briefing on the health risks of shift work, and a companion Australian Nursing and Midwifery Journal column on night shift work and breast cancer risk, provided the evidence base for the Plan's commitment to close the gender pay gap and improve work-life balance, directly supporting advocacy for safer rostering practices in a predominantly female workforce.

Analysis of the 2026-27 Federal Budget's women's health package ensured ANMF's advocacy remained grounded in the latest fiscal measures, supporting the Plan's broader objective of economic security for women by tracking government investment against member needs.

Climate Change and Social Justice

The Unit's submission to the Joint Standing Committee inquiry into racism, hate and violence directed at Aboriginal and Torres Strait Islander people, together with a peer-reviewed Collegian publication on First Nations nurses' experiences of racism at work, directly supported the ANMF's commitment to eradicate workplace racism and promote social justice and human rights in health systems.

Contributions to the ANMF's submissions to the Royal Commission on Antisemitism and Social Cohesion, the Joint Standing Committee on Aboriginal and Torres Strait Islander Affairs on the inquiry into racism, hate, and violence directed at Aboriginal and Torres Strait Islander People, and the Department of Home Affairs on Australia's Humanitarian Program people extended the ANMF's social justice objectives into an important dimensions of health, wellbeing, and safety for healthcare workers and community members complementing the Unit's existing anti-racism work.

In the second half of 2025, the Unit included the ANMF's inaugural Climate Change Officer and current Federal Assistant Secretary Catelyst Richards. Collaborations resulted in the development of the influential Lancet Countdown Climate and Health Priorities for Australia and a peer-reviewed scoping review on gender justice in the Triple Planetary Crisis which positioned the ANMF as an important leader in international evidence on planetary health and climate change's differentiated impacts on women.

This supported the ANMF's objective to empower nurses, midwives and care workers to lead in climate action and sustainability.

The Unit's submission to the Senate inquiry into microplastics and toxic chemicals extended the Plan's climate and social justice objectives into environmental health policy, an area of growing relevance to both patient and workforce safety. In 2026, the Unit continues its work in this space now that the climate change portfolio has been elevated to the ANMF Executive.

Organisational Strength, Governance and Member Engagement

Assoc Prof Peter's sustained commitments to representing the ANMF on the South Pacific Nurses Forum Steering Group and the Inter-Governmental Policy Reform Group's Clinical Trials Sub-Committee reflects the ANMF's commitment to build a unified national (and international) voice through active cross-organisational collaboration, extending the Unit's ability to support nurses and midwives and health and maternity care beyond Australia's borders and within influential policy decision making processes around nurses' and midwives' research leadership and engagement.

As National Policy Research Adviser, Assoc Prof Peters has also had an important role guiding and informing the development of the ANMF Strategic Plan 2026-28 and developing and refining internal processes to improve ANMF Federal Office/Branch engagement on consultations and submissions. This demonstrates direct delivery against the ANMF's commitment to transparent strategic accountability and structured performance reporting, with this Annual Report serving as one mechanism for that accountability.



COMMUNICATIONS & MEDIA REPORT

The Communications and Media team has focused on delivering timely, strategic communications that advance the ANMF's key priorities, advocacy and national campaigns, while providing members with relevant information on issues affecting nursing, midwifery and professional practice.

The media team has also supported the ANMF's public advocacy by developing and distributing media releases and other communications that promote the Federation's policy positions and campaigns to mainstream media and the broader community. In addition, the team has worked closely with ANMF Branches to strengthen collaboration and enhance internal communications across the organisation. This report outlines the team's key activities and achievements throughout 2025–2026.

Key Campaigns and Activities

Nurses and Midwives for Peace

The Nurses and Midwives for Peace is a national ANMF campaign defending the rights and safety of healthcare workers in conflict zones and advocating for the protection of health services under international humanitarian law.



The campaign, driven by the Media and Comms team, has highlighted attacks on hospitals, health workers and humanitarian aid, with particular attention to the catastrophic destruction of Gaza's healthcare system. During its first phase, more than 700 ANMF members and community supporters signed an open letter and shared messages of solidarity, which were delivered to healthcare workers in Gaza through the International Red Cross. The campaign was promoted through newsletters, website stories, social media and a dedicated online platform.

At the ANMF's 17th National Biennial Conference in October 2025, Humanitarian and Red Cross nurse Ruth Jebb spoke about her experiences. The ANMJ published her story and other stories from nurses working in conflict zones.

The campaign also launched a petition at the Biennial Conference calling on the Australian Government to uphold the Geneva Conventions and use diplomatic pressure to end attacks on medical personnel and facilities. Six articles following significant national and international events were posted across both websites supported the campaign, with engagement rates between 55% and 65%, which helped the petition reach 1,500 signatures.



Measure	ANMF	ANMJ
Campaign page views	2,818	Not applicable
Campaign newsletter recipients	6,072 (6 sends)	11,656 (3 sends)
Campaign newsletter click-through rate	5.75%	2.72%

Following the petition, the Federal Office subsequently wrote to Foreign Minister Penny Wong and received a response outlining Australian Government initiatives to protect humanitarian personnel, including international advocacy and \$15 million in funding for practical measures through United Nations and Red Cross and Red Crescent bodies. While these commitments were welcomed, the ANMF is considering whether if further steps are required to encourage the Federal Government to do more given that attacks on healthcare in conflict zones have worsened in recent years.

Meanwhile the Comms and Media team, maintained content on the campaign webpage ANMJ and social media.

ANMF Social Media Posts - Nurses and Midwives for Peace

Australian nursing and mid... POST Jan 26, 12:27 AM Nurses and midwives stand against hate an...	Australian nursing and mid... POST Sep 3, 08:35 AM Stand together for peace, human rights an...	Australian nursing and mid... POST Aug 4, 05:23 AM Peace is the foundation of human dignity,...	Australian nursing and mid... POST Aug 17, 11:00 AM Stand together for peace, an end to viole...
Reactions 176 Comments 8 Shares 27 Post clicks 417 Video views 0 Impressions 12,032 Reach 8,064 Engagements 628 Engagement rate 7.77%	Reactions 54 Comments 1 Shares 9 Post clicks 80 Video views 0 Impressions 2,017 Reach 1,912 Engagements 144 Engagement rate 7.53%	Reactions 34 Comments 3 Shares 3 Post clicks 171 Video views 0 Impressions 3,074 Reach 2,875 Engagements 211 Engagement rate 7.34%	Reactions 117 Comments 2 Shares 19 Post clicks 308 Video views 0 Impressions 6,361 Reach 6,116 Engagements 446 Engagement rate 7.29%

Australian nursing and mid... POST Jul 24, 12:00 AM Peace is the foundation of human dignity,...	Australian nursing and mid... POST Aug 25, 09:50 AM Peace is the foundation of human dignity,...	Australian nursing and mid... POST Jul 28, 04:24 AM We call for immediate and unrestricted hu...	Australian nursing and mid... POST Nov 11, 10:00 AM Emergency nurse Ruth spoke about her time...
Reactions 41 Comments 1 Shares 5 Post clicks 249 Video views 0 Impressions 2,957 Reach 2,607 Engagements 296 Engagement rate 10.55%	Reactions 26 Comments 1 Shares 2 Post clicks 93 Video views 0 Impressions 1,371 Reach 1,295 Engagements 122 Engagement rate 9.42%	Reactions 315 Comments 2 Shares 102 Post clicks 513 Video views 0 Impressions 11,822 Reach 11,123 Engagements 932 Engagement rate 8.38%	Reactions 116 Comments 2 Shares 14 Post clicks 359 Video views 0 Impressions 9,154 Reach 6,113 Engagements 493 Engagement rate 8.06%

Australian nursing & midwi... POST Jan 28, 12:27 AM Nurses and midwives stand against hate an...	Australian nursing & midwi... POST Oct 17, 03:33 AM The ANMF has launched a new petition call...	Australian nursing & midwi... POST Nov 11, 10:00 AM Emergency nurse Ruth spoke about her time...	Australian nursing & midwi... POST Jul 28, 04:24 AM We call for immediate and unrestricted hu...
Reactions 122 Comments 5 Shares 13 Post clicks 294 Video views 0 Impressions 8,419 Reach 6,010 Engagements 434 Engagement rate 7.21%	Reactions 43 Comments 5 Shares 7 Post clicks 91 Video views 0 Impressions 4,618 Reach 3,284 Engagements 146 Engagement rate 4.45%	Reactions 24 Comments 1 Shares 3 Post clicks 44 Video views 0 Impressions 2,073 Reach 1,426 Engagements 72 Engagement rate 5.05%	Reactions 25 Comments 0 Shares 18 Post clicks 37 Video views 0 Impressions 1,342 Reach 1,212 Engagements 80 Engagement rate 6.6%

Digital Health

The Digital Health Project delivered two webinars, two podcasts and two articles for *ANMJ* Online this year. The Communications team supported these initiatives through promotion, follow-up activities and podcast production. The team also updated the digital health page on the ANMF website and published relevant articles, fulfilling the project's contractual requirements.

Aged Care Campaign

The communications team supported the promotion of the Aged Care 'Pulse Check' Survey across websites, newsletters, stories and social media as well as published a feature on the issues in aged care in the *ANMJ*.

