

Australian Nursing & Midwifery Federation



Australian
Nursing &
Midwifery
Federation



12-13



Annual Report

Australian Nursing & Midwifery Federation
Federal Office

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Federal President's Report

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As President it is my privilege to report on the activities of the Federal Executive and Federal Council for the financial year 2012 - 2013.

Firstly, as I write this report the Federal Secretary is working with Branches to introduce the new name of the union which was recently endorsed by the Fair Work Commission. The Australian Nursing and Midwifery Federation (ANMF) is now a reality after a successful vote of the Federal Council. I'm not a midwife but I know that including Midwifery in our title was absolutely the right thing to do. I congratulate the Federal Council for this historic vote.

I am also proud to report for the 8th successive year our union continues to grow, with an overall increase in ANMF membership in all state and territory Branches and a national membership of over 230,000. The ANF is now the largest health and aged care union in Australia.

I would like to thank Paul Nieuwenhoven for his time and commitment during his term as Federal Vice President. On 1 April 2013 the Federation welcomed a new Federal Vice President, SallyAnne Jones (also President of the Queensland Branch). I am delighted to be in a leadership position with SallyAnne and I know that she will continue the long tradition of strong advocacy for nurses and midwives, not just in Queensland but now at a national level. Congratulations and welcome Sally.

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

- continuing to actively participate with the numerous projects through Health Workforce Australia;
- hosting the South Pacific Nurses Forum in Melbourne;
- being a key stakeholder in the implementation of the *Living Longer. Living Better* aged care reform package; and

- actively working with state, territory and federal governments to advance the industrial professional and political outcomes for members and the health and aged care sectors generally.

In order to deal with the ongoing management of the Federation and discuss matters of importance nationally the Federal Executive and Federal Council continued to meet regularly. 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.

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, consistent voice at a national and international level in respect to a wide range of nursing, midwifery and 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

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Federal Secretary's Report

I have great pleasure in preparing the annual report for the Australian Nursing and Midwifery Federation.

As the President has mentioned in her report, following an historic vote of the Federal Council and a hearing in the Fair Work Commission our name has official changed. The inclusion of Midwifery in our name comes after many years of changes for midwives culminating in Midwifery being recognised nationally as a separate profession to nursing.



The preceding 12 months have been challenging and successful as the Federation has continued to go from strength to strength, now one of the fastest growing unions in Australia. The Federation's membership at 30 June 2012 was 220,531 and at 30 June 2013 was 230,711 an increase of 4.62%.

Sadly, what we have seen right across the federation are attacks on nursing, midwifery and health. In Queensland the state government has slashed and burned nursing and midwifery positions and other frontline jobs and services in the public sector. In NSW the Branch has maintained a strong and concerted campaign to maintain and extend nurse to patient ratios against a background of industrial changes that directly affect nurses and midwives. The ACT and South Australian Branches are also bargaining with their state governments for a new wages and conditions for public sector members.

I am pleased to present to you the industrial, professional, communications, political and education reports that cover the core business areas of the Federal Office.

In addition to those reports some other highlights are:

The ANF remains affiliated to the Australian Council of Trade Unions (ACTU) and has participated in the federal election campaign, contributed to the climate change agenda and participated in the policy changes for 457 visa holders. The ANF attends each ACTU Executive meeting and is a member of the ACTU Finance Committee and the ACTU Growth and Campaign Committee.

The ANF is the collaborative partner and technical advisor to the Australian College of Nursing (ACN) at the International Council of Nursing (ICN) conferences. The ANF was proud to co-host the ICN quadrennial meeting held in Melbourne 18-23 May. In addition we welcomed Debra Thoms to the role of Chief Executive of the College. As part of our ongoing relationship Debra and I will soon be reviewing the memorandum of collaboration between our two organisations, ensuring a strong and unified voice for nurses nationally.

Federal Secretary's Report

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The ANF remains the secretariat for the National Aged Care Alliance (the Alliance); an alliance of 39 organisations representing providers, professional groups, unions and consumer groups. In the previous 12 months the Alliance has added a new category of membership for disease specific organisations who have an interest in aged care reform. The Alliance has been closely involved in the implementation of the Living Longer. Living Better aged care reforms and continues to lobby government for changes and improvement that advantage older people needing to access residential or home based aged care services and the staff that provide care in the sector.

The Federal Office contributes to a number of Inquiries by way of written submissions. These can be found on the Federal Office website at:

http://www.anmf.org.au/html/publications_submissions.html.

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

Of course none of this is possible without the continued support and hardwork of the Federal Office staff and both Yvonne and I thank them for their tireless efforts for members nationally.



Lee Thomas
Federal Secretary

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Federal Industrial Report

The 2012 - 2013 ANF industrial program continued to focus on the protection and advancement of the industrial rights of nurses, midwives and assistants in nursing.

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, midwives and assistants in nursing in Australia, principally through collective bargaining, and where this is not possible, by seeking review and amendments to the national award covering nurses, midwives and assistants in nursing;
- to maintain and enhance conditions of employment for nurses, midwives and assistants in nursing 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.

Industrial Regulation – Fair Work Act Amendments

The Fair Work Act 2009 continues to be reviewed and amended by the Australian government in response to campaigns and lobbying by a range of employers and trade unions including the ANF.

In June 2013, the Federal Government passed through Parliament significant legislative amendments to our national industrial regulation. These amendments provided important workplace changes including:

- a) expanding the right of pregnant women to transfer to a safe job;
- b) providing greater flexibility in relation to unpaid parental leave;
- c) ensuring that any special maternal leave taken does not reduce an employee's entitlement to unpaid parental leave;
- d) expanding access to the right to request flexible working arrangements;
- e) requiring employers to consult with employees about the impact of changes to regular rosters for hours of work, particularly in relation to family and caring responsibilities;
- f) requiring the Fair Work Commission to take into account the need to provide additional payment for employees working overtime, unsocial, irregular or unpredictable hours, working on weekends, public holidays or shifts;
- g) improving the rights of union representatives to visit the workplace; and
- h) allowing the employee who has been bullied at work to seek redress through the Fair Work Commission.

The ANF campaigned strongly in support of the amendments as we considered the changes would improve the working life of nurses, midwives and assistants in nursing.

We supported the proposed amendments in relation to special maternity leave believing it was appropriate that nurses, midwives and assistants in nursing who need to take special maternity leave did not have their 12 months of unpaid maternity leave reduced by reason for example of illness during pregnancy. We also supported changes to extend a period of parental leave that may be taken concurrently by parents.

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As rostering arrangements in nursing have significant ramifications to hours and entitlements ANF supported changes that would require modern awards to contain requirements for employers to consult with employees about changes to their regular roster or ordinary hours of work.

We welcomed new regulations requiring the industrial tribunal to have particular regard for the need to provide additional payment for employees working overtime, shifts and weekends. Most nurses, midwives and assistants in nursing work at least some of their shifts outside regular business hours of 9am to 5pm, Monday to Friday and frequently work overtime. Accordingly it is essential they receive penalty rates for working these unsociable hours.

Finally, the ANF supported the proposal to allow an employee who has been bullied at work to seek redress at the Fair Work Commission. Bullying is a common occupational health and safety hazard faced by nurses, midwives and assistants in nursing. Furthermore in many cases an employee who experiences bullying does not have many options to stop the bullying occurring. The right of recourse to the Fair Work Commission will provide for quick and practical method redress and will assist in ensuring that the bullying cease or hopefully over time reduces across workplaces.

Minimum wages

In 2013 Fair Work Australia (FWA) increased all minimum award rates of pay by 2.6%. This means the new minimum weekly entry wage levels for nurses, midwives and assistants in nursing are as follows.

