

# AUSTRALIAN NURSING FEDERATION ANNUAL REPORT



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# federal president's report



I am pleased to report, that despite another tumultuous year on the industrial relations front, the Australian Nursing Federation has grown, both in membership numbers and in political strength. We are in good hands with strong, effective and committed leadership.

The year has been extremely demanding for the officers and staff of the Federation and I congratulate Jill Iliffe and Gerardine Kearney on re-election to their positions of Federal Secretary and Assistant Federal Secretary respectively. In the same election, I was re-elected Federal President with Bernadette Roberts (SA Branch President) re-elected Federal Vice President.

Jill and Ged have continued to competently lead our organisation despite the difficult industrial and professional issues that challenge our organisation. Some of the major issues that have required

our attention and resources in this last year include:

- Responding to the roll out and enforcement of the Howard Government's anti-worker industrial relations legislation.
- Taking a leading union role in the 'Your Rights at Work' campaign and lobbying key politicians.
- Seeking much needed improvements in the aged care sector.
- Providing international assistance to our pacific neighbours, particularly nurses in East Timor, Papua New Guinea and Fiji.
- Representing the ANF on numerous taskforces, alliances and advisory groups to further the professional interests of nursing and midwifery and the health of the Australian people.

The Federal Executive and Federal Council met regularly throughout the past year in order to deal with these issues. These meetings provide the opportunity to address the common industrial and professional concerns of the ANF state and territory Branches; to share expertise and resources; and to plan strategically for the Federation's future direction within the current hostile industrial relations environment.

On behalf of the Federal Executive I would like to congratulate the state and territory Branch Secretaries and Presidents who were successfully re-elected to office during 2006-2007:

- Mark Olson (WA Branch Secretary);
- Brett Holmes (NSW Nurses' Association Branch Secretary), Judith Kiejda (NSW Nurses Association and ANF NSW Branch Assistant Secretary) and Coral Levett (NSW Branch President);

- Beth Mohle (Queensland Branch Assistant Secretary) and Sue Cadigan (Queensland Branch President);
- Yvonne Chaperon (Victorian Branch Assistant Secretary);
- Shirel Namoa (Northern Territory Branch President);
- Bernadette Roberts (SA Branch President);
- Anoni Morse (Tasmanian Branch President);
- Jill Parke (ACT Branch President).

In my role as the Australian Nursing Federation Federal President, I had the enormous privilege to be among the Australian representatives at the 2006 South Pacific Nurses Forum held in Apia, Samoa in November. This was a delightful and enlightening experience. With 15 South Pacific nations in attendance and about 220 delegates from the region, it was a great opportunity to learn from

# federal president's report

and share experiences with some of our closest neighbouring countries including Papua New Guinea, the Cook Islands, New Zealand, Fiji, Tuvalu and more. One of the main topics of discussion at this forum was the effect of non communicable diseases on the nursing workforce and its impact on the general health and wellbeing of the community. The incidence of diabetes, hypertension and weight related illness for example, is very high in South Pacific nations, with some countries reporting up to 85% of the nursing workforce falling into the morbidly obese weight range.

Another interesting topic discussed was climate change and how it will adversely affect the health and livelihood of Pacific Island nations in particular. Even a small rise in the ocean levels or an increase in ocean temperature has the potential to cause significant health issues for islander peoples, not to mention the impact it would have on tourism - their main source of income.

At the national level, the Federation has continued to foster strong relationships with other peak nursing bodies including Royal College of Nursing Australia, The Australian Nursing and Midwifery Council and the Australasian College of Midwives Incorporated. These important relationships have been forged so that

Australian nurses and midwives have a stronger, united voice at a national and international level with respect to a wide range of nursing, midwifery and general health matters.

Looking to the future, the ANF will increase its political activity in the lead up to the federal election later this year. The main focus of the ANF's activities will be lobbying against the WorkChoices industrial legislation and lobbying for nursing, health, aged care, occupational health and safety and social justice.

On behalf of the ANF Federal Executive, Federal Council and the ANF membership, I would like to sincerely thank all the staff of the Federal Office for their commitment and hard work over the past two years. They are a great supporting team and essential to the ongoing success of the Federation. I look forward to working with all of the staff over the coming year to further the interests of the Federation and our members.



Coral Levett  
**Federal President**



# federal secretary's report



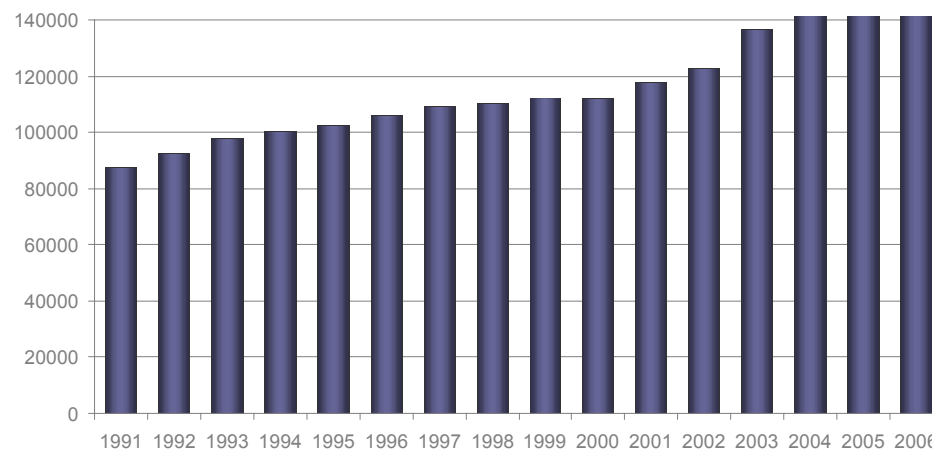
## ORGANISATIONAL LEADERSHIP



### Federation Elections

At the end of 2006, elections were held for the positions of Federal Secretary, Assistant Federal Secretary, Federal President and Federal Vice President. Jill Iliffe, Gerardine (Ged) Kearney, Coral Levett and Bernadette Roberts were all re-elected to their respective positions unopposed.

ANF Membership 1991-2006



## Membership

The ANF membership increased by 1.7% in 2006; a small increase compared to previous years (3.83% in 2005; 4.5% in 2004; 3.8% in 2003; and 4.4% in 2002). In the current industrial climate, recruitment of members is crucial to the ongoing viability of the Federation while being increasingly difficult to achieve. Total ANF membership now stands at 150,367.

### Branch Membership

State	2005	2006
Australian Capital Territory	1573	1599
New South Wales	51772	51016
Northern Territory	1381	1407
South Australia	9507	9538
Queensland	30302	31380
Tasmania	3647	3820
Victoria	38074	38562
Western Australia	11716	13045
<b>TOTAL</b>	<b>147972</b>	<b>150367</b>

## Governance

The ANF Federal Council and Federal Executive have met regularly throughout the year. In addition to scheduled meetings, teleconferences, and business conducted in writing, are organised when the need arises. The Federal Council and Federal Executive provide the strategic direction for the activities of the Federal Office at a national level.

# federal secretary's report

## Federal Office Staff

The Federal Office is structured into functional teams, with a team leader and areas of organisational responsibility. Regular team and staff meetings are held and there is close cooperation between teams. The teams are:

### Management Team

Jill Iliffe, Ged Kearney, Barbara Hughes, Nick Blake, Fiona Armstrong and Catherine Beadnell

### Executive Team

Jill Iliffe, Anne Willsher, Rebecca Shaw

### Communications and Campaigns Team

Ged Kearney, Libby Muir, Kristy Male, Krista McClelland

### Administrative Team

Barbara Hughes, Anne O'Toole

### Industrial Team

Nick Blake, Andrew McCarthy, Debbie Richards, Anna Amatangelo

### Professional Team

Fiona Armstrong, Julianne Bryce, Amanda Adrian, Elizabeth Reale, Anastasia Shianis

## Journal Team

Catherine Beadnell, Natalie Dragon, Cathy Fasciale

## Education Team

Rob Bonner

## Premises

During the past year, the ANF purchased new premises in Melbourne, situated on the first floor of the newly purchased ACTU building in Queen Street in the Melbourne CBD. The ANF Canberra premises have been paid off, adding to the financial stability of the Federation.

