



Australian
Nursing &
Midwifery
Federation

ANMF

ANNUAL REPORT
2020/2021

ABOUT THE ANMF

The Australian Nursing and Midwifery Federation (ANMF) is Australia's largest national union and professional nursing and midwifery organisation. In collaboration with the ANMF's eight state and territory branches, we represent the professional, industrial and political interests of more than 300,000 nurses, midwives and carers across the country.

Our members work in the public and private health, aged care and disability sectors across a wide variety of urban, rural and remote locations. We work with them to improve their ability to deliver safe and best practice care in each and every one of these settings, fulfil their professional goals and achieve a healthy work/life balance.

Our strong and growing membership and integrated role as both a trade union and professional organisation provide us with a complete understanding of all aspects of the nursing and midwifery professions and see us uniquely placed to defend and advance our professions.

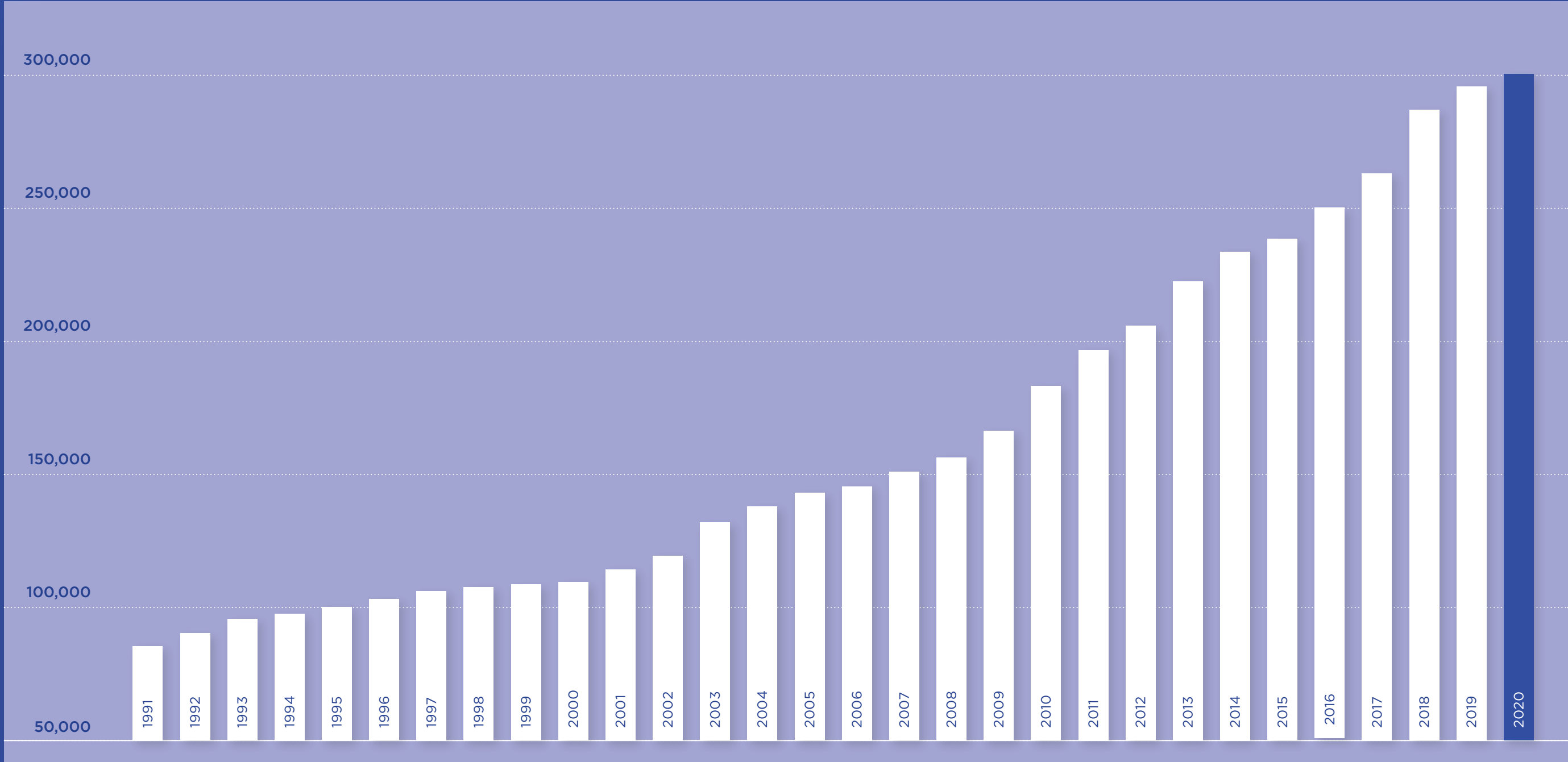
Through our work with members we aim to strengthen the contribution of nursing and midwifery to improving Australia's health and aged care systems, and the health of our national and global communities.