Assistant in Nursing	\$679.20
Enrolled nurse	\$738.00
Registered Nurse Level 1	\$789.30

All of the minimum weekly wage levels applicable under the *Nurses Award* are available at http://www.fwa.gov.au/documents/modern_awards/award/ma000034/default.htm

Review of modern awards

In 2012 the Fair Work Commission commenced a review of all modern awards. The *Fair Work Act* requires the Commission to consider whether modern awards meet their objectives, and whether they are operating effectively without anomalies or technical problems. As part of the review, the ANF applied to vary various provisions of the modern *Nurses Award*, which largely sets out the safety net of pay and conditions for nurses, midwives and assistants in nursing who work outside the public sector.

During the year the ANF made submissions and attended hearings in support of its application and in opposition to applications made by employer organisations. In a decision of 14 November 2012, some of both the ANF's and employers' applications were granted while other claims were rejected. Another decision was made in May 2013 partially approving ANF proposals relating to public holidays. The ANF also participated in proceedings in relation to proposed amendments to the modern *Aged Care Award*.



Federal Industrial Report

Nurses in General Practice Low paid bargaining application

On 17 June 2013, the Fair Work Commission handed down its decision on the Australian Nursing Federation claim for a Low Paid Bargaining Authorisation on behalf of nurses employed in general practice in New South Wales, Victoria and Tasmania.

Unfortunately, the Tribunal rejected the application, finding that practice nurses could not be defined as low paid employees and that there was strong opposition from employers to engaging in collectively bargaining. This was despite the fact that there was unchallenged evidence that many employers were paying their nurses at or about the award minimum.

The decision comes at the conclusion of an extensive and thorough process which commenced in November 2011 and concluded in early 2013. The Tribunal heard from over 50 witnesses including, registered and enrolled nurses, employers, unions and expert witnesses from the education sectors.

It is fair to say that the evidence submitted during the case, while wide-ranging and detailed, was split between those supporting the application and those opposed. It was a bitter blow to the union and general practice nurses in that the Tribunal ultimately supported those who opposed the application.

The immediate ramification of the decision is that most general practice nurses will continue to receive wages and conditions of employment below those enjoyed by their peers in the hospital and aged care sectors. The refusal of employers to negotiate fair and reasonable conditions of employment unfortunately means that nurses employed in general practice will remain at a disadvantage.

The Australian Nursing Federation will continue to promote justice and equality for our members and for general practice nurses generally.

Workplace Health and Safety

The ANF continued to lobby for improved health and safety and workers' compensation rights for Australian nurses, midwives and assistants in nursing.

2012 - 2013 saw the continued development of harmonised workplace health and safety (WHS) laws by the national body Safe Work Australia (SWA). These laws are intended to be adopted by each State and Territory and the Commonwealth. As part of the development of the laws, the ANF made submissions to SWA in relation to the development of model codes of practice and guidance material in relation to a proposed code on workplace bullying.

The ANF also made submissions to a national inquiry into workplace bullying conducted by the House of Representative's Education and Employment Committee. The Committee's report *Workplace Bullying: 'We Just Want It To Stop'*, released in November 2012, made a number of recommendations to address the issue. The ANF also made submissions in support of the introduction of a jurisdiction at the Fair Work Commission to hear bullying complaints.

The ANF was also involved in other OHS issues of interest to nurses including needlestick and sharps injuries, and violence in the workplace.

Overseas Nurses

With a low unemployment rate and high economic confidence Australia remains a favourite destination for skilled migrants.

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The latest figures available show that in 2012 - 2013 approximately 3,000 international nurses arrived in Australia to work on temporary employer sponsored visas (subclass 457), with an additional 2,900 being granted permanent residence through the skilled migration program.

The Australian government continues to make significant reforms to skilled migration, targeting skills that are considered a priority in order to deliver a more responsive and demand driven program. In recent years this has seen a shift in numbers from independent migration to employer sponsored visa categories, ensuring labour market outcomes for overseas workers.

The latest significant amendment to migration laws has been the introduction of a labour market testing scheme. Labour market testing means the employers seeking to recruit offshore labour must test the Australian labour market to demonstrate whether a suitably qualified and experienced Australian citizen or Australian permanent resident is readily available to fill the position.

Employers will have to provide evidence of attempts to engage local labour through the traditional channels including advertising in the print and web based media.

Labour market testing will help ensure that offshore labour is only used to meet genuine skill shortages, and cannot be used by businesses that do not make genuine efforts to provide employment opportunities to Australians.

It will provide assurance that employers only utilise the Subclass 457 visa program in circumstances where there is a genuine skills shortage in Australia.

Public sector agreement outcomes

A new agreement covering public sector nurses and midwives in Queensland was approved by FWA providing a 3% per year wage increase with an additional \$500 add to base rates. Negotiations have been taking place in a number of states and territories to replace public sector agreement expiring on 30 June 2013. ANF Branches in New South Wales, Australian Capital Territory, South Australia, Tasmania and Western Australia are campaigning in support of their respective members' claims for improvements in wages and various conditions.

The table below details the percentage increases and expiry dates of public sector enterprise agreements that apply over the 2012 - 2013 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.

STATE	OUTCOME
New South Wales	New agreement pending
Victoria	12% over 4 years (expires 31.03.16)
Northern Territory	9.0% over 3 years (expires 09.08.14)
Tasmania	New agreement pending
South Australia	New agreement pending
Queensland	9% plus \$500 on base rate over 3 years (expires 31.03.15)
Australian Capital Territory	New agreement pending
Western Australia	New agreement pending

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Agreements commonly include a range of improvements to employment conditions including implementation of staffing mechanisms such as nurse to patient ratios; qualification allowances, professional development allowances and leave, 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 also apply to the majority of the nursing workforce.

Aged care

Aged care Workforce Supplement

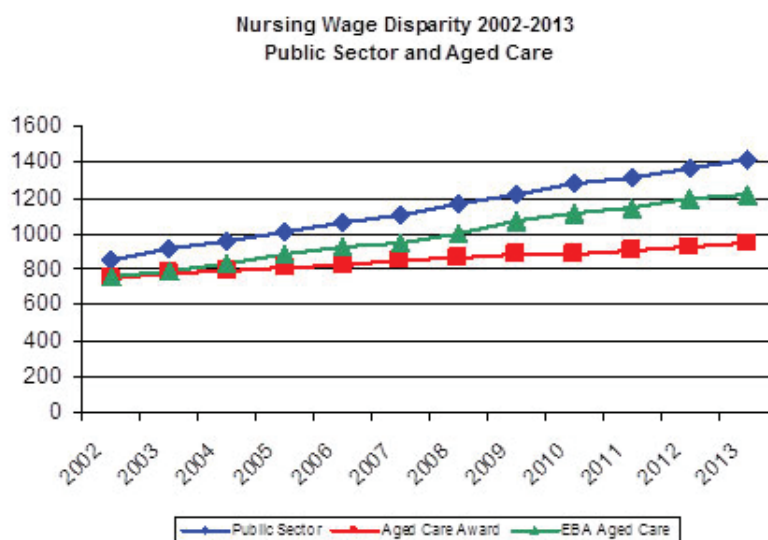
The aged care workforce supplement is part of a package of legislation which forms part of a ten year plan by the Australian government to restructure the aged care sectors. The supplement will provide \$1.2 billion over four years to boost the wages and employment conditions of both residential and community aged care workers. The new funding, which is to go directly into aged care workers pay packets is a major win for the ANF given that improved wages was a key component of the ANF's **Because We Care** campaign.