## Communication

The Australian Nursing Journal, along with the ANF Federal Office website and regular media releases, are an integral part of the Federation's communication strategy. The Federal Office website is an interactive medium for feedback and discussion. Secure sites have been established for the Federal Executive, Federal Office staff, IAC and PAC.

The ANF maintained a high profile in the media with releases issued regularly and picked up by print, radio and TV media. All media releases are posted to the ANF's website.



## AJAN Online

The Australian Journal of Advanced Nursing will be free online from the new Volume due to be released in September 2007. The AJAN will have its own website: [www.ajan.com.au](http://www.ajan.com.au). This is a first for an Australian nursing research journal and will increase the attractiveness of AJAN for authors as they will have greater exposure. It will also make it easier for AJAN to be accessed and subsequently referenced in other works. There will be ten years of back issues posted to the website.

## Continuing Professional Education

The ANF is developing an online CPE service for members and non-members. It is anticipated that the CPE service will be ready to be launched early in 2008.

# federal secretary's report

## Registered Training Organisation

The Certificate III in Aged Care Work is currently being provided in Queensland and the Northern Territory. Further training in Queensland and NSW is planned.

## Finances

The 2006-2007 financial year was a particularly challenging one and the end of financial year figures show a large deficit. This was due to the collapse of the Health Industry Group Training Company and a loss of income associated with the Traineeship Project. There was a flow on effect to the activities of the ANF RTO. Costs associated with the purchase of the Melbourne property and the relocation of the Melbourne Federal Office also had an impact. Despite these difficulties, the Federation's auditors are confident the Federation can sustain these losses, remain financially viable and sound, and meet its obligations. The effect of the collapse of the HIGTC will continue to have a small impact in the 2007-2008 financial year.

## Biennial National Conference

The 8<sup>th</sup> BNC will be held at the RACV Club Bourke Street in Melbourne 11-12 October 2007.

## Branch ADCs

The ANF Federal Office attended ANF Branch ADCs for: Tasmania, the Northern Territory, NSW, Queensland, South Australia, Victoria and the ACT and gave a report of activities undertaken at a national level on behalf of Branches.

## INDUSTRIAL LEADERSHIP

### Branch EBAs

The Northern Territory, the Australian Capital Territory and the South Australian Branches have all successfully negotiated their public sector EBAs. The Victorian, Tasmanian and Western Australian Branches have commenced negotiations.

### Aged Care EBAs

Remuneration in the aged care sector continues to lag behind the public and private acute sectors. The national average wage differential is now \$253.17 (Award) and \$162.45 (EBA). The ANF Federal Office in conjunction with IAC has developed a proposal to close the wages gap over four years. This proposal has been submitted to all political parties.

State	January 2001		January 2007	
New South Wales	\$33.80	4.0% (Award)	\$74.96	6.75% (Award)
Victoria	\$139.99	19.7% (Award)	\$287.60 \$102.59	35.8% (Award) 10.4% (EBA)
Australia Capital Territory	\$91.28	12.9% (Award)	\$323.87 \$269.22	39.7% (Award) 30.9% (EBA)
South Australia	\$72.72	10.2% (Award)	\$277.46 \$184.80	34.0% (Award) 20.4% (EBA)
Tasmania	\$76.10	10.6% (Award)	\$274.81 \$80.64	33.7% (Award) 8.0% (EBA)
Western Australia	\$90.50	12.8% (Award)	\$265.76	32.6% (Award)
Northern Territory	\$78.60	10.8% (Award)	\$268.78 \$172.00	33.0% (Award) 18.9% (EBA)
Queensland	\$75.40	10.1% (Award)	\$253.23 \$115.89	29.6% (Award) 11.7% (EBA)

# federal secretary's report

## Australian Council of Trade Unions

The ANF is affiliated to the ACTU and an active member of the ACTU Executive, industrial relations committee, OHS committee, workers' compensation committee and women's committee. The ANF has also played an active role in the campaign committee throughout the year. The ACTU Congress was held 25-26 October 2006 in Melbourne. The ACTU's industrial relations policy was the major item on the agenda.

The ACTU has moved to new premises, purchasing the Central Equity building at 365 Queen Street Melbourne (in the Melbourne CBD). The ANF has purchased the first floor of that building. Other unions have purchased other floors.

The most significant activity of the ACTU over the past twelve months has been their industrial relations *Your Rights at Work* campaign against the WorkChoices legislation.

## ANF Election Campaign

The ANF Federal Executive has agreed on six priority areas in the lead-up to the federal election later this year. They are:

- workforce,
- industrial,
- relations health,
- aged care,
- occupational health and safety, and
- social justice.

## Occupational Health and Safety

The ANF is represented on the national occupational health and safety and workers' compensation body, the Australian Safety and Compensation Council as a nominee of the ACTU. This is an important position, being one of two union appointments on a tripartite body.





# federal secretary's report

## PROFESSIONAL LEADERSHIP

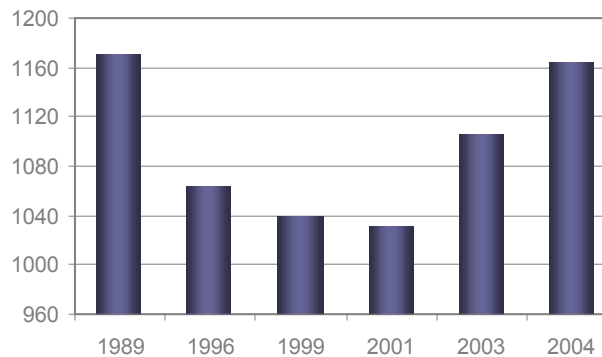
### Nursing Workforce

The ANF has been successful in lobbying to increase the number of undergraduate nursing places in universities. An additional 210 places (increasing to 574 by 2007) were allocated in 2004; 440 (increasing to 1,203 by 2008) were allocated in 2005 specifically for aged care. Also in 2005 1,054 additional places (increasing to 2,882 by 2008) were allocated as part of the review of the Higher Education Support Act. In 2006, an additional 1,000 places per year were announced commencing 2007. Figures from the Australian Health Ministers Advisory Council and the Council of Deans of Nursing and Midwifery indicate that an additional 1,000 places per year are necessary to meet the projected shortfall because of the ageing of the nursing population and the anticipated increase in demand as a result of the ageing Australian population. The number of nurses in the workforce has increased however we have still not reached 1989 levels; while the number of patient separations per nurse, the acuity of patients and shorter lengths of stay have all increased workforce pressures. The ANF was also

successful in lobbying, as part of APNMF, for an increase in the funding for clinical undergraduate nursing education from \$690 to \$1000 per year full time equivalent student.

### FTE nurses per 100 000 population

Nursing and Midwifery Labour Force 2003 (AIHW 2006)



### COAG response to the Productivity Commission Health Workforce Inquiry

In September 2006, the Council of Australian Governments announced a process for the national registration of health professionals and the national accreditation of courses leading to registration. The ANF, together with Royal College of Nursing Australia, the Council of Deans of Nursing and Midwifery, and

the Australian Nursing and Midwifery Council has participated in the consultation process. The ANF has shown leadership in developing a consensus position for nursing and midwifery, through the Australian Peak Nursing and Midwifery Forum, on national registration and accreditation and this leadership has been acknowledged by COAG. Currently the federal, state and territory governments are negotiating the Intergovernmental Agreement. The primary legislation will be passed in Queensland with other states and territories making reference to it. COAG are anticipating that national registration and accreditation will be available from 1 July 2008.