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ANMF MEMBERSHIP 1991–2021

The ANMF's Membership continues to grow, with all eight ANMF State and Territory Branches increasing their membership in 2020/21. With 302,969 members nationally at 31 December 2020, the ANMF remains Australia's largest union. On the strength of this membership we continue to work collectively to improve the delivery of safe and best practice care across all settings, fulfil our members' professional goals and achieve a healthy work/life balance.



FEDERAL PRESIDENT'S REPORT



Sally-Anne Jones
Federal President

It gives me great pride to present the 2020/21 annual report. At 302,969 members strong the ANMF continues to grow and be the largest union in the nation.

The past 12 months have indeed presented many challenges for nurses, midwives and carers as they responded and cared for the community during the COVID-19 pandemic. We have repeatedly witnessed the sacrifices, resilience, strength, and courage of nurses, midwives and carers on the front line. Whether it's been on the wards, intensive care units, in the community, at testing and vaccination hubs, our members have played a critical role supporting the community and keeping them safe. Whilst agility has always been one of our professional strengths, this sustained COVID response has seen us diversify our capability and capacity even more, and the leadership nurses and midwives provide in all sectors of the health service delivery is second to none.

The ANMF remains committed to our values of integrity, courage, fairness, unity, inclusion and responsibility as we continue to foster strong relationships with key stakeholders to progress our strategic goals. The power of our membership provides us with great opportunities to leverage our collective strength and influence the strategic planning and delivery of health services for every Australian.

The 2020/21 year has presented both many challenges and highlights. The ANMF's principle focus has been to support members as they respond to the pandemic, ensuring health care workers are protected with suitable personal protective equipment, safe staffing levels, access to vaccines and accessible mental health support. Additionally, the ANMF has continued to advance the national aged care campaign, with the goal of ensuring mandated minimum staffing ratios and greater transparency and accountability in residential aged care. While very welcome and significant gains have been made with recent Royal Commission findings and budget announcements committing to mandated staffing levels in private

aged care, we cannot wait until October 2023 for this to be realised.

The ANMF has recently made an application to the Fair work Commission seeking a 25% increase to wages under the Nurses Award, and to also seek variation to the Aged Care Award asking for 25% also to be applied to the wages of personal care workers. The ANMF and members have had a busy year as we continue to lobby ministers of parliament to advance conditions in aged care, improve the retirement savings for women and extend the professional and industrial interests of the nursing and midwifery professions.

Federal Executive meetings have been a little different this year, varying COVID restrictions and state lockdowns have seen Federal Executive meet virtually for the entire 20/21 financial year. We continue to meet quarterly to discuss critical issues and advance strategies relating to all industrial, professional, political and policy matters.

On behalf of the Federal Executive, Federal Council and the ANMF membership, I would like to once again thank all the staff of the Federal Office for their commitment, hard work and support over this past year. They remain focused and committed to the goals of the Federation and the broader union movement. I would also like to add my sincere thanks to Annie Butler, Federal Secretary and Lori-Anne Sharp, Federal Assistant Secretary for their leadership and commitment during this last year.

I look forward to working with the Federal Executive and staff over the coming year to further advance the interests of our members to ensure nurses, midwives and carers remain a strong united voice both professionally and industrially and are empowered to improve the health and well-being of all Australians.



FEDERAL SECRETARY'S REPORT



Annie Butler
Federal Secretary

It gives me great pleasure to present you with the Australian Nursing and Midwifery Federation (ANMF) 2020-2021 Annual Report and provide an overview of the ANMF's activities and achievements over another extraordinarily eventful year.

While continuing to campaign and advocate for members on many critical concerns, much of the ANMF's activity was necessarily shaped by the ongoing COVID-19 Pandemic, from Victoria's second wave last year and the recent emergence of the Delta variant across the country to the sluggish COVID-19 vaccine roll out, and of course ongoing issues in aged care.

While the ANMF's Federal leadership remained unchanged over the last 12 months we saw a number of changes in the ANMF's state and territory leadership. We said farewell to retiring Northern Territory ANMF Branch Secretary Yvonne Finch, whom Cath Hatcher succeeded; the ANMF Victorian Branch Assistant Secretary, Pip Carew, succeeded by Madeleine Harradence; and the QNMU's Assistant Secretary Sandra Eales, succeeded by Kate Veach.

We thank them all for their years of commitment and dedication to ANMF members around the country, our professions and the improvement of our communities and wish them well in their retirements. We also welcome those taking over those positions within the branches.

Sadly, after 22 years of exceptional service to the ANMF, we lost Senior Industrial officer Nick Blake to cancer this year. Nick was an invaluable member at the Federal Office and will be sorely missed by nursing and midwifery and the brooder union movement.

