

Australian Nursing Federation



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Annual Report

Australian Nursing Federation
Federal Office

Australian Nursing Federation Annual Report 2009-2010

Contents

Federal President's Report	3
Federal Secretary's Report	6
Federal Industrial Report	8
Federal Professional Report	14
Campaign and Political Report	19
Education	25
Communications Team and the Australian Nursing Journal (ANJ)	27
Australian Journal of Advanced Nursing (AJAN)	30
The Federation	31
Australian Nursing Federation Summary of Results	34
Independent Audit Report - Australian Nursing Federation	35
Contact Details	36

Federal President's report

As President it is my privilege to contribute to this annual report by outlining a number of Federal Executive and Council activities for the last year. Firstly, I am pleased to report the continued overall increase in ANF membership federally and in all state and territory Branches. With a membership of nearly 180,000, the ANF is now considered one of the largest and most influential unions in Australia. This is a remarkable achievement and one we should all be proud of.

On the leadership front, in April 2010 Ged Kearney was elected unopposed to the position of ACTU President and will take up this post from 1 July 2010. This is the first time a nurse has held a full-time executive position at the



ACTU. We are all very proud of Ged and know she will continue to serve the union movement with great passion and enthusiasm in her new role. Taking her place from 1 July 2010 is Lee Thomas, the former Assistant Federal Secretary. Joining Lee in the Federal leadership team in the role of Assistant Federal Secretary is Yvonne Chaperon, who previously held the position of Assistant Secretary in the ANF Victorian Branch. I look forward to working with both Lee and Yvonne in their new roles over the coming year.

Some of the major issues that have required the attention of the Federal Executive and Federal Council over the past year include:

- the ongoing **Because We Care** Aged Care Campaign. A campaign that successfully achieved a significant result in Budget 2010 with over \$132 million being allocated for much needed improvements in the aged care sector;
- a continued vigilance with the 'Your Rights at Work' campaign until all anti-worker legislation has been removed;

4

Federal President's report

- the move to national registration and accreditation for nurses and midwives;
- lobbying to influence aspects of the National Health and Hospitals Reform agenda that will impact on nursing and midwifery;
- ongoing adverse issues associated with the Award Modernisation process;
- exerting influence at the federal government level regarding a range of professional and industrial matters, including the achievement of landmark changes that will enable nurse practitioners and eligible midwives to access the Medicare Benefits Schedule (MBS) and the Pharmaceutical Benefits Scheme (PBS);
- international assistance to our pacific neighbours, including international aid through Union Aid Abroad - APHEDA; and
- representation on numerous taskforces, alliances and advisory groups to further the professional interests of nursing and midwifery.



The Federal Executive and Federal Council have met regularly throughout the past year in order to deal with issues such as these as well as the ongoing management concerns of the Federation. These meetings provided the means to address common industrial and professional issues being faced by the state and territory Branches and also for essential strategic planning for the Federation's future direction.

The 9th ANF Biennial Delegates' Conference was successfully held in October 2009 in Manly NSW with over 110 ANF delegates in attendance from throughout Australia. With The Hon. Nicola Roxon, Federal Health Minister giving the keynote address, delegates were

Federal President's report

5

afforded the opportunity to question the Minister and give input on a number of important federal government initiatives affecting our professions.

On behalf of the Federal Executive I would like to congratulate state and territory Branch Secretaries Yvonne Falckh, Neroli Ellis and Lisa Fitzpatrick on their successful re-election to office in November 2009 and to Maree Burgess who commenced as the Victorian Branch President in June this year following the resignation of Clare McGinness who left to take up a senior nursing executive role. I acknowledge Clare's contribution to the Federal Council and am confident she will continue to impress the nursing profession with her strong leadership.

At the national level, the Federation has continued to foster strong relationships with other peak nursing and midwifery bodies. These important relationships have been forged in order for Australian nurses and midwives to have a stronger, united voice at a national and international level in respect to a wide range of nursing, midwifery and general health matters. Relationships are also being formed with the newly appointed Australian Health Practitioner Regulation Agency (AHPRA), the body charged with the responsibility

for overseeing all aspects of national registration and accreditation from 1 July 2010.

On behalf of the ANF Federal Executive, Federal Council and the ANF membership, I would like to once again thank all the staff of the Federal Office for their dedication and hard work over the past year. They are clearly committed to the goals of the Federation and the union movement more generally. I look forward to working with all members of the Federal Executive, Federal Council and the Federal Office staff over the coming year to continue to further the interests of the ANF members.

Coral Levett
Federal President

6

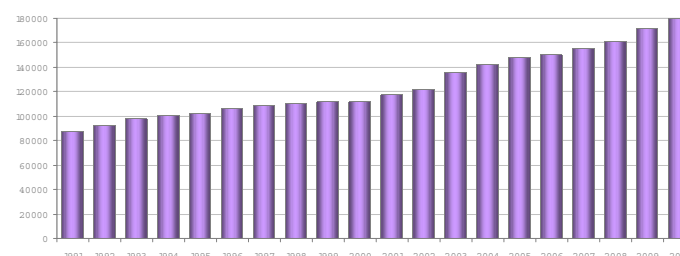
Federal Secretary's report

I am always delighted to reflect on the previous year, it's a time to take stock and a deep breath to remember all that was achieved for nurses, midwives and assistants in nursing irrespective of the sector in which they work. The past twelve months has been no exception as the Federation has continued to go from strength to strength, now the third largest and fastest growing union in Australia. As at the 30 December 2009 the ANF recorded a membership growth of 6.9% with the largest growth being in aged care. As at 30 June 2010 membership of the Federation was 179,768 which represents a 4.6% increase in the last six months. I am pleased to present to you the industrial, professional, communications, political and education reports that cover the core business areas of the Federal Office.

