

# Australian Nursing Federation



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Annual Report  
Australian Nursing Federation  
Federal Office

# Australian Nursing Federation Annual Report 2010-2011

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# Federal president's report

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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 in all State and Territory Branches. With a membership of over 200,000 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, Lee Thomas Federal Secretary and Yvonne Chaperon Assistant Federal Secretary, myself as President and Paul Nieuwenhoven Federal Vice President were all elected unopposed in December 2010 commencing our terms from 1 April 2011. I look forward to my continued Presidency and working with Lee, Yvonne and Paul along with the Federal Executive 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. Our campaign in this important sector continues to achieve major reform;

- 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;
- exerting influence at the federal government level regarding a range of professional and industrial matters;
- 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 and industrial interests of nurses, midwives and assistants in nursing.

The Federal Executive and Federal Council have met regularly throughout the past year in order to deal



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## Federal president's report

with issues such as these as well as the ongoing management concerns of the Federation.

These meetings provide 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.

On behalf of the Federal Council I would like to congratulate WA Branch Secretary Mark Olson and President Patricia Fowler for their successful re-election. In addition I would like to pay tribute to Gay Hawksworth, former QNU Branch Secretary who retired on 1 April 2011. Gay was a tireless worker and advocate for nurses and midwives in Queensland and was an important part of the Federal Council and I wish her well in her retirement. Replacing Gay is Beth Mohle, former QNU Assistant Secretary and I am delighted to welcome Beth to the Federal Council table.

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.

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

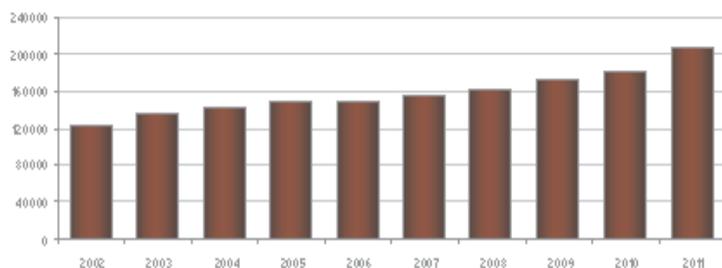
## Federal secretary's report



This is the second time I have had the pleasure of preparing the annual report for the Federation and when I reflect on the previous 12 months I am always astounded at the level of activity of the Federal Office and the Branches of the Federation. The past year has been no exception as the Federation has continued to go

from strength to strength, now the second largest and one of the fastest growing unions in Australia. As at 30 December 2010 the ANF recorded a membership growth of **10.5%** with the largest growth being in the aged care sector.

### ANF Membership growth June 2002 to June 2011



The **Federation's membership at 30 June 2011 was 205,633**. 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:

On the professional front the ANF remains affiliated to the Australian Council of Trade Unions (ACTU) and has participated in the recent work census and contributed to the climate change agenda. The ANF attends each ACTU Executive meeting and is a member of the finance committee and the growth and campaign committee.

The ANF is the technical advisor to the Royal College of Nursing *Australia* at the International Council of Nursing (ICN) conferences. The last ICN conference was held in Malta. In addition there were a range of other activities in which as a collaborating partner to the ICN ANF participated. These included the International Workforce Committee held in Tokyo Japan in September 2010 and the regulators and credentialing forum held in Washington DC in November 2010.

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## Federal secretary's report

Our international connections are growing rapidly with an invitation to speak at the United Nurses of Alberta delegate's conference in October 2010 and the Canadian Federation of Nurses Unions Biennial National Conference in May 2011. Canada has very similar issues in aged care as we do in Australia. Both invitations were to present and discuss the *Because We Care* campaign and I am pleased to report as a result there is consideration by the Canadian Federation of Nurses Unions to embark on a campaign similar to ours to address the growing crisis in that sector.

The ANF remains the secretariat for the National Aged Care Alliance (the Alliance); an alliance of 27 organisations representing providers, professional groups, unions and consumer groups. The Alliance will play an important part in the federal government's reform of aged care with the Minister for Ageing the Hon Mark Butler tasking the Alliance with the responsibility of co-ordinating and managing consumer consultation, discussion and advice to the Minister once the recommendations from the Productivity Commission *Caring for Older Australians* report is released.

The Australian Nursing and Midwifery Accreditation Council (ANMAC) became 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, in addition to its very important role of accreditation of courses that lead to registration as a nurse or midwife. The Board of ANMAC is chaired by Professor Jill White. The Board meets bi-monthly to establish and implement the new scheme and works closely with the Nursing and Midwifery Board of Australia (NMBA) and the Australian Health Practitioners Regulating Authority (AHPRA).

The ANF will continue to advocate nationally for nurses, midwives and assistants in nursing industrially and professionally and we congratulate you, our members, for your hard work and commitment.

Lee Thomas  
Federal Secretary

# Federal industrial report

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The 2010-2011 ANF industrial programs continued to focus on the protection and advancement of the industrial rights of nurses.

The objectives included:

- to provide effective industrial leadership and representation for nurses, midwives and assistants in nursing 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 the national nursing award;
- to maintain and enhance conditions of employment for nurses, midwives and assistants in nursing in Australia;
- to provide support and advice to ANF Branches to enable them to meet their industrial objectives;
- to develop effective and constructive relationships with the Australian Council of Trade Unions; and
- to develop effective and constructive relationships with the Federal Government, other political parties and industrial bodies.

## Industrial Regulation - The Fair Work Act - Two years on

The Fair Work Act commenced on 1 July 2009 and ushered in a new era of industrial relations in Australia.

With the second anniversary since the Fair Work Act began its operation, it is timely to review and to examine the impact of these laws on working nurses.



It is well known that the Fair Work Act 2009 repealed and replaced the Workplace Relations Act 1996 and the Work Choice amendments of 2005. The changes introduced in the Fair Work Act have been publicised by the Australian government as having the intention of restoring a number of minimum entitlements to Australian workers. These include:

- no more Australian workplace agreements or individual contracts;
- the introduction of a legislated safety net through the National Employment Standards;

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## Federal industrial report

- collective bargaining rights, including a requirement to bargain in good faith;
- rights to union membership and to workplace representation;
- improve protection of unfair dismissal; and
- a genuine independent industrial umpire to assist parties to resolve disputes.