I am pleased to say ANMF's membership grew to 302,969 members nationally, as of December 2020 and continues to do so, reconfirming the ANMF as Australia's largest union.

This growth and subsequent strength in membership are in no small part due to the ANMF's Branches pursuing improvements for members across the country.

After securing public sector ratio improvements in Victoria, members are also seeking better staffing in private services. In NSW, members implemented rolling industrial action across the state for mandated safe ratios. While QLD, TAS and SA pursued more staffing, increased funding and real action in response to the concerns of nurses and midwives. Additionally, through advocacy and campaigning, ANMF members in WA and SA greatly assisted in passing voluntary assisted dying laws in those states.

From a national perspective, one of the significant reforms the ANMF has been working on is aged care.

Tragically, the need for reform was amplified after the impact of COVID-19's second wave in private aged care in Victoria, which saw 655 deaths during the year as a consequence of the virus.

While much of this could have been avoided if the ANMF were listened to, we did make some impact when the Aged Care Royal Commission released its final report after two and half years.

In March, the Commission made 148 recommendations for wide-scale reform in the sector. Critically, it recognised that meaningful reform including safe and quality care, could only be achieved through staff ratios with appropriate skills.

Yet despite the Commission confirming there was no excuse for federal inaction, the Government disappointingly fell short of implementing all the reforms urgently needed in its Budget released in May.

The Federal Government promised a 'once in a generation' \$17.7 billion reform package over five years, suggesting it would overhaul the sector. However, the package failed to respond to the Royal Commission's request for 24 hour registered nurse

on-site presence at every facility, did not accept the recommended uplift in mandated minimum care hours and excluded sufficient transparency and accountability.

Subsequently, the ANMF has continued its campaign to the Federal election to secure:

- Safe staffing ratios
- Increased wages and conditions
- Better clinical governance
- Legislated transparency and accountability for taxpayer funds
- Registration for personal care workers

In other activity, the ANMF has recognised the immense difficulty and pressure nurses, midwives, and carers have had to work under during the Pandemic. This included widespread shortages of PPE. Accordingly, the ANMF lobbied for measures to keep healthcare workers protected, including advocating its position on critical infection control and prevention issues.

In February, the Government unveiled Australia's COVID-19 vaccine rollout plan, which included aged care workers, along with frontline healthcare workers and quarantine and border workers, to be placed in the highest priority group, phase 1a. They were assured they would get vaccinated at their workplaces within six weeks. Instead, fewer than 10% of the private aged-care workforce had received the vaccine two months on.

By mid-April, the problematic vaccination rollout in private aged care prompted the ANMF to meet with the Commonwealth Department of Health heads to highlight the importance of proper planning, coordination and on-the-ground implementation.

The ANMF also called for state and territory governments to be immediately and appropriately funded to take over the vaccination rollout in private aged care. We also proposed that the Commonwealth support the program by guaranteeing vaccine supply, providing clear health advice, and delivering funding for additional measures, including special leave for vaccinated workers who experience side effects.

Further, the ANMF and other unions called for paid vaccination leave for aged care and disability workers.

Over the year the ANMF has been consistently campaigning with members and other unions on issues that disproportionally affect women. These included the gender pay gap, superannuation and economic security for women in retirement. On several occasions, the ANMF and its members

have lobbied politicians at Parliament House to raise these issues, including urging for an increase in superannuation to 12% so desperately needed, particularly for women on low incomes.

This year we have also been calling for urgent measures to address significant stress across the entire health system. In addition to the issues in aged care and primary care, the ANMF has been lobbying for guaranteed increased funding for public hospitals with a commitment from the Commonwealth to a 50/50 share of funding with the states to meet increased demand, improve performance and expand capacity.

To achieve this, we are calling for funding models which recognise the contribution of nurses and midwives and nurse-led and midwife-led models of care and the impact they could have in delivering better care and better health to the community.

Following on from the previous year, 2020-2021 has continued to be an eventful year for the ANMF and its members. Lori-Anne and I thank the ANMF Federal Council, particularly ANMF Federal President and Vice President, Sally-Anne Jones and James Lloyd, for their constant commitment to improving conditions for members in these difficult times.

We would also like to take this opportunity to thank the Federal Office staff for their ongoing work to support the activities of the ANMF and its members, including Bree Green, Federal Midwifery Professional Officer, who joined the office to cover leave within the Professional team over the past 12 months.

The Federal Office's industrial, professional, campaign and political, journals, education and policy research teams' reports follow.

We are proud of what we have achieved and the challenges we have met over the past 12 months. With the strength of our membership, we look forward to what the next year brings and, as always, we will rise to the occasion as Australia's largest union dedicated to nurses, midwives and carers.