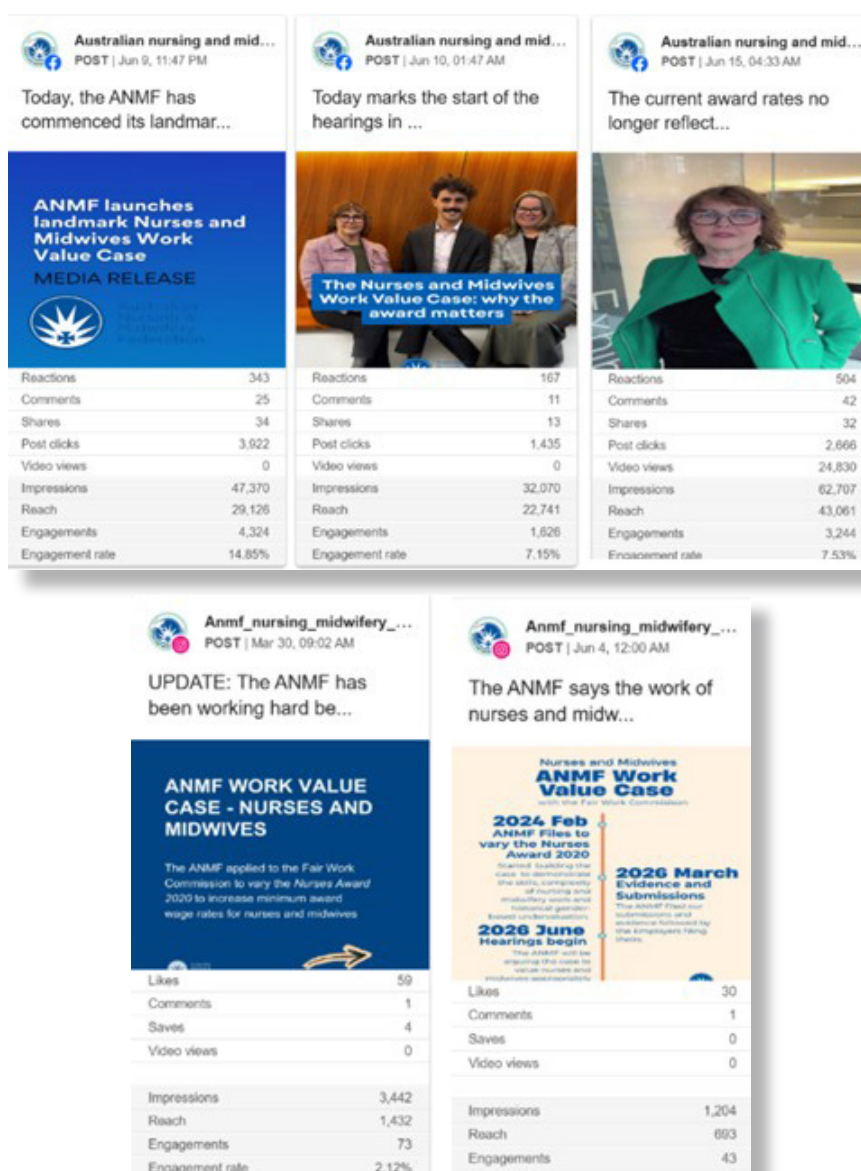
The Communications team initially convened preliminary aged care campaign meetings with key stakeholders from the Federal Office and communications representatives from each Branch

to discuss the findings of the national aged care pulse survey and to shore up key pillars for the campaign. This work is now being developed by the Strike Force Committee.

Nurses and Midwives Work Value Case

Before the commencement of the Nurses and Midwives Work Value Case hearing with the Fair Work Commission, the Communications and Media team delivered a coordinated campaign of articles, videos and social media content to educate members about the case and its significance to their practice. Throughout the hearing, this content was amplified across digital channels, including footage of the Industrial team in attendance, highlighting the Federal Office's advocacy and the work being undertaken on behalf of members. The team is currently planning next steps with the Industrial Team when the Fair Work Commission hands down their decision and the implications for members.

ANMF Social Media Posts - Nurses and Midwives Work Value Case



Branch Communication initiatives

Branch communication and collaboration have continued to strengthen through the Branch Communications Group and Social Media Group, both of which meet quarterly. These forums provide opportunities to share issues, ideas, communication strategies, Federal initiatives, and media releases, ensuring a more coordinated national approach.

National communications meetings have also been held more regularly to support collaboration on joint campaigns and strategic priorities. This has included coordinated planning and messaging for key initiatives such as the Aged Care Campaign.

External Media

Over the past 12 months, the ANMF Federal Office issued 22 media releases covering a broad range of topics from industrial and professional practice matters to social justice and healthcare issues. While we were unable to detect coverage across all media outlets, the releases generated strong coverage across mainstream print, television, and radio. They also performed well on social media, achieving significant click-through rates, likes, shares, and comments.

Media Releases - Financial Year 2025-2026	
1 July 2025	ANMF Welcomes Support for Student Placements
15 September 2025	Climate risks are here: Our communities need adaptation action
1 October 2025	ANMF celebrates successful campaign to secure pay rises for aged care workers
16 October 2025	ANMF to conduct 'pulse check' of Australia's aged care system
17 October 2025	ANMF launches petition calling for protection of healthcare workers in conflict zones
30 October 2025	Australian Government must place health at centre of climate change policy
2 November 2025	ANMF welcomes expansion of Medicare bulk-billing services for all Australians
15 December 2025	ANMF condemns Bondi Beach mass shootings
27 January 2026	ANMF condemns fatal shooting of US intensive care nurse
6 February 2026	ANMF welcomes resolution of Healthscope sale
23 February 2026	ANMF appoints Catelyn Richards new Federal Assistant Secretary
25 February 2026	ANMF advocates for a safe, democratic Australia
17 March 2026	ANMF statement on Middle East conflict
30 March 2026	Calls for financial relief for nurses and midwives struggling with cost-of-living pressures
14 April 2026	ANMF seeks urgent increase in travel allowance to help manage soaring fuel costs
23 April 2026	ANMF welcomes Albanese Government's \$3 Billion funding for aged care
29 April 2026	ANMF condemns disruption to Welcome to Country at ANZAC Day ceremony
12 May 2026	Celebrating International Nurses Day 2026: ANMF calls for nurses to be empowered in tonight's Budget
13 May 2026	ANMF welcomes major Budget tax reforms to support nurses, midwives and carers
2 June 2026	ANMF minimum wage rise a 'step in the right direction' for low-paid care workers
10 June 2026	ANMF launches landmark Nurses and Midwives Work Value Case
30 June 2026	Nurses and midwives showcase innovative healthcare solutions

The ANMF's media releases throughout 2025-26 coverage included national and metropolitan media, including but not limited to:

Mainstream print and online:

- **The Australian** – Ahpra antisemitism policy; the Budget; FWC Work Value Case; nurse prescribing powers.
- **AFR** – Healthscope; FWC Work Value Case.
- **SMH** – Healthscope (Northern Beaches Hospital); Healthscope (Mount Private Hospital); Bondi terror attack; National Day of Mourning.
- **The Guardian** – negative gearing changes; Bondi terror attack; National Day of Mourning; Healthscope.
- **The Daily Telegraph** – Ahpra antisemitism policy; cost-of-living.
- **Herald-Sun** – Ahpra antisemitism policy.

Industry publications:

Specific health and aged care industry publications have regularly used ANMF media releases and covered ANMF issues and campaigns.

- **Aged Care Insights** – Budget wrap; aged care reforms; aged care wage increases; aged care 'pulse check'; FWC Work Value Case.
- **Hello Care** – Budget; aged care reforms; FWC Work Value Case; aged care wage increases.
- **Aged Care Guide** – Budget; aged care reforms; FWC Work Value Case; aged care wage increases.
- **Nursing Review** – Budget; aged care reforms; FWC Work Value Case; aged care wage increases; new ANMF leadership team
- **Croakey** – Ahpra antisemitism policy; negative gearing changes; global conflicts; Budget wrap; aged care and NDIS; FWC Work Value Case' climate change impacts.
- **Veri Health** – nurse prescribing powers.

Broadcast Media:

- **2SM** – radio 2SM regularly uses ANMF media releases on its news bulletins, which are syndicated across stations in metropolitan, regional and remote parts of Australia.

Federal Secretary Annie Butler is interviewed as part of news stories featuring the ANMF.

- **2GB** – radio 2GB in Sydney regularly uses ANMF media releases on its news bulletins, which are syndicated across 9 Radio stations such as 4BC, 3AW regional and remote parts of Australia.

ANMF Federal Secretary Annie Butler was interviewed in news stories featuring the ANMF.

- **ABC News Radio** – regularly covers national and state-based issues such as the Budget; maternity workforce shortages, changes to negative gearing.

ANMF Federal Secretary Annie Butler was interviewed in news stories featuring the ANMF.

Television:

In addition to State and Territory branches receiving coverage on mainstream TV channels, the ANMF federal office has maintained a strong presence on TV throughout 2025-26.

Federal Secretary Annie Butler was interviewed in news stories featuring health stakeholders on topics such as Budget; FWC Work Value Case; cost-of-living; push for flexible work arrangements.