### Conditions of Employment

The Fair Work Act has substantially restored the safety net of minimum entitlements that were lost under Work Choices where an employee's entitlements were reduced to five. All employees are now covered by ten national employment standards and award conditions which mean that rights to conditions such as overtime, public holiday pay, penalty rates and redundancy pay are protected.

### Minimum wages

In 2011 Fair Work Australia increased all minimum award rates of pay by 3.4% this means that the new minimum weekly entry wage levels for nurses are as follows:

Assistant in nursing	\$643.30
Enrolled nurse	\$699.00
Registered nurse	\$746.60

All of the minimum weekly wage levels applicable under the nurse's award are available at: [www.fwa.gov.au/](http://www.fwa.gov.au/)

### Women Workers

Women make a disproportionately high percentage of workers on precarious and insecure working arrangements and are also more likely to be adversely affected by work and family imbalance. Some significant steps were taken in 2011 to improve the rights of women workers which included:

### Paid Parental Leave

Paid parental leave is now available to all working parents (including part time and casually employed) providing 18 weeks government funded payment at the federal minimum wage which is currently \$589.30 per week. Further details of parental leave entitlements and how these may be accessed are available at: [www.anf.org.au/html/topics\\_PPL.html](http://www.anf.org.au/html/topics_PPL.html)

# Federal industrial report

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## The restoration of awards

The restoration of the awards and the arrangements of setting minimum wages will assist women workers who are award dependant.

## Equal pay rights strengthened

The Fair Work Act now provides more comprehensive equal remuneration provisions which are designed to allow industrial tribunals to examine existing wage levels and remove any inequities which are based solely on gender.

## Low paid bargaining

Women workers are also less likely to be covered by collective agreements and the new low paid bargaining provisions are intended to address this inequity, although these provisions have yet to be comprehensively tested.

## Impact of the Fair Work Act 2009 on ANF and nurses

Over the last two years ANF has progressively consolidated and improved industrial benefits for most nurses, midwives

and assistants in nursing. This has been achieved principally through the enhanced ability that is now available under the Fair Work Act to secure collective agreements on behalf of nurses who are members of the ANF.

In 2011 it was estimated that over 80% of the nursing workforce was covered by collective agreements negotiated by the ANF.

In addition the union has been very active in campaigning to ensure that the national nursing award has the widest possible application and provides fair and reasonable minimum wages and conditions of employment.

The industrial advances in 2011 to a large degree were a consequence of the protection and benefits available to unions and employees under the Fair Work Act 2009.

However, despite these improvements further progress to the industrial rights and entitlements of members remains a principle objective of the ANF Federal Office and Branches.

## Federal industrial report

### Occupational Health and Safety

The ANF continued to lobby for improved health and safety and workers' compensation rights.

2010-2011 saw the continued development of nationally harmonised occupational health and safety (OHS) laws by Safe Work Australia (SWA). The harmonised laws will be legislated by each State and Territory during 2011 and are due to take effect from 1 January 2012. These laws will replace the separate schemes currently operating in each State and Territory and the Commonwealth scheme Comcare.

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 workplace stress prevention and fatigue prevention were also endorsed. A survey of issues facing Australian nurses, midwives and assistants in nursing at work including OHS issues was developed in collaboration with Monash University.

### Overseas Nurses

Notwithstanding the impact of the global financial crisis of 2008-2009, Australia remains a favourite destination for both temporary skilled migrants and those arriving under the general skilled migration programs.

The latest available figures show in 2010-2011 over 5,000 migrants arrived in Australia to work. The Australian government continues to make changes to the migration program in line with its policy of shifting from family reunion to skilled migration, as well as targeting those skills that are considered a priority. With the structural shortage that exists in the nursing and midwifery workforce in Australia, this means nursing and other health occupations remain as high priorities for Australian employment. The Australian government has responded to this by streamlining and fast tracking applications for overseas nurses seeking to work in Australia as well as relaxing the sponsors of arrangements to make working in Australia a more attractive proposition. In addition the Australian government has recently announced significant changes to both the skilled occupation list which now provides descriptors of the nursing classifications shortage.

# Federal industrial report

## Public sector agreement outcomes

Table 1 details the percentage increases and expiry dates of public sector enterprise agreements that apply over the 2010-2011 period. In addition to the wage increases detailed, several agreements provide for significant increases to base rates of pay and improved classification structures before general wage increases are applied.

Agreements commonly include a range of improvements to employment conditions including implementation of staffing mechanisms, qualification allowances and shift and rostering arrangements. A new agreement in NSW established nurse to patient ratios for the first time in that State. New agreements were also negotiated in Tasmania, South Australia and Western Australia. The ACT agreement expired on 30 June 2011 and is currently being renegotiated.

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.