THE FEDERATION

FEDERAL COUNCIL



Sally-Anne Jones
Federal President



James Lloyd
Federal Vice President



Annie Butler
Federal Secretary



Lori-Anne Sharp
Assistant Federal Secretary

AUSTRALIAN CAPITAL TERRITORY



Matthew Daniel
Secretary, ANMF
Australian Capital
Territory Branch



Athalene Rosborough
President, ANMF
Australian Capital
Territory Branch



Brett Holmes
Secretary, ANMF New
South Wales Branch



O'Bray Smith
President, ANMF New
South Wales Branch

SOUTH AUSTRALIA



Elizabeth Dabars
Secretary, ANMF South
Australian Branch



Gay Martin
President, ANMF South
Australian Branch
(resigned 12 August
2020)



Jocelyn Douglass
President, ANMF South
Australian Branch
(commenced 13 August
2020)



Emily Shepherd
Secretary, ANMF
Tasmanian Branch



James Lloyd
President, ANMF
Tasmanian Branch

NORTHERN TERRITORY



Yvonne Falckh
Secretary, ANMF
Northern Territory
Branch
(resigned 1 January 2021)



Cath Hatcher
Secretary, ANMF
Northern Territory
Branch
(commenced 2 January
2021)



Emil Tabbada
President, ANMF
Northern Territory
Branch



Beth Mohle
Secretary, ANMF
QNMU Branch



Sally-Anne Jones
President, ANMF
QNMU Branch

QUEENSLAND



Lisa Fitzpatrick
Secretary, ANMF
Victorian Branch



Maree Burgess
President, ANMF
Victorian Branch

VICTORIA



Mark Olson
Secretary, ANMF
Western Australian
Branch



Patricia Fowler
President, ANMF
Western Australian
Branch

WESTERN AUSTRALIA

FEDERAL EXECUTIVE MEMBERS

Federal President

Sally-Anne Jones

Federal Vice President

James Lloyd

Federal Secretary

Annie Butler

Assistant Federal Secretary

Lori-Anne Sharp

AUSTRALIAN CAPITAL TERRITORY

Secretary, ANMF Australian Capital Territory Branch

Matthew Daniel

NEW SOUTH WALES

Secretary, ANMF New South Wales Branch

Brett Holmes

NORTHERN TERRITORY

Secretary, ANMF Northern Territory Branch

Cath Hatcher (commenced 2 January 2021)

Secretary, ANMF Northern Territory Branch

Yvonne Falckh (resigned 1 January 2021)

QUEENSLAND

Secretary, ANMF QNMU Branch

Elizabeth Mohle

SOUTH AUSTRALIA

Secretary, ANMF South Australian Branch

Elizabeth Dabars

TASMANIA

Secretary, ANMF Tasmanian Branch

Emily Shepherd

VICTORIA

Secretary, ANMF Victorian Branch

Lisa Fitzpatrick

WESTERN AUSTRALIA

Secretary, ANMF Western Australian Branch

Mark Olson

FEDERAL COUNCIL MEETINGS

FROM 1 JULY 2020 TO 30 JUNE 2021

20 July 2020 in writing
28 August 2020
14 October 2020 in writing
6 November 2020 in writing
2 February 2021 in writing

FEDERAL EXECUTIVE MEETINGS

FROM 1 JULY 2020 TO 30 JUNE 2021

27 November 2020
17 December 2020
26 February 2021
16 March 2021 (Extraordinary)
28 May 2021



ANMF STRATEGIC PLAN 2018–2023

The ANMF Federal Council endorsed the ANMF's 2018 – 2023 Strategic Plan at the Annual Federal Council meeting in 2018. The Strategic Plan outlines the national ANMF's six Strategic Priorities for the next 5 years and details the strategies that will be undertaken in working towards achieving them. The priorities sit alongside the Federal Council's agreed values, vision and mission for the national ANMF.

OUR VISION

The Australian Nursing and Midwifery Federation is the influential and respected national voice of highly valued nurses, midwives and carers working in a world-class, equitable and fully funded health and aged care system.

OUR MISSION

To empower nurses, midwives and carers to improve the health and well-being of all Australians.

OUR VALUES

INTEGRITY

We are consistently honest, ethical, respectful and professional in all our interactions.

COURAGE

We challenge the status quo and work to overcome difficult situations to achieve better outcomes for our members and our communities.

FAIRNESS

We treat all people in an equal manner, regardless of their gender, ethnicity, religion, political or sexual preference, and in a way that is free from self-interest, prejudice or favouritism. We are committed to eliminating discrimination, harassment, intimidation and violence.

UNITY

We work collectively and collaboratively to achieve the best results for our members and our communities and to strengthen internal, national and international solidarity.

INCLUSION

We recognise all individuals and provide equal access and opportunity for all to take part in our activities. We contribute to improving the ability, opportunity and dignity of those who are disadvantaged because of their identity to participate in our community.