Internal Communication

The ANMF Communications and Media team has continued to strengthen its internal communication strategies to improve information sharing and staff engagement across the Federal Office. While further work remains, significant progress has been made to ensure staff are kept informed of Federal Office activities and better understand key ANMF policies.

Looking ahead, the team will continue to enhance internal communication structures through improved use of SharePoint, the development of communication guidelines and regular staff newsletters. Further priorities include strengthening communication channels with branches and implementing risk management policies across communications functions to support consistent, effective and accountable practices.



Australian Nursing and Midwifery Journal (ANMJ)

The ANMJ has continued building and developing its presence amongst the membership nationwide via the hardcopy journal, the website, social media and email newsletter. Priority on all ANMJ platforms has been to highlight the work of the ANMF specifically around the ANMF's priorities. Other stories have been around practice and practical issues related to healthcare, nursing and midwifery.

The team has also reviewed communication strategies which have evolved to reflect changing

audience expectations for readability and the rapid consumption of information in an increasingly saturated media environment.

ANMJ Journal

The ANMJ maintained its 56+4 page quarterly publication throughout the year, available in both hard copy and digital formats via ISSUU and downloadable PDFs on the ANMJ website.

Editorial content focused on key issues aligned with ANMF priorities, including workforce recruitment and retention, scope of practice, gender equity, solidarity and activism, particularly in relation to peace. Aged care, climate change, and sustainable healthcare practices also featured prominently.

Features

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

ANMJ Feature Articles | 2025-2026



Jul-Sep 2025
(Vol 28, No.9)

- Delivering against the odds: Midwives speak out on burnout, support and hope for change



Oct-Dec 2025
(Vol 28 No 10)

- When healthcare becomes the target: Nurses and midwives in the crossfire of war
- ANMF powerhouse: The Biennial National Conference



Jan-Mar 2026
(Vol 28 No 11)

- Priorities 2026: Renewed passion and ready to fight



Apr-Jun 2026
(Vol 29 No 1)

- Aged care is not fixed: frontline workers speak out

Focus

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

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

ANMJ Focus 2025-2026		
	Jul-Sep 2025 (Vol 28, No.9)	Midwifery and Maternal Health Part 1
	Oct-Dec 2025 (Vol 28 No 10)	Midwifery and Maternal Health Part 2
	Jan-Mar 2026 (Vol 28 No 11)	Nursing and Midwifery Education Part 1
	Apr-Jun 2026 (Vol 29 No 1)	Nursing and Midwifery Education Part 2

Clinical Update

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

ANMJ Clinical Update 2025-2026		
	Jul-Sep 2025 (Vol 28, No.9)	- Recovery and revaccination of people experiencing chest pain post-mRNA COVID-19 vaccination in 2021 - Nurse navigation – Steering the patient onto the right course
		

	Oct-Dec 2025 (Vol 28 No 10)	Community nurses' knowledge, attitude & practice of standard & transmission-based precaution
	Jan-Mar 2026 (Vol 28 No 11)	Caring for the patient with additional bariatric needs in an acute care hospital
	Apr-Jun 2026 (Vol 29 No 1)	Leadership in nursing: Exploring styles and their impact on clinical practice

ANMJ Issues, Viewpoints, Reflections 2025-2026	
Jul-Sep 2025 (Vol 28, No.9)	- Why AI can never replace the human touch in nursing - The silent weight: Cultural bias and cultural load on the First Nations nurses - Give peace a chance: Nurses and midwives can play crucial role in fostering global peace in a fractured world - I've been hurt a lot': Surplus suffering in health services for people living with Functional Neurological Disorder
Oct-Dec 2025 (Vol 28 No 10)	- Reframing End-of-Life Care: A call for courage and compassion in nursing and midwifery - New grad registered nurse: Navigating the world of mental health - Acknowledging over 100 years in nursing and midwifery regulation in Australia - Just as flowers need sunlight and care to thrive, nurses and midwives flourish in an environment of compassion and respect
Jan-Mar 2026 (Vol 28 No 11)	- Bridging the gap A fresh look at the transition from paediatric to adult care models for Type 1 diabetics - Navigating generational diversity and inter-generational friction in nursing and healthcare - ROX Index: A nurse-led high flow nasal prong initiation in Post-Operative Pneumonia and Atelectasis - Social, health, and wellbeing challenges facing older nurses and midwives
Apr-Jun 2026 (Vol 29 No 1)	- Hitting the ceiling: When "Top of Scope" meets governance reality - Frontline to shortfall: Post-pandemic realities for Australia's nursing workforce

ANMJ and ANMF Digital

FY2025–26 was characterised by significant change across the digital communications landscape, including the growth of AI-assisted search, evolving social media algorithms and increasing competition for audience attention. In this environment, the ANMF continued to strengthen its digital channels to ensure members and stakeholders could access timely, trusted and member-focused information across multiple platforms.

The ANMF's websites, social media channels and email communications play an important role in supporting member engagement, policy advocacy, professional and industrial leadership, and organisational transparency.



The results that follow reflect performance across both ANMF and ANMJ digital communication channels.

Key influences on performance

Four broader industry developments shaped digital performance during the year:

- AI-assisted search tools increasingly answered users' questions directly, which reduced website clickthrough rates across the sector.
- Social media platforms continued to prioritise video content and posts that attract likes, comments and shares, influencing what audiences saw and how far it travelled.
- Stricter email authentication, privacy and data management requirements changed email practice across all industries in Australia.
- Increased AI-automated bot activity required additional website security measures and changes to online forms and subscription processes.

Connecting with members and stakeholders

Digital channels remained an important way to connect members and stakeholders with professional, industrial and organisational information. The measures below show how much content was published during the year and how many people it reached.

Website users	Page views	Social media impressions	Video views
386,015	629,954	7,742,837	317,589
6.3% lower	12.5% lower	48.8% higher	More than 8 times higher
Social media interactions	Newsletter opens	Resource downloads	Petition sign-ups
524,079	41,654	14,731	1,500
5.0% higher	41.3% higher	8.8% lower	New in FY2025-26

Measure	ANMF	ANMJ
Website users	125,613 (-0.25%)	260,402 (-8.93%)
Website sessions	164,910 (-3.75%)	336,787 (-10.61%)
Page views	266,872 (-13.49%)	363,082 (-11.76%)
Content published	75 news items (+29.3%), 22 media releases (-12%) plus a new Strategic Programs section and a 'Voices of the ANMF' page	272 articles (-23.2%)
Newsletter sends	9,049 (up from 472)	148,515 (+56.91%)
Newsletter opens	2,677 (up from 179)	38,977 (+33%)
Newsletter database	1,073 (+11.4%)	4,455 (+2.04%)
Social media audience	80,015 (Facebook and Instagram) +4.1%	17,524 (Facebook only) +12.4%
Social media impressions	4,357,400 (+59.57%)	3,385,427 (+36.99%)
Video views	310,517 (+829.54%)	7,072 (+80.51%)

The sharp rise in ANMF newsletter recipients and opens follows the introduction of a newsletter sign-up form on the ANMF website in October 2025, which opened the newsletter to a much wider audience.

Member and stakeholder engagement

Reach is only part of the picture. The following table show what people did once they arrived: how long they stayed, what they opened and what they took away with them.

Measure	ANMF	ANMJ
Website engagement rate	51.07% (-5.17% pp)	62.23% (-3.85% pp)
Average engagement time	39 seconds (-20.4%)	44 seconds (-24.1%)
Newsletter open rate	30.70% (-25.7%)	26.35% (-15.47%)
Newsletter click-through rate	5.30% (-72.4%)	4.77% (-37.99%)
Social media interactions	298,051 (+10.65%)	226,028 (-1.53%)
Resource downloads	12,032 (-9.7%)	2,699 (-4.4%)
Nurses and Midwives Paycheck requests	138	Not applicable

Website engagement rate is the proportion of visits where someone read, scrolled, clicked or stayed for a meaningful length of time, rather than leaving straight away. Paycheck requests exclude VIC, NSW and QLD members, who access the publication through their branch websites.

Newsletter delivery improved from 99.31% to 99.58%, confirming emails continued to reach inboxes, and that list quality, authentication and sender reputation are sound. ANMF and ANMJ results also reflect different purposes: ANMF sends were campaign-based with specific calls to action, while ANMJ sends follow a regular newsletter format.

With delivery and list quality strong, the fall in open and click rates reflects competition for attention rather than a technical or audience issue. The newsletter design has also remained largely unchanged during the period, and familiarity reduces engagement over time. A refresh is planned for the year ahead.

Top performing content

The strongest performing content reflected issues of direct relevance to members, including industrial outcomes, workforce challenges, professional practice developments and advocacy campaigns.