### Projects

The ANF in conjunction with the National Nursing Organisations undertook a project on behalf of the National Nursing and Nursing Education Taskforce to develop governance standards for national nursing organisations. The project is complete and is being seen as a landmark tool for nursing organisations and professional groups. The ANF has secured additional funding to assist specialist nursing organisations to incorporate the governance standards.

# federal secretary's report

The Nursing and Information Technology project, looking at nurses' access to and use of information technology and barriers to that access and use has been completed. The final report of the project is available on the ANF Federal Office website. Since being posted to the website, the Nursing and Information Technology final report has been downloaded and printed over 1,000 times, indicating an amazing interest in this subject.

The ANF is represented on a wide range of projects being conducted by other organisations such as the Australian Nursing and Midwifery Council, the Australian College of Midwives, Royal College of Nursing Australia, the Royal Australian College of General Practitioners and the Australian General Practice Network.

## Aged Care

The ANF has been involved at all levels in work being done to implement selected recommendations of the Hogan Report into the financing of aged care. Of key importance was the development of the Aged Care Funding Instrument (ACFI) which is intended to replace the Resident Classification Scale (RCS). The ACFI is based on care needs rather than care provided, and should result in less paper work for nurses working in aged care. The ACFI includes additional financial supplements for complex nursing care and behavioural management.

The ANF is represented on the Aged Care Advisory Committee, which has been dealing with issues such as elder abuse, complaints resolution and the introduction into residential aged care of palliative care, respite care and transitional care. Legislation has been introduced in relation to compulsory reporting and a requirement for employees in aged care to have criminal record checks. A new Office for Aged Care Quality and Compliance has been established and a new Aged Care Commissioner appointed. The ANF is also represented on the Aged Care Workforce Committee which is overseeing the 2007 census and survey of the aged care workforce, which is a follow on from the 2003 survey and which will include for the first time the aged care workforce in the community. As a result of our representation on the National Agency Liaison Group of the Aged Care Accreditation Agency, the ANF has been able to negotiate for the Agency to conduct a research project looking at persistent areas of non-compliance with the accreditation standards.



## Health Reform

The Australian Health Care Reform Alliance, of which the ANF is a member of the Executive held a summit recently in Canberra. The summit recommended: a national health policy; a national health reform council; a health needs audit; comprehensive evaluation of health care outcomes; and a review of the private health insurance rebate <http://www.healthreform.org.au>.

## National Nursing Organisations

The ANF remains the secretariat for the NNOs which meet twice a year. The Federal Government provides funding to support attendance at NNO meetings and to offset some of the secretariat costs. The NNOs are currently involved in activities in relation to governance structures, governance training and a mentoring program. Two subcommittees have been established: e-health and research.

## Royal College of Nursing Australia

The ANF works harmoniously with RCNA at a national level in implementing the Memorandum of Collaboration. The collaborative partnership between RCNA and the ANF as members of the International Council of Nursing is also proceeding smoothly. RCNA involve the ANF in all ICN activities and defer to the ANF in any areas relating to workforce and industrial relations.

# federal secretary's report

## Australian Peak Nursing and Midwifery Forum

The APNMF included the Australian College of Midwives as a member this year and subsequently changed its name to reflect the new membership. The APNMF includes the ANF (who provides the secretariat), RCNA, the Australian Nursing and Midwifery Council (ANMC), the Congress of Aboriginal and Torres Strait Islander Nurses, the Council of Deans of Nursing and Midwifery and now the Australian College of Midwives. The APNMF have collaborated successfully in developing a consensus position in relation to national registration and accreditation and are developing election questions to put to the political parties in the lead up to the federal election later this year.

## Submissions

The ANF Federal Office is involved in the preparation of submissions covering a broad range of areas of interest to nurses and midwives. These are available on the ANF's website.

## Rural and Remote Issues

The ANF is an active participant in the National Rural Health Alliance and works closely with the Australian

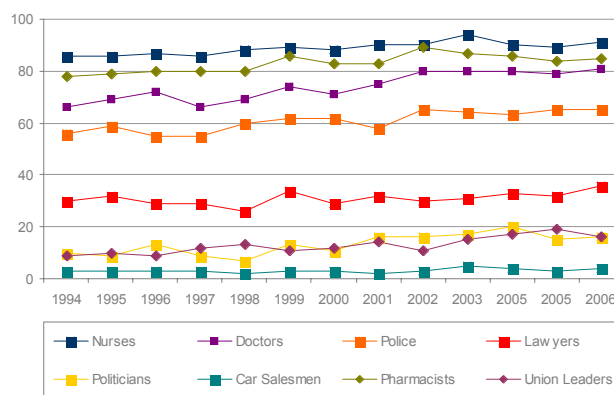
Nurses and Midwives Association and the Council of Remote Area Nurses of Australia. The NRHA is currently lobbying for an increase in the incentives available to nurses working in rural and remote areas and for the medical undergraduate clinical placement scheme to be extended to nursing and allied health.

## Morgan Poll

Nursing has once again topped the Morgan Poll as the most honest and ethical of occupations. Nursing has topped the poll since it was included thirteen years ago.

## Outcomes of Morgan Poll 1994-2006

<http://www.roymorgan.com.au>



## Association of Nurses of Timor Lesté



The ANF has been supporting the Association of Nurses of East Timor since its formation in 2000. For the past eighteen months there has been considerable political unrest in East Timor resulting in deaths and destruction of property. The \$5 East Timor Nurses Appeal aims to raise \$400,000 to help rebuild the homes of nurses whose homes were destroyed in the violence.

## South Pacific Nurses Forum

The 13th South Pacific Nurses Forum was held in Samoa 4-8 September 2006. A strong contingent of nurses from Australia and representatives of the ANF attended the Forum. The 13th South Pacific Nurses Forum will be held in Suva Fiji 6-10 October 2008.

## Papua New Guinea Nurses Association

The ANF, in partnership with the Papua New Guinea Nurses Association, the Papua New Guinea Government, the World Health Organisation and the University of Technology Sydney is conducting a work value study for public sector nurses in PNG.

# federal secretary's report

It is anticipated that the outcomes of the work value study will result in salary increases and a new career structure for PNG public sector nurses.

## Commonwealth Nurses Federation

The Commonwealth Nurses Federation biennial meeting was held in Kuala Lumpur, Malaysia at the end of May. Jill Iliffe attended the meeting on behalf of the ANF and worked with nurses from Malaysia, Papua New Guinea and Singapore to develop action plans to address an identified problem for nurses in their country. The CNF Board is planning a different focus for their activities for 2008 and 2009, conducting in-country workshops rather than regional workshops. This will enable more nurses to attend. The focus will be on strategic planning and capacity building for nursing organisations.

## International Council of Nurses

The ICN Council of National Representatives (CNR) meeting was held in Yokohama Japan at the end of May. Jill Iliffe attended on behalf of the ANF and was able to make a significant contribution to the debate on nursing workloads and other working conditions, nursing

shortages, nurse migration and political lobbying. The CNR meeting was followed by the ICN Congress where Jill spoke at a plenary session on nursing workloads and the link between staffing levels and quality of care and presented a paper on behalf of Fiona Armstrong on the effect of the WorkChoices legislation on nurses and nursing in Australia. While in Japan, Jill was a guest of the Japan Federation of Medical Workers' Union (the national union for nurses in Japan) and had several meetings with key nursing leaders and spoke at a rally in Tokyo on nursing shortages.