RESPONSIBILITY

We transparently manage our resources in the best interests of our members and our communities without waste or harm to any person or the environment. We are accountable for the results of our actions both in the present and for future generations.

OUR STRATEGIC PRIORITIES: 2018 – 2023

1

Equip the nursing and midwifery professions to deliver safe and quality care in all settings and be prepared for the future.

2

Ensure the professional and personal safety and wellbeing of nurses, midwives and carers in all environments.

3

Position nursing and midwifery as informed, expert commentators and advocates on health and social issues.

4

Develop evidence to inform and influence national health and aged care policy, and promote alternative policy where needed.

5

Contribute to ensuring an economically, environmentally and socially sustainable future for all communities.

6

Be an effective, efficient and accountable organisation through good governance and democratic involvement of members.

FEDERAL OFFICE STAFF

FEDERAL OFFICE STAFF – CANBERRA



Jodie Davis
Federal Education Officer



Rebecca Aveyard
Technical Assistant – Education

INDUSTRIAL



Kristen Wischer
Senior Federal Industrial Officer



Debbie Richards
Federal Industrial Officer Research



Daniel Crute
Federal Industrial Officer



Anna Amatangelo
Administrative Officer Industrial

PROFESSIONAL



Julianne Bryce
Senior Federal Professional Officer



Julie Reeves
Federal Professional Officer



Tara Nipe
Federal Professional Officer
(resigned 7 July 2021)



Naomi Riley
Federal Professional Officer



Bree Green
Federal Professional Officer
(commenced 25 June 2020 to 17 December 2020, then 22 March 2021 to 28 June 2021)



Elizabeth Reale
Federal Professional Research Officer and Librarian



Anastasia Shianis
Administrative Officer Professional

FEDERAL OFFICE STAFF – MELBOURNE



Kerrie-ann Fitzpatrick
Executive Assistant to Federal Secretary and Assistant Federal Secretary

ANMJ JOURNAL



Kathryn Anderson
ANMJ Editor



Robert Fedele
Journalist



Ben Rodin
Journalist



Heidi Adriaanse
National Business Development Manager



Cathy Fasciale
Technical Editorial Assistant

CAMPAIGNS AND COMMUNICATIONS



Sue Bellino
Federal Political Director



Nicole Foote-Lenoir
Digital and Social Media Officer



Kristy Male
Technical Assistant

FINANCE



Sotiria Stefanis
Finance Officer



Dorothy Abicic
Finance Officer



Dr Micah Peters
National Policy Research Adviser



Casey Marnie
Research Assistant

FEDERAL INDUSTRIAL REPORT

The 2020/2021 industrial program continued to focus on the protection and advancement of the industrial rights of nurses, midwives and assistants in nursing. The industrial program also supports the work of the Federal Office and Branches. The outbreak of the COVID-19 pandemic has directed much of the work of the Federal industrial program towards responding to the industrial implications of the virus, including issues arising from the vaccine rollout in the second half of the reporting year. The Final Report of the Royal Commission into Aged Care Quality and Safety has also influenced the focus of industrial work, in particular commencing a work value application on behalf of aged care workers.

INDUSTRIAL REGULATION

Outside of state industrial jurisdictions, the principal law covering the employment of nurses, midwives and assistants in nursing in Australia is the Fair Work Act 2009 (the FW Act). In 2020–2021 the following changes have been made or are proposed in relation to the FW Act.

BILLS

FAIR WORK AMENDMENT (SUPPORTING AUSTRALIA'S JOB AND ECONOMIC RECOVERY) BILL (OMNIBUS BILL)

In December 2020, the Coalition Government introduced the 'Omnibus Bill', seeking to amend the FW Act to include a range of measures intended, in the Minister for Industrial Relations words 'to create jobs by removing barriers that stifle wage growth'. The key proposed amendments included provisions to:

- make it easier to employ people as casuals
- remove the ability to recover wages for workers incorrectly characterised as casuals
- make it easier to engage part-time workers without paying casual rates for additional hours thereby encouraging minimum and low hour contract engagements

- extend the ability for employers to give 'flexible work directions' after the end of JobKeeper entitlements
- make it easier to have sub-standard enterprise agreements approved
- reduce timelines for FWC to approve agreements
- introduce a wage theft scheme that is inferior to existing state schemes
- some positive provisions with respect to increasing civil penalties and making small claims.
- The ANMF made a submission to the Senate Inquiry into the Bill and appeared at the Senate Hearing. The Bill was subject to a sustained union campaign to defeat the Bill in its entirety on the basis of it reducing an extensive range of entitlements for workers, many of whom are already in insecure work.

The Government passed a significantly amended Bill in March 2021, which was confined to the provisions defining casual employment, casual conversion and offset of any recoverable entitlements. The implementation of changes in relation to casual employment are subject to a consultation process before the Fair Work Commission – Casual Terms Award Review (see below).