ANMF website: Top 10 pages by views		
	Page Title	Views
1	Home	75,806
2	Join Us	18,792
3	Search	11,444
4	About Us	9,893
5	Policies, Guidelines and Position Statements	7,213
6	Contact Us	5,373
7	Work Value Cases	5,292
8	Nurses and Midwives Paycheck	4,970
9	Digital Capability Framework	4,654
10	Resources	3,812

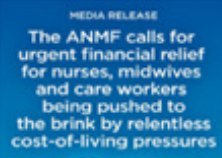
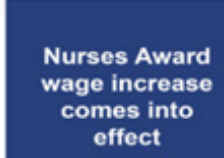
ANMJ website: Top 10 pages by views		
	Page Title	Views
1	Acute nursing care: recognition and response to deteriorating patients	17,478
2	Social, health and wellbeing challenges facing older nurses and midwives	10,833
3	Home	10,754
4	RNs poised to prescribe as standard takes effect	8,379
5	First intake of RN prescribers begins	8,206
6	Hospital delirium a red flag for severe health decline	7,672
7	Nursing system saves lives in emergency departments	6,055
8	Publications	5,727
9	Palliative care patient outcomes in Australia have improved in the last 10 years	5,416
10	Inappropriate use of non-sterile gloves increases infection risk and waste	5,352

ANMF newsletters: Top 5 links clicked		
	Link	Clicks
1	Nurses and Midwives for Peace 'Letter of support'	482
2	Nurses and Midwives for Peace 'Petition'	402
3	Nurses and Midwives for Peace webpage	304
4	Digital Health webinar registration page	167
5	Climate and Health Priorities webinar registration page	142

ANMJ newsletters: Top 10 links clicked		
	Link	Clicks
1	ANMJ homepage	1,434
2	Nurses and Midwives for Peace petition and letter of support	898
3	ANMJ reader survey	566
4	Social, health and wellbeing challenges facing older nurses and midwives	506
5	Common painkillers linked to antibiotic resistance	466
6	RNs poised to prescribe as standard takes effect	404
7	Stop prescribing SABA to treat asthma	369
8	First intake of RN prescribers begins	354
9	Cosmetic injecting nurse banned for two years	280
10	BlueCare plan to axe 60% of enrolled nurses	258

Social Media - Top performing ANMF social media posts (by engagement)

Australian nursing and midwifery POST May 15, 5:22 AM		Australian nursing and midwifery POST Sep 4, 9:15 AM		Australian nursing and midwifery POST Jul 31, 12:17 AM		Australian nursing and midwifery POST Sep 16, 6:25 AM		Australian nursing and midwifery POST Aug 5, 6:45 AM	
Rebalancing the tax system for nurses, mid...		Nurses and midwives will always fight for...		"I would say go back to work tomorrow bec...		Thousands of Victorian graduate nurses and midwives are facing the prospect of missing out on a graduate position next year, the ANMF (Vic B...		The average nurse or midwife pays more tax than many of our biggest oil and gas companies	
									
Reactions	1,297	Reactions	45	Reactions	215	Reactions	29	Reactions	248
Comments	52	Comments	16	Comments	21	Comments	11	Comments	21
Shares	544	Shares	2	Shares	99	Shares	3	Shares	42
Post clicks	40,589	Post clicks	263	Post clicks	3,475	Post clicks	684	Post clicks	2,718
Video views	0	Video views	610	Video views	0	Video views	0	Video views	0
Impressions	333,814	Impressions	1,640	Impressions	19,368	Impressions	4,948	Impressions	13,415
Reach	192,809	Reach	1,571	Reach	18,568	Reach	3,745	Reach	13,314
Engagements	42,392	Engagements	326	Engagements	3,519	Engagements	718	Engagements	2,529
Engagement rate	21.89%	Engagement rate	20.75%	Engagement rate	20.41%	Engagement rate	19.17%	Engagement rate	19%

Australian nursing and midwifery POST Mar 29, 8:39 PM		Australian nursing and midwifery POST Aug 25, 6:23 AM		Australian nursing and midwifery POST Feb 4, 12:41 AM		Australian nursing and midwifery POST Jul 9, 11:35 PM		Australian nursing and midwifery POST Feb 24, 12:00 AM	
Costs are hitting nurses and midwives har...		BlueCare is sacking 60% of its enrolled nurses starting this week - a move the QNMU warns will put elderly Queenslanders at risk.		It's getting hotter here every year. Do we need new national work safety rules for extreme heat?		Are you working under the Nurses Award 20...		RN's are already working with medications...	
									
Reactions	1,230	Reactions	50	Reactions	141	Reactions	58	Reactions	289
Comments	95	Comments	8	Comments	29	Comments	23	Comments	58
Shares	122	Shares	3	Shares	5	Shares	17	Shares	26
Post clicks	12,741	Post clicks	396	Post clicks	2,150	Post clicks	2,773	Post clicks	8,927
Video views	0	Video views	0	Video views	0	Video views	0	Video views	0
Impressions	132,232	Impressions	2,648	Impressions	23,647	Impressions	16,094	Impressions	78,695
Reach	75,304	Reach	2,497	Reach	12,491	Reach	15,987	Reach	47,248
Engagements	14,188	Engagements	457	Engagements	2,283	Engagements	2,961	Engagements	8,480
Engagement rate	18.84%	Engagement rate	18.3%	Engagement rate	18.28%	Engagement rate	18.15%	Engagement rate	17.78%

Social Media - Top performing ANMJ social media posts (by engagement)

Australian nursing & midwifery POST Aug 26, 12:10 AM BlueCare is sacking 60% of its enrolled nurses starting this week - a move the QNMU warns will put elderly Queenslanders at risk.  <table> <tr><td>Reactions</td><td>55</td></tr> <tr><td>Comments</td><td>8</td></tr> <tr><td>Shares</td><td>2</td></tr> <tr><td>Post clicks</td><td>797</td></tr> <tr><td>Video views</td><td>0</td></tr> <tr><td>Impressions</td><td>3,609</td></tr> <tr><td>Reach</td><td>2,875</td></tr> <tr><td>Engagements</td><td>772</td></tr> <tr><td>Engagement rate</td><td>26.85%</td></tr> </table>	Reactions	55	Comments	8	Shares	2	Post clicks	797	Video views	0	Impressions	3,609	Reach	2,875	Engagements	772	Engagement rate	26.85%	Australian nursing & midwifery POST Sep 16, 12:58 AM The new registration standard for registered nurse prescribing takes effect on 30 September  <table> <tr><td>Reactions</td><td>36</td></tr> <tr><td>Comments</td><td>2</td></tr> <tr><td>Shares</td><td>7</td></tr> <tr><td>Post clicks</td><td>1,721</td></tr> <tr><td>Video views</td><td>0</td></tr> <tr><td>Impressions</td><td>8,943</td></tr> <tr><td>Reach</td><td>7,297</td></tr> <tr><td>Engagements</td><td>1,796</td></tr> <tr><td>Engagement rate</td><td>24.5%</td></tr> </table>	Reactions	36	Comments	2	Shares	7	Post clicks	1,721	Video views	0	Impressions	8,943	Reach	7,297	Engagements	1,796	Engagement rate	24.5%	Australian nursing & midwifery POST Jul 29, 01:17 AM How can you recognise and respond to dete...  <table> <tr><td>Reactions</td><td>113</td></tr> <tr><td>Comments</td><td>4</td></tr> <tr><td>Shares</td><td>18</td></tr> <tr><td>Post clicks</td><td>3,488</td></tr> <tr><td>Video views</td><td>0</td></tr> <tr><td>Impressions</td><td>23,746</td></tr> <tr><td>Reach</td><td>15,589</td></tr> <tr><td>Engagements</td><td>3,621</td></tr> <tr><td>Engagement rate</td><td>23.23%</td></tr> </table>	Reactions	113	Comments	4	Shares	18	Post clicks	3,488	Video views	0	Impressions	23,746	Reach	15,589	Engagements	3,621	Engagement rate	23.23%	Australian nursing & midwifery POST Feb 24, 12:09 AM RN's are already working with medications...  <table> <tr><td>Reactions</td><td>332</td></tr> <tr><td>Comments</td><td>34</td></tr> <tr><td>Shares</td><td>29</td></tr> <tr><td>Post clicks</td><td>18,548</td></tr> <tr><td>Video views</td><td>0</td></tr> <tr><td>Impressions</td><td>144,788</td></tr> <tr><td>Reach</td><td>82,337</td></tr> <tr><td>Engagements</td><td>18,934</td></tr> <tr><td>Engagement rate</td><td>23%</td></tr> </table>	Reactions	332	Comments	34	Shares	29	Post clicks	18,548	Video views	0	Impressions	144,788	Reach	82,337	Engagements	18,934	Engagement rate	23%	Australian nursing & midwifery POST Sep 28, 12:37 AM As schools become increasingly focused on...  <table> <tr><td>Reactions</td><td>164</td></tr> <tr><td>Comments</td><td>30</td></tr> <tr><td>Shares</td><td>21</td></tr> <tr><td>Post clicks</td><td>12,787</td></tr> <tr><td>Video views</td><td>0</td></tr> <tr><td>Impressions</td><td>99,181</td></tr> <tr><td>Reach</td><td>62,857</td></tr> <tr><td>Engagements</td><td>13,062</td></tr> <tr><td>Engagement rate</td><td>26.95%</td></tr> </table>	Reactions	164	Comments	30	Shares	21	Post clicks	12,787	Video views	0	Impressions	99,181	Reach	62,857	Engagements	13,062	Engagement rate	26.95%
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Australian nursing & midwifery POST Nov 26, 10:00 AM "Many said their concerns were ignored, t..."  <table> <tr><td>Reactions</td><td>184</td></tr> <tr><td>Comments</td><td>19</td></tr> <tr><td>Shares</td><td>9</td></tr> <tr><td>Post clicks</td><td>6,126</td></tr> <tr><td>Video views</td><td>0</td></tr> <tr><td>Impressions</td><td>62,454</td></tr> <tr><td>Reach</td><td>31,662</td></tr> <tr><td>Engagements</td><td>6,338</td></tr> <tr><td>Engagement rate</td><td>26.06%</td></tr> </table>	Reactions	184	Comments	19	Shares	9	Post clicks	6,126	Video views	0	Impressions	62,454	Reach	31,662	Engagements	6,338	Engagement rate	26.06%	Australian nursing & midwifery POST Aug 25, 08:23 AM BlueCare is sacking 60% of its enrolled nurses starting this week - a move the QNMU warns will put elderly Queenslanders at risk.  <table> <tr><td>Reactions</td><td>24</td></tr> <tr><td>Comments</td><td>4</td></tr> <tr><td>Shares</td><td>5</td></tr> <tr><td>Post clicks</td><td>247</td></tr> <tr><td>Video views</td><td>0</td></tr> <tr><td>Impressions</td><td>1,515</td></tr> <tr><td>Reach</td><td>1,412</td></tr> <tr><td>Engagements</td><td>280</td></tr> <tr><td>Engagement rate</td><td>19.83%</td></tr> </table>	Reactions	24	Comments	4	Shares	5	Post clicks	247	Video views	0	Impressions	1,515	Reach	1,412	Engagements	280	Engagement rate	19.83%	Australian nursing & midwifery POST Mar 11, 09:00 AM Older nurses and midwives are a vital part...  <table> <tr><td>Reactions</td><td>507</td></tr> <tr><td>Comments</td><td>85</td></tr> <tr><td>Shares</td><td>75</td></tr> <tr><td>Post clicks</td><td>12,131</td></tr> <tr><td>Video views</td><td>0</td></tr> <tr><td>Impressions</td><td>137,965</td></tr> <tr><td>Reach</td><td>69,076</td></tr> <tr><td>Engagements</td><td>12,876</td></tr> <tr><td>Engagement rate</td><td>18.64%</td></tr> </table>	Reactions	507	Comments	85	Shares	75	Post clicks	12,131	Video views	0	Impressions	137,965	Reach	69,076	Engagements	12,876	Engagement rate	18.64%	Australian nursing & midwifery POST Dec 1, 06:01 AM A nursing system developed at the Univers...  <table> <tr><td>Reactions</td><td>341</td></tr> <tr><td>Comments</td><td>55</td></tr> <tr><td>Shares</td><td>47</td></tr> <tr><td>Post clicks</td><td>14,962</td></tr> <tr><td>Video views</td><td>0</td></tr> <tr><td>Impressions</td><td>145,971</td></tr> <tr><td>Reach</td><td>84,212</td></tr> <tr><td>Engagements</td><td>15,386</td></tr> <tr><td>Engagement rate</td><td>10.27%</td></tr> </table>	Reactions	341	Comments	55	Shares	47	Post clicks	14,962	Video views	0	Impressions	145,971	Reach	84,212	Engagements	15,386	Engagement rate	10.27%	Australian nursing & midwifery POST Sep 28, 07:15 AM This nurse-led outreach service, staffed ...  <table> <tr><td>Reactions</td><td>163</td></tr> <tr><td>Comments</td><td>7</td></tr> <tr><td>Shares</td><td>12</td></tr> <tr><td>Post clicks</td><td>5,864</td></tr> <tr><td>Video views</td><td>0</td></tr> <tr><td>Impressions</td><td>58,795</td></tr> <tr><td>Reach</td><td>34,484</td></tr> <tr><td>Engagements</td><td>6,046</td></tr> <tr><td>Engagement rate</td><td>17.57%</td></tr> </table>	Reactions	163	Comments	7	Shares	12	Post clicks	5,864	Video views	0	Impressions	58,795	Reach	34,484	Engagements	6,046	Engagement rate	17.57%
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Sources: Google Analytics 4, Google Search Console, Meltwater, Meta, Mailchimp