The monies are to be delivered through the Conditional Cap Payment (CAP) and will be based on 1% of ACFI in the first year then 2%, 3% and 3.5% in subsequent years. In theory this should deliver increases of 3.5% over and above regular wage increases. There is a great deal of detail to work through in applying the Supplement and Federal Office in concert with Branches has spent the first part of 2013 on this important work.

The wages gap between nurses working in aged care and nurses working in the public sector continues to be a significant barrier to attracting and retaining nurses in the sector. While 89% of residential aged care facilities are now covered by collective agreements, the wages and conditions outcomes are generally less favourable than public sector outcomes and fail to remove or significantly reduce the disparity in wages and conditions.

The ANF is optimistic that major reforms in the aged care sector, including a commitment to address workforce issues such as the growing wages gap, will begin to address this issue.

The graph below demonstrates the wages gap.



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SEATO Nurses

The ANF continues to campaign for SEATO nurses who served as part of the civilian surgical and medical teams during the Vietnam War between 1964 and 1972. The nurses, who are suffering from many of the same illness and health conditions as the military personnel, have been denied access to entitlements under the Veterans' Entitlements Act (VEA) 1986. This is despite a Review in 2000 which recognised that their work was integrated with the defence force and recommended they be given access to repatriation benefits.



Nick Blake
Senior Federal Industrial Officer

Federal Professional Report

2012 – 2013 continued to advance the professional interests of nurses, midwives and assistants in nursing (AiN's) through advocacy and policy development.

Professionally it has been a very busy 12 months with continuing representation on national committees, working groups, alliances, forums and contributions to many and varied publications. Development of national policies, position statements and guidelines continue to dominate the work of the Federation.

The Professional Advisory Committee (PAC) consists of the Professional Officers of the Federation and works to promulgate consistent national positions, advice and submissions on behalf of our membership.

Coalition of National Nursing Organisations (CoNNO)

The ANF continues to provide Secretariat support to the work of CoNNO, an alliance of over 50 nursing and midwifery organisations. The Coalition represents the national interest of nurses and midwives in all health and aged care sectors, and provides a forum for collaboration on issues of concern.

Funding is provided to CoNNO by the Department of Health and Ageing (DoHA) that allows for two face to face meetings per year.

E-health

The Personally Controlled Electronic Health Record (PCEHR) commenced on 1 July 2012. The ANF, with funding from DoHA, undertook a project of promotion and awareness raising on the PCEHR record amongst the nursing and midwifery professions. As part of this project, ANF Federal Office produced a series of e-health articles and advertising in the Australian Nursing Journal (ANJ); an e-health page on the Federal Office website; and an e-newsletter for broader circulation.

Primary health care

The *National School Nursing Professional Practice Standards* were launched by Yvonne Chaperon, Assistant Federal Secretary, at the ANF Victorian Branch Professional Day in September 2012. Adapted from the *Victorian School Nurses School Nursing Professional Standards* the new set of standards has national applicability, to benefit school nurses throughout Australia.

The Australian Medicare Local Alliance (AMLA), invited ANF to participate in a Steering Group providing oversight for the development of a national resource publication to support the business case for nurse practitioners in primary care. The resultant document, *Nurse practitioners in primary care: benefits for your practice*, is a joint publication of the AMLA and the Australian College of Nurse Practitioners (ACNP). Available through the AML Alliance and ACNP websites, this resource has been developed for general practice owners, managers and teams, highlighting opportunities to work with NPs in this setting and providing a toolkit for action.

The Federal Office led a major component of the Telehealth Education and Support Project for Nurses and Midwives funded by DoHA.

The ANF Federal Office was represented on the overseeing committee for the Department of Veterans' Affairs (DVA) Coordinated Veterans' Care Program. This Program, a positive step to improve the wellbeing and quality of care for chronically ill DVA Gold Card holders, provides funding to General Practitioners and nursing providers (either in the general practice or community care) to coordinate care for these elderly people who are at risk of hospitalisation. The aim is to reduce unnecessary hospitalisations of chronically ill DVA Gold Card holders.

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Federal Office presented at the AMLA Leadership and Demonstration Project Workshops held in February and June 2013. ANF continues to work closely with AMLA around professional issues impacting nurses employed in the general practice sector.

The ANF submitted a proposal for funding from DoHA to review the ANF *Competency Standards for nurses in general practice*. Funding for the project was received in June 2013. The ANF will conduct this review in partnership with the University of Wollongong commencing in July 2013 and completing work by December 2014.

Quality use of medicines

The Federal Office has had extensive involvement in issues relating to the quality use of medicines over the last 12 months. Some of the activities undertaken include:

- representation by ANF on the Australian Commission for Safety and Quality in Health Care (ACSQHC) Health Service Medication Expert Advisory Committee (HSMEAG), responsible for oversight of the implementation of the *National Inpatient Medicines Chart* in the public health sector and advising on health service-based medicines standardisation initiatives and health service-based medicines safety and quality.
- representation of nursing and allied health on the Fifth Community Pharmacy Agreement (5CPA) Programs Reference Group (PRG), providing advice on the policy dimensions of pharmacy programs, including their scope and evaluation requirements. The PRG consists of representatives from peak groups and experts, both within and external to the pharmacy sector.
- participation as a member of the National Prescribing Service (NPS), the ANF Professional Officer attended the NPS Member Day held in Sydney in March 2013. ANF continues to work closely with Dr Kay Price (joint nominee from the ANF and the Australian College of Nursing to the NPS Board) and the staff of NPS, to ensure the contribution of nurses and midwives to quality use of medicines is recognised and acknowledged in NPS work.
- Chairing inaugural meeting of the NPS Nursing Insight Group, which will provide high level guidance and advice to enhance the support NPS can offer to the nursing and midwifery professions. The group consists of nurses, nurse practitioners and midwives with an interest in improving utilisation and knowledge about medicines and medical tests. This group provides insight into the spectrum of issues at the practice coalface.
- Chairing the Australian Commission on Safety and Quality in Health Care (ACSQHC) National User Applied Labelling Recommendations Reference Group. Established in 2012, this group provides expert advice on feedback received from the health and aged care sector on issues related to the implementation of the Labelling Recommendations. They are responsible for oversight and maintenance of the Issues Register and support materials. The Labelling Recommendations aim to: promote safer use of injectable medicines; standardise user-applied labelling of injectable medicines; and provide minimum requirements for user-applied labelling of injectable medicines. These recommendations apply to all clinical areas in Australia where injectable medicines and fluids are administered. The standardisation was mandated by health ministers for use in Australian health services in November 2010.

Federal Professional Report

- participated as a member on the Pharmaceutical Society of Australia (PSA) Expert Advisory Group for the development of *Practice guidelines for the provision of immunisation services within pharmacy*. These guidelines promote specific policies and protocols designed to ensure safe and effective channels of communication between healthcare providers; providing guidance to pharmacists on professional issues and obligations related to immunisation services within the pharmacy setting.
- participated as a member of the Australian Commission on Safety and Quality in Health Care National Residential Medication Chart: 1st Tier Communications Group. This group was convened to ensure effective communication with the health and aged care sectors in relation to the development of the chart. The new national chart will serve as a legal record of medicines administered, but will also form the legal prescription for the prescribed medicines to be used by the dispensing pharmacist.

National registration and accreditation

The Nursing and Midwifery Board of Australia funded a review of the existing National Competency Standards for Nurse Practitioners. The team, led by Southern Cross University, included representatives from four universities, the Consumers' Health Forum of Australia, the Australian College of Nurse Practitioners and ANF. The project commenced in June 2012 and was completed in June 2013. The resultant document is the *National Professional Practice Standards for Nurse Practitioners*.