SEX DISCRIMINATION AND FAIR WORK (RESPECT AT WORK) AMENDMENT BILL 2021

In response to the Sex Discrimination Commissioner's Report Respect@Work, the Coalition introduced the above Bill on 24 June 2021 and referred the Bill to a Senate Inquiry, with submissions due on 9 July 2021. The Bill proposes to amend the Fair Work Act (FWA) to include miscarriage as a permissible occasion for which compassionate leave can be taken and amends the Sex Discrimination Act to bring it more into line with WHS legislation and expand the SD Acts scope. An extension of the 'stop bullying' scheme under the FWA will be introduced in the near future.

The Bill is disappointing in that it fails to implement the majority of recommendations made in the Respect@Work report. The ANMF made a submission to the inquiry supporting the ACTU's submission, which urges the Government to implement further reforms, in particular to amend the FWA to expressly prohibit sexual harassment, create a positive duty on employers to eliminate sex discrimination, sexual harassment and victimisation, give the SD Commissioner power to conduct systemic investigations and allow unions to make public interest applications on behalf of members.

FAIR WORK COMMISSION MAJOR CASES

UNPAID PANDEMIC LEAVE – AM2020/12¹

On 1 April 2020 a Full Bench of the Fair Work Commission on its own initiative indicated it would vary certain modern awards to achieve the modern awards objective with additional measures during COVID-19 pandemic.

A week later, this led to Schedule X being inserted into a range of awards including the Nurses Award 2010 and the Aged Care Award 2010, which provides for unpaid pandemic leave and annual leave at half-pay. This was originally to expire on 30 June 2020. The Fair Work Commission (FWC) extended the operation of Schedule X until 28 October 2020.

The ANMF and other unions, with the support of the ACTU, made applications to extend the award variations providing for unpaid pandemic leave in October 2020. The FWC granted an extension of unpaid leave until 31 December 2021.

¹ [fwc.gov.au/awards-and-agreements/awards/award-modernisation/variation-applications/AM2020/12](https://www.fwc.gov.au/awards-and-agreements/awards/award-modernisation/variation-applications/AM2020/12)

² [fwc.gov.au/health-sector-awards-pandemic-leave](https://www.fwc.gov.au/health-sector-awards-pandemic-leave)

PAID PANDEMIC LEAVE – AM2020/13²

The ACTU in conjunction with the ANMF and other health sector unions made applications in April 2020 to the FWC to vary a range of health sector awards including the Nurses Award and Aged Care Award to make provision for paid pandemic leave in response to the increased risks faced by health care workers due to COVID-19.

The FWC initially accepted there was merit to the application Decision [2020] FWCFB 3561, but was not satisfied that the leave was warranted. Following the rapid escalation of infections in Victoria in July 2020, the FWC granted paid pandemic leave for aged care workers under the Aged Care Award, Nurses Award and Health Professionals Award. The leave was initially provided up until 29 October 2020.

The ANMF and other health sector unions, in conjunction with the ACTU applied for an extension of the period of operation of the leave. The FWC granted the application and extended the period of operation until 28 March 2021. At this time, the parties determined that the grounds for seeking a further extension of the leave were not made out, so did not make a further extension application. The provision of paid leave has ceased to operate.

AGED CARE WORK VALUE CASES

AM 2020/99 HSU application to vary the Aged Care Award

AM 2021/63 ANMF application to vary the Aged Care and Nurses Award

AM 2021/65 HSU application to vary the Social, Community, Home Care and Disability Services Industry Award

In line with the findings and recommendations of the Royal Commission into aged care quality and safety, the ANMF made an application on 17 May 2021 to vary both the Nurses Award and Aged Care Award, seeking an increase to award wages of 25%. The application relates to PCWs under the Aged Care Award and AINs, ENs and RNs working in aged care under the Nurses Award.

The ANMF application has been joined with two applications made by the HSU seeking an increase of 25% for all classifications under the Aged Care Award and home aged care workers covered by the SCHADS Award. The union applicants are required to file evidence and submissions by 8 October 2021. Respondent employers and employer representatives must file material by 18 February 2022. The matter is listed for hearing from 26 April – 11 May 2022, with final submissions and oral submissions to be made by 3 June and 7 July 2022 respectively.

CASUAL TERMS AWARD REVIEW 2021

The Fair Work Commission is required to review relevant terms in modern awards on the basis of their interaction with the new casual employee definition and casual conversion arrangements, under clause 48 of Schedule 1 to the Fair Work Act 2009.

The Commission must complete its review by 27 September 2021.

Where the review finds an inconsistency, difficulty or uncertainty, the Commission must vary the modern award as soon as possible.