Table 1

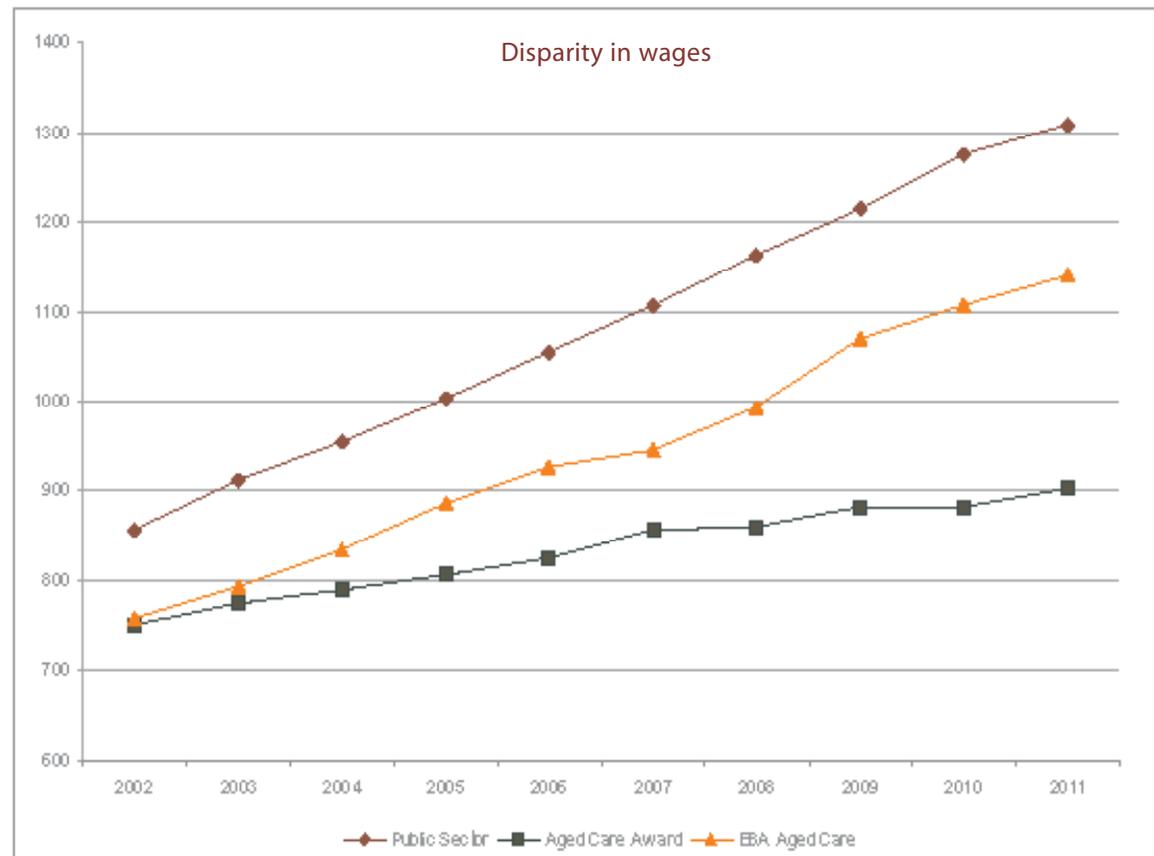
State	Outcome	
New South Wales	9.4% over 3 years	(30.06.13)
Victoria	13.0% over 4 years	(01.11.11)
Northern Territory	14.0% over 3 years	(09.08.11)
Tasmania	9.2% over 3 years	(30.06.13)
South Australia	10-14% over 3 years	(30.06.13)
Queensland	12.5% over 3 years	(31.03.12)
Australian Capital Territory	12.0% over 2.5 years + 2.25%	(30.06.11)
Western Australia	12.25% over 3 years	(30.06.13)

## Federal industrial report

### 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 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

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In 2010-2011, the Professional Team has continued to work in pursuit of the progression and acknowledgement of the vital role nurses, midwives and assistants in nursing play in delivering safe and competent health and aged care. The team has represented the interests of the ANF membership across the broad range of issues that impact the nursing and midwifery professions and subsequently the health and wellbeing of the community. The Professional officers have undertaken national projects, developed and coordinated national submissions, given evidence at Senate inquiries and been involved in national projects, seminars, 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 in conjunction with the State and Territory Branches.

In addition the Federal Office 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. CoNNO represents the national interests of nurses and midwives in all sectors

of the health and aged care systems, and provides a forum for collaboration on issues of concern. In 2010-2011, CoNNO appointed consultants Ashley Ryan and Associates to undertake a project to develop a nationally consistent framework for nurse credentialling in Australia. The project has provided a framework incorporating principles, standards and criteria, and a resource toolkit, for national nursing organisations considering developing or revising a nurse credentialling program.



The Professional Officers also coordinate the Professional Advisory Committee, which consists of each state and territory ANF Branch. The 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.

## Federal professional report

Some of the activities the Federal Professional Team has been involved in this year include:

### Health Reform

Participating in Australian Government consultation forums in relation to the National Health and Hospital Reform Commission (NHHRC) Report recommendations. Our advice has led to a developed and coordinated 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. In addition submissions providing a national view on the Health Legislation Amendment (Nurse Practitioner and Eligible Midwives) Bill and gave evidence at the Senate Inquiry on this matter. The ANF was represented on a clinical reference group formed by the Department of Veterans' Affairs (DVA) to assist with implementation of the *Preventable Admissions and Improved Community Care Program*. This program, being implemented through the

general practice team, has a specific co-ordination role for general practice nurses or DVA contracted community nurses. The initiative delivers improved community care services and health outcomes for veterans with chronic conditions, complex care needs and who either are at risk of hospitalisations or who have experienced repeated admissions.

### Telehealth

The ANF has participated as a member of the Telehealth Advisory Group to plan for this online consultation reform. This initiative provides support for online videoconferencing to connect patients in rural, remote and outer metropolitan areas to specialist services. Funding allows for health professionals to provide support at the patient-end of the online consultation. Where it is determined that clinical support is required there will be a rebate for the practice nurse, nurse practitioner, general practitioner, midwife or aboriginal health worker to be in attendance. This is an important step towards connecting the patient with the broader health care team for the provision of more accessible, integrated, collaborative care.

# Federal professional report

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## E-health and informatics

The ANF attended the 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 and gave evidence at the Senate Inquiry on this matter.

As a member of the Australian Health Informatics Education Council the Federal Office has concluded a project to develop informatics competency standards for the nursing profession and presented papers on the Informatics Competency Standards Project at the Nursing Informatics Australia Conference in Canberra and international conferences in Helsinki and Cyprus, in conjunction with the project partners at Queensland University of Technology.