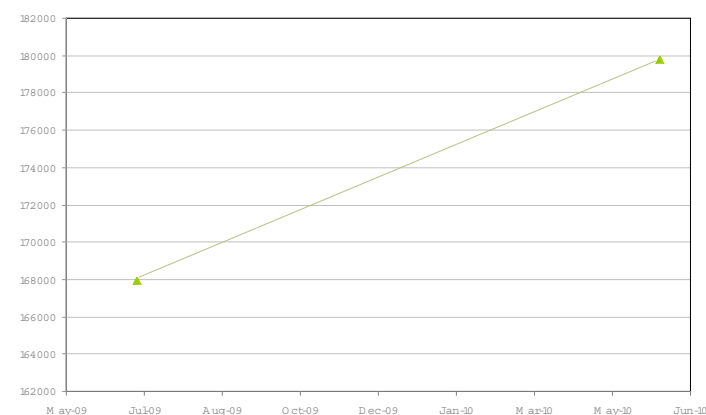
In addition to those reports some other highlights are:

The ANF remains an affiliate of the Australian Council of Trade Unions (ACTU) and all Branches were represented at the triennial congress in Brisbane, 2009. Ged Kearney launched the growth and campaign agenda and chaired the health policy plenary session.

ANF Membership chart 1991-2010



ANF Membership growth July 2009 to June 2010



Federal Secretary's report



The ANF is also the technical advisor to the Royal College of Nursing *Australia* at the International Council of Nursing (ICN) conferences. The last ICN conference was in Durban, South Africa and was attended by the Federal Secretary.

National registration has been particularly consuming in the past twelve months and with it finally ready for implementation some challenges face us and registrants. These issues include the need to review the university education standard for undergraduate registered nurses, the professional indemnity standard that is confusing and almost impossible for a registrant to be assessed against and the need to review as a matter of urgency the English language literacy standard. The ANF is involved in all of these (and other) issues and is confident of an outcome that not only maintains professional standards but protects the public and our members.

The ANF remains the secretariat for the National Aged Care Alliance (The Alliance); an alliance of 26 organisations representing providers, professional groups, unions and consumer groups. The Alliance is ten years old and the ANF has provided the secretariat to this group since its inception. In the last twelve months the Alliance has produced a vision for aged care that all Alliance members

endorsed, a copy of the vision can be found at:
<http://www.naca.asn.au>

The Australian Nursing and Midwifery Council (ANMC) will become the accrediting body for nursing and midwifery on 1 July 2010 and remains the assessing authority for the Australian Department of Immigration and Citizenship for the skilled migration program for nurses and midwives. A new Board and Directors will be elected and commence on 1 July 2010. I will represent the ANF as a Director on the Board and this appointment has been endorsed by the ANF Federal Executive.

We welcomed the announcement of a new Government paid parental leave scheme which will provide all eligible working parents with 18 weeks payment at the Federal Minimum wage. This initiative was finally agreed to by both Houses of Federal Parliament and will take effect from 1 January 2011.

The ANF will continue to advocate nationally for nurses industrially and professionally and we congratulate you, our members, for your hard work and loyalty.

Lee Thomas
Federal Secretary



Federal industrial report

The 2009-10 ANF industrial program continued to focus on the protection and advancement of the industrial rights of our members.

The objectives included:

- providing effective industrial leadership and representation for our members at the national level;
- to achieve planned and coordinated salary increases for all nurses in Australia, principally through collective bargaining and where this is not possible, by seeking review and amendments to nursing awards;
- maintain and enhance conditions of employment for nurses in Australia;
- providing support to ANF Branches to enable them to meet their industrial objectives;
- developing effective and constructive relationships with the Australian Council of Trade Unions and affiliated unions; and
- developing effective and constructive relationships with the Federal Government, other political parties and industrial bodies.

Industrial Regulation

The Fair Work Act twelve months on

The last five to ten years has been a period of momentous change in Australian industrial relations laws.

Traditionally, our industrial laws took the form of compulsory conciliation and arbitration of industrial disputes by national or state tribunals. These tribunals would settle disputes on 'legally binding awards' which set minimum wages and conditions of employment normally across industries or occupations.

From the early 1990's, the focus of industrial laws has tipped away from awards towards enterprise bargaining. Through this process improvements in wages and conditions and other employment conditions were notionally linked to productivity and efficiency measures. The agreements made through enterprise bargaining were regulated and enforceable under industrial relations regulations.

In 1996, the Howard government came to office and introduced the Workplace Relations Act and Work Choices. Work Choices proved to be deeply unpopular in the Australian community.

Federal industrial report

9

The Fair Work Act 2009 (FWA) became law on 7 April 2009 and replaced the Workplace Relations Act 1996. The new national laws introduced a number of significant changes in response to the campaigns by ANF and other unions intended to improve the rights of employees and unions.

The introduction of the new national laws meant that some of the harsher aspects of Work Choices were done away with (eg. AWA's and inferior unfair dismissal protections). At the same time though, certain elements of Work Choices have been retained such as limits on union's right of entry and industrial action.

Now, after approximately 12 months of operation, it is possible to reflect on the key pillars of the new industrial laws and to gauge their impact on nurses and the ANF.

Collective bargaining

Over the past twelve months ANF has experienced a much improved and enhanced ability to represent nurses in collective bargaining negotiations. This has been particularly so in the residential aged care sectors where historically we have struggled to secure enterprise agreements for nursing staff.

The Fair Work Act has a number of provisions that assist unions including a legal right to represent the interests of any person who is a member of the union in enterprise bargaining, a requirement that the employer commence negotiations for a new or replacement agreement where the majority of employees wish this to occur and new good faith bargaining rules which require both the employer and the unions to observe certain standards in the negotiating processes. In addition, collective agreements can now cover a much more diverse list of agreed matters and finally, Australian Workplace Agreements (individual contracts) are no longer available.

All of these issues have enhanced the capacity of ANF to obtain a greater number of improved agreements for nurses. On the down side there are still quite strict rules around accessing protected industrial action and multi-employer or pattern bargaining agreements remain difficult to secure.

Unfair Dismissal

The new unfair dismissal laws commenced on 1 July 2009 and are significantly different from previous laws. Under Work Choices employees in businesses with up

Federal industrial report

to 100 workers could be dismissed for any reason without out any legal redress. Under the new laws all employees, other than a casual employee employed on an irregular basis can challenge their dismissal as long as they have been employed for six months or twelve months if employed in a workplace with less than fifteen workers.

The process for challenging a dismissal is now simpler, far less legalistic and there is more emphasis on reinstatement rather than compensation as a remedy. The new unfair dismissal rules are clearly fairer and do provide employees with more protections.