The review is being conducted in 2 stages:

- **Stage 1:** a 5 member Full Bench is considering the nature and scope of the review, and reviewing relevant terms in a small group of modern awards that raise a range of possible interaction issues. The Full Bench will issue a decision on the outcome of its review of the initial group of awards, and also determine the process for the second stage of the review.
- **Stage 2:** a Full Bench of 3 members of the initial Full Bench will review the remaining modern awards in convenient groupings.

The Nurses Award 2010 is part of Stage 2. The casual clause within the Award is fairly generic and no issues of concern have been identified by Federal Office at this stage.

FAMILY AND DOMESTIC VIOLENCE LEAVE REVIEW 2021

The 2021 review of family and domestic violence leave terms in modern awards commenced with a conference on 30 April 2021.

The following issues will be considered during the Family and domestic violence leave review:

1. whether employees should be able to access paid personal/carer's leave for the purpose of taking family and domestic violence leave

2. the adequacy of the unpaid paid family and domestic violence leave entitlement, and
3. whether provisions should be made for paid family and domestic violence leave.

ANMF is assisting the ACTU in this matter. Along with a number of other unions we have provided a suitable witness to provide evidence to the FWC. The FWC is undertaking its own independent research in addition to submissions and witness statements being provided by parties.

The matter is listed for hearing on 29 November 2021.

NURSES AWARD

AI GROUP APPLICATION TO VARY THE NURSES AWARD (AM2020/1)

In the course of the 4 Year Review and issuing of Exposure Drafts, it became apparent that the Exposure Draft does not reflect the Opal decision with respect to how casual employees are to be paid for work done on weekends, public holidays and during overtime.

Ai Group made an application in January 2020 to vary the Award. Ai Group sought a determination retrospectively varying the Award such that it requires in respect of casual employees:

- d. The Saturday and Sunday penalty rates of the Award are calculated on the minimum hourly rate prescribed by the Award and not on a rate that includes the separate casual loading.
- e. The overtime rates are calculated on the minimum hourly rate prescribed by the Award and not on a rate that includes the separate casual loading.
- f. The public holiday penalty rates are calculated on the minimum hourly rate prescribed by the Award and not on a rate that includes the separate casual loading.

Ai Group relied on both ss157 and 160 of the Fair Work Act to vary the award. The ANMF maintained that the ordinary rate of pay for casuals includes the casual loading when calculating overtime and weekend and public holiday penalties. The matter was heard in October 2020.

In January 2021, the FWC handed down its decision rejecting the Ai Group application in its entirety.

As a result of this decision the FWC has moved to finalising the Award Review for the Nurses Award 2010.

FINALISATION OF 4 YEAR REVIEW

The finalisation of the 4 year review of the Nurses Award 2010 was deferred pending the outcome of AM2020/1. The process to finish the review of the Nurses Award 2010 is now underway.

On 18 May 2021 the FWC issued a Decision, Draft Variation and Exposure Draft of the proposed Nurses Award 2020. The Award makes it clear that casual workers are to be paid their loading on a compounding basis with respect to overtime, weekend penalties and public holidays by the introduction of the new "casual hourly rate" concept.

ANMF Federal Office made a submission on 8 June 2021 supporting this new concept of a "casual hourly rate", providing feedback on the proposed new award. No submissions in response were made. The new Nurses Award 2020 was issued on 29 July 2021 and will become operative from 9 September 2021.

BARGAINING

During the 2020/21 financial year, ANMF Federal Office was involved in the negotiation of a number of enterprise agreements covering nurses and assistants in nursing, including:

SILVER CHAIN GROUP

Negotiations were held with the Silver Chain Group for two new enterprise agreements covering nurses and non-nursing staff respectively. Negotiations have completed in relation to the RN/EN agreement

with employees voting in favour of the proposed new agreement. The proposed agreement is with the Fair Work Commission for approval.

Negotiations for the non-nursing agreement are close to reaching conclusion.

FULLERTON HEALTH MEDICAL CENTRES

Fullerton approached the ANMF to commence bargaining to replace its 2018 enterprise agreement, which expired on 30 June 2021. Federal Office developed a log of claims after surveying members with the help of branches. Negotiations are likely to conclude with a new 4 year agreement, expiring 30 June 2025.