## Primary health care

The Federal Office has provided submission to the Department of Health and Ageing (DoHA) on the development of a quality framework for the Medicare Benefits Schedule (MBS) and worked collaboratively

with the Australian Practice Nurses Association (APNA) to consult with DoHA on practice nurse funding initiatives. This includes the Practice Nurse Incentive Program which will enable general practice nurses to work to the full scope of their practice rather than limiting the care they provide to a handful of Medicare Benefits Schedule (MBS) item numbers. The ANF has commenced discussions with the Professional Advisory Committee to consider the adoption of the Victorian *School Nurses School Nursing Professional Standards* as a national standards and 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.

## Medicare Locals

The Federal Office has participated in consultation forums on the implementation of Medicare locals which discussed the vision for MLs, the value for national organisations such as the ANF opportunities for engagement in the development and operation of MLs, and barriers that may arise and actions required to facilitate effective engagement.

## Federal professional report

### Quality use of medicines

The ANF has had extensive involvement in issues relating to the quality use of medicines over the last 12 months. The professional team participated in the annual National Medicines Policy (NMP) Partnerships Forum hosted by the Australian Government Department of Health and Ageing Ministerial Advisory Committee.

The Australian Commission for Safety and Quality in Health Care (ACSQHC) Health Service Medication Expert Advisory Committee (HSMEAG) is responsible for the oversight of the implementation of the national inpatient medicines chart in the public health sector. The ANF is represented by a Federal Professional Officer on this national committee which was previously known as the National Inpatient Medicines Chart (NIMC) Oversight Committee. The role of this committee encompasses advising on health service-based medication standardisation initiatives as well as on health service-based medication safety and quality. As a member of the National Prescribing Service (NPS), the ANF was represented at the NPS Annual General Meeting and the Members' Day Forum held at the end of 2010. The Members' Day

Forum, titled *Working together for a medicine wise Australia*, featured discussion on NPS programs in relation to: the quality use of medicines; diagnostics; priority communities; generic medicines; a new campaign towards building a medicine wise Australia; prescribing competencies; and packaging and labelling. The nurse on the Board of NPS (Dr Kay Price) was jointly nominated for this position by the ANF and RCNA. The ANF works closely with Dr Price and with the staff of NPS to ensure nursing is recognised as a major player in the quality use of medicines.

### Pandemic surveillance

Professional Officers are responsible for the roles of Chair and Secretariat for the Joint ANF/RCNA Influenza Pandemic Working Group. This group undertakes to monitor international and national pandemic activity, communicate information to the membership of both organisations, and advocate for the essential role of nurses in pandemic planning, frontline care and prevention. The group has been effective in securing a position for the Chief Nurse and Midwifery Officer on the Australian Health Protection Committee.

# Federal professional report

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## National registration and accreditation

The ANF is also a member of Australian Nursing and Midwifery Accreditation Council (ANMAC) advisory committees for the development of Accreditation Standards for courses leading to registration and/or endorsement and for re-entry courses. We have provided a response to the ANMAC 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 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.

## Policies and position statements

In 2010-2011, the Professional Team managed the revision and updating of 31 ANF national policies, position statements and guidelines to ensure currency.

## Rural health

Participated as a council member of the National Rural Health Alliance (NRHA); attended the National Rural Health Workforce Roundtables; the NRHA Councilfest in Canberra, which provides the opportunity for members of Council to meet face to face with one another and all members of the Alliance staff; and the annual conference in March, where policy recommendations are formulated by member organisations. This year's focus was on rural mental health, preventing disease, innovation in workforce programs and ways in which technology can help support quality lifestyles in rural and remote areas.

## Federal professional report

### Closing the gap

The Professional Team retain responsibility for oversight of the Federal Office Reconciliation Action Plan (RAP). Members of staff attended the Long Walk Women's Lunch in October. This event commemorates the anniversary of Michael Long's walk from Melbourne to Canberra to raise awareness of issues of gross inequity confronting Indigenous peoples in this country. The ANF Federal Office supported a Congress of Aboriginal and Torres Strait Islander Nurses (CATSIN) representative, Faye Clarke, to attend the South Pacific Nurses Forum held in Auckland, New Zealand in September 2010. A joint paper on the Federal Office RAP was presented by the ANF Federal President, Coral Levett and Faye Clarke at this event. The ANF Federal Office continues to work closely with our colleagues at CATSIN to highlight the role of the nursing and midwifery professions in addressing the health and wellbeing issues of our first nations people.

### Social justice

As a member organisation of the Australian Council on Social Services (ACOSS), the ANF was represented at their annual conference and annual general meeting held at the beginning of 2011. The conference, titled *Challenging Inequality! Social action in an ever-changing world*, attracted a large audience from across the non-government community sector. This event addressed issues relating to the impact of inequalities in health and the social determinants of health in the Australian community.



Photo: Krista McClelland

## Federal professional report

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Federal Office also participated in the National Oral Health Alliance convened by ACOSS. The Alliance developed a joint statement on concerns relating to oral health and the messages to present to the three major parties in the lead up to the Federal election in August 2010. Advocacy work on oral health issues is on-going to achieve more equitable dental care in this country. The ANF Federal Office was invited to participate in a national roundtable on lifetime care and support convened by the Young People In Nursing Homes Alliance in April 2011. The Roundtable brought together key individuals and organisations to explore major themes for the development and implementation of a lifetime care approach in Australia. The ANF continues to participate as a member of the Australian Research Alliance for Children and Youth (ARACY).

### Education

The Society of Hospital Pharmacists Australia (SHPA) Editorial Committee was formed in early 2010 to advise on the development of a new publication. The Professional Team contributed as members of the Editorial Committee. This publication is a guide to medication administration in patients with swallowing difficulties or enteral feeding

tubes. Work on the publication "Don't rush to crush" was completed in the first quarter of 2011. Once published, the guide will be made available through SHPA. Federal Professional Officers authored an article titled *Workforce regulation: a safety issue* which was published in the Hospital & Aged Care Journal, the business magazine for health and aged care managers. The article emphasises the importance of a professional practice framework for Assistants in Nursing, as exists to govern the practice of registered and enrolled nurses. This licensing mechanism will provide for protection of the public.