Awards

On 1 January 2010 a new national nursing award replaced around 50 federal awards and 100 state awards. The new award provides consistent minimum standards for all registered, enrolled and assistant nurses employed in the non public sectors. The new award generally provides for improved conditions however the rates of pay and some allowances are lower than some state awards. Further information on the award is set out in the following pages.

A new national Nursing Award

A new national Nurses Award was introduced on 1 January 2010. The new award applies to registered nurses, enrolled nurses and nursing assistants. The new Nurses Award will cover most private nurses working in aged care facilities, private hospitals and private sector specialists services such as medical practitioners. It does not apply to the public sector nor does it apply to employees covered by a collective or enterprise agreement. The Nurses Award does not cover nurses employed in schools or private pharmacies.

For the first time, the award provides for a definition of nursing work. Under the award nursing care means:

- giving assistance to a person who, because of disability, is unable to maintain their bodily needs without frequent assistance;
- carrying out tasks which are directly related to the maintenance of a person's bodily needs where that person, because of disability is unable to carry out those tasks for themselves; and/or
- assisting a registered nurse to carry out the work described.

Federal industrial report

11

The Nurses Award provides for a range of minimum working conditions including wages, allowances, hours of work, overtime, annual leave, public holidays and so on.

The award is to be read in conjunction with the *National Employment Standards*, which are minimum standards that apply to all employees in Australia. A copy of the *Nurses Award 2010* and *National Employment Standards* is available on the ANF website at:

http://www.anf.org.au/html/news_industrial.html

Migrant nurses

Australia remains a favoured work destination for nurses particularly from developing countries. The latest figures available show that in 2008-2009 3,850 registered nurses arrived to work in Australia on a temporary basis and over 3,300 nurses arrived in Australia as permanent migrants.

In the current year program 2009-2010, registered nurses made up to 8% of the total program of temporary skills migrants, the single highest occupation in the program. These figures in part reflect an international shortage of nurses and other health professionals with many developing countries including Australia scanning the globe for potential employees. It is estimated that at

present there is a shortage of up to 25,000 nurses and midwives, although it is interesting to note that in 2007 around 27,500 nurses remained registered but not employed in the nursing and midwifery workforce.

The Australian Nursing Federation has always supported the movement of nurses around the globe to gain further training and different clinical experience. Health care has a strong version of international collaboration. There is also clear merit in international exchange and diversity, as well as the economic benefit of remittances and transfers in technologies.

We also recognise that increasingly in many cases the motivation of nurses to work in other countries is linked to increased and improved employment opportunities, higher salaries, better working conditions and an enhanced capacity for clear advancement, and importantly, a deciding factor in many cases is for the opportunity for them and their families to work and live in a safer and more economically prosperous environment.

Over the past twelve months the federal government has continued to examine ways in which migrant nurses are afforded fairer conditions of employment and better

Federal industrial report

treatment by Australian employers. Recently this has included removing differences in salaries and working conditions between local and migrant labour at the workplace and relaxing sponsorship requirements to provide greater freedom of movement for migrant nurses.

Despite this, many migrant nurses still struggle to come to grips with the new working environment and different cultural mores, and often to work in positions that are of a lower status than they experience in their country of origin. In addition, they are sometimes faced with discrimination and bullying from local nurses and other health workers who resent them or simply do not accept them.

The ANF recognises that difficulties remain and continues to work hard with domestic and our overseas nursing workforce to bring about change where needed.

Occupational health and safety

The ANF continued to lobby for improved health and safety rights for Australian nurses.

A major issue during 2009-10 was the continued development of model occupational health and safety (OHS) laws. In 2008 Australian governments agreed to develop a uniform set of OHS laws that would in 2012 replace the different OHS schemes that currently operate

in each state and territory. Most of the recommendations made by a federal government appointed panel on the content of the model laws were incorporated into a draft Act of Parliament developed by the national workplace health and safety body Safe Work Australia (SWA). The draft Act was released for public comment in the second half of 2009. The ANF, along with the ACTU and other unions, made submissions expressing concern that the draft Act did not outline the highest OHS standards and rights for Australian workers and instead it watered down

existing entitlements. ANF recommended the draft laws be improved significantly in order to achieve improved OHS laws across Australia. During this period ANF members participated in several public rallies around the country to demand that governments not implement second rate health and safety laws. SWA in the meantime has been developing key regulations and codes of practice to support the Act. These are expected to be released for public comment in late 2010.

The ANF was also involved in other OHS issues of interest to members including needlestick and sharps injuries, manual handling, and violence in the workplace. National policies on workers' compensation and rehabilitation, workplace stress and fatigue prevention were also developed.

Federal industrial report

Public sector agreement outcomes

The table opposite details the percentage increases and expiry dates of public sector enterprise agreements that will continue to apply over the 2009-10 period. In addition to the wage increases detailed, several agreements provide for significant increases to base rates of pay before general wage increases are applied.

Agreements commonly include a range of improvements to employment conditions including implementation of staffing mechanisms, qualification allowances and include shift and rostering arrangements. Agreements covering New South Wales, South Australia, Western Australia and Tasmania public sector expired on 30 June 2010.

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

Aged care

The wages gap between nurses working in aged care and nurses working in the public sector continues to increase. While there are a growing number of collective agreements

State	Outcome
New South Wales	7.95% over 2 years (30.06.10)
Victoria	13.0% over 4 years (01.11.11)
Northern Territory	14.0% over 3 years (09.08.11)
Tasmania	9.9% over 3 years (30.06.10)
South Australia	12.5% over 3 years (30.06.10)
Queensland	12.5% over 3 years (31.03.12)
Australian Capital Territory	12.0% over 2.5 years + 2.25% (22.09.09)
Western Australia	12.5% over 3 years (30.06.10)

negotiated in the aged care sector, the wages and conditions outcomes are generally less favourable than public sector outcomes and fail to remove the disparity in wages and conditions.