## International Nurses Day

The ANF marked International Nurses Day by awarding a new biennial scholarship for a nurse nominated by an ANF Branch to attend the International Council of Nurses biennial congress.

## International Midwives Day

To mark International Midwives Day, the ANF announced an inaugural scholarship for a midwife nominated by an ANF Branch to attend the triennial International Council of Midwives congress in Glasgow Scotland in 2008.

## POLICY LEADERSHIP

### Representation

The ANF is represented on a wide range of committees, including:

- Community Services and Health Industry Skills Council,
- Privacy Commissioner's Health Advisory Committee,
- Australian Pharmaceutical Advisory Council,
- National Prescribing Service,
- Policy Advisory Committee for Australian Government Nursing Scholarships,
- Influenza Pandemic Primary Care Working Group,
- National Association for the Prevention of Child Abuse and Neglect (NAPCAN),
- Standards Australia, and HESTA Superannuation Board of Directors.

The ANF is also a member of a number of Alliances:

- National Aged Care Alliance,
- National Rural Health Alliance,
- Australian Research Alliance for Children and Youth,

# federal secretary's report

- Community Care Coalition,
- Oral Health Alliance, and the
- Australian Health Care Reform Alliance.

The ANF acts as secretariat for the:

- Australian Peak Nursing and Midwifery Forum,
- National Aged Care Alliance, and
- National Nursing Organisations.

## Community Involvement

The ANF is a member of the Australian Council of Social Services (ACOSS); the International Centre for Trade Union Rights; APHEDA - Union Aid Abroad; the Public Health Association of Australia; the Australian Bioethics Society; and the Australian Fair Trade and Investment Network (AFTINET).

The ANF has anticipated in the 2nd National Civil Society Dialogue sponsored by the ACTU, ACOSS, the Australian Conservation Foundation and the National Council of Churches held in Canberra 6-7 August 2007. Four separate workshops examined: a fair, equal and reconciled Australia; decent work, fair wages and economic wellbeing; fair and equitable communities increasing connectedness and participation; and climate change.

## Social Justice

The ANF has made a public commitment to developing and endorsing a Reconciliation Action Plan to lend our support to closing the gap between health outcomes for Indigenous and non-Indigenous Australians. The ANF also works closely with the Congress of Aboriginal and Torres Strait Islander Nurses (CATSIN) to promote nursing as a career of choice for Indigenous people.

The ANF has been active in upholding the rights of people seeking asylum in Australia and opposed to their indefinite mandatory detention, the detention of women and children, and the issuing of Temporary Protection Visas.

The ANF has also been outspoken in relation to the abuse of 442 and 457 visas where nurses, who are registered in their own country, come to Australia expecting to be able to register and/or obtain work here. Unfortunately for many of the nurses educated in non-English speaking countries, they have not been able to pass the English language test to enable them to obtain registration or work, leaving them no option but to seek inappropriate employment or return to their homes after having lost considerable sums of money.

## Acknowledgement

The ANF would not be the successful organisation it is without the commitment, dedication and hard work of the Federal Council, Federal Executive, Branch staff, Branch Councillors, job representatives, delegates and members in what has been a very challenging year.



**Jill Iliffe**  
Federal Secretary



**Ged Kearney**  
Assistant Federal Secretary



# the federation

## Federal Office

Federal Secretary	<b>Jill Iliffe</b>
Assistant Federal Secretary	<b>Gerardine (Ged) Kearney</b>
Senior Industrial Officer	<b>Nick Blake</b>
Industrial Officer	<b>Andrew McCarthy</b>
Industrial Officer - Research	<b>Debbie Richards</b>
Senior Professional Officer	<b>Fiona Armstrong</b>
Professional Officer	<b>Amanda Adrian to 07/09/07</b>
Professional Officer	<b>Julianne Bryce from 11/12/06</b>
Professional Research Officer and Librarian	<b>Elizabeth Reale</b>
Communications Officer	<b>Libby Muir from 23/01/07</b>
Education Officer	<b>Rob Bonner</b>
Finance/Office Manager	<b>Barbara Hughes</b>
Editor, AJAN	<b>Jackie Jones</b>
Editor, ANJ	<b>Catherine Beadnell</b>
Journalist	<b>Natalie Dragon</b>
Graphic Design Officer	<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	<b>Anne Willsher</b>
Administrative Officer, Industrial	<b>Anna Amantangelo</b>
Administrative Officer, Journals and Publications	<b>Cathy Fasciale</b>
Administrative Officer, Professional	<b>Anastaia Shianis</b>
Administrative Officer, Registry and AJAN	<b>from 13/10/07</b>
	<b>Rebecca Shaw</b>

## Federal Council Members

Federal Secretary	<b>Jill Iliffe</b>
Assistant Federal Secretary	<b>Gerardine (Ged) Kearney</b>
Federal President	<b>Coral Levett</b>
Federal Vice President	<b>Bernadette Roberts</b>
<b>Australian Capital Territory</b>	
Secretary	<b>Colleen Duff</b>
President	<b>Jill Parke</b>
<b>New South Wales</b>	
Secretary	<b>Brett Holmes</b>
President	<b>Coral Levett</b>
<b>Northern Territory</b>	
Secretary	<b>Yvonne Falckh</b>
President	<b>Neil Spencer to 29/11/06</b>
	<b>Shirel Namoa from 30/11/06</b>
<b>Queensland</b>	
Secretary	<b>Gay Hawksworth</b>
President	<b>Sue Cadigan</b>
<b>South Australia</b>	
Secretary	<b>Lee Thomas</b>
President	<b>Bernadette Roberts</b>
<b>Tasmania</b>	
Secretary	<b>Neroli Ellis</b>
President	<b>Anoni Morse</b>
<b>Victoria</b>	
Secretary	<b>Lisa Fitzpatrick</b>
President	<b>Clare McGinness</b>
<b>Western Australia</b>	
Secretary	<b>Mark Olson</b>
President	<b>Patricia Fowler</b>

## Federal Executive Members

Federal Secretary	<b>Jill Iliffe</b>
Assistant Federal Secretary	<b>Gerardine (Ged) Kearney</b>
Federal President	<b>Coral Levett</b>
Federal Vice President	<b>Bernadette Roberts</b>
Australian Capital Territory	<b>Colleen Duff</b>
New South Wales	<b>Brett Holmes</b>
Northern Territory	<b>Yvonne Falckh</b>
Queensland	<b>Gay Hawksworth</b>
South Australia	<b>Lee Thomas</b>
Tasmania	<b>Neroli Ellis</b>
Victoria	<b>Lisa Fitzpatrick</b>
Western Australia	<b>Mark Olson</b>

## Federal Executive Meetings

### From 1 July 2006 to 30 June 2007

15 November 2006
20-21 February 2007
16-17 May 2007

## Federal Council Meetings

### From 1 July 2006 to 30 June 2007

16 August 2006
23 August 2006 in writing
20 September 2006 in writing
2 October 2006 by teleconference
2 October 2006 in writing
26 October 2006 by teleconference
26 October 2006 in writing
28 November 2006 in writing
15 December 2006 in writing
9 March 2007 in writing
14 May 2007 in writing

# our people

## From left to right

Amanda Adrian  
 Anna Amatangelo  
 Fiona Armstrong  
 Catherine Beadnell  
 Nick Blake  
 Rob Bonner  
 Julianne Bryce  
 Natalie Dragon  
 Colleen Duff  
 Neroli Ellis  
 Yvonne Falckh  
 Cathy Fasciale  
 Lisa Fitzpatrick  
 Gay Hawksworth  
 Brett Holmes  
 Barbara Hughes  
 Jill Iliffe  
 Gerardine (Ged) Kearney  
 Coral Levett  
 Kristy Male  
 Andrew McCarthy  
 Krista McClelland  
 Libby Muir  
 Mark Olson  
 Anne O'Toole  
 Elizabeth Reale  
 Debbie Richards  
 Bernadette Roberts  
 Rebecca Shaw  
 Anastasia Shianis  
 Lee Thomas  
 Anne Willsher





## federal industrial report

The 2006-2007 ANF industrial programs focused on the protection and advancement of the industrial rights of nurses.