Period: 1 July 2025 – 30 June 2026

Webinars

In addition to the two Digital Health webinars the Comms and Media team provided promotional support through social media, articles and newsletter promotion, to two climate change webinars. One with the Lancet Countdown, as part of our partnership with Renew Australia, and the other on when climate change hits our pocket - Cost of Living and Climate Change. The team also provided the same support to a midwifery webinar on midwifery changes in the PII landscape and how to apply the Safety and Quality Guidelines for Privately Practising Midwives in early December.

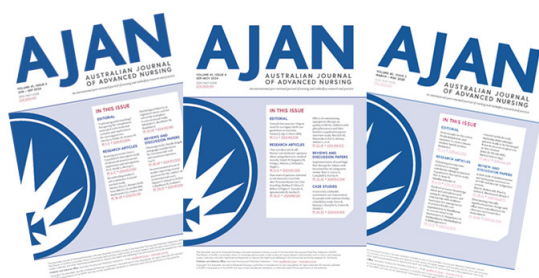
AUSTRALIAN JOURNAL OF ADVANCED NURSING (AJAN)

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

In 2025-26, the journal's [Clarivate Analytics Impact Factor](#) has risen from 1.3 to 1.6 demonstrating a slow, but steady increase in the journal's quality and esteem.

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

The quarterly journal has published three issues in this reporting period (2025-26) and continues to receive an increasing number of submissions from Australian and international authors.



Journal Mission and Aims

The Mission of AJAN is to provide a forum to showcase and promote a wide variety of original research and scholarly work to inform and empower nurses, midwives, and other healthcare professionals to improve the health and wellbeing of all communities and to be prepared for the future.

To realise this mission, AJAN's aims are to:

- Equip the nursing, midwifery, and wider health professions to deliver safe, quality, evidence-based care in all settings.

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

Journal Scope

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

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

Journal Leadership and Team

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

Editorial Board Members (2025-26):

- Professor Marion Eckert (Rosemary Bryant AO Research Centre, UniSA Clinical and Health Sciences, University of South Australia, Adelaide, Australia)
- Assistant Professor Inês Fronteira (International Public Health and Biostatistics Department, Institute of Hygiene and Tropical Medicine, NOVA University Lisbon, Lisbon, Portugal)
- Sye Hodgman (First Nations Strategy, Policy, and Research Officer, Queensland Nurses & Midwives Union, Brisbane, Queensland, Australia)
- Professor Tracey Moroney OAM (Curtin School of Nursing, Faculty Health Sciences, Curtin University, Perth, Western Australia, Australia)
- Associate Professor Paz Fernández Ortega (Catalan Institute of Oncology and University of Barcelona, Barcelona, Catalonia, Spain)
- Professor Karen Strickland (School of Nursing and Midwifery, Edith Cowan University, Perth, Western Australia, Australia)
- Associate Professor Jane Frost (School of Nursing Midwifery and Public Health, University of Canberra, Canberra, Australian Capital Territory, Australia)
- Associate Professor Palle Larsen (Health Sciences Research Center, University College Lillebælt, Odense, Denmark)
- Associate Professor Peter Massey (CQ University/ Hunter New England Population Health/ University of Newcastle, New South Wales, Australia)
- Professor Beatriz Rosâna Gonçalves de Oliveira Toso (Western Paraná State University, Cascavel, Paraná, Brazil)
- Dr Imogen Ramsey (Flinders University, South Australia, Australia)
- Dr Álvaro Sousa (National Council for Scientific and Technological Development, Ministry of Science and Technology, Brasília, Brazil)
- Associate Professor Hannah Wardill (University of Adelaide, Faculty of Health and Medical Sciences, Adelaide Medical School, Adelaide, South Australia, Australia)

Editors:

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

Associate Editors:

- Dr Zachary Byfield (School of Health, University of New England, Armidale, New South Wales, Australia)
- Assistant Professor Benita Chatmon (School of Nursing, LSU Health Science Center, Louisiana State University, New Orleans, Louisiana, United States of America)
- Professor Pilar Alejandra Espinoza Quiroz (School of Nursing, Faculty of Healthcare Sciences, University of San Sebastian, Santiago, Chile)

Assistant Editors:

- Dr Lisa Matricciani (Rosemary Bryant AO Research Centre, College of Health, Adelaide University, Adelaide, Australia)
- Dr Nicholas Mawlow (Rosemary Bryant AO Research Centre, College of Health, Adelaide University, Adelaide, Australia)
- Dr Deryn Thompson (Rosemary Bryant AO Research Centre, College of Health, Adelaide University, Adelaide, Australia)
- Dr Kim Neylon (Rosemary Bryant AO Research Centre, College of Health, Adelaide University, Adelaide, Australia)

Editorial Team:

- Rebecca Aveyard and Lorna Hendry (external Layout Editor).

INFORMATION, DIGITAL, EVENTS, AND PARTNERSHIP SERVICES REPORT

Digital infrastructure and information management

Strengthening the ANMF Federal Office's digital infrastructure and information management was a key focus for 2025–26, with the aim of ensuring secure systems and sound processes, so that decisions are well informed and properly recorded.

The most significant change this year was the appointment of a new managed service provider. This has lowered costs providing the ANMF with better visibility of technical performance through regular reporting. It has also delivered a measurable lift in cybersecurity to Essential Eight Maturity Level 2. Alongside this, the Federal Office implemented new internal processes that create a clear evidence trail for activities and decisions, supporting greater efficiency and more informed decision making. These processes have also improved how information is handled day to day. It is now clearer where data is stored, who can access it, and how it is managed over time. The Federal Office is also developing a suite of IT policies and guidelines to oversee and support consistent, compliant practice across the organisation, and implement stronger protections relating to personally identifiable information.