### Climate Change

In 2010 the ANF became a founding member of the Climate and Health Alliance (CAHA), a newly formed alliance of health sector organisations. The agenda of this group is to participate in the debate about climate change from the point of view of human health; publish accurate, evidence-based information on the effects of climate change on human health; and facilitate collaboration in the health arena to reduce the sector's carbon emissions and create a sustainable health system for the future. The

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## Federal professional report

ANF has appointed Elizabeth Reale, a member of the Professional Team, to work on climate change issues for the Federal Office. A draft climate change policy is currently in preparation and, on finalisation, a broader campaign will be developed. The ANF is also a member of the Australian Council of Trade Unions (ACTU) Climate Action Group.

### Workforce professional issues

The Professional Team has participated in a range of consultative forums hosted by Health Workforce Australia including:

- Clinical Supervisor Support Program;
- Workforce Innovation and Reform Strategic Framework for Action; and
- National Training Plan for nurses and midwives.

The Professional Team is represented on the Governance Committee for this project; short-term management of employment demand arising from increasing medical and nursing graduate numbers; and, National Training

Plan for residential and community aged care; as well as work emanating from the Rural Health Workforce Australia on specific workforce issues pertaining to nurses and midwives in rural and remote areas.

Julianne Bryce  
Senior Federal Professional Officer

# Submissions

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Below is a list of submissions prepared during the 2010-2011 financial year. All submissions are available on the Federal Office website: [www.anf.org.au](http://www.anf.org.au).

## July 2010

- National Health and Hospitals Network Bill 2010
- Submission to the Productivity Commission Issues Paper - Vocational Education and Training Workforce
- Initial Submission to the Productivity Commission Inquiry - Caring for Older Australians

## August 2010

- Therapeutic Goods Administration - Consultation: Improving advertising arrangements for Therapeutic Goods
- Inquiry into Disability Care and Support
- Consultation to Revise the Australian Public Service Values

## September 2010

- Submission to Department of Health and Ageing on Development of a Network of Primary Health Care Organisations (Medicare Locals) across Australia

- Submission to the Nursing and Midwifery Board of Australia on the provision for nurses to hold both registration as an enrolled nurse and as a registered nurse concurrently

## October 2010

- Australian Nursing Federation Supplementary Submission | Productivity Commission Inquiry - Caring for Older Australians
- Comments to Department of Veterans' Affairs in response to the Discussion Paper on Preventable Admissions and Improved Community Care Program
- Submission to consultation by the Australian Commission on Safety and Quality in Healthcare on Patient Safety in Primary Health Care
- Response from the Australian Nursing Federation (ANF) to the Edith Cowan University Use of Simulated Learning Environments in Nursing Curricula Project
- Consultation on National Safety and Quality Health Service Standards



# Submissions

## November 2010

- Submission to the Nursing and Midwifery Board of Australia on Nurse Practitioner Endorsement Registration Standard and Guidelines

## December 2010

- Submission to the Nursing and Midwifery Board of Australia on the Draft English Skills Registration Standard
- Submission to consultation by the Australian Commission on Safety and Quality in Healthcare on Patient Safety on Patient-centred care: Improving quality and safety by focusing care on patients and consumers

## January 2011

- ANF Federal Budget Submission 2011-2012

## February 2011

- Submission to the Productivity Commission Issues Paper Early Childhood Development Workforce
- Lead Clinicians Groups: Enhancing clinical engagement in Australia's health system

- Review of the transparency of the Therapeutic Goods Administration (TGA)
- Comments to the Australian Government in response to the Discussion Paper on Connecting Health Services with the Future: Modernising Medicare by providing rebates for online consultations

## March 2011

- Submission to the Department of Health and Ageing in response to discussion paper on Aged care complaints scheme: Proposed complaints management framework
- Development of a Service Charter for Community Pharmacy
- Productivity Commission - Caring for older Australians - ANF submission in reply

## April 2011

- ANF response to Australian Health Ministers Advisory Council (AHMAC) consultation paper 'Options for regulation of unregistered health practitioners'
- Submission to the Fifth Community Pharmacy Agreement consultation

# Submissions

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- Submission to the Senate Inquiry into the Administration of Health Practitioner Registration by the Australian Health Practitioner Regulation Agency (AHPRA)

## May 2011

- Submission to the Department of Health and Ageing in response to the consultation on the Draft Concepts of Operations - Relating to the introduction of a personally controlled electronic health record (PCEHR) system
- Submission to Health Workforce Australia in response to the consultation paper on the Draft National Health Workforce Strategic Framework for Action
- Submission to the Department of Health and Ageing in response to consultation on Revised Standards for Residential Aged Care
- Submission to the consultation on revision of the Professional Indemnity Insurance Arrangements Registration Standard; and newly developed Guidelines: Professional Indemnity Insurance for Midwives by the Nursing and Midwifery Board of Australian (NMBA)

## June 2011

- Consultation on draft CDNA Guidelines for Health Care Workers and Blood Borne Viruses
- Lead Clinicians Groups
- Productivity Commission Supplementary Submission - 4.5 Nursing Hours Per Patient Day (NHPPD)

## Campaign and political report



The importance of the *Because We Care* (BWC) aged care campaign continues to be a focus of the ANF political agenda during 2010-2011 and continued to apply pressure to Federal politicians.

### Federal Election Commitment

Prime Minister Julia Gillard attended the NSWNA delegates conference during the election campaign and stated that:

*"If re-elected, further aged care reform will be a second term priority."*

Prime Minister Gillard at the NSW Nurses' Association on Wednesday 21 July 2010.