The objectives included:

- to provide effective industrial leadership and representation for nurses at the national level;
- to achieve planned and coordinated salary increases for all nurses in Australia;
- to maintain and enhance conditions of employment for nurses in Australia;
- to provide support 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 affiliated unions; and
- to develop effective and constructive relationships with the Federal Government other political parties and industrial bodies.

### The impact of changes to federal industrial relations laws

The changes introduced in March 2006 to the Workplace Relations Act, commonly referred to as WorkChoices, had an immediate and detrimental effect on many working nurses.

While the WorkChoices changes were extensive and detailed the major impact on nurses included:

### Unfair Dismissals

Under WorkChoices employers with less than 100 employees were no longer subject to unfair dismissal laws and consequently employees could not lawfully challenge their dismissals. It is estimated that over 90% of nursing employers in Australia employ less than 100 employees.

During the period 2006-2007, there were numerous examples of employers capriciously using the new laws to sack nurses unfairly and to pressure them to accept inferior terms and conditions of employment. For example, there were a number of cases where enrolled nurses in aged care facilities were dismissed and offered their jobs back as personal care workers with a consequent reduction in their wages and conditions of employment. Similarly, nurses who voiced their concerns about standards of care were dismissed and left with no recourse to challenge the decision. As a consequence, nurses in their traditional and important role as advocates for patients and residents

of aged care facilities were more fearful of the repercussions of publicly raising legitimate concerns.

### Collective Bargaining

Under WorkChoices there were a range of matters that became prohibited and unable to be included in WorkChoices agreements. In particular, common clauses giving nursing staff free access to their unions and representational rights in disputes or grievances with their employers, became unlawful.

Similarly, training and professional development activities provided by the Australian Nursing Federation could not be included in WorkChoices agreements.

### Right of Entry

The WorkChoices legislation severely restricted the ability of unions to access workers at the workplace.

### Further stripping of awards

The new Act provided that all federal awards would be subject to further rationalisation and simplification. For nurses this meant that existing career structures and incremental pay structures were once again at risk.

# federal industrial report

## Industrial action

Changes here essentially all but removed the ability for nurses and other health care workers to pursue industrial campaigns legally.

## ANF response to the WorkChoices laws

During 2005-2006, the ANF campaigned for the removal of the WorkChoices legislation and promoted new laws to provide nurses with protection and ensure they received fair and reasonable wages and conditions of employment.

The ANF advocated for:

- the restoration of a comprehensive award system of wages and conditions for all nurses;
- collective bargaining arrangements that can take place at the enterprise level or the industry level;
- the right to take industrial action;
- a recognition of the role of unions in the agreement bargaining process; and
- access for employees to unfair dismissal protection.

## Public sector agreement outcomes

The table set out to the right details the percentage increases and expiry dates of public sector enterprise agreements that applied over the 2006-2007 period. In addition to the wage increases detailed, the agreements commonly included a range of improvements to employment conditions including: implementation of staffing workload measures, qualification allowances and shift and rostering arrangements. The outcomes achieved in the public health sectors of the states and territories are important as they not only establish a benchmark for ANF negotiations in the private acute and aged care sectors, but they also apply to the majority of the nursing workforce.

Negotiations for new public sector nursing agreements have commenced in the ACT, WA, SA, Victoria and Tasmania to replace agreements which have expired during this period.

## Aged care

The wages gap between nurses working in aged care and nurses working in the public sector continues to increase with the national average differential between

STATE	OUTCOME
New South Wales	14.0% over 3.5 years (30.06.08)
Victoria	12.0% over 3.5 years (30.09.07)
Northern Territory	7.5% over 18 months (09.08.08)
Tasmania	21.0% over 3.3 years (30.06.07)
South Australia	16.5% over 3.0 years (30.06.07)
Queensland	19.0% over 3.0 years (26.03.09)
ACT	12.15% to 23.2% over 2.5 years (23.03.07)
Western Australia	14.0% over 3.0 years (30.04.07)

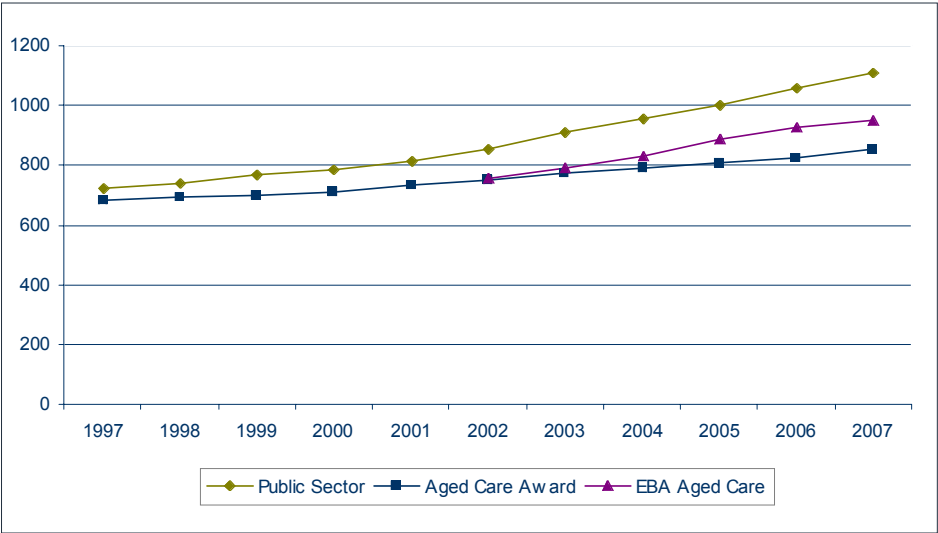
agreements currently at 17 percent per week less. While there are a growing number of collective agreements negotiated in the aged care sector, the wages and conditions outcomes are generally less favourable than public sector outcomes and fail to remove the disparity in wages and conditions. The Howard Government, while providing funding to 'allow providers in aged care to offer competitive wages' refused to agree to any process that would achieve and maintain wage parity.

# federal industrial report

The graph below demonstrates the wages gap.

## Wage disparity for aged care workers

Nursing Wage Disparity 1997-2007 Public Sector and Aged Care



From: *Nurses Paycheck*, Volume 6 No. 3, June-August 2007, Australian Nursing Federation, Melbourne.

## ANF welcomes new federal industrial officer

During 2006-2007, Andrew McCarthy took up a position as industrial officer at the ANF's Federal Office. Andrew previously worked as a solicitor with Job Watch, a Victorian community legal centre that specialises in employment issues affecting Victorian workers. He has also worked in different areas of the federal public

service dealing with industrial relations and immigration issues. Andrew will be working with the federal industrial team to defend nurses' rights against the Howard Government's harsh industrial relations laws.

## Australian Nursing Federation Rules and industrial coverage

The ANF Federal Office continues to make amendments to its rules to ensure the union maintains its industrial coverage and the industrial right to represent the interests of all nurses including those who are employed to assist in the provision of nursing care and nursing services.

During 2006-2007, the ANF's eligibility rule was amended to ensure the union could represent the interests of midwives and assistants in midwifery in the state of New South Wales. These changes were undertaken primarily to reflect the changing nomenclature of nursing and midwifery and changes to the regulatory framework in New South Wales. It is expected that similar applications will be made in other states and territories in the near future. A copy of the ANF Rules can be obtained at: <http://www.anf.org.au>.