In 2012, the Nursing and Midwifery Board of Australia (NMBA) also funded Monash University to undertake a project to review the current National Competency Standards for the Enrolled Nurse. The primary purpose of the project is to consider their relevance and currency against the contemporary role and scope of practice of the enrolled nurse; and revise them accordingly. The ANF is represented on the Project Governance Committee. The project is due to be completed in 2014. The resultant document will be the *National Practice Standards for Enrolled Nurses*.

Rural health

It is estimated that in excess of 78,000 ANF members live and/or work in rural and remote parts of Australia. The ANF has been active on a number of fronts to positively influence policy in relation to nursing and midwifery workforce and health and aged care in general impacting on rural and remote Australia.

Areas in which ANF has represented members includes:

- Health Workforce Australia National Rural and Remote Health Workforce Strategy – representation on the Expert Reference Group for developing the Strategy;
- Telehealth – representation on the Australian College of Rural and Remote Medicine (ACRRM) Telehealth Advisory Committee (ATHAC); partner in the Telehealth Nursing and Midwifery Consortium;
- Australian Government funded scholarships for nurses and midwives – represent the interests of our nursing and midwifery members on the scholarship advisory and selection committees; and

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- *Working Safe in Rural and Remote Australia* Project – a unique partnership of health professionals, teachers and police, combining forces to develop a national framework for action for a whole-of-community response to working safely.

ANF is one of the 32 national organisations in the National Rural Health Alliance (NRHA), which continues to work collaboratively to improve the health and wellbeing of people in Australia's rural and remote areas. The Alliance has lobbied the Australian Government on a range of health care inequities experienced by country people. Through the NRHA, the ANF has contributed to the discussion and development of broad Government policy to effect health and social change for rural and remote communities.

Social justice

ANF is a national organisational member of the Australian Council of Social Services (ACOSS), the peak body of the community services and welfare sector, and, the national voice for people affected by poverty and inequality. ANF has lent the Federation's support to national ACOSS campaigns, forums and conferences which have raised awareness and debated sustainable policy reforms seeking to provide opportunity, justice and equity for all Australians. Contribution was made by the ANF to the Anti-Poverty Week Campaign held in October 2012.

ANF participates as a member of the Australian Research Alliance for Children and Youth (ARACY) which advocates for social justice for children and adolescents.

Climate Change

At the front line of health care delivery, the nursing and midwifery professions will be increasingly affected by climate change in their professional capacity. ANF recognises climate change as a significant issue for health and has participated in activities to promote mitigation of its effects.

ANF is a member of the Climate and Health Alliance (CAHA), with a representative on the Committee of Management. This alliance of health related organisations seeks to educate the health sector about climate change and assist health and aged care facilities to improve their environmental sustainability. CAHA communicates to governments and the wider community about climate change and health.

ANF is also a member of the Australian Council of Trade Unions (ACTU) Climate Action Group.

Workforce professional issues

ANF has participated on the following Health Workforce Australia committees in 2012 - 2013:

Health Workforce Australia Standing Advisory Committee for Health Professions

ANF is represented on the Health Workforce Australia (HWA) Standing Advisory Committee (SAC) for Health Professions. The Committee meets four times a year and is chaired by Professor Mary Chiarella. The role of this group is to provide high level advice and inputs on a national level to HWA's work program and act as a cohesive sounding board for testing and responding to HWA programs and initiatives.

Federal Professional Report

Health Workforce Australia National Rural and Remote Health Workforce Strategy (RRHWIR) Expert Reference Group

An Expert Reference Group (ERG) was established to guide the development of the HWA National RRHWIR Strategy in July 2011. Publication of the Strategy was announced in May 2013. The National Strategy offers a planned course of action to address workforce issues for rural and remote areas through key innovations and reforms with potential for national application.

Health Workforce Australia Health Professional Prescribing Pathway (HPPP) Project

The HWA HPPP Project commenced at the beginning of 2012 with the aim of developing a nationally consistent approach to prescribing by health professionals that supports safe practice, quality use of medicines and effectiveness of healthcare services. The project plan was to deliver a consistent platform by which health professionals, other than medical practitioners, may undertake prescribing of medicines consistent with their scope of professional practice. ANF was represented on the Project Advisory Group (PAG) which consisted of representatives of consumers, health professionals, higher education sector, jurisdictions and regulators. Following extensive consultation with all registered health professions and key stakeholders the HPPP was finalised. This will be presented to the HWA Board for consideration and approval in July 2013. The final report will be considered by the Australian Health Ministers Advisory Council (AHMAC) and the Standing Council on Health (SCoH) in late 2013.

Health Workforce Australia Extended Workforce Scope Initiatives

HWA has commenced a series of Extended Scopes of Practice Projects as part of their Workforce Innovation and Reform Work Plan 2011 - 2014.

The projects are focusing on:

- implementation of extended nurse and physiotherapist roles in the Emergency Department in response to an increasing demand in presentations to the Emergency Departments and related workforce issues; and
- implementation of an advanced practice in endoscopy nursing role in response to the increasing demand for endoscopies as a result of the National Bowel Screening Program and the consequent workforce capacity and waiting list issues.

The ANF is represented on the Project Advisory Groups for the two nursing sub-projects: Nursing in the Emergency Department and Advanced Practice in Endoscopy Nursing. A key deliverable for these projects will be the development of toolkits and implementation guidelines; and consideration of the training requirements necessary to support national implementation.

There is a program of projects funded for nurses in emergency departments (ED) and endoscopy, with eight implementation sites in the ED stream and five implementation sites in the endoscopy stream. The project sites for the nurses in ED program have a focus on mental health, paediatric nursing, and rural and remote settings. These sites are spread across NSW and Victoria. Lead sites for the advanced practice in endoscopy nursing program are in Queensland and Victoria, with Queensland providing the education and training program for all project participants.

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Overall, these projects have sought to recognise and utilise professional nursing expertise that either already exists by introducing models of care to support nursing roles or, in the case of nurse endoscopy, developing nursing expertise with additional education and training. Many of the ED Projects are assisting Nurse Practitioners and those working towards Nurse Practitioner endorsement, to work to their full scope in roles that recognise this advanced level of nursing practice. These models hold some promise in improving health outcomes for the community. The ANF has continued to advise HWA of concerns around the scope and remuneration for these roles. Evaluation of the full program of projects is being undertaken by the University of Wollongong, with a focus on: the safety and quality impact of the projects; the costs and benefits involved; sustainability issues; and national scalability.

Health Workforce Australia Aged Care Workforce Reform Project Advisory Group

ANF Federal Office participated in this group which provides advice on a range of HWA funded initiatives under their Aged Care Workforce Reform Project. These projects are being conducted across the country, in aged care and primary health care settings, between July 2012 and February 2014. Membership of the advisory group derives from organisations which make key existing contribution, sponsorship or support for a national aged care freeform project at an executive level, and play a key role in promotion of, and commitment to, national health workforce innovation and reform and understanding of aged care reform.

Policies and position statements

In 2012 - 2013, the completed revision and updating of 16 ANF national policies and position statements, to ensure relevance for contemporary practice was endorsed by the Federal Executive.