At the same conference, Health Minister Nicola Roxon went further and said: *"That brings me to the next big area of change and progress for nurses - aged care. As our population ages, we will of course need more aged care, and we will need more aged care workers including nurses. We believe that older Australians deserve better health and better aged care services. We are building a*

**“If re-elected, further aged care reform will be a second term priority.”**  
 — PM Julia Gillard, 21 July 2010

**Let's make that promise a reality, PM.**

**because we care**  
 Quality care for older Australians  
[www.becausewecare.org.au](http://www.becausewecare.org.au)  
 Find us on facebook

## Campaign and political report

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*better, more sustainable system that older Australians can rely on, extending care beyond the hospital doors...*

*But we will go further. If re-elected, aged care reform will be a priority for the Government's second term. We have asked the Productivity Commission to conduct the most comprehensive inquiry into aged care in decades.*

*An important part of the development of future workforce strategies is research that explores how we can better match the right number of staff with the right mix of skills to provide the care people should receive. We will take the same approach to aged care reform that we have taken to the broader health reforms - we will listen to patients, we will listen to the community, and we will listen to clinicians, including nurses."*

### Federal Election Activities

The ANF met with federal Labor politicians to ensure aged care remained a priority should Labor be re-elected. State and Territory Branches ran television advertisements during the election campaign highlighting some of the differences in health under a Labor Government. Following the re-election of Labor, albeit in a minority government, the



Photo: Courtesy ANF Vic Branch

BWC campaign produced a new logo, which focused on the election commitment of Prime Minister Gillard, to ensure the promises made become reality in the second term of Parliament.

### Productivity Commission - Caring for Older Australians

Under former Prime Minister Kevin Rudd, the Productivity Commission terms of reference were established to review the status of aged care and make recommendations to the Government in 2011.

## Campaign and political report

The ANF has been extremely active in the Productivity Commission process, and the *Because We Care* campaign strategy in relation to this has had:

- online and hard copy petition calling on the Productivity Commission to recognise the crisis in staffing levels/ skills mix and recommend to the Federal Government that now is the time to fix aged care;
- significant media interviews and comment following the release of the draft PC report where the ANF was almost the sole voice calling for significant changes in the final report, and to putting the care back into aged care;
- members and officials giving evidence in the PC hearings in every State and Territory;
- actions around Productivity Commission hearings nationally;
- a press conference at the front of the Melbourne PC first day of hearing with over 40 members holding placards and handing up the petition to Productivity Commission Chair Mike Woods; and

- a comprehensive submission, submission in reply, supplementary submission and further information as requested by the PC on staffing levels filed.

### Valentine's Day Event

On 14 February, Valentine's Day, a national day of action was held urging the Prime Minister to 'Show some love for older Australians, fund quality care'. The aim was to highlight the need for more funding for aged care to ensure that quality care is delivered to residents whenever they need it. A media conference was held at a nursing home in the federal seat of Melbourne, and attended by Adam Bandt MP, the Minister for Ageing, Mark Butler MP, aged care resident Patricia Kun, stakeholders, aged care provider groups, nurses and assistants in nursing, aged care residents and their families. It was an extremely successful event with all the major providers and stakeholders taking part, and supporting the ANF BWC claim in relation to staffing issues.



# Campaign and political report

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## New Because We Care campaign website

A new *Because We Care* website has been developed to be responsive to members and supporters, and to deliver timely e-newsletters, campaigns and other activities. Examples of some of the latest activities on the website include:

- email message in support of Tricare nurses;
- regular poll;
- e-newsletters;
- nurses and supporters can upload their profile and take part in blogs, or start a group and
- various campaigns including emailing MP's and Senators, contact the media, write a letter to the local newspaper.

## Pledge strategy

Members of Parliament have been asked to sign the BWC Pledge for quality aged care developed by the BWC campaign. Branches are in the process of approaching many MP's and Senators to sign the pledge for quality aged care.

## Final Productivity Commission Report

The final Productivity Commission Report was handed to Minister Mark Butler on 28 June 2011. The report has not yet been tabled in Parliament and is expected by late August. The ANF and BWC campaign is currently setting up meetings with Federal Members of Parliament in anticipation of the final report.

Sue Bellino  
National Political Co-ordinator

**Because We Care Pledge**

I, \_\_\_\_\_, support the ANF's Because We Care campaign for quality aged care.

I support aged care reform as a priority in this term of federal parliament, including:

- the right mix of staff and skills
- wages comparable with public sector nurses
- more funding tied to wages and staffing
- a focus on quality care.

because we care  
Subcommittee on Aged Care

## Education report

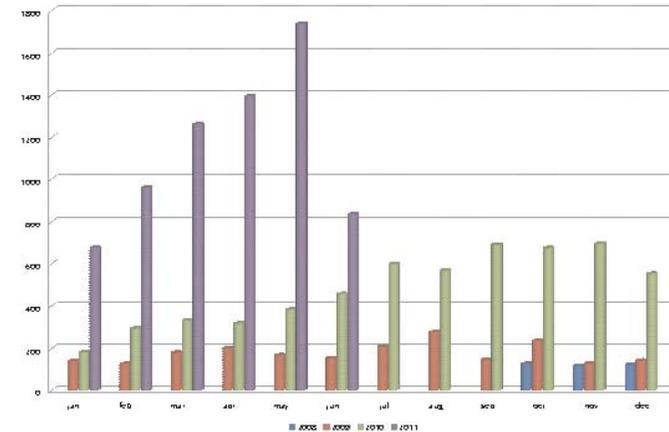


The Australian Nursing Federation's (ANF) national Continuing Professional Education (CPE) online has continued to be extremely successful with purchases quadrupling in the 2010-2011 financial year as compared to the previous financial year.

Since its conception in 2008, purchases have increased almost nine fold.

ANF members and non members have commented that the system is easy to use and navigate, the high quality of the content and the relevance of the topics to their professional development needs. The free professional development portfolio, currently only available to members, has been such a success that work is underway to provide the feature to non-members for an annual fee. Members will continue to receive this feature as a benefit of membership.

CPE Purchases



The CPE website is now accessed by a number of corporate clients who wish to provide quality and consistent continuing professional development to their staff. The corporate clients range from small organisations to major hospitals and recruitment agencies. Overseas nurses and midwives are also accessing the ANF CPE online and this has generated interest from international providers of professional development to seek partnerships with the ANF.