Nick Blake

**Senior Federal Industrial Officer**



# federal professional report



Representing the professional interests of Australian nurses and midwives at a national level requires the ANF federal professional team to engage with a huge number and range of health care stakeholders and involves collaboration with colleagues, other health professionals and consumers. Throughout 2006-2007 the federal professional team has been involved in many projects, forums, alliances, conferences, and committees to ensure the views of nurses and midwives are reflected in advocacy for, and development of, public policy, particularly in the areas of health, education and social justice. Advocating for policies to address nursing workforce shortages is an integral part of the professional team's work and is undertaken in a range of settings. The federal office works closely with a professional advisory committee of ANF Branch representatives.

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

## Health reform

Through membership of the Australian Health Care Reform Alliance (AHCRA), the ANF has been lobbying the federal government and opposition for fundamental

changes to the way health care is funded and delivered to improve access to care and provide for a fairer and more equitable health system. AHCRA conducted a series of public forums; undertook analysis of community health care needs; developed a series of position papers on workforce, primary health care, Indigenous health, and citizen engagement; met with government and opposition ministers; and published articles in journals and mainstream media. Some of the issues the Alliance advocated for in the lead up to the federal government election later in the year include: the establishment of a Health Care Reform Commission; a commitment to and the development of a National Primary Health Care Strategy; and a commitment to end the blame game between state and federal governments over health spending.

## Rural and remote health

Through membership of the National Rural Health Alliance (NRHA) the ANF has been involved in a range of initiatives aimed at improving access to care and health care services in rural Australia. The ANF has contributed to position papers with the NRHA on

Indigenous health and rural maternity services; appeared before a Senate inquiry into funding for travel to health services for people in rural and remote areas; attended a lobbying day at Parliament House in Canberra to advocate for rural health services; contributed to a joint Rural Health Action Week campaign to raise the profile of rural health; and participated in a week long policy agenda meeting to agree and prioritise issues for action within the NRHA. The NRHA remains the key advocacy body for rural health in Australia and is well regarded by both sides of politics with its views regularly sought on matters to do with rural health.

## Medicines policy

The ANF's involvement in the Australian Pharmaceutical Advisory Council (APAC), which advises the Australian Government on medicines policy issues, enables nurses and midwives to contribute to Australia's National Medicines Policy. The ANF is also a member of the National Prescribing Service (NPS), the independent, non-profit, Australian government funded organisation responsible for implementation of one of the central objectives of Australia's National Medicines Policy, the Quality Use of Medicines (QUM).

# federal professional report

The professional team attended a number of QUM Stakeholder Reference Group Meetings held throughout 2006-2007 to identify issues and strategies to improve outcomes in relation to acute care, population health, continuity of care and residential aged care, as well as advocating for the engagement of nurses in medicines policy and quality use of medicines initiatives.

## Indigenous health

Advocating for Indigenous health has been a focus in 2006-2007 with the development of an ANF Reconciliation Action Plan (RAP) to be launched in October 2007 as part of the ANF's commitment to Indigenous health equality and reconciliation. The ANF is the first union to



image: iStockphoto

develop a RAP, which includes strategies to develop a greater understanding of Indigenous culture within the ANF; increase the number of Aboriginal and Torres Strait Islander people in nursing; promote Indigenous self determination and healthy communities; and other practical measures to contribute to reconciliation.

The ANF has joined with over forty other organisations, including the Human Rights and Equal Opportunity Commission (HREOC), the National Aboriginal Community Controlled Organisation (NACCHO), and Oxfam in committing to Close the Gap in Indigenous health equality within a generation. A statement regarding this commitment and the Close the Gap campaign can be found on the ANF website: <http://www.anf.org.au>. The ANF continues to support the work of the Congress of Aboriginal and Torres Strait Islander Nurses (CATSIN).

The ANF has also participated in a number of national forums seeking to address Indigenous health inequality and Indigenous health workforce issues, including a Indigenous health workshop at the National Rural Health Conference in March, where a statement was developed and endorsed by all 1200 delegates

committing them to action to help close the health gap. Other forums have included a Royal Australian College of General Practice (RACGP) national meeting; the Australian Rural and Remote Workforce Agencies Group (ARRWAG) national forum on Indigenous health workforce; and the Australian Indigenous Doctors' Association (AIDA) stakeholder workshop on pathways into the health workforce for Aboriginal and Torres Strait Islander (ATSI) people.

## Pandemic preparedness

Together with Royal College of Nursing Australia (RCNA), the ANF has been working to raise awareness of the vital role of nurses in the event of an influenza pandemic in Australia and the importance of including nurses in the preparation and planning. A joint committee continues to monitor the development of documentation regarding pandemic preparedness and advocates for the inclusion of nurses at every level of the process.

## National nursing and midwifery projects

In 2006-2007 the ANF participated in the management committees for the Code of Ethics and Code of Conduct for Nurses and Midwives project and the

# federal professional report

National Decision Making Framework (DMF) project. The review of the Code of Ethics and Code of Conduct for nurses and development of the Code of Conduct and Code of Ethics for midwives is almost complete and documents should be available in early 2008. The DMF final document consists of national principles for developing decision making tools and templates for tools to enable nurses and midwives to make decisions around their scope of practice in a safe and consistent manner.

The ANF is providing expert advice and opinion as part of a national steering committee for a project to develop national standards and criteria to underpin the implementation of a national framework for the accreditation of nursing and midwifery courses leading to registration, enrolment, endorsement and authorisation in Australia.

The professional team has participated in a number of forums and focus groups, and provided written responses to a series of activities involved with revising and developing national position statements, guidelines and standards conducted by other national nursing and

midwifery bodies such as the Australian Nursing and Midwifery Council (ANMC), the Australian College of Midwives (ACM) and Royal College of Nursing Australia (RCNA).

These included commenting/providing feedback on:

- ANMC Position Statement on Inclusion of Aboriginal and Torres Strait Islander Peoples Health and Cultural Issues in Courses leading to Registration or Enrolment;
- ANMC Guidelines on Telehealth Practice for Nurses and Midwives;
- ANMC Position Statement on Orientation of Internationally Qualified and Registered Nurses and Midwives to the Australian Healthcare Context;
- ANMC National Guidelines on Boundaries of Professional Practice for Nurses and Midwives;
- ANMC Guidelines on Delegation and Supervision for Nurses and Midwives;
- ANMC Principles for Dealing with Professional Conduct Issues for Nurses and Midwives;
- ANMC National Framework for the Demonstration of Continuing Competence for Nurses and Midwives;

- ACM Draft National Standards for the Accreditation of Midwifery Education Programs in Australia; and
- RCNA Draft Antenatal Competency Standards for Medicare Item Number 16400.

## Midwifery professional issues

The ANF participated in the development of the Australian College of Midwives MidPLUS program to be launched in September 2007, which is a national framework for continuing professional development for midwives. The program focuses on improving performance through assisting midwives to identify and meet their learning needs, based on their individual practice or work context.

The ANF was also a member of the Midwifery Practice Review (MPR) project management committee. The MPR project, completed in March 2007, is an integral element of MidPLUS, providing a nationally consistent review mechanism to provide practicing midwives across Australia with a process of reflection, self-assessment and face to face discussion with specially trained peers and consumers.

# federal professional report

## Nursing professional issues

### National Nursing Organisations

As the secretariat for the National Nursing Organisations (NNOs), the ANF facilitates the work of this coalition which has centred around promoting sound governance and the work of two subcommittees on e-health and research. A report on NNO members' governance against six sound governance standards has been produced; a Governance Framework to guide the work of the Coalition developed; and several policy and position papers developed.