Information governance work progressed on several fronts, including the development of an information asset register and the identification of IT and information risks, with mitigation measures put in place to address them. To build capability across the organisation, more than a third of staff completed records and information management training through the Records Information Management Professional Alliance (RIMPA Global), covering information management and governance, records keeping and privacy governance. Staff across the organisation are now better equipped to recognise their own information responsibilities and to raise questions early, which builds compliance into everyday practice.

Digital Communications

A review of newsletter subscriber database management has ensured ANMF aligns with current compliance requirements while building a mailing list of active and engaged subscribers. The ANMF's websites are also being integrated to a single platform to increase efficiency and effectiveness in the management and operation of the ANMF's communications.

This work provides members with confidence that their information is handled properly and that the ANMF Federal Office is well placed to support its advocacy and industrial work.



COLLECTIVE WORK OF THE FEDERATION

In the year 2025/26, the ANMF Federal Office continued to represent the professional, industrial and political interests of ANMF members in collaboration with the ANMF's state and territory Branches, through the work of the Federal Executive and Federal Council and the series of standing committees convened by the ANMF's Federal Office.

The ANMF's key standing committees comprise representatives from the ANMF Federal Office and Branches with expertise in the specific area of focus for each committee, who provide input into the collective work and national output of the ANMF across a wide range of topics. The ANMF's current standing committees are outlined below:

ANMF Committees

- Aged Care Campaign Strike Organising Committee
- Aged Care Reform Working Group
- Climate and Health Unit (CaHU)
- Digital Health Advisory Committee
- Early Career Nurse and Midwife Working Group
- Education Advisory Committee
- Federal Aboriginal and Torres Strait Islander Network
- Governance and Compliance Committee
- Human Resources Working Group
- Industrial Advisory Committee
- Midwifery Officer Network
- Migration Strategy Reference Group
- Primary Health Care Committee
- Reconciliation Action Plan Working Group
- Regulation Standards and Practice Committee
- Research Strategy and Advisory Committee
- Work Health and Safety and Workers' Compensation Advisory Committee
- Work Health and Safety Group

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

During 2025/26, the members of the ANMF's standing committees jointly produced the series of submissions & reports and participated in the policy development and review processes outlined below.¹

Submissions and Reports

July 2025

- Submission to Australian Law Reform Commission – Review of Surrogacy Laws
- Submission to Australian Standards for Health Practitioner Pain Management - Stakeholder Consultation
- Submission to the Treasury's Economic Reform Roundtable
- Submission to Ahpra Consultation on the Review of the Supervised practice framework

August 2025

- Submissions to Ahpra Review of Enrolled Nurse Standards for Practice and Registered Nurse Standards for Practice
- Submission to the Commonwealth Gas Market Review

September 2025

- Submission to Strengthening the Modern Slavery Act 2018
- Submission to Treasury Competition Review on worker non-compete clauses and other restraints
- Submission to Pacific Australia Labour Mobility (PALM) Scheme Arrival and Departure Briefings Stakeholder Survey
- Submission to Pacific Australia Labour Mobility (PALM) Scheme Deed and Guidelines Review
- Submission to Modern Award Superannuation Clause Review 2025 - AM2025/1
- Submission to the Productivity Commission on Investing in Cheaper, Cleaner Energy and the Net Zero Transformation

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

- Submission to 2025 Core Skills Occupations List (CSOL) Consultations
- Submission to the Therapeutic Goods Association on reviewing the safety and regulatory oversight of unapproved medicinal cannabis products
- Submission to Jobs and Skills Australia on the Jobs and Skills Roadmap for Regional Australia – Phase 1 Consultation
- Submission to Australian Commission on Safety and Quality in Health Care (ACSQH) Consultation on National Safety Quality Health Service (NSQHS) Standards (third edition)

October 2025

- Submission in response to statement concerning variation of modern awards to include a right to disconnect term
- Submission to Australian Government, Treasury and Department of Finance on National approach to worker screening in the care and support economy
- Submission to Review of the Disability Discrimination Act 1992 (Cth)
- Submission in response to statement concerning variation of modern awards to include a delegates' rights term
- Submission to inquiry into the health impacts of alcohol and other drugs in Australia

November 2025

- Submission to Safe Work Australia Best Practice Review of the model Work, Health and Safety Laws
- Response to the Medicare Benefits Schedule Review Advisory Committee – Long-Acting Reversible Contraceptives Draft Report
- Submission to HumanAbility Health Services Assistance Qualification Review
- Submission to Nursing & Midwifery Workforce Survey Review

December 2025

- Submission to Jobs and Skills Australia Public Consultation: Building a system that puts people and skills first – Development of a National Skills Taxonomy
- Submission to Australian Law Reform Commission – Review of Surrogacy Laws: Discussion Paper (2025)
- Submission to Australian Law Reform Commission – Senate Select Committee on the Operation of the Capital Gains Tax Discount
- Submission to Draft Principles for the Use of Outcome-Based Approaches to Accreditation

January 2026

- Submission to Joint Standing Committee on Migration: Inquiry into the Value of Skilled Migration to Australia
- Submission to Public consultation – Proposed update of the Professional capabilities for registered paramedics
- Submission to Consultation Paper on the Senate Community Affairs Legislation Committee's statutory review of specified provisions of the Aged Care Act 2024 and associated Aged Care Rules, conducted under section 602(12) of the Act
- 2026-27 Pre-Budget Submission

February 2026

- Submission to Inquiry into the Fair Work Amendment (Right to Work from Home) Bill 2025
- Submission to Transition of the Commonwealth Home Support Program to the Support at Home Program

March 2026

- Submission to Review of the Closing Loopholes Acts
- Submission to the Inquiry into the operation and adequacy of the National Employment Standards under the Fair Work Act 2009 (Cth)
- Submission to the Senate Inquiry into the impact of microplastics and other toxics on human health
- Submission to Australian Government Department of Health, Disability, and Ageing - Modernising Referral Pathways Consultation
- Submission to Nursing and Midwifery Board of Australia (NMBA) Public Consultation Paper – Review of Registered nurse standards for practice
- Submission to Nursing and Midwifery Board of Australia (NMBA) Public Consultation Paper – Review of Enrolled nurse standards for practice
- Submission to Jobs and Skills Australia 2026 Occupation Shortage List – Stakeholder Survey
- Submission to Therapeutic Goods Association (TGA) Consultation on Proposed Changes to Labelling of Medicines Supplied in Australia
- Submission to Senate Standing Committee on Rural Regional Affairs and Transport: Rural, regional and remote Medicare Access and Funding

April 2026

- Submission to the IHACPA Pricing Framework for Australian Support at Home Aged Care Services 2027–28 consultation

- Submission to the Senate Select Committee on the Taxation of Gas Resources
- Submission to SWA Public Consultation on Improving Dispute Resolution under WHS Laws
- Submission to Senate Standing Committee on Education and Employment Wage Theft Inquiry

May 2026

- Submission to Clinical Practice Guidelines for the Management of Cervical Cancer: Public Consultation Feedback Form (Stage 1)
- Submission to Department of Treasury on Enhancing member protections in the superannuation system: Consultation Paper
- Submission to Safe Work Australia – Improving work health and safety for workers using crowd platforms
- Submission to Review of the Closing Loopholes Acts – Response to the Draft Report
- Submission to the Royal Commission on Antisemitism and Social Cohesion

June 2026

- Submission to Economics Legislation Committee: Treasury Laws Amendment (Tax Reform No. 1) Bill 2026 and Income Tax Rates Amendment (Tax Reform No. 1) Bill 2026
- Submission to Endorsement for scheduled medicines for pharmacists
- Submission to Acute Coronary Syndromes Clinical Care Standard
- Submission to Inquiry into Australian University Graduate

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

Nursing, Midwifery, and Care Worker Workforce Reform

ANMF Submission

- ANMF Federal Office submission to the Australian Health Practitioner Regulation Agency (Ahpra) on the draft revised recency of practice and continuing professional development registration standards. Melbourne (AU): Australian Nursing and Midwifery Federation; 17 July 2026.
- ANMF Federal Office submission to the Jobs and Skills Roadmap for Regional Australia - Phase 1 Consultation. Melbourne (AU): Australian Nursing and Midwifery Federation; 30 September 2025.

- ANMF Federal Office submission to the Productivity Commission: Delivering quality care more efficiently - Interim Report. Melbourne (AU): Australian Nursing and Midwifery Federation; 15 September 2025.