# Education report

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Current tutorials are:

- Advanced life support
- Asthma management
- Basic life support
- Cardiac 1 - chest pain assessment and management
- Cardiac 2 - acute coronary syndrome
- Diabetes Mellitus
- Drug calculations and administration
- ECG and rhythms 1
- ECG and rhythms 2
- Emergency drugs
- Fire and emergency training
- Infection control
- Manual handling
- Occupational violence and aggression prevention
- Oral health
- Palliative care
- Respiratory 1 - upper airway obstruction
- Respiratory 2 - respiratory failure
- Vision care
- Wound care update

The ANF CPE website now offers all visitors to the website a free hand hygiene tutorial written by the World Health Organization and adapted by Hand Hygiene Australia. The first tutorial with video is a recent addition and addresses the issue of workplace violence and aggression prevention in a health care setting. The wound care update tutorial still remains the most accessed tutorial on the website.

Jodie Davis  
Federal Education Officer

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## Communications and Australian Nursing Journal report



The communications and *Australian Nursing Journal* (ANJ) team kicked off on an energetic note at the start of the 2010-2011 year with the introduction of the new leadership team of ANF Federal Secretary Lee Thomas and Assistant Federal Secretary Yvonne Chaperon.

The team was heavily involved in raising members' and the public's awareness of the ANF's *Because We Care* campaign with the Productivity Commission Inquiry into aged care. The ANJ continued to provide a one to two page campaign spread monthly with additional news and features on the campaign.

Communications team members provide a range of publications, news and media resources to update the ANF Federal Office and *Because We Care* websites and worked closely with the ANF Political Coordinator, Professional and Industrial staff and State and Territory Branches.

With ANF membership growth exceeding 200,000 for the first time, ANJ circulation hit 80,721 showing an increased need for news and features to be relevant to meet the industrial and professional needs of nurses, midwives and assistants in nursing, who work in diverse areas, both clinically and geographically.

This first feature "ANF: 85 years and standing strong", celebrated the ANF's achievements over the past 85 years both at a Federal, State and Territory level.

The ANJ continued to cover State and Territory stories in the news section of relevance to members in their own jurisdiction and of fellow members around Australia.

Other ANJ feature articles in 2010-2011:

- Election 2010: a comparison of the major political parties' policies on election issues affecting nurses and midwives and Australia's health system
- Nursing migration: issues of equity and balance

# Communications and Australian Nursing Journal report

- Revolution road: the challenging journey to primary health care
- The year that was 2010: a roundup
- Volunteering special
- Aged care: reform agenda must put care first
- Collaborative arrangements: are expanded roles for nurses and midwives being stifled?
- Nurses in general practice: a moving force

ANF members around Australia contribute focus submissions, letters, issues and viewpoint articles to the ANJ. Aside from regular news and features, the ANJ boasts high quality external columnists, such as our legal and ethics contributors and members without whose passion, interests and achievements it would be possible to produce this important publication. Nurses, midwives and assistants in nursing provide regular feedback that the ANJ remains relevant to the professions.

Focus topics in 2010-2011 reflected issues of health reform and broader areas of concern to members. These included: primary/community health care; drug and other alcohol nursing; mental health; men's health; education; aged care; palliative care; women's health; paediatric and children's health; and general practice nursing.

Social justice and Indigenous health remained prominent in news stories throughout the year. Raising awareness of global health and the effects of nursing migration, as well as refugee health and the health of the homeless, marginalised and disadvantaged were recurrent.

Education has always been valued as a priority by members and ANF research shows nurses and midwives use clinical updates to remain up to date in their practice. However with the introduction of national registration, members have highlighted increased need for information and assistance in the preparation of formal portfolios in the event of audit. The ANF Federal Education Officer has provided articles to inform members on the website and in a regular column in the ANJ.

# Communications and Australian Nursing Journal report

Clinical update topics for 2010-2011 showed flair and diversity:

- Indigenous cultural competence
- Bed safety off the rails
- Pressure injury prevention
- Reducing cardiac risk factors
- Nurse-led walk-in centres in ACT
- High fidelity simulation
- Point of care working activities.
- The successful implementation of nurse practitioner model of care for threatened or inevitable miscarriage
- Two part series on dysphagia

Natalie Dragon  
Editor, Australian Nursing Journal



# The Federation

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## Federal Office Staff | Current

Federal Secretary	<b>Lee Thomas</b>
Assistant Federal Secretary	<b>Yvonne Chaperon</b>
Senior Federal Industrial Officer	<b>Nick Blake</b>
Federal Industrial Officer	<b>Andrew McCarthy</b>
Federal Industrial Officer, Research	<b>Debbie Richards</b>
Senior Federal Professional Officer	<b>Julianne Bryce</b>
Federal Professional Officer	<b>Elizabeth Foley</b>
Federal Professional Research Officer and Librarian	<b>Elizabeth Reale</b>
Federal Political Co-ordinator	<b>Sue Bellino</b>
Federal Education Officer	<b>Jodie Davis</b>
Federal Finance Officer (from June 2011)	<b>Sotiria Stafanis</b>
Editor, Australian Nursing Journal	<b>Natalie Dragon</b>
ANJ Journalist (from April 2011)	<b>Kathryn Anderson</b>
ANJ Production Manager	<b>Cathy Fasciale</b>
Federal Graphic Designer	<b>Krista McClelland</b>

Administrative Officer, Accounts and Reception	<b>Anne O'Toole</b>
Administrative Officer, Communications and Campaigns	<b>Kristy Male</b>
Administrative Officer, Executive   Canberra	<b>Anne Willsher</b>
Administrative Officer, Executive   Melbourne (from November 2010)	<b>Kerrie Fitzpatrick</b>
Administrative Officer, Education and AJAN	<b>Rebecca Aveyard</b>
Administrative Officer, Industrial	<b>Anna Amatangelo</b>
Administrative Officer, Professional	<b>Anastasia Shianis</b>