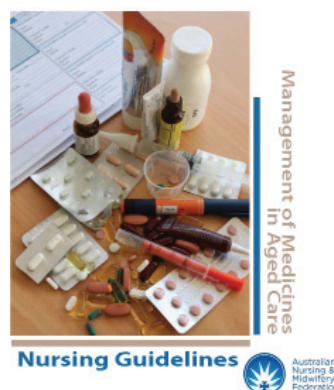
Submissions

The Professional Advisory Committee has analysed policy documents and discussion papers from a range of external sources. During the 2012 - 2013 financial year the ANF has prepared and coordinated 18 national submissions on behalf of members. A full listing of ANF submissions can be viewed in detail on the Federal Office website: <http://www.anmf.org.au>.

Projects

Nursing Guidelines for the Management of Medicines in Aged Care

The revision of the *Nursing Guidelines for the Management of Medicines in an Aged Care Setting*, 2002 edition was completed. The new document titled *Nursing Guidelines: Management of Medicines in Aged Care*, has been published in hard copy and electronic formats. While the publication is primarily focused on care provided in residential aged care settings, it is also applicable to aged care services provided in the community.



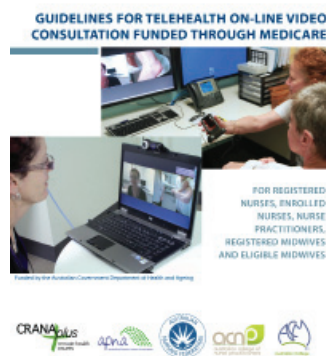
Federal Professional Report

Telehealth Professional Practice Standards and Clinical Guidelines for Nursing and Midwifery

ANF partnered in a Nursing and Midwifery Telehealth Consortium with the Australian Practice Nurses Association (APNA), the Australian College of Midwives, the Australian College of Nurse Practitioners and CRANaplus. Funded by DoHA, the Telehealth Nursing and Midwifery: Education and Support Project, aimed to provide more equitable access to specialist services for people in regional, rural, remote and outer metropolitan areas. The project deliverable will enable nurses and midwives to facilitate and contribute effectively to safe, high quality Telehealth consultations. ANF led the development and distribution of nationally agreed telehealth professional practice standards and guidelines for nurses and midwives.

The Consortium has produced the following deliverables:

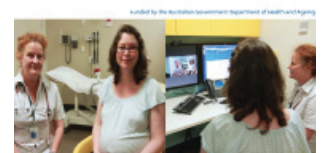
- an on-line learning program which consists of nine modules. These are available for free on the Federal Office CPE website;
- professional practice standards and guidelines for nurses and midwives using Telehealth technologies to improve access to health care consultations for people living in rural and remote areas. The guidelines are specifically for nurses and midwives using Telehealth on-line video consultations. The Telehealth standards documents are set against the existing National Competency Standards for the Registered Nurse and the National Competency Standards for the Registered Midwife (adopted by the Nursing and Midwifery Board of Australia, July 2010) and apply more broadly to Telehealth nursing.



Nursing and Midwifery Telehealth Consortium
Telehealth Standards: Registered Nurses



Nursing and Midwifery Telehealth Consortium
Telehealth Standards: Registered Midwives



The Commonwealth Chief Nurse and Midwifery Officer, Dr Rosemary Bryant, officially launched the standards and guidelines documents in May 2013 at the APNA annual conference; and

- communication and awareness raising activities nationally through various means, including: dedicated webpages on consortium partner websites, conference/forum presentations, and, items in member newsletters and journals.

Federal Professional Report

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Working Safe in Rural and Remote Project

The Working Safe in Rural and Remote Australia Project has been a collaborative effort, coordinated by the Rural Doctors Association of Australia, on behalf of a consortium consisting of the Australian Nursing Federation, CRANApus, the Australian College of Rural and Remote Medicine, the Queensland Teachers Union and the Australian Federal Police. Funded by DoHA, the aim of this project was to develop community wide strategies for managing workplace violence experienced by health professionals, teachers and police.

Stage 1 of the project established a foundation for preventing violence and building safer workplaces in rural and remote Australia by determining current initiatives/strategies and their effectiveness, and, developing a national framework for action for a whole-of-community response to working safely. The results of the project are highlighted on a Working Safe website: www.workingsafe.com.au.



Julianne Bryce
Senior Federal Professional Officer

Submissions

Below is a list of submissions prepared during the 2012-2013 financial year. All submissions are available on the Federal Office website: www.anmf.org.au.

August 2012

- ANF Submission to the Australian Commission on Safety and Quality in Health Care in response to the Australian Open Disclosure Framework – consultation draft
- ANF Letter in response to Therapeutic Goods Administration (TGA) review of labelling and packaging of medicines
- ANF Letter in response to National Boards consultation on international criminal history checks
- ANF Letter in response to the review of The Australian Council on Healthcare Standards (ACHS) Constitution
- ANF Letter in response to Independent Hospital Pricing Authority (IHPA): Work Program 2011/12 and 2012/13

September 2012

- ANF Submission to the Australian Health Practitioner Regulation Agency in response to the Draft Social Media Policy preliminary consultation

October 2012

- Senate inquiry into Australia's domestic response to the World Health Organization's Commission on Social Determinants of Health report, 'Closing the Gap within a Generation'
- ANF Submission to the Department of Health and Ageing in response to the National Primary Health Care Strategic Framework targeted consultation process

December 2012

- ANF Submission to the Australian Government Department of Health and Ageing in response to the discussion paper for the Development of the National Aboriginal and Torres Strait Islander Health Plan

January 2013

- ANF response to the Pharmaceutical Society of Australia Draft practice guidelines for the provision of immunisation services in pharmacy
- ANF Submission to the public consultation on the Nursing and Midwifery Board of Australia draft Guidelines for professional indemnity insurance arrangements for nurses and nurse practitioners
- ANF Submission to the Not for profit Sector Tax Concession Working Group in response to the Discussion Paper: Fairer, simpler and more effective tax concessions for the not-for-profit sector

February 2013

- ANF Submission to the inquiry into the conditions of employment of state public sector employees and the adequacy of protection of their rights at work as compared with other employees
- ANF Submission to the Victorian Government Legislative Council's Inquiry into the Performance of the Australian Health Practitioner Regulation Agency

April 2013

- ANF Submission to the Aged Care Living Longer Living Better Bill 2013
- ANF Submission to the inquiry into the Fair Work Amendment Bill 2013

May 2013

- ANF Submission to the Framework and operation of subclass 457 visas, Enterprise Migration Agreements and Regional Migration Agreements
- ANF Submission on the Aged Care Workforce Supplement Guidelines
- ANF Submission to the Health Workforce Australia consultation paper on Nursing Workforce Retention and Productivity

Campaign and Political Report

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Branch Campaigns

In the previous 12 months Branches have been involved in campaigns to protect all aspects of nursing, midwifery and health.

Queensland

Anti privatisation campaign - Our Public Hospitals are NOT for \$ale

Privatisation of public hospitals is bad news for nurses and midwives, as well as the wider community. Privatisation is about letting corporations make a profit or NGOs a healthy surplus at the expense of staff, such as nurses and midwives. Blue Care recently admitted as much and Brisbane's Mater Public Hospital recently tried to scale back nurse and midwife wages.



As part of their drive to build a profit, private operators usually try to scale back staffing levels and the nursing/midwifery skill mix. So nursing and midwifery workloads will increase and safe staffing levels could be compromised.

The drive to cut costs and increase profits/surpluses will also lead to a reduction in training and professional development opportunities for nurses and midwives. The Queensland Branch continues to fight against moves to privatise public resources. In addition they are running a strong campaign against the state government who are slashing frontline nursing and midwifery positions.

Hands off our jobs

The Queensland government has announced thousands of jobs will go from Queensland Health. Some of those jobs will include nursing and midwifery. These cuts directly contradict Premier Campbell Newman's pre election promise that his government would deliver 'more nurses, not more red tape'. This is an unnecessary and unsafe assault on the public health service.