Nick Blake

Senior Federal Industrial Officer

Federal professional report

The ANF Federal professional team has continued to work towards the recognition and advancement of the essential role of nurses and midwives in the provision of health and aged care in 2009-10. The team has represented the interests of ANF members across a range of issues that impact the nursing and midwifery professions and subsequently the health and wellbeing of the community. The Federal professional team has undertaken national projects, developed and coordinated national submissions, given evidence at a number of Senate inquiries and been involved in national forums, committees, meetings, working groups, alliances and conferences, throughout the year. The team is responsible for overseeing and coordinating the development and review of ANF national policy, position statements and guidelines.

Federal Professional Officers have developed and presented papers, as well as provided trade displays, at a number of national nursing and midwifery conferences throughout 2009-10.

Our team continues to provide secretariat support to the work of the Coalition of National Nursing Organisations (CoNNO), an alliance of over fifty nursing and midwifery organisations. The Coalition represents the national interests

of nurses and midwives in all sectors of these health professions and provides a forum for collaboration on issues of concern. The Australian Government Department of Health and Ageing has committed to the provision of funds for CoNNO for the next twelve month funding round. Additional project funding was secured this year to develop a nationally consistent framework for nurse credentialing. The project, to be undertaken in 2010/11, will provide agreed standards and a resource toolkit for professional nursing bodies to develop or undertake a credentialing program. The Coalition meets face to face twice a year, alternating between Melbourne and Sydney.

The Federal Professional Officers also coordinate the Professional Advisory Committee, which is made up of federal and state/territory branch professional officers. Federal Office has worked closely with our colleagues in the ANF Branches in the provision of advice and submissions to governments and health related bodies on a variety of issues.

Some of the activities the federal professional team has been involved in this year include:

Federal professional report

15

Health reform: participated in Australian Government consultation forums in relation to the National Health and Hospital Reform Commission (NHHRC) Report recommendations; developed and coordinated the ANF response to the NHHRC Final Report; participated in the Nurse Practitioner Advisory Group and Maternity Services Advisory Group to provide advice to the Australian Government on the implementation of the Federal budget measure to enable access to the Medicare Benefits Schedule (MBS) and the Pharmaceutical Benefits Scheme (PBS) by nurse practitioners and eligible midwives; provided submissions to the Health Legislation Amendment (Nurse Practitioner and Eligible Midwives) Bill; gave evidence at the Senate Inquiry on this matter; attended an invitational roundtable and provided submission to the Productivity Commission study on performance of public and private hospital systems.

E-health and informatics: attended National E-Health Transition Authority (NEHTA) and Department of Health and Ageing (DoHA) stakeholder discussion forums on the introduction of the unique healthcare identifiers; provided submissions to the consultation on healthcare identifiers and privacy and the Exposure Draft Healthcare Identifiers

Bill 2010; gave evidence at the Senate Inquiry on this matter; undertaking a project to develop informatics competency standards for the nursing profession; member of the Australian Health Informatics Education Council; papers presented on the Informatics Competency Standards Project at the Nursing Informatics Australia Conference in Canberra and international conferences in Helsinki and Cyprus.

Primary health care: provided submission to the consultation by the Department of Health and Ageing (DoHA) on the development of a quality framework for the Medicare Benefits Schedule (MBS); worked collaboratively with the Australian Practice Nurses Association (APNA) to consult with DoHA on practice nurse funding initiatives; commenced discussions with the ANF Professional Advisory Committee to consider the adoption of the Victorian School Nurses, School Nursing Professional Standards as a national standards document; promoted the publication developed by the ANF in conjunction with the Primary Health Care Working Group, *Primary Health Care in Australia - A Nursing and Midwifery Consensus View*; presented papers at national conferences on this project work.

Federal professional report

Quality use of medicines: member of the National Prescribing Service; member of the Australian Commission on Safety and Quality in Healthcare (ACSQHC) National Inpatient Medicines Chart Oversight (NIMCO) Committee; member of the ACSQHC and NSW Therapeutic Advisory Group National Parenteral Labelling Project Advisory Committee; attended the National Medicines Policy Partnership Forum; Chair and Secretariat for the Joint ANF/RCNA Quality Use of Medicines Working Group.

Pandemic surveillance: Chair and Secretariat for the Joint ANF/RCNA Influenza Pandemic Working Group; monitoring of international and national pandemic activity; communicating information to the membership; advocating for the essential role of nurses in pandemic planning, frontline care and prevention.

National registration and accreditation: member of Australian Nursing and Midwifery Council (ANMC) advisory committees for the development of Accreditation Standards for courses leading to registration and/or endorsement and for re-entry courses; provided response to the ANMC consultation on Nurses and Midwives Guides to Professional Relationships; developed and coordinated

submissions to the Nursing and Midwifery Board of Australia's (NMBA) consultation paper on registration standards and related matters and consultation paper on guidelines on advertising, guidelines on mandatory notification and other documents for consultation; assisted the NMBA in the development of Frequently Asked Questions for the nursing and midwifery professions; provided a submission to the NMBA on the consultation draft on the Guidelines and Assessment Framework for the Recognition and Endorsement of Eligible Midwives; consulted with the NMBA on the development of Registration Standards for Eligible Midwives.

Maternity services: participated in consultations on the draft quality and safety framework for midwifery care provided by privately practicing midwives; provided submission to Australian Health Minister's Advisory Council on this framework; developed and coordinated the submission to the National Health and Medical Research Council (NHMRC) on the draft National Guidance on Collaborative Maternity Care; participated as a member of the Reference group for the development of Core Competencies and Educational Framework for Maternity Services in Australia.

Federal professional report

17

Aged care: participated in the ANF National **Because We Care** Campaign; provided submissions to: the review of the accreditation process for residential aged care homes, the evaluation of the Residential Medication Management Review (RMMR) program, and the review of the Aged Care Funding Instrument (ACFI); coordinated the internal ANF review of the Nursing Guidelines for the Management of Medicines in Aged Care.

Rural health: participated as a council member of the National Rural Health Alliance; attended the National Rural Health Workforce Roundtables.

Environment: developed the ANF policy on climate change and health; participated in climate change stakeholder forums; attended forum as a member of the Green Health Alliance.

See National News on <http://www.anf.org.au> for more comprehensive information on this ANF work.

Policies and position statements: co-ordinated development and review of fifteen ANF national policy and position statements.