Peer-reviewed Publications

- Matricciani L, **Clarke J**, [...], **Peters MDJ**. Sleep of nurses: A comprehensive scoping review. *Journal of Advanced Nursing*. 2025;81(5):2333–2344. Available from: <https://doi.org/10.1111/jan.16603>.
- Matricciani L, **Clarke J**, Fereday J, Peterson R, Whiteman R, Archer D, O'Shaughnessy PK, McCracken T, **Peters MDJ**. Exploring the perceptions, experiences, and behaviors that nurses and midwives face in relation to sleep: A systematic review of qualitative evidence. *International Journal of Nursing Studies*. 2026. Available from: <https://doi.org/10.1016/j.ijnurstu.2026.105653>.
- **Park SA**, Eckert M, Sharp R, Clark B, **Peters MDJ**. How employment-based clinical experience during undergraduate education influences transition to practice: A qualitative systematic review. *Nurse Educ Today*. 2026 May;160:106988. Available from: <https://doi.org/10.1016/j.nedt.2026.106988>
- Attawet J, Ng L, Qiu Y, Kendal E, Ojabo M, Jefford S, **Peters MDJ**. 'Making it up as we go': Midwives' perceptions of preparedness and role clarity in surrogacy birth care. *Women Birth*. 2026 Feb;39(1):102168. Available from: <https://doi.org/10.1016/j.wombi.2026.102168>
- **Park SA**, Eckert M, Sharp R, Duschscher J, **Peters MDJ**. 'Becoming a Nurse': A Lifelong Journey Beyond the Transition to Professional Practice-An Analytical Discursive Paper. *J Advan Nurs*. DOI: 10.1111/jan.70630
- **Richards C**, **Peters MDJ**, Charalambous J, Singh-Peterson L, Osborn L, Ward A, LeClair J, Levett-Jones T. Gender Justice in the Triple Planetary Crisis: A Scoping Review. *J Advan Nurs*. DOI: 10.1111/jan.70620

Non peer-reviewed Publication

- **Peters MDJ**. Funding for nurse and midwife clinical support roles in education, training, and research. *Australian Nursing & Midwifery Journal*. 2025;28(10):32. Available from: <https://anmj.org.au/publications/>.

Conference Presentation

- **Clarke J**. Defining nurse-led models of care: Contemporary approaches to nursing. Paper presented at: Australian College of Nursing National Nursing Forum 2026; 2026 August 07; Melbourne, Australia.

Report

- Clarke J, Peters MDJ, Fleet JA, Williams N, Wood J, Foster W. Addressing midwives' well-being through the evaluation of workloads and role intensity in contemporary midwifery caseload models. 6 February 2026.

Analyses and Briefings

- ANMF Policy Briefing: The Commonwealth Government's National Nursing Workforce Strategy. 6 August 2026. (Internal document)
- ANMF Policy Briefing: Third edition of the NSQHS Standards - Summary and analysis. 29 July 2026. (Internal document)
- ANMF Rapid Summary: Whole of medical workforce supply and demand study. 9 June 2026. (Internal document)
- ANMF Evidence Briefing: The 2025 Australian Primary Health Care Nurses Association (APNA) Workforce Survey report. 20 May 2026. (Internal document)
- ANMF File Note: South Pacific Nursing Forum Steering Group meeting - March 2026. 3 March 2026. (Internal document)
- ANMF Briefing: Disability Royal Commission Progress Report 2025. 2 December 2025. (Internal document)
- ANMF Evidence Brief: Commonwealth funding via the National Health Reform Agreement for public hospital funding and rising cost drivers. 9 October 2025. (Internal document)
- ANMF Briefing: Skills Definition Discussion Paper. 18 September 2025. (Internal document)
- ANMF Briefing: Delivering quality care more efficiently - Interim report. 28 August 2025. (Internal document)
- ANMF Briefing: Growth mindset: How to boost Australia's productivity. 26 August 2025. (Internal document)
- Policy Brief: An Australian Skills Definition Discussion Paper. 15 August 2025. (Internal document)

Aged Care Reform

Consultation

- *Independent Review of Accommodation Pricing in Aged Care*. 10 November 2025.

Peer-reviewed Publication

- Brijnath B, [...], Peters MDJ. Codesigning training for health providers to improve detection and response to elder abuse. *The Gerontologist*. 2025;64(4):gnae153. Available from: <https://doi.org/10.1093/geront/gnae153>.

Non peer-reviewed Publication

- Peters MDJ. Under Pressure: What the Budget Needs to Deliver for Care Workers. *Australian Nursing & Midwifery Journal*. 2026;20(1):32. Available from: https://issuu.com/australiannursingfederation/docs/apr-jun_2026

Report

- Clarke J, Peters MDJ. Pulse check of the aged care sector: The real impact of reforms - A national aged care survey. Melbourne (AU): Australian Nursing and Midwifery Federation; 30 July 2026. Available from: <https://bit.ly/anmfagedcarepulsechecksurvey2026>
- Clarke J, Peters MDJ. Pulse check of the aged care sector: The real impact of reforms - Staffing levels and skills mix report. Melbourne (AU): Australian Nursing and Midwifery Federation; 18 February 2026. (Internal document)
- Clarke J, Peters MDJ. Preliminary results of the Federal ANMF 2025 Aged Care Survey - Pulse check of the aged care sector: The real impact of reforms. Melbourne (AU): Australian Nursing and Midwifery Federation; 30 January 2026. (Internal document)

Analyses and Briefings

- ANMF Submission to the Aged Care Review 1 - Background information. 4 December 2025. (Internal document)
- Preliminary results of the Federal ANMF 2025 Aged Care Survey - Pulse check of the aged care sector: The real impact of reforms. 15 December 2025. (Internal document)
- ANMF Summary: 2025 Progress Report on the implementation of the recommendations of the Royal Commission into Aged Care Quality and Safety. 11 September 2025. (Internal document)
- ANMF Evidence Brief: Quarterly Financial Snapshot of the Aged Care Sector - Quarter 2, 2024-25. 19 August 2025. (Internal document)

Health and Maternity Care Equity

ANMF Submission

- ANMF Federal Office submission to the Department of Health, Disability and Ageing on fee transparency in health care, informed financial consent, and split billing practices. Melbourne (AU): Australian Nursing and Midwifery Federation; 5 August 2026.
- ANMF submission to the Australian Medical Council on the review of the standards for specialist medical programs. Melbourne (AU): Australian Nursing and Midwifery Federation; 10 April 2026.

- ANMF submission to the Senate Standing Committee on Rural and Regional Affairs and Transport: Rural, regional and remote Medicare access and funding. Melbourne (AU): Australian Nursing and Midwifery Federation; 27 March 2026.
- ANMF submission to the Australian Government Department of Health, Disability and Ageing on modernising referral pathways. Melbourne (AU): Australian Nursing and Midwifery Federation; 13 March 2026.
- ANMF submission to the Australian Law Reform Commission - Review of Surrogacy Laws: Discussion Paper (2025). 15 December 2025.

Contribution

- ANMF Federal Office submission to the Community Affairs Legislation Committee on the Health Insurance Amendment (Incentive Payments and Other Measures) Bill 2026. Melbourne (AU): Australian Nursing and Midwifery Federation.

Peer-Reviewed Publication

- **Clarke J, Peters MDJ, Cusak L, Donnelly F.** Virtual nursing care and hospital avoidance: A scoping review protocol. *JB/ Evidence Synthesis*. 2025;23(8):1654–1662. Available from: <https://doi.org/10.11124/JBIES-24-00407>.
- Attawet J, Ng L, Kendal E, Qiu Y, Ojabo M, Jefford S, **Peters MD**. Intrapartum experiences of gestational surrogates and intended parents in Australia: A qualitative study. *Women Birth*. 2026 Feb;39(1):102154. Available from: <https://doi.org/10.1016/j.wombi.2025.102154>

Analyses and Briefings

- ANMF File Note: ANMF signatory support for Australian and New Zealand College of Advanced Pharmacy (ANZCAP)/Advanced Pharmacy Australia's letter, "Strive for Five: Seeking support to review twice-daily manual vaccine temperature recording". 4 June 2026. (Internal document) – led to ANMF as cosignatory.

Gender Equity and Industrial Relations Reform

Non peer-Reviewed Publication

- Clarke J. The cumulative impact of night shift work on breast cancer risk. *Australian Nursing and Midwifery Journal*. 2026;29(2):33. Available from: https://issuu.com/australiannursingfederation/docs/anmj_2026-julsep_issuu?fr=xKAE9_zU1NQ.

Analyses and Briefings

- ANMF Policy Briefing: 2026–27 Federal Budget women's health package - Summary and analysis. 27 July 2026. (Internal document)
- ANMF Evidence Briefing: Health risks of shift work. 5 May 2026. (Internal document)

Climate Change and Social Justice

ANMF Submission

- ANMF Federal Office submission to the Joint Standing Committee on Aboriginal and Torres Strait Islander Affairs on the inquiry into racism, hate, and violence directed at Aboriginal and Torres Strait Islander people. Melbourne (AU): Australian Nursing and Midwifery Federation; 15 May 2026.
- ANMF submission to the Senate Select Committee on the Taxation of Gas Resources. Melbourne (AU): Australian Nursing and Midwifery Federation; 14 April 2026.
- ANMF submission to the Department of Home Affairs on Australia's Humanitarian Program 2026–27. Melbourne (AU): Australian Nursing and Midwifery Federation; 23 February 2026.
- ANMF submission to the Senate inquiry into the impact of microplastics and other toxics on human health. Melbourne (AU): Australian Nursing and Midwifery Federation; 23 February 2026.

ANMF Letter

- ANMF Letter: National priorities to protect health through climate action. 10 December 2025.
- ANMF letter to His Excellency Dr Siswo Pramono on chrysotile asbestos. 17 September 2025.