### Practice nursing

The professional team presented papers on competency standards and legal and professional issues at a number of the Australian Practice Nurse Association's clinical education conferences and the Australian General Practice Network's nursing in general practice national forum.

At the beginning of 2007, the ANF was involved in the development of the Medicare Benefit Schedule item number for practice nurses and Aboriginal Health Workers to provide chronic disease management.

## Scholarships

As a member of the scholarship advisory and selection committees for Royal College of Nursing Australia, the ANF has participated in the awarding of nursing and midwifery scholarships. These scholarships cover rural and remote, continuing professional education, re-entry, aged care and mental health nursing. This year the ANF was invited by the Australian Practice Nurses Association to participate in the selection committee for continuing professional education and postgraduate scholarships for practice nurses.

## Conferences

Attendance at national and international nursing, midwifery and health-related conferences and forums has given the professional team opportunities to gather and disseminate information to further inform the development of ANF policy, position statements, publications and our ongoing work with other organisations. The federal professional team presented at and wrote papers for the Royal College of Nursing, Australia (RCNA), Congress of Aboriginal and Torres Strait Islander Nurses (CATSIN), Health Workforce, and International Council of Nurses (ICN) conferences, as

well as conducting trade displays at a number of national nursing conferences throughout 2006-2007.

## Submissions

The ANF federal professional team coordinated and prepared a number of submissions to national Inquiries.

These include:

- Submission on Senate Community Affairs Committee Inquiry into Patient Assisted Travel Schemes (May 2007).
- Submission to the RACGP Curriculum Review Project - RACGP Draft Curriculum Statements (April 2007).
- Submission to the House of Representatives Standing Committee on Family and Human Services - Inquiry into the impact of illicit drug use on families (March 2007).
- Submission to the Australian Commission for Safety and Quality in Health Care - National Quality and Safety Accreditation Standards Review (March 2007).

- Submission to the Department of Education, Science and Training - Review of the impact of the Higher Education Support Act 2003 (March 2007).
- Submission to the House of Representatives Standing Committee on Health and Ageing - Inquiry into Breastfeeding (March 2007).
- Submission to the Australian Law Reform Commission on Review of Privacy - response to ALRC Issues Paper 31 (January 2007).
- Submission to the Department of Health and Aged Care - Community Services Training Package Response to the Discussion Paper (November 2006).
- Submission to the Access Card Consumer and Privacy Taskforce -Introduction of a 'Smartcard' (August 2006).

## Submissions

The ANF has been involved in the reference group that was established to provide advice and support to the Australian Commission on Safety and Quality in

Healthcare for the development of a National Charter of Patients Rights. The national charter will outline the key principles to be included in any instrument that details the rights and responsibilities of consumers and health service providers. The ANF is also involved in the work of the Commission in relation to a draft alternative model for safety and quality accreditation following the National Quality and Safety Accreditation Standards Review in March 2007. The proposed alternative model is to be put to the Australian Health Ministers by the Commission in early 2008.

Fiona Armstrong  
**Senior Federal Professional Officer**



# australian journal of advanced nursing

The AJAN provides nurses in Australia and internationally with the opportunity to publish original research and scholarly articles on a diverse range of nursing issues, with that diversity being one of AJAN's strengths.

The availability of AJAN to an international audience through its online presence on IngentaConnect has extended its reach and impact on evidence based practice. The AJAN is working toward free online availability from its own website later in 2007.

The journal has published manuscripts on a range of important nursing issues including:

## June 2006

- Pre-test and post-test evaluation of students' perceptions of a collaborative education model on the learning environment.



- Clinical placements in residential aged care facilities: the impact on nursing students' perception of aged care and the effect on career plans.
- The attitudes and practices of neonatal nurses in the use of kangaroo care.

- The effectiveness of a 15 minute weekly massage in reducing physical and psychological stress in nurses.
- Hospital in the home (HITH) care following autologous stem cell transplantation for lymphoma and multiple myeloma.
- Trialing collaborative nursing models of care: the impact of change.
- Developing the future nurse leaders of Fiji.

## September 2006

- Competency and capability: imperative for nurse practitioner education.
- Culturally diverse family members and their hospitalised relatives in acute care wards: a qualitative study.
- Cardiac rehabilitation for women: one size does not fit all.
- Improving access to clinical information in after hours community palliative care.
- Assessment and management of chronic pain in the older person living in the community.
- Nursing sans frontiers: a three year case study of multi-state registration to support nursing practice using information technology.

## December 2006

- Competence in providing mental health care: a grounded theory analysis of nurses' experiences.
- Stakeholders' views in relation to curriculum development approaches for Australian clinical educators.
- Dying for attention: palliative care in the acute setting.
- Where do all the undergraduate and new graduate nurses go and why? A search for empirical research evidence.
- Tobacco smoking habits among a cross-section of rural Japanese nurses.
- Recognising and reconciling differences: mental health nurses and nursing students' perceptions of the preceptorship relationship.
- Utilisation of king's interacting systems framework and theory of goal attainment with new multidisciplinary model: clinical pathway.
- Effect of local refrigeration prior to venepuncture on pain related responses in school age children
- The clinical nurse specialist and nurse practitioner roles: room for both or take your pick?

# australian journal of advanced nursing

## March 2007

- Screening for Chlamydia trachomatis: barriers for homeless young people.
- Acceptability of antenatal screening for depression in routine antenatal care.
- Critical care nurses' knowledge in preventing nosocomial pneumonia.
- Educational intervention for patients with automatic implantable cardioverter defibrillators.
- The educational needs of nurses working in Australian general practices.
- Enrolled nurse skill extension: metropolitan myth or rural reality?
- Burnout in nursing.
- Adolescent appropriate care in an adult hospital: the use of a youth care plan.
- The use of the term vulnerability in acute care: why does it differ and what does it mean?
- The professional self-concept of nurses: a review of the literature from 1992-2006.

The AJAN Editorial Advisory Board which advises on editorial and publishing issues, met by teleconference on two occasions to discuss issues relevant to the journal.

Board members in 2006-2007 included:

**David Arthur**, RN, PhD, FANZCMHN  
Professor and Head, Alice Lee Centre for Nursing Studies, Yong Loo Lin School of Medicine, National University of Singapore, Singapore.

**Dr Joy Bickley Asher**  
Adjunct Research Associate, Graduate School of Nursing, Midwifery and Health, Victoria University of Wellington, Wellington, New Zealand

**Yu-Mei (Yu) Chao**, RN, PhD  
Research Fellow, Center for Health Policy Research and Development, National Health Research Institute, Taipei, Taiwan

**Mary Courtney**, RN, BAdmin, MHP, PhD, FRCNA, AFCHSE, Professor of Nursing, Director of Research, School of Nursing, Queensland University of Technology, Brisbane, Queensland, Australia.

**Karen Francis**, RN, PhD, MHIth Sc, Nsg. MEd, Grad Cert Uni Teach/Learn, BHIth Sc, Nsg, Dip HIth Sc, Nsg Professor of Nursing, School of Nursing and Midwifery, Monash University, Gippsland Campus, Churchill, Victoria, Australia

**Desley Hegney**, RN, CNRN, COHN, DNE, BA (Hons), PhD, FRCNA, FIAM, FCN(NSW)  
Professor of Nursing, School of Nursing, University of

Queensland, Ipswich, Queensland, Australia, Director, Research Centre, University of Queensland and Blue Care, Toowong, Brisbane, Queensland, Australia.

**Linda Kristjanson**, RN, BN, MN, PhD  
School of Nursing, Midwifery and Postgraduate Medicine, Edith Cowan University, Churchlands, Western Australia, Australia.