## Federal Office Staff | Former

Federal Communications Officer (to March 2011)	<b>Eleni Hale</b>
Federal Finance Officer (to May 2011)	<b>Barbara Hughes</b>
Editor, Australian Nursing Journal (to April 2011)	<b>Cathy Beadnell</b>

## The Federation

### Federal Council

Federal Secretary	<b>Lee Thomas</b>
Assistant Federal Secretary	<b>Yvonne Chaperon</b>
Federal President	<b>Coral Levett</b>
Federal Vice President	<b>Paul Nieuwenhoven</b>

### Australian Capital Territory

Secretary	<b>Jenny Miragaya</b>
President (to 29 November 2010)	<b>Jill Parke</b>
President (from 30 November 2010)	<b>Athalene Rosborough</b>

### New South Wales

Secretary	<b>Brett Holmes</b>
President	<b>Coral Levett</b>

### Northern Territory

Secretary	<b>Yvonne Falckh</b>
President	<b>Shirel Nomoa</b>

### Queensland

Secretary (to 1 April 2011)	<b>Gay Hawksworth</b>
Secretary (from 2 April 2011)	<b>Beth Mohle</b>
President (to 15 December 2010)	<b>Desley Geraghty-Rudd</b>
President (from 16 December 2010)	<b>Sally-Anne Jones</b>

### South Australia

Secretary	<b>Elizabeth Dabars</b>
President	<b>Marisa Bell</b>

### Tasmania

Secretary	<b>Neroli Ellis</b>
President	<b>Julie Driver</b>

### Victoria

Secretary	<b>Lisa Fitzpatrick</b>
President	<b>Maree Burges</b>

### Western Australia

Secretary	<b>Mark Olson</b>
President	<b>Patricia Fowler</b>

# The Federation

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## Federal Executive Members

Federal Secretary	<b>Lee Thomas</b>
Assistant Federal Secretary	<b>Yvonne Chaperon</b>
Federal President	<b>Coral Levett</b>
Federal Vice President	<b>Paul Nieuwenhoven</b>
Australian Capital Territory	<b>Jenny Miragaya</b>
New South Wales	<b>Brett Holmes</b>
Northern Territory	<b>Yvonne Falckh</b>
Queensland (to 1 April 2011)	<b>Gay Hawksworth</b>
Queensland (from 2 April 2011)	<b>Beth Mohle</b>
South Australia	<b>Elizabeth Dabars</b>
Tasmania	<b>Neroli Ellis</b>
Victoria	<b>Lisa Fitzpatrick</b>
Western Australia	<b>Mark Olson</b>

## Federal Executive Meetings

### From 1 July 2010 to 30 June 2011

28 September 2010 by teleconference

18-19 November 2010

16-17 February 2011

2 May 2011 by teleconference

20 May 2011 by teleconference

1-2 June 2011

## Federal Council Meetings

### From 1 July 2010 to 30 June 2011

24-25 August 2010

22 October 2010 in writing

15 December 2010 in writing

## Australian Nursing Federation | Federal Office Summary of Results

### Income statement for the year ended 30 June 2011

	2011 \$	2010 \$
<b>Revenue from ordinary activities</b>		
Capitation Fee	3,135,828	2,826,984
Journal Subscription Fees	1,371,747	1,228,521
Journal Advertising and other Income	595,702	572,165
Interest	28,807	26,034
Aged Care Campaign	-	391,128
Other Income	425,521	351,899
Grant Income	118,384	137,975
<b>Total revenue from ordinary activities</b>	<b>5,675,989</b>	<b>5,534,706</b>
<b>Expenses from ordinary activities</b>		
Affiliation fees	405,641	361,236
Finance costs	106,921	78,178
Employee benefits expense	2,547,769	2,299,651
Journal expenses	1,247,276	1,201,664
Other expenses	1,216,938	1,537,004
<b>Total expenses from ordinary activities</b>	<b>5,524,545</b>	<b>5,477,733</b>
<b>Surplus / deficit attributable to members</b>	<b>151,444</b>	<b>56,973</b>

### Balance Sheet as 30 June 2011

	2011 \$	2010 \$
<b>Current assets</b>		
Cash and cash equivalents	788,136	576,708
Trade and other receivables	671,771	502,113
Other assets	140,584	124,077
<b>Total current assets</b>	<b>1,600,491</b>	<b>1,202,898</b>
<b>Non-current assets</b>		
Property, plant and equipment	1,840,024	1,908,971
<b>Total non-current assets</b>	<b>1,840,024</b>	<b>1,908,971</b>
<b>Total assets</b>	<b>3,440,515</b>	<b>3,111,869</b>
<b>Current liabilities</b>		
Trade and other payables	608,666	705,139
Borrowings	1,308,063	1,358,202
Other current liabilities	415,989	82,471
Short-term provisions	393,381	387,589
<b>Total current liabilities</b>	<b>2,726,099</b>	<b>2,533,401</b>
<b>Non-current liabilities</b>		
Long-term provisions	40,044	55,540
<b>Total non-current liabilities</b>	<b>40,044</b>	<b>55,540</b>
<b>Total liabilities</b>	<b>2,766,143</b>	<b>2,588,941</b>
<b>Net assets</b>	<b>674,372</b>	<b>522,928</b>
Equity		
Accumulated Surplus	674,372	522,928
<b>Total Equity</b>	<b>674,372</b>	<b>522,928</b>

# Independent Audit Report | Australian Nursing Federation

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

In our opinion:

(a) the general purpose financial report of the Australian Nursing Federation presents fairly the financial position as at 30 June 2011, and of its financial performance and its cash flows for the year then ended in accordance with:

(i) Australian Accounting Standards - Reduced Disclosure Requirements (including Australian Accounting Interpretations) and;

(ii) requirements of the Fair Work (Registered Organisations) Act 2009 (the Act) including Part 3 of Chapter 8 of the Act.

(b) the Federation did not participate in any recovery of wages activity during the year.

### Saward Dawson Chartered Accountants



Peter Shields

Partner

Blackburn, Victoria

**Dated 16 April 2012**



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W [becausewecare.org.au](http://becausewecare.org.au)