Closing the gap: ongoing implementation of the Federal Office Reconciliation Action Plan (RAP); participated in staff cultural awareness training; attended the Long Walk Women's Lunch; collaborated with the Congress of Aboriginal and Torres Strait Islander Nurses (CATSIN) on issues relating to Indigenous health.

Social justice: participated as a member of the Australian Research Alliance for Children and Youth (ARACY) and the Australian Council of Social Services (ACOSS).



Photo: Wayne Quilliam

Federal professional report

Education: member of the editorial committee for the Society of Hospital Pharmacists Australia (SHPA) to advise on the development of a new publication, an *Australian Guide to Medicine Administration for patients with Swallowing Difficulties or Enteral Feeding Tubes*; authors of a chapter on scope of practice for the first Australian textbook for General Practice Nursing; articles for the Australian Nursing Journal on pandemic preparedness; provided submission to the Department of Education, Employment and Workplace Relations (DEEWR) on the indicator framework for higher education performance funding and measuring the socio-economic status of higher education students.

ANF Projects

Informatics Competency Standards Project

The ANF in conjunction with project partners Queensland University of Technology (QUT) is completing work on an Australian Government funded national project to develop, validate and publish *Informatics Competency Standards for the nursing profession in Australia*. The final phase of stakeholder consultations on the draft competency standards is nearing completion. Following this the project report

will be forwarded to the Department of Health and Ageing and the competency standards published for circulation.

ANF Submissions

The Professional Team has analysed policy documents from a range of external sources, prepared and coordinated 24 of the ANF's national submissions in the 2009/2010 financial year. A full listing of ANF submissions can be viewed in detail on the ANF Federal Office website: <http://www.anf.org.au>

Julianne Bryce

Senior Federal Professional Officer

Campaign and political report

19

The **Because We Care (BWC)** campaign strategy has been to involve members, residents, the community and key stakeholders in aged care to support the campaign, and let the federal government know that substantial funding and operational changes to aged care are imperative if we are going to provide quality care for older Australians. Hundreds of community and workplace activities have taken place throughout Australia, and some of the highlights are listed below.

- The signing of Charters for Quality Aged Care with a handover event of over 16,000 charters to the Minister for Ageing, Justine Elliott, in a nursing home in her electorate of Richmond.
- A postcard campaign launched at the ALP National Conference by nurses with *Message to My MP: Time to deliver for aged care in budget 2010*. Conference delegates and proxies were offered blood pressure tests as they entered conference 'to keep the pressure on MPs'. Thousands of the postcards have been sent to MPs, Senators and Ministers throughout Australia.
- Postcard activities at workplaces and local electorate offices in some states and territories. We encouraged Branches to focus on follow up visits to MP's and Senators, talking about the **Because We Care** campaign.



Campaign and political report

- The endorsement by the ALP of a new national Aged Care Platform - which was finally reintegrated with the Heath platform. The new platform commits the ALP to introducing minimum staffing levels, transparency and accountability of funding to providers and more funding to close the wages gap.
- An address by Federal Secretary Ged Kearney at the National Press Club in September 2009 about aged care. Ged described a day in the life of an aged care



worker, and the need for more funding given that demand will increase by 56% in 2020. Ged strongly illustrated the case for our key claim - the need for minimum staffing standards in aged care.

- In early September 2009, the ANF engaged Auspoll to conduct comprehensive polling across the country to show what Australians think about aged care and what needs to be done to fix it. The poll showed there is significant support in the community for the government to prioritise aged care and direct resources to this sector.
- In April 2010 the federal government announced the Productivity Commission Inquiry in to Caring for Older Australians. The ANF will be making a submission to the Productivity Commission that has a due date of 31st July 2010. The areas that our submission will cover include staffing levels and skills mix, the wages gap, licensing and transparency of funding for the sector. The Productivity Commission is expected to deliver its preliminary report in December 2010 with hearings likely to held in early 2011.

Campaign and political report

21

Aged Care is Important - Auspoll results

1. Ninety two per cent of Australians indicated that aged care was an important issue to them.
 2. Seventy per cent believe that nurses are 'good' or 'excellent'.
 3. Nine out of ten Australians were concerned that the number of nurses in aged care is falling.
 4. Only 16 per cent rated the quality of aged care as 'good' or 'excellent' whilst 33 per cent believe that it is 'poor' ... with 51 per cent stating that it was 'fair'.
 5. Nine out of ten Australians - 93 per cent, stated that the Government should improve the pay and conditions for aged care staff.
- Attendance by the Minister for Health, Nicola Roxon at the ANF Biennial National Conference in October 2009 where she addressed over 100 ANF delegates.
 - Days of action in Queensland and New South Wales involving stalls and booths in local communities, shopping centres, outside MPs offices, and meeting with MPs.

- The establishment of the **Because We Care** web page with regular campaign updates, activities and postings and a **Because We Care** Facebook page with thousands of Facebook 'friends'.
- The New South Wales Nurses Association (NSWNA) ran radio ads on aged care.
- Internal e-newsletters are produced for distribution regularly to ANF officials, and also for distribution to members, campaign subscribers and supporters. These are used to update members on the latest activities that they may be able to participate in.
- 'Big' postcard signing event in then Deputy Prime Minister Gillard's seat of Lalor.
- The ANF lodged its aged care budget submission and lobbied federal members of parliament - most notably treasurer Swan's office, Finance Minister Tanner, Health Minister Roxon and Aging Minister Elliott.