**Anne McMurray**, RN, BA, Med, PhD, FRCNA  
Peel Health Campus, Chair in Nursing, Professor of Nursing, Murdoch University, Mandurah, Western Australia, Australia.

**Colin Torrance**, RN, B.Sc(Hon), PhD  
Consulting Nurse, Nursing Consulting Services, Warrandyte, Victoria, Australia.

**Lesley Wilkes**, RN, CM RenalCert, BSc Hons, GradDipEd(Nurs), MHPed, PhD  
Professor of Nursing, Clinical Nursing Research Unit, Sydney West Area Health Service and the University of Western Sydney, Sydney, New South Wales, Australia.

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

# australian nursing journal

In 2006-2007, the *ANJ* the major focus was on informing nurses of the key issues affecting them in relation to the 2007 federal government election. The journal carried a number of feature articles related to key ANF demands in the election campaign around the themes of: nursing workforce, health, aged care, industrial relations, occupational health and safety and social justice.

Throughout 2006-2007 the *ANJ* also continued to provide information and resources for ANF members on health, aged care, and professional and industrial nursing issues.

The journal provides an opportunity for nurses to contribute and share their achievements in areas of clinical practice and research with colleagues in the profession.

Clinical updates provided by nurses in 2006-2007 covered a range of topics including: *Rhabdomyolysis made easy* (August 2006); *Pandemic containment and management* (September 2006); *Nursing and the 5As guideline to smoking cessation interventions* (November 2006); *The adult patient assessment tool*

*and care plan* (February 2007); *Managing self-inflicted burn injuries* (March 2007); and *Eight essential factors for successful nurse-led services* (May 2007).

*ANJ* feature articles in 2006-2007 covered a range of issues of interest to nurses, for example:

- Patient care in a technological age (July 2006),
- Fighting today's superbugs (August 2006),
- Weighing up the costs in health care (October 2006),
- A call to action: health equality for Indigenous Australians (February 2007),
- The aged care puzzle (March 2007), and
- Call for action on asylum seeker's health.

The journal also covered issues related to the federal government election later in 2007, such as:

- Warning: New industrial relations and welfare laws may damage Australia's health (September 2006),
- Health at the crossroads: who will lead the way? (May 2007), and

- Lives in the balance: workplace safety at risk (June 2007).

The May 2007 feature article: *Health at the crossroads: who will lead the way?*, reviewed Australia's fragmented health system and argued for long term solutions to providing accessible health care for all.

Broader issues of concern to nurses and the general public such as Indigenous health, aged care, mental health and nursing in the community had a high profile in the journal throughout the year. Contributions to the focus and research sections of the journal demonstrate nurses ongoing significant contribution to the development of the profession. The *ANJ* is an important avenue for nurses to promote and articulate their achievements in professional practice and research.

The Working Life section of the journal highlighted the incredible contribution of many nurses around Australia throughout the year. Nurses profiled in this section included young third year nursing student Dina Saulo who was invited to address the United Nations Permanent Forum on Indigenous Issues. Other nurses told stories of travelling to Sudan to help evaluate a

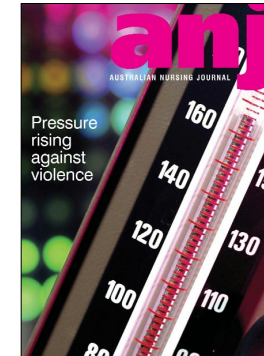
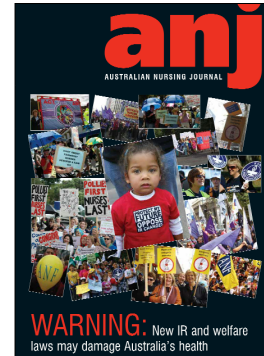
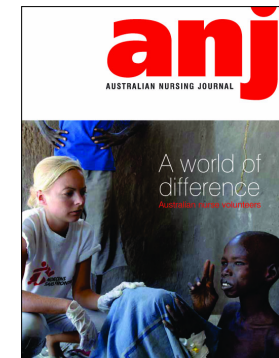
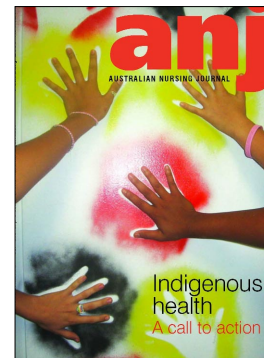
# australian nursing journal

health project; working to improve care for patients in the mental health sector; and a nurse who has dedicated her working life to assisting infertile couples have a baby.

The ANJ also highlighted the plight of nurses caught up in the violence in East Timor in 2007, helping to raise much needed funds to rebuild houses for those affected.

The focus themes for 2006-2007 were:

- technology and nursing,
- indigenous health,
- primary health,
- community outreach,
- emergency nursing,
- community health,
- aged care, and
- mental health.



Catherine Beadnell

**Editor, Australian Nursing Journal**

# summary of results

## Statement of Financial Performance for Year Ended 30 June 2007

	2007 \$	2006 \$
Revenue from ordinary activities		
Capitation fees	2,174,520	1,996,476
Journal subscription fees	1,064,873	1,054,378
Journal advertising and other income	497,082	546,162
Interest	18,798	30,955
IR campaign	752,758	546,506
Other income	324,331	405,110
Grant income	88,141	143,240
<b>Total revenue from ordinary activities</b>	<b>4,920,503</b>	<b>4,722,827</b>
Expenses from ordinary activities		
Affiliation fees	278,428	250,221
Finance costs	77,968	11,952
Employee benefits expense	1,689,620	1,512,600
Journal expenses	1,122,304	1,157,490
Other expenses	1,963,838	1,785,469
<b>Total expenses from ordinary activities</b>	<b>5,132,158</b>	<b>4,717,732</b>
Profit (loss) attributable to members of the organisation	(211,655)	5,095

The complete ANF Federal Office Financial Report for the year ended 30 June 2007 is available at [www.anf.org.au](http://www.anf.org.au)

## Statement of Financial Position as at 30 June 2007

	2007 \$	2006 \$
Current assets		
Cash assets	245,244	542,981
Receivables	448,689	1,124,063
Other	133,784	137,015
<b>Total current assets</b>	<b>827,717</b>	<b>1,804,059</b>
Non-current assets		
Property, plant and equipment	2,061,565	461,254
<b>Total non-current assets</b>	<b>2,061,565</b>	<b>461,254</b>
<b>Total assets</b>	<b>2,889,282</b>	<b>2,265,313</b>
Current liabilities		
Payables	719,243	1,243,325
Interest-bearing liabilities	-	30,975
Current tax liabilities	20,156	3,386
Provisions	127,825	86,103
<b>Total current liabilities</b>	<b>867,224</b>	<b>1,363,789</b>
Non-current liabilities		
Interest-bearing liabilities	1,408,202	96,258
Provisions	151,608	131,363
<b>Total non-current liabilities</b>	<b>1,559,810</b>	<b>227,621</b>
<b>Total liabilities</b>	<b>2,427,034</b>	<b>1,591,410</b>
Net assets	462,248	673,903
Accumulated funds   Retained profits	462,248	673,903
<b>TOTAL ACCUMULATED FUNDS</b>	<b>462,248</b>	<b>673,903</b>



# independent audit report

## 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 2007 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 is derived and upon which we expressed an unqualified audit report to the Federal Council dated 5th October 2007. 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 financial report.

### **Bell Duke and Company**

Chartered Accountants

### **Robert Henry Wald**

Registered Company Auditor No. 10148

Level 7, 468 St Kilda Road

Melbourne, Victoria 3004

Dated this 9th day of October 2007

# australian nursing federation

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