New South Wales

Members in NSW are fighting to maintain and extend nurse to patient ratios. Recent strike action took nurses from around the state off the job to protest at the Governments inaction over ratios and their mean offer of 2.5% per year including increased superannuation.



Campaign and Political Report

Victoria

Say NO to Violence campaign

Nurses are one of the most at risk groups of violence at work, alongside prison and police officers, according to the Australian Institute of Criminology statistics. Nurses and midwives are still regularly, and sometimes very seriously, hurt at work by patients, visitors and intruders and now Victorian members are campaigning for safer workplaces.



With a particular list of demands the Victorian Branch is calling on the state government to implement a range of strategies including:

- insisting that the safety of nurses in and near hospitals is a key focus - nurses should not have fear for their life and security as part of their work;
- ensuring that safety is a key requirement, particularly in emergency departments;
- demanding an evaluation of existing anti violence measures in operation in hospitals and health care facilities;
- legislating to ensure physical violence directed at health workers, including nurses, while engaged in their work is met with the full force of the law and sentencing reflects the seriousness of attacking a nurse; and
- proper occupational health and safety protections for nurses.

Queensland and New South Wales continue their fight and in all other states campaigns around maintenance of public hospital service and enterprise bargaining continues.

Stop passing the buck - Graduate nurses need jobs

This national campaign was commenced when it was discovered almost all states and territories were unable to offer graduate programs to newly registered nurses. The campaign objectives include forcing state, territory and federal governments to work together to solve the problem. The ANF says that reimbursing the HELP fees for graduate nurses who travel to areas of high need to complete their graduate program is one solution. Other solutions include offering graduate programs in non traditional areas including aged and primary care and putting more money into clinical supervision and mentoring for graduate nurses. The campaign continues.



Campaign and Political Report

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Because We Care/Aged Care Can't Wait

The national Because We Care Campaign – Quality Care for Older Australians, moved into its fourth year. The federal government announced in the 2012 budget the *Living Longer. Living Better* aged care reforms, a once in a generation whole of sector reform that included bridging finance for increasing wages in the sector delivered through enterprise agreements. The Workforce Compact money will be available for compliant employers from 1 July 2013.



Implementation of Workforce Compact

From 1 July 2013 \$1.2 billion will be provided to implement the Workforce Compact over four years. Key elements of the Compact will be:

- higher wages;
- improved training and education opportunities;
- improved career development and workforce planning; and
- better work practices.

These improvements will be provided directly to workers through enterprise bargaining. The ANF will be involved in negotiating these enterprise agreements and ensuring that nurses, assistants in nursing and personal care workers achieve significant wage increases that are fair, competitive with the public sector, and encourage recruitment and retention.

Scrap the Cap campaign

The federal government has proposed a cap of \$2,000 on the deductibility of self education expenses. The ANF is one of 66 national organisations who have joined the scrap the cap alliance. At time of reporting the Coalition and Greens were opposing the cap. The federal government was still holding its position to commence the introduction of the cap on 1 July 2014.

#SCRAPtheCAP

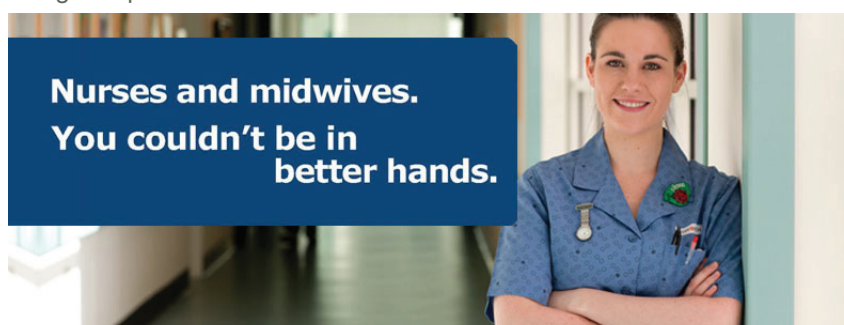
ANF Website

The ANF launched its new website following months of design. The website allows the union to interact more directly with members through new campaigning and petition tools and has proved very popular with members and the community.

ANF Facebook Page

In conjunction with the launch of the new web page, the ANF will also launch a Facebook page to engage with members and the community, promote ANF and Branch issues and activities and nursing and midwifery issues generally.

Secondly and more specifically, to assist in the development of strategy and messaging to raise the standing and worth of qualified nursing in the community in the face of the growth of unqualified nursing in our hospitals and aged care facilities.



Education Report



Continuing Professional Education (CPE) Online

The CPE training room provides best practice topics including those modules deemed mandatory annual competencies by large health organisations and nursing agencies. ANF, NSWNMA and QNU members currently receive three free topics and a free professional development portfolio to provide evidence to the Nursing and Midwifery Board of Australia (NMBA) of participation in CPD annually.

Due to the growth of the CPE website the tutorials have been categorised into sub groups to allow for easier viewing and accessibility. There has been twelve new topics plus six of nine Telehealth topics added during the last twelve months and many of the existing tutorials have been recently updated.

All tutorials are being formatted to improve the compatibility with iPhones, iPads and android devices.

The Telehealth topics are free to members and non-members as per an agreement with the Department of Education, Employment and Workplace Relations who funded the authoring of the content.

With the existing three free tutorials for members, hand hygiene, manual handling and infection control, and the addition of the free Telehealth tutorials, members now receive 20 hours of free CPD through the ANF CPE website.

Core Nursing

Basic Life Support
Drug Calculations and Administration
Fire and Emergency Training
Hand Hygiene
Infection Control
Manual Handling

Critical Care

Advanced Life Support
Arterial Blood Gases
Cardiac 1 - Chest Pain Assessment and Management
Cardiac 2 – Acute Coronary Syndrome
ECG and Rhythms 1
ECG and Rhythms 2
Emergency Drugs
Respiratory 1 – Upper Airway Obstruction
Respiratory 2 – Respiratory Failure

General Nursing

Asthma Management
Cosmetic Nursing
Diabetes
Occupational Violence and Aggression
Oral Health
Palliative Care
Remote External Visits
Telehealth (9 tutorials in the course)
Thyroidectomy
Vision Care
Wound Care Update

Midwifery

Drug Calculations for Midwives
Discharge Planning for Midwives
Maternity Emergencies
Women's Health

Mental Health

Antipsychotic Medication
Understanding Depression
Mental Health Triage
Personality Disorders
Communicating with Psychotic Patients

Aged Care Topics

Aged Care Training Room

Education Report

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Aged Care Training Room (ACTR)

The ACTR has a new look website. It has recently been upgraded to a new Learning Management System to allow for easier navigation and the addition of extra features for users. Uptake of the ACTR continues to increase regularly. The ACTR is a one stop shop with over 55 topics available specifically for aged care and community care nurses. Each module is written against the aged care accreditation standards and community care common standards. Annual subscription to this training includes access to a learning plan, reflection and evaluation tools and a printable log of course completions.

Simulation Online

The simulation online website has also been recently upgraded. This training room offers 3D simulated learning for clinical procedures and currently consists of 32 modules. Each module teaches a different procedure through an interactive simulation, accompanied by a step-by-step text with hyperlinks, a video demonstration, a 3D model of the anatomy encountered during the procedure and a quiz. Additional features to allow for bulk access by nursing schools has been added and allows for easier bulk enrolments and the viewing of student results. This innovative website continues to grow in popularity and is available to nurses and midwives exclusively through the ANF Federal Office Continuing Professional Education portal.