Campaign and political report

House Pay Equity Committee Report:

- The House of Representatives Standing Committee on Employment and Workplace Relations tabled its report into pay equity and associated issues related to increasing women's participation in the workforce. The ANF met with Chair of the Committee, Sharryn Jackson MP to discuss aged care. The ANF lodged a submission to this committee.
- The *Making it fair* Report released in November 2009 highlights the continuing gap in wages between women and men and repeatedly points to the aged care sector as an example of ingrained and sustained discrimination. The report urges relevant ministers including Minister for Finance, Lindsay Tanner, to act on the dire situation in aged care. "There was a great deal of evidence presented that went to the situation of women employed in the aged care sector... it is clear that action needs to be taken to improve wages and conditions...I am aware of the dependence on the Australian government for the funding of this sector. I urge the responsible Ministers... to look at how we can responsibly increase the funding for wages in this sector." Sharryn Jackson MP and Chair in the foreword of the report.
- On the 2nd anniversary of the Rudd Labor Government in November 2009 the ANF sent a congratulatory email message to each MP and Senator, thanking them for their commitment to nursing, and with a focus on aged care for next year's budget.
- **Because We Care** Christmas presents and cards were delivered to the ALP members of parliament during the last sitting week in November 2009.
- On 3 February 2010, a delegation of 20 aged care nurses and residents went to Parliament House in Canberra to have a morning tea with Senator Claire Moore and over 25 MP's and Senators from all over Australia. A media conference with members and residents was also held at Parliament House.
- In March and April the ANF along with the NSWNA and the Queensland Nurses Union (QNU) launched national TV and radio ads starring Rita, whose mum is in a nursing home, in the lead up to the May Budget

Campaign and political report

23

About the ads:

- Rita stars in the ads telling us that "every time she comes to visit her mum, the nurses are just so amazing, that they have 50-60 residents to look after and they always do it with a smile on their face". But Rita says that she fears that nurses might say enough's enough and that nurses deserve a whole lot better than they are getting now.
- *Intergenerational Report* launch by Treasurer Swan in February - the ANF put out a media release in response. This report highlighted the problems the Australian community will face with a significantly increasing aging population up to 2050.
- The ANF and Branch Secretaries met with former PM Rudd and Ministers Roxon and Elliott on several



occasions to discuss aged care and the ALP's aged care agenda.

- Queensland members 'Do their Block' for aged care. The QNU asked members to do their block for aged care, signing up to receive community leaflets and then letterboxing their suburbs. Hundreds of QNU members signed up to help aged care and distribute over 17,000 leaflets locally.
- The NSWNA took a delegation of aged care nurses to a Community Cabinet meeting held in the Federal Seat of Bennelong, currently held by Labor's Maxine McKew, in April 2010.
- In the lead up to the Federal Budget, the ANF ran an email campaign directed at key Ministers and MP's in each state via the [Because We Care](#) web page. They were:
 - NSW Minister Mark Arbib
 - QLD Treasurer Wayne Swan
 - VIC Finance Minister Lindsay Tanner
 - NT Damian Hale MP
 - ACT Senator Kate Lundy
 - SA The Hon Mark Butler MP
 - TAS Sid Sidebottom MP

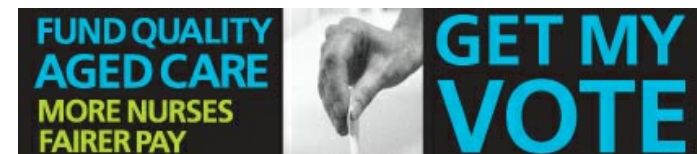
Campaign and political report

Launch of our election activity

- As part of our election strategy, we launched the *Fund Quality Aged Care - more nurses, fairer pay - GET MY VOTE*. This was used as part of the *Because We Care* campaign to link delivering for the aged care members, to getting votes during the federal election expected in 2010. This logo was put on all emails, the web page, internal and external correspondence in the lead up to budget 2010.
- The ANF attended the federal budget night in May 2010 and spoke at the media conference in support of the budget announcements as a 'good start'.
- Treasurer Wayne Swan during his budget speech said that "we believe nurses play a vital role in our hospitals and our communities and we have listened to their concerns. That is why I am announcing \$523 million to train and support our nurses, including in aged care and in our rural and regional communities. We believe in better planning of our aged care workforce. That is why we have asked the Productivity Commission to inquire into aged care, and why we'll undertake more research into staffing levels, skills and resident care needs."
- The ANF believes we have commenced the process of fixing aged care in Australia and this began with Budget 2010. The next stage of our campaign is to direct our resources and efforts towards the Productivity Commission which will provide a final report to the government on aged care in April 2011.
- A leaflet was produced by the ANF after the budget win, and distributed at worksites throughout Australia, and in the Australian Nursing Journal.
- Former PM Kevin Rudd, Treasurer Wayne Swan, Ministers Nicola Roxon and Justine Elliott and Mike Kelly MP attended an ANF event in a nursing home in the federal seat of Eden Monaro on International Nurses Day, the day after the budget.

Sue Bellino

Federal Political Co-ordinator



Education

25

The ANF's national Continuing Professional Education (CPE) online was launched in March 2008 to assist nurses and midwives to access best practice learning on health issues that can be applied to nursing practice.

Under the new national registration and accreditation scheme, there are new registration standards relating to continuing professional development (CPD). Nurses and midwives will be required to participate in at least 20 hours of CPD per year. One hour of active learning is equal to one CPD point. It is the nurse or midwife's responsibility to calculate how many hours of active learning they participate in.

The ANF's online CPE program is designed to assist nurses and midwives in maintaining competence to practice by providing quality CPE along with a professional portfolio to record evidence of CPE/CPD activities. This ensures ANF (including NSWNA and QNU) members have access to a compliant and simple to use tool in order to meet the registration standards. Each CPE tutorial currently on the site allocates users five CPD points, equating to five hours for each tutorial completed. The completion of four ANF CPE tutorials will allow users to attain the mandated 20 CPD points annually.

Continuing Professional Education topics currently on the site:

1. Advanced Life Support
2. Asthma Management
3. Basic Life Support
4. Cardiac 1 - Chest Pain Assessment and Management
5. Cardiac 2 - Acute Coronary Syndrome (currently being upgraded)
6. Diabetes Mellitus
7. Drug Calculations and Administration
8. ECG and Rhythms 1
9. ECG and Rhythms 2
10. Emergency Drugs
11. Fire and Emergency Training
12. Infection Control
13. Manual Handling
14. Palliative Care
15. Respiratory 1 - Upper Airway Obstruction
16. Respiratory 2 - Respiratory Failure
17. Vision Care
18. Wound Care Update

The Wound Care Update remains the most accessed tutorial since its addition to the site in June 2008.

Education



australian nursing federation continuing professional education online

The ANF signed a corporate contract in March 2010 with the Australian Association of Nursing Recruitment Agencies (AANRA) to provide PD via the CPE website for their nursing staff members nationally.