Contribution

- ANMF Federal Office submission to the Royal Commission on Antisemitism and Social Cohesion. Melbourne (AU): Australian Nursing and Midwifery Federation; 1 May 2026.

Non peer-reviewed Publications

- **Richards C, Peters MDJ, Eslick M, Wood-Smith L, Butler A.** 2025 Climate and Health Policy Priorities for Australia. *Lancet Countdown*. 29 October 2025.
- **Peters MDJ.** Standing against asbestos: ANMF calls for action in Indonesia. *Australian Nursing and Midwifery Journal*. 17 September 2025. Available from: <https://anmj.org.au/standing-against-asbestos-anmf-calls-for-action-in-indonesia/>.

Peer-Reviewed Publication

- Best O, Bayliss L, Hodgman S, Peters MDJ. Aboriginal and Torres Strait Islander nurses' experiences of racism at work. *Collegian*. 2025;32(2):61–68. Available from: <https://doi.org/10.1016/j.colegn.2024.12.004>.

Organisational Strength, Governance, and Member Engagement

Policy

- ANMF Federal Office Strategic Plan. (Internal document)

ANMF Submission

- ANMF Federal Office submission to the Treasury Laws Amendment (Tax Reform No. 1) Bill 2026 and Income Tax Rates Amendment (Tax Reform No. 1) Bill 2026. Melbourne (AU): Australian Nursing and Midwifery Federation; 6 June 2026.
- ANMF Federal Office submission to The Treasury on the 2026–27 Pre-Budget Submissions. Melbourne (AU): Australian Nursing and Midwifery Federation; 30 January 2026.
- ANMF Federal Office Submission to the Therapeutic Goods Association on reviewing the safety and regulatory oversight of unapproved medicinal cannabis products. Melbourne (AU): Australian Nursing and Midwifery Federation; 30 September 2025.

Briefing

- ANMF Policy Briefing: 2026–27 Federal Budget - Summary and analysis. 15 May 2026. (Internal document)
- ANMF Rapid Summary: TGA consultation on the safety and regulatory oversight of unapproved medicinal cannabis products. 15 September 2025. (Internal document)

Australian Journal of Advanced Nursing

- *Australian Journal of Advanced Nursing*. Vol. 43, no. 1 (2026): December 2025–February 2026. Published 18 May 2026. Available from: <https://doi.org/10.37464/2026.431>.
- *Australian Journal of Advanced Nursing*. Vol. 42, no. 4 (2025): September–November 2025. Published 22 December 2025. Available from: <https://doi.org/10.37464/2025.424>.

National Representation of the Federation

Presentations

The Federal Secretary provided the following presentations:

- Global Nurses United - The Impact of the Trump Administration on Health Systems, Affiliates Panel – Webinar, 21 June 2025.
- Aus-Hartford Panel Discussion - Misunderstood, underutilised and misused: Enabling RNs in aged care – Webinar, 8 July 2025.
- Council of Deans of Nursing & Midwifery, Executive Forum – How to have political impact in challenging times – Kingscliff, NSW, 17 July 2025.
- CoNNMO – How to pitch to government to make your voice heard – Member meeting, Sydney, 3 October 2025.
- ACTU Leaders Growth Forum – Panel – Climate – Unionised jobs of the future and campaigns, Sydney, 21 October 2025.
- Climate & WHS Lobbying Day – Breakfast Briefing for Backbench MPs and Senators & Press Conference, Canberra, 4 November 2025.
- Sustainable Health Systems: Integrating Technology, Organisation and Responsibility workshop at the University of Sydney Business School, 15 April 2026.
- ANMF NSW Branch Aged Care Member Leaders' Summit, Aged Care Campaign – National Overview, 1 May 2026.

Advisory and Standing Committees

- ACSQHC Aged Care Advisory Group
- ACSQHC Health Services Medication Expert Advisory Group
- ACTU Executive
- ACTU Vice Presidents
- ACTU AI Union Reference Group
- ACTU Climate Action Group
- ACTU Compliance Risk Assessment Guide Working Group
- ACTU Cybersecurity and AI Working Group
- ACTU Finance Committee
- ACTU Governance & Finance Committee
- ACTU Health and Safety and Workers Compensation Committee
- ACTU RO and Finance Officers Group
- ACTU WHS Committee
- ACTU Women's Committee
- ADHA Council for Connected Care
- ADHA/ANMF Digital Health Project
- Aged Care Quality and Safety Advisory Council
- Aged Care Transition Taskforce

- Aged Care Workforce Committee
- Ahpra Professions Reference Group
- Australian Health Protection Committee (AHPC) Aged Care Advisory Group
- Australian Nursing & Midwifery Accreditation Council (ANMAC)
- Australian Nursing & Midwifery Accreditation Council (ANMAC) Governance Committee
- Australian Public Service (APS) National Consultative Committee
- Australian Public Service Consultative Committee (ACC)
- Centre for Future Work Advisory Committee
- Centre for International Corporate Tax Accountability and Research - Steering Group
- Climate and Health Alliance
- Climate and Health Alliance Policy and Advocacy Committee
- Coalition of National Nursing and Midwifery Organisations (CoNNMO)
- CoNNMO Council
- Commonwealth Nurses' and Midwives Federation
- Council for the Order of Australia
- DoHAC - Medical Workforce Advisory Collaboration
- Fair Work Commission (FWC) Compliance Practitioners Reference Group
- Fair Work Commission (FWC) Model Rules Working Group
- Fuel Supply Stakeholder Group
- Jobs & Skills Australia – Ministerial Advisory Board
- Midwifery Futures Project Working Advisory Group
- Ministerial Advisory Committee on Skilled Migration (MACSM)
- National Aged Care Advisory Council
- National Aged Care Alliance (NACA)
- National Aged Care Alliance (NACA) Steering Committee Subgroup
- National Aged Care Alliance (NACA) Strategic Priority Group – Aboriginal and Torres Strait Islander Elders
- National Clinical Governance Committee for Digital Health
- National Digital Medicines Advisory Group
- National Return to Work Strategy Meetings
- National Rural Health Alliance Council
- National Workplace Relations Consultative Committee
- Nursing and Midwifery Strategic Reference Group (NMSRG)

- PALM Care Committee (Pacific Australia Labour Mobility Scheme)
- Participating Midwives Implementation Liaison Group (ILG)
- Planetary Health Collaborative for Nurses and Midwives
- Primary Care and Workforce Reviews Expert Panel
- Primary Health Care Alliance
- Renew Australia for All Climate Safety Plan Working Group
- Safety, Rehabilitation and Compensation Commission
- South Pacific Nurses Forum (SPNF) Steering Committee
- SRC Act Review Meetings
- Standards Australia Committee
- Standards Australia TAE-016 Personal Alarm Systems
- Strengthening Medicare Implementation Oversight Committee

Lobbying Meetings

- The Hon Mark Butler, MP, Minister for Health, Disability and Aged Care
- The Hon Sam Rae, MP, Minister for Aged Care and Seniors
- The Hon Rebecca White, Assistant Minister for Health and Aged Care
- Nick Martin, Chief of Staff, The Hon Mark Butler, MP, Minister for Health and Aged Care
- The Hon Andrew Giles, MP, Minister for Skills and Training
- The Hon Kate Thwaites, Special Envoy for Climate Change Adaptation and Resilience
- The Hon Trish Cook, MP, Bullwinkel
- The Hon Jerome Laxale, MP, Bennelong
- Senator Barbara Pocock
- Senator Jacqui Lambie
- Senator David Pocock
- Senator Jordon Steele-John
- Senator Josh Dolega
- Senator Lisa Darmanin
- Adviser for The Hon Anthony Albanese, MP, Prime Minister
- Advisers for Senator Malarndirri McCarthy and the Hon Mark Butler, with QNMU member, Reece Griffin
- Advisers for The Hon Josh Wilson, Assistant Minister for Climate Change and Energy
- Advisers for The Hon Richard Marles, Minister Deputy Prime Minister of Australia and Minister for Defence

Stakeholder Engagement & Collaboration Meetings

- Regular meetings - ANMF, UWU and HSU and the Department of Health and Aged Care.
- Stage 3 implementation of the Work Value case - regular meetings - Department of Health and Aged Care, ANMF, UWU and HSU, and ACCPA.
- Monthly and quarterly meetings with the Commonwealth CNMO and Senior Nursing and Midwifery Advisor, Department of Health and Aged Care, respectively.
- Quarterly Liaison meetings with NMBA Chair and Executive Officer.
- Regular meetings – APNA, ACNP, ACN, CDNM, ANZCMHN & ACM.
- Office of the Inspector-General for Aged Care – Consultation.
- SACSA – Night Time Economy.
- Meeting with Sam Robert, CEO Professionals Australia.
- Meeting with Professor James Buchan, WHO Collaborating Centre.
- Regular meetings with Michael Wright, President, RACGP.
- Regular meetings with Workforce Advisers for the Prime Minister, the Minister for Health, Disability and Aged Care and the Minister for Aged Care and Seniors.
- Bi-Monthly meeting – CEO CATSINaM.
- Meetings – Workforce Advisers, Minister for Health, Disability and Aged Care
- Regular meetings – Renew Australia for All Climate Safety Plan Working Group
- Regular meetings – the Nursing and Midwifery Planetary Health Collaborative