Scholarships

The ANF recently partnered with ME Bank and the Association of Nursing Recruitment Agencies (ANRA) to provide financial assistance to meet the costs of attending conferences, short courses or online training programs in the form of Scholarships.

Applicants were asked to describe how the education and training will benefit their professional skills and how they will transfer that knowledge to advance their clinical practice. The scholarships were open to all nurses, midwives, assistants in nursing and personal care workers working with ANRA member agencies for more than 12 months.

Vocational Education and Training (VET)

The VET committee met face-to-face in November 2012 to discuss, amongst many topics, the scheduled streamlining and review of all qualifications and units of competency in both the health training package and the community services training package by the Community Services and Health Industry Skills Council (CSHISC). The first part of the review consists of 160 qualifications and 1260 Units of Competence (UoC). The review is in response to the COAG lead project – *VET products for the 21st Century* with the aim to simplify the Training Packages.

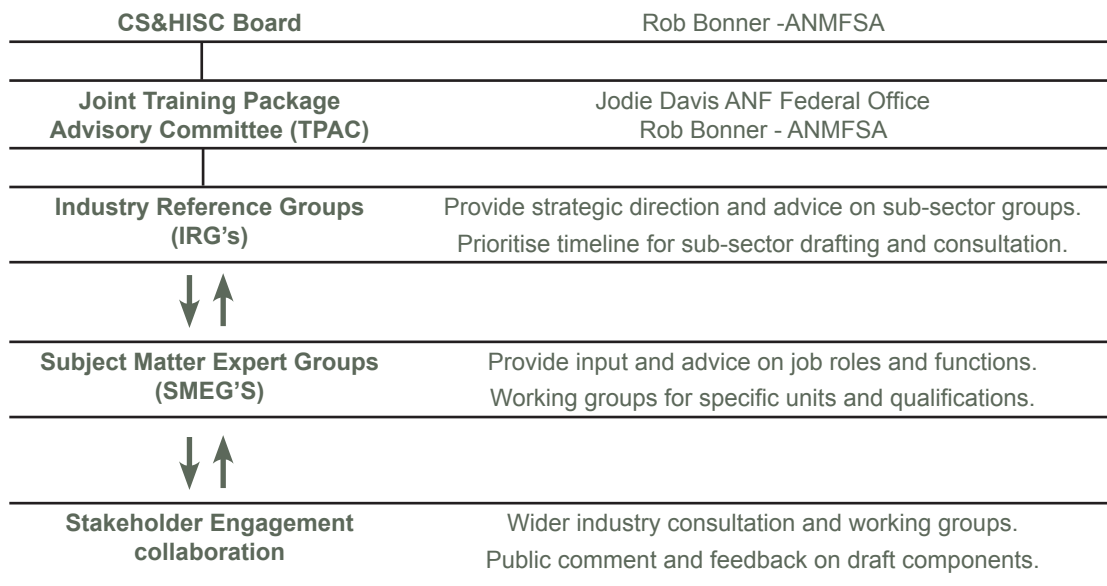
The streamlining process will effectively split the UoC assessment criteria into an Endorsed Component and remove the required skills and knowledge sections of the UoC. Where required, companion volumes will be produced to assist in the delivery of the UoC's and relevant qualifications, however it must be noted the Industry Skills Council is not funded for that work.

The streamlining process is to ensure all the underpinning principles of a UoC are retained only if they add value to the overall UoC and the qualification.

UoC Descriptor and Application merge to become the application only. Elements – Performance Criteria to be included however the Range Statements are to be removed.

Education Report

The governance and consultation structure of the review consists of:



The VET committee have particular interest in the review of the following sectors and qualifications with a member of the committee sitting on either an IRG or SMEG to contribute to the review of these areas:

- **Technicians and Health Support** – includes the following qualifications: Audiometry, Anaesthetic Technology, Cardiac Technology, Health Administration, Medical Practice Assisting, Operating Theatre Support, Optical, Pathology, Pharmacy, Sterilisation Services. ANF representative – Jodie Davis
- **Oral and Dental Health** – ANF representative – Jodie Davis
- **Enrolled Nursing** – ANF representatives – Mark Staaf, Lisa Dalton
- **Direct Client Care and Support** – includes the following qualifications: Aged Care, Home and Community Care, Disability, Alcohol and Other Drugs, Mental Health, Leisure and Health, Health Services Assistant, Nutrition/dietetic Assistance, Allied Health Assistance. ANF representatives – Jodie Davis, Susan Taylor.

Of particular interest to the ANF VET committee is the review of the nursing qualifications within the Health Training Package. The committee lobbied strongly to have the review timeline extended to allow for the pending release of the Enrolled Nurse Professional Practice Standards.

The Training Package reviews will continue until the end of 2015.



Jodie Davis
Federal Education Officer

Communications and Journals Report

Australian Nursing Journal

With ANF membership growth exceeding 230,000 members, the *ANJ* circulation reached 92,315 in March 2013. The *ANJ* has continued to produce issues with a 48 page minimum with increases to 56 pages providing a good balance of advertising and editorial copy and increased contributions from members. This in turn has seen increased contributions from members for various sections of the journal, from letters and 'working life' articles to issues, viewpoints, focus and clinical updates. It is reflective of an increasing confidence of members to contribute written work to the *ANJ*, whether this has been due to increased interest in the journal itself or an offset of the new requirements of continuing professional development with national registration, it is an increasing trend seen over the year.

A large part of the work of the journals team throughout 2012 - 2013 has been of background preparation for the name change of the ANF to the Australian Nursing and Midwifery Federation (ANMF); and with it the name change to the *Australian Nursing and Midwifery Journal (ANMJ)*. After seven years, it was felt it was time for a re-design to enhance the journal with a more contemporary, dynamic feel and some significant changes have been made to propel the *ANMJ* forward. This is while also maintaining the current feel and ownership members have toward the journal and its most popular elements, such as the ANF regular columns, clinical updates, mail, focus/ contributed section and features.

There has been a new representative from the Media Company, Jana Gungor, who has brought a renewed enthusiasm and new perspective to advertising in the Journal.

Whilst still early days advertising has remained stable and there are some new innovative ideas in the pipeline with the new look *ANMJ* over the next year.

The Journal went online in November/ December 2012 following the new revamped ANF website. Since then there have been more than 100 new subscribers in the six months to June 2013 and this is without active marketing of the *ANJ* online while progress is still underway in harmonising the new and existing databases. Work is ongoing in making online access easier to members in Victoria, South Australia, Tasmania, Northern Territory and the ACT who receive hard copies of the journal. The majority of new online subscribers have requested hard copies of the *ANJ* as well as their online access, showing demand for both formats.

The Journal has continued to keep abreast of the latest happenings in the nursing and midwifery professions with some significant highlights in 2012 - 2013. The *ANJ* has consistently reported on progress with the government's aged care reform throughout the year, including a feature on assistants in nursing and ongoing columns and news articles. Features have been on key issues for the ANF in the lead up to the 2013 federal election, including safe staffing and nurse/ patient ratios, graduate employment and the ANF's federal election platform.

Other key issues for the ANF, include the low paid authorisation claim for collective bargaining for nurses working in general practice, the issues of credentialling of mental health nurses under the Mental Health Nurse Incentive Scheme, transition to practice models and health workforce issues.