Over the past 12 months the ANF has been approached by a number of other e-learning providers to seek a strategic partnership with the ANF CPE website.

In the 2009-10 financial year purchases on the CPE website have increased from the previous financial year by 129%. Members are by far the highest users of the site (93%). Tutorials can be accessed at www.anf.org.au/cpe

Jodie Davis
Federal Education Officer

Communications team and the ANJ

27

In 2009/2010 the communications team, incorporating the Australian Nursing Journal (ANJ) continued to focus on informing nurses of key issues affecting them in relation to the latest developments in health reform, nursing and industrial relations. The website provided a range of publication, news and media resources and the journal provided a number of feature and focus articles related to key issues for nurses and nursing in Australia.

A redesigned ANF website was launched in October 2009 after collaboration between members of the communications team and the federal secretary. The website now incorporates a live news feed to provide members with regular updates on news of significance to nurses and midwives. Communications team members continue to work on maintaining and updating the ANF Federal, ANF Northern Territory Branch, Coalition of National Nursing Organisations (CoNNO) and **Because We Care** websites.

The ANF communications officer has continued to raise the profile of the ANF and elected officials in developing sound working relationships with journalists and government media contacts.

The ANJ continues to provide monthly journals on relevant news and professional and industrial issues to an increased readership of around 70,000.

Many nurses continued to contribute and share their achievements in clinical practice and research with colleagues in the profession via publication in the journal.

Clinical updates in 2009/10 were supplied by the Joanna Briggs Institute and more frequently this financial year by individual contributors. Feedback indicates nurses enjoy the content of these articles.

Issues covered in the last year include:

- Strategies to reduce medication errors in older adults;
- Music as intervention in hospitals;
- Managing asthma in children - a guide for parents;
- Pre-hospital clinical management of heat stress; and
- Indigenous cultural competence in nursing and midwifery practice.

Communications team and the ANJ

ANJ feature articles in 2009-10 examined a broad range of issues such as:

- Mental health - a long way to go;
- Mixing it up: the future of assistants in nursing;
- A script for change: will nurse practitioners be allowed to fly?;
- Nurses award 2010: your questions answered; and
- Improving Indigenous health: steps in the right direction.

Broader issues of concern to nurses, midwives and the general public such as health reform, Indigenous health, aged care, mental health and nursing in the community continued to have a high profile in the journal throughout the year. A steady flow of contributions to the focus and research sections of the journal confirm that nurses value the ANJ as an avenue for publication. It also highlights the significant contributions nurses and midwives to the profession through research and innovative best practice.

The journal continues to be an important avenue and resource for nurses to promote, share and articulate their achievements in professional practice and research.

The Working Life section of the journal continues to highlight the contribution of nurses and midwives around Australia again this year. Nurses profiled in this section included wound care nurse Claire Penny-Hughes who moved to Tanzania with her partner and worked under very difficult circumstances to care for her patients.

Midwife and nursing academic Sara Stelfox, who is now a university lecturer, shared her journey into the profession and why she remains passionate about midwifery.

Graduate nurse Lisa Gumley told of her final placement in a remote town in Mt Isa in Queensland where she cared for a young Indigenous girl and how much she learned about a range of practical and ethical issues.

Communications team and the ANJ

29

Focus themes for 2009-10 included:

- Chronic disease management
- Infection control
- Mental health
- Midwifery and women's health
- Primary/community care
- Indigenous and remote health
- Aged care
- Wound care
- Education

Catherine Beadnell

Editor, Australian Nursing Journal



30

Australian Journal of Advanced Nursing

The Australian Journal of Advanced Nursing (AJAN) aims to provide a vehicle for nurses and midwives to publish original research and scholarly papers covering all areas of nursing. AJAN is released quarterly in March, June, September and December. AJAN has now been available freely online for three Volumes and usage of the website continues to grow steadily.

Through its website (www.ajan.com.au) AJAN provides unlimited national and international access to articles and provides unlimited exposure for nurse researchers and their work.

The AJAN home page was accessed an average of 502,200 times per issue and an average of 201,584 downloads were made per issue. This is an outstanding result for AJAN and access has increased almost 150% since AJAN was first released exclusively online in September 2007. These figures clearly demonstrate the accessibility of the manuscripts and the unlimited exposure for the researchers work.

In June 2010, 38.28% of visits came from North America; 32.47% from Oceania; 14.16% from Asia; 13.66% from Europe; 0.99% from Africa; and 0.44% from South America. These statistics indicate extended exposure of AJAN to national and international visitors.

The AJAN Editorial Advisory Board continues to provide advice on editorial and publishing issues relevant to the Journal. Board members in 2009-2010 included:

Joy Bickley Asher, RN, RM, Teaching Cert(Sec), BA, Ophthalmic N Dip(Hons), PG Dip(Nurs), PG Dip(Soc), PhD

Yu-Mei (Yu) Chao, RN, PhD

Mary Courtney, RN, BAdmin(Acc), MHP, PhD, FRCNA, AFCHSE

Karen Francis, RN, PhD, MHlthSc, MEd, Grad Cert Uni Teach/Learn, BHlth Sc Nsg, Dip Hlth Sc Nsg

Desley Hegney, RN, RM, CNRN, COHN, DNE, BA(Hons), PhD, FRCNA, FAIM, FCN(NSW)

Linda Kristjanson, RN, BN, MN, PhD

Anne McMurray, RN, BA (Psych), MEd, PhD, FRCNA

Colin Torrance, RN, DipLscN, BSc(Hons), PhD

Lesley Wilkes, RN, CM RenalCert, BSc(Hons), GradDipEd (Nurs), MHPed, PhD

The publisher wishes to thank the Editorial Advisory Board members and the reviewers who give their time freely to review the constant stream of manuscripts received by AJAN - their expertise is crucial to the success of the journal.

