



STRATEGIC FRAMEWORK 2013-2017

PURPOSE OF THE STRATEGIC FRAMEWORK

The Strategic Framework identifies where the Australian Nursing and Midwifery Federation (ANMF) wants to be in the future, outlines our strategies for meeting its key objectives to 2017, consistent with the interests of the ANMF Branches and the national membership. The Strategic Framework complements the key issues that concern the ANMF Branches and ANMF members and supports the work of members at the national level.

CORE BUSINESS OF THE ANMF

The ANMF is the national union for nurses, midwives and assistants in nursing (however titled) and the largest professional nursing and midwifery organisation in Australia. The ANMFs core business and role is to provide industrial, professional and political representation and service to members, as well as to sustain its leadership role in a constantly changing environment. The ANMFs primary focus is on providing leadership in the areas of:

- Nursing and midwifery;
- Industrial;
- Professional;
- Political;
- Campaigning; and
- Social Welfare and Social Justice.

OBJECTIVES

Nursing and midwifery leadership

- To promote, protect and enhance nursing and midwifery in order to meet the health needs of the Australian community.

Industrial and Professional leadership

- To effectively represent the industrial and professional interests of nurses, midwives and assistants in nursing in Australia.
- To promote and ensure workplace safety.

Social and Political leadership

- To actively contribute to the health and wellbeing of the Australian community and influence social welfare and social justice policy.
- To actively promote good relations with all political parties.



Governance

- To maintain and enhance good governance arrangements for the Federation.
- To promote and maintain the democratic structures of the union.

Business continuity

- To ensure financial and business security of the ANMF.

Reputational

- To enhance and strengthen the reputation of the ANMF amongst members and the broader community.

Legal

- To maintain all legislative, regulatory and other legal requirements.

ANMF OPERATIONAL VALUES

- to be inclusive and involve members in decision making;
- to be cooperative and work as a team;
- to be consistent, congruent and ethical in our decision making and behaviours;
- to be compliant with legislation and regulation;
- to provide respect and dignity for all people;
- to be protective of the privacy and confidentiality needs of other people;
- to be open, forthright and have integrity;
- to be flexible, innovative and determined in order to achieve our members objectives;
- to be committed and contribute to the objectives of the organisation;
- to be an effective and efficient democratic organisation; and
- to be responsible in our use of internal and external resources.



1. NURSING AND MIDWIFERY LEADERSHIP

- 1.1 To promote, protect and enhance nursing and midwifery in order to meet the needs of the Australian community for nursing and midwifery care and to improve their health and wellbeing.
- 1.2 To develop, monitor and review standards of nursing and midwifery practice and to support, facilitate and lead the enhancement, innovation and expansion of nursing and midwifery practice in Australia.
- 1.3 To provide input into and positively influence the development of nursing and midwifery policy and facilitate analysis, discussion and consensus on nursing and midwifery issues.
- 1.4 To represent nursing and midwifery in all relevant national and international forums.
- 1.5 To advocate that all education for nurses, midwives and assistants in nursing meets the needs of the Australian community for nursing and midwifery services.
- 1.6 To establish and maintain networks with other national and international nursing and midwifery unions and professional associations.
- 1.7 To establish and maintain networks with other national and international health and community organisations.

2. INDUSTRIAL AND PROFESSIONAL LEADERSHIP

- 2.1 To provide effective industrial and professional leadership and representation for nurses, midwives and assistants in nursing at the national and international level.
- 2.2 To maintain and enhance conditions of employment for nurses, midwives and assistants in nursing in Australia.
- 2.3 To provide support to the ANMF Branches to enable them to meet their industrial, professional and political objectives.
- 2.4 To develop effective and constructive relationships with the Australian Council of Trade Unions (ACTU) and affiliated unions and promote trade union membership and collective agreements and action.
- 2.5 To develop effective and constructive relationships with governments, government departments, political parties, other industrial bodies, employers and employer associations in order to influence industrial and professional policy and legislation and achieve positive industrial outcomes for members.
- 2.6 To increase the ANMF's policy and research capacity and ability to respond to strategic issues.



2.7 To ensure all nurses, midwives and assistants in nursing are safe while working.

3. SOCIAL AND POLITICAL LEADERSHIP

3.1 To actively participate in promoting the wellbeing of the Australian community.

3.2 To actively participate in health policy development in the areas of health.

3.3 To positively influence the development of policy in areas of social welfare and social justice.

3.4 To work towards the social determinants of health outcomes for all Australians.

3.5 To oppose discrimination socially and in employment.

3.6 To uphold human rights, promotion of peace and social justice for all people.

3.7 To adopt environmentally friendly work practices and contribute to a climate change minimising strategies.

3.8 To support nursing and midwifery unions and professional organisations in developing countries by assisting them to contribute to the health and wellbeing of their communities.

3.9 To lobby and be active in the areas of trade and economic issues which have an impact on health.

4. CAMPAIGNING

4.1 To enhance the ANMF's public profile with the media and within the community.

4.2 To enhance and consolidate effort to achieve national goals of members by campaigning nationally and in each state and territory Branch.

4.3 To use social and other media avenues to promote and include members and the community in state and national campaigns.

4.4 To enhance the ANMF research capacity.

4.5 To campaign with the ACTU, Trades and Labour Councils other unions and the community.



5. BUSINESS CONTINUITY/FINANCIAL STRENGTH

- 5.1 To maintain and strengthen the cooperation between the ANMF Federal Office and the ANMF Branches.
- 5.2 To support the planned growth of the ANMF and enhance our financial base to facilitate stability.
- 5.3 To review and evaluate the activities of the ANMF using quality processes and standards.
- 5.4 To continue to build an integrated and cohesive Federal ANMF team.

6. LEGAL

- 6.1 To maintain compliance with all legislative and regulatory requirements.
- 6.2 To protect against legal proceedings and where necessary defend proceedings against the Federation.

7 GOVERNANCE

- 7.1 To maintain good governance and due diligence arrangements.
- 7.2 To ensure the maintenance of the ANMF's good reputation to members and the community.
- 7.3 Ensuring processes are in place for conflict resolution, grievance handling and whistle blowing protections.

Endorsed February 2013