Communications and Journals Report

ANJ feature articles in 2012-2013:

- AINs part of the nursing family
- A clinical issue: training our future nurses
- Social media: a new way to care and communicate
- Australia's nurses and midwives: sharing our stories
- Nurse Practitioners: shifting the boundaries
- 2012 a year of battles and victories
- Nursing innovation: developing practice now and in the future
- Threading voices of the past into today's fabric
- Australia's grads need jobs now
- Safe staffing: critical to care
- ANF Election Platform 2013

The 2012 - 2013 year also provided an international flavour to the *ANJ* with the ANF hosting the South Pacific Nurses Forum in Melbourne in November 2012, which was covered extensively in the focus section of the February *ANJ*.

Melbourne was also host to the International Council of Nurses (ICN) 25th Quadrennial Congress in May. The ICN Congress theme was Access to health care globally and was covered in the *ANJ*. The ICN President and Australia's Chief Nurse and Midwifery Officer Rosemary Bryant's four-year term ended at the closure of the ICN Congress.

Other focus topics reflected the diversity of the areas in which nurses work, both clinically and geographically. Many of the areas covered were of broader areas of concern to members and in which the *ANJ* received many submissions, such as mental health which was covered over two issues. The *ANJ* covered topical areas in the mainstream media, such as asylum seeker and refugee health, with a more balanced and realistic approach.

Social justice, Indigenous health and rural and

remote health remained prominent in news stories throughout the year.

Focus topics 2012-2013:

- Mental Health Part 1
- Mental Health Part 2
- Drug and alcohol nursing
- Rural and remote nursing
- Men's health
- South Pacific Nurses Forum
- Aged Care
- Asylum seeker and refugee health
- Infection control
- Primary and community care

We have seen greater interest and submissions from members in the clinical update section over the past year. Where submissions have not met the criteria for clinical update, many have run as clinical news or issues articles. These have provided dialogue amongst members of new or evaluated clinical work on the ground, improvements in care, new program developments, etc. It has also enabled members to have clinical work and research published in order to secure grants or other avenues of funding such as scholarships.

Clinical update topics 2012-2013:

- The importance of mean arterial pressure as a patient assessment tool: in haemodialysis and acute care
- Limitations to contraceptive choices for women with HIV on antiretroviral treatment
- Update on contraception
- Endometriosis
- Asherman's Syndrome
- What is the preadmission role in preparation of patients for fast track surgery?
- Treatment goals for moderate to severe psoriasis: an Australian consensus
- The vitamin D dilemma

Communications and Journals Report

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Communications

Communications team members provide a range of publications, news and media resources to update the ANF Federal Office and websites and worked closely with the Political Coordinator, Professional, Industrial and Education staff and state and territory Branches.

Campaigns, Website and Social Media

In August 2012, the ANF website was redesigned to coincide with the launch of a new national campaign called 'Australia's Nurses and Midwives. You Couldn't Be in Better Hands'. This positive nursing campaign was aimed to showcase the amazing and invaluable work that nurses and midwives do every day. The campaign featured advertisements which screened in cinemas and aired on television across the country, as well as radio ads and other printed campaign material.

Since the launch of the new website, more than 29,000 people have signed up on-line to show their support for Australia's nurses and midwives; and thousands of people have shared their stories and opinions voting in polls and voicing their support for various ANF campaigns. In November, another national campaign was launched called 'Stop Passing the Buck, Australia's Nursing Grads Need Jobs' which resolved to pressure Australia's politicians to fund a range of strategies to ensure employment of graduates and promotion of safe patient care.

Both the positive nursing and nursing graduates campaigns received tremendous support, and generated much attention and discussion through social media. The communications team has been regularly active with social media, posting updates about national and Branch campaigns as well as media releases, news stories and other information about nursing, health, aged care and related topics through the ANF's Facebook page and Twitter feed. The sharing of information and communication with the state and territory Branches and their own social media platforms has also been important in communicating with the 230,000 ANF members.

Australian Journal of Advanced Nursing

The Australian Journal of Advanced Nursing (AJAN) is a quarterly refereed research journal that publishes original research and scholarly work that contributes to the development and understanding of all aspects of nursing. Manuscripts are received from around the world covering a variety of speciality topics. AJAN is available free online and in the twelve months to June 2013 averaged 35,000 site visits per month.



Natalie Dragon
Editor, Australian Nursing Journal

The Federation

Federal Office Staff

- Federal Secretary
- Assistant Federal Secretary
- Senior Federal Industrial Officer
- Federal Industrial Officer
- Federal Industrial Officer, Research
- Senior Federal Professional Officer
- Federal Professional Officer
- Federal Professional Research Officer and Librarian
- Federal Political Co-ordinator (*currently on maternity leave*)
- Federal Education Officer
- Federal Finance Officer
- ANJ Editor
- ANJ Journalist
- Administration Officer, Journals
- Administrative Officer, Accounts
- Administrative Officer, Communications and Campaigns
- Administrative Officer, Executive and AJAN (Canberra)
- Administrative Officer, Executive (Melbourne)
- Administrative Officer, Education and AJAN (*currently on maternity leave*)
- Administrative Officer, Education and NACA Secretariat
- Administrative Officer, Industrial
- Administrative Officer, Professional

- Lee Thomas
- Yvonne Chaperon
- Nick Blake
- Andrew McCarthy
- Debbie Richards
- Julianne Bryce
- Elizabeth Foley
- Elizabeth Reale
- Sue Bellino
- Jodie Davis
- Sotiria Stefanis
- Natalie Dragon
- Kathryn Anderson
- Cathy Fasciale
- Anne O’Toole
- Kristy Male
- Anne Willsher
- Kerrie Fitzpatrick
- Rebecca Aveyard
- Jessica Flaherty
- Anna Amatangelo
- Anastasia Shianis

The Federation

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Federal Council

Federal President

Coral Levett

Federal Vice President

Paul Nieuwenhoven (to 31 March 2013)

Federal Vice President

SallyAnne Jones (from 1 April 2013)

Federal Secretary

Lee Thomas

Assistant Federal Secretary

Yvonne Chaperon

Australian Capital Territory

Secretary

Jenny Miragaya

President

Athalene Rosborough

New South Wales

Secretary

Brett Holmes

President

Coral Levett

Northern Territory

Secretary

Yvonne Falckh

President

Shirel Nomoa

Queensland

Secretary

Beth Mohle

President

Sally-Anne Jones

South Australia

Secretary

Elizabeth Dabars

President

Marisa Bell

Tasmania

Secretary

Neroli Ellis

President

Julie Driver (to 29 November 2012)

President

Emily Shepherd (from 30 November 2012)

Victoria

Secretary

Lisa Fitzpatrick

President

Maree Burgess

Western Australia

Secretary

Mark Olson

President

Patricia Fowler

The Federation

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Federal Vice President, **Paul Nieuwenhoven** (to 31 March 2013)

Federal Vice President **SallyAnne Jones** (from 1 April 2013)

Federal Secretary, **Lee Thomas**

Assistant Federal Secretary, **Yvonne Chaperon**

Australian Capital Territory, **Jenny Miragaya**

New South Wales, **Brett Holmes**

Northern Territory, **Yvonne Falckh**

Queensland, **Beth Mohle**

South Australia, **Elizabeth Dabars**

Tasmania, **Neroli Ellis**

Victoria, **Lisa Fitzpatrick**

Western Australia, **Mark Olson**



The Federation

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Federal Executive Meetings

From 1 July 2012 to 30 June 2013

23 July 2012 by teleconference
27 September 2012 by teleconference
15-16 November 2012
7 December 2012 by teleconference
21-22 February 2013
6-7 June 2013
25 June 2013 in writing

Federal Council Meetings

From 1 July 2012 to 30 June 2013

16-17 August 2012
15 January 2013 in writing
7 March 2013 in writing
24 May 2013 in writing

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