Rebecca Aveyard

Administrative Officer, RTO and AJAN

The Federation

31

Federal Office

Federal Secretary	Gerardine (Ged) Kearney
Assistant Federal Secretary	Lee Thomas
Senior Federal Industrial Officer	Nick Blake
Federal Industrial Officer	Andrew McCarthy
Federal; Industrial Officer - Research	Debbie Richards
Senior Federal Professional Officer	Julianne Bryce
Federal Professional Officer	Elizabeth Foley
Federal Professional Research Officer and Librarian	Elizabeth Reale
Federal Political Co-ordinator	Sue Bellino (from 7 September 2009)
Federal Communications Officer	Libby Muir (to 7 August 2009)
Federal Communications Officer	Eleni Hale (from 9 November 2009)
Federal Education Officer	Jodie Davis
Federal Finance Officer	Barbara Hughes
Editor, AJAN	Lee Thomas
Editor, ANJ	Catherine Beadnell

Deputy ANJ Editor	Natalie Dragon
ANJ Production Manager	Cathy Fasciale
Federal Graphic Designer	Krista McClelland
Administrative Officer, Communications and Campaigns	Kristy Male
Administrative Officer, Accounts and Reception	Anne O'Toole
Administrative Officer, Executive	Anne Willsher
Administrative Officer, Industrial	Anna Amatangelo
Administrative Officer, Professional	Anastasia Shianis
Administrative Officer, RTO and AJAN	Rebecca Aveyard
Training Co-ordinator Queensland	Priscilla Pather (to 26 February 2010)
Training Co-ordinator Queensland	Anna Clarke (from 1 March 2010)
Trainer Queensland,	Karen Hourigan
Trainer Northern Territory,	Robyn Norris
Trainer New South Wales,	Jenny Hicks (from 11 March 2010)

The Federation

Federal Council

Federal Secretary	Gerardine (Ged) Kearney
Assistant Federal Secretary	Lee Thomas
Federal President	Coral Levett
Federal Vice President	Paul Nieuwenhoven

Australian Capital Territory

Secretary	Jenny Miragaya
President	Jill Parke

New South Wales

Secretary	Brett Holmes
President	Coral Levett

Northern Territory

Secretary	Yvonne Falckh
President	Shirel Nomoa

Queensland

Secretary	Gay Hawksworth
President	Desley Geraghty-Rudd

South Australia

Secretary	Elizabeth Dabars
President	Marisa Bell

Tasmania

Secretary	Neroli Ellis
President	Julie Driver

Victoria

Secretary	Lisa Fitzpatrick
President	Clare McGinness

(until 2 June 2010)

President	Maree Burgess
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(from 3 June 2010)

Western Australia

Secretary	Mark Olson
President	Patricia Fowler

The Federation

33

Federal Executive Members

Federal Secretary	Gerardine (Ged) Kearney
Assistant Federal Secretary	Lee Thomas
Federal President	Coral Levett
Federal Vice President	Paul Nieuwenhoven
Australian Capital Territory	Jenny Miragaya
New South Wales	Brett Holmes
Northern Territory	Yvonne Falckh
Queensland	Gay Hawksworth
South Australia	Elizabeth Dabars
Tasmania	Neroli Ellis
Victoria	Lisa Fitzpatrick
Western Australia	Mark Olson

Federal Executive Meetings

From 1 July 2009 to 30 June 2010

18 November 2009
25 November 2009 by teleconference
9 December 2009 by teleconference
17-18 February 2010
10 March 2010 by teleconference
13-14 May 2010
28 May 2010 by teleconference

Federal Council Meetings

From 1 July 2009 to 30 June 2010

17-18 September 2009
25 November 2009 in writing
7 December 2009 in writing

Australian Nursing Federation | Federal Office Summary of Results

Income statement for the year ended 30 June 2010

	2010 \$	2009 \$
Revenue from ordinary activities		
Capitation Fee	2,829,984	2,571,682
Journal Subscription Fees	1,235,577	1,170,669
Journal Advertising and other Income	574,165	600,668
Interest	26,034	20,108
Aged Care Campaign	391,128	332,128
Other Income	342,842	372,453
Grant Income	137,975	90,002
Total revenue from ordinary activities	5,534,705	5,157,710
Expenses from ordinary activities		
Affiliation fees	361,236	335,045
Finance costs	78,178	81,167
Employee benefits expense	1,924,287	1,779,794
Journal expenses	1,511,610	1,469,689
Other expenses	1,602,421	1,489,664
Total expenses from ordinary activities	5,447,732	5,155,359
Surplus / deficit attributable to members	46,973	2,351

Balance Sheet as 30 June 2010

	2010 \$	2009 \$
Current assets		
Cash and cash equivalents	576,709	511,520
Trade and other receivables	502,114	332,564
Other assets	124,077	87,465
Total current assets	1,202,900	931,549
Non-current assets		
Trade and other receivables	-	5,352
Property, plant and equipment	1,908,970	1,977,842
Total non-current assets	1,908,970	1,983,194
Total assets	3,111,870	2,914,743
Current liabilities		
Trade and other payables	705,140	561,765
Borrowings	1,358,202	1,408,202
Other current liabilities	82,471	77,896
Short-term provisions	387,589	352,453
Total current liabilities	2,533,402	2,400,316
Non-current liabilities		
Long-term provisions	55,540	48,472
Total non-current liabilities	55,450	48,472
Total liabilities	2,588,942	2,448,788
Net assets	522,928	465,955
Members Funds		
Accumulated Surplus	522,928	465,955
TOTAL MEMBER FUNDS	522,928	465,955

Independent Audit Report | Australian Nursing Federation

35

INDEPENDENT AUDIT REPORT TO THE FEDERAL COUNCIL OF THE AUSTRALIAN NURSING FEDERATION - FEDERAL OFFICE

We have audited the above Summary of Results of the Australian Nursing Federation - Federal Office for the year ended 30 June 2010 in accordance with Australian Auditing Standards

In our opinion, the information reported in the Summary of Results is consistent with the annual statutory financial report from which it derived and upon which we expressed an unqualified audit report to the Federal Council on 22 October 2010.

For a better understanding of the entity's financial position and the results of its operations and the scope of our audit for the period, the Summary of Results should be read in conjunction with the annual statutory financial report.

Bell Duke and Company

Chartered Accountants



Robert Henry Wald
Partner, RCA 10148
Level 7, 468 St Kilda Road
Melbourne, Victoria 3004

Dated this 22nd day of October 2010

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because
we care

Quality care for older Australians