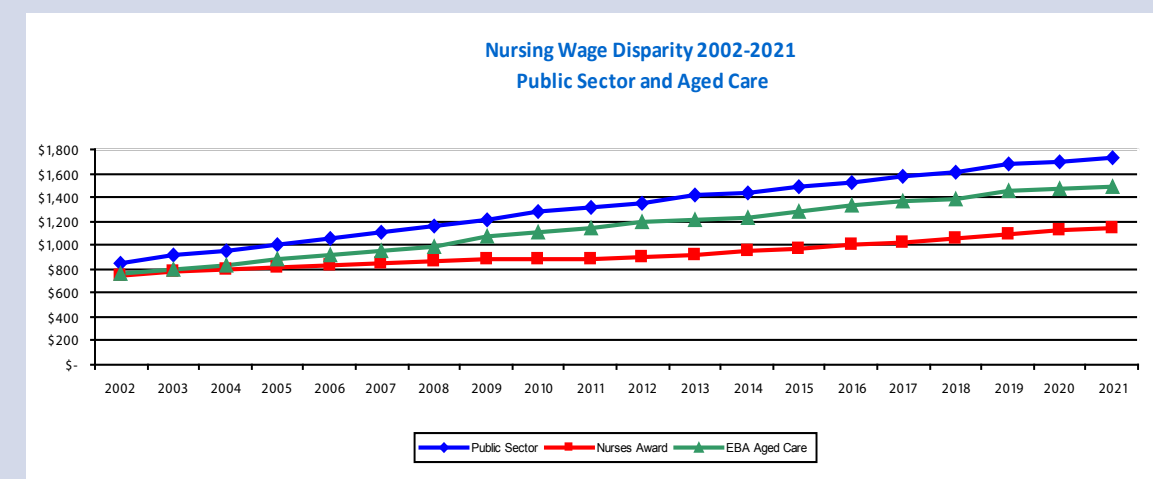
WAGES

AGED CARE

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. As at November 2020 there were 720 enterprise agreements nationally across the residential aged care sector covering 2138 out of 2474 facilities. While 90% of facilities are covered by collective agreements, 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.

Note: Data is based on the top paypoint of the

NURSING WAGE DISPARITY 2002-2021 PUBLIC SECTOR AND AGED CARE



PUBLIC SECTOR AGREEMENT OUTCOMES

The table below details the percentage increases and expiry dates of public sector enterprise agreements that apply over the 2020/2021 financial year period. In addition to the wage increases detailed, several agreements provide for significant increases to base rates of pay and improved classification structures before general wage increases are applied.

Agreements commonly include a range of improvements to employment conditions including implementation of staffing mechanisms such as nurse to patient ratios; qualification allowances, professional development allowances and leave 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 ANMF negotiations in the private acute and aged care sectors, but also apply to the majority of the nursing workforce. However, pay caps imposed by State and Territory governments have led to subdued wage outcomes and in NSW the government imposed a 0.3 percent pay increase in the 2020-21 financial year because of the Covid-19 pandemic.

STATE	OUTCOME	
NSW	0.3%	for 1 year (expires 30.06.21)
VIC	13.25% -35.25%	over 4 years (expires 31.03.20) New agreement pending ballot: 9% over 4 years (expires 30.04.24)
NT	10%	over 4 years (expires 20.08.22)
TAS	9.3%	over 4 years (expires 30.06.22)
SA	6%	over 3 years (expires 17.07.22)
QLD	2.5%	for 1 year (expires 31.03.22)
ACT	6.8%	over 2.16 years (expires 31.12.19) (new agreement pending) Two interim administrative increases of 1.35% paid 1.06.2020 and 1.12.2020
WA	\$2000	over 2 years (expires 11.10.22)

PRIVATE ACUTE HOSPITAL SECTOR

Enterprise Agreement outcomes for nurses and midwives employed in private acute hospitals are, on average, similar to public sector outcomes in the respective State/Territory Enterprise Agreements. Enterprise agreements cover approximately 90% of private hospitals across the country.

NURSING AND MIDWIFERY WORKFORCE

The 2019 nursing and midwifery workforce data published by the Australian Government Department of Health shows there were a total of 404,896 nurses and midwives registered in Australia. This comprises 399,364 nurses and midwives with general registration and 5,532 non-practising registrants. Of the nurses and midwives with general registration, 84% were registered nurses, midwives and dual registrants, and 16% were enrolled nurses.

Not all nurse and midwife registrants are in the nursing workforce. In 2019, 373,309 nurses and midwives were in the nursing workforce which includes those employed; nurses and midwives on extended leave and those looking for work in nursing or midwifery. There were 344,941 employed nurses and midwives; 88.7% were female; the average age was 43.6 years working on average 33.5 hours per week.

ANMF WEBSITE

JOIN THE ANMF PAGE

In October 2019, Federal Office Industrial Team created a join page and had the 'Contact ANMF' on the home page converted to 'Join ANMF'.

AVERAGE UNIQUE PAGE VIEWS PER DAY		
	2019-2020	2020-2021
JUL	N/A	42.23
AUG	N/A	38.42
SEP	N/A	29.90
OCT	N/A	28.19
NOV	22.13	25.07
DEC	14.84	22.10
JAN	24.90	31.00
FEB	29.00	38.25
MAR	42.06	37.39
APR	62.87	41.97
MAY	57.90	51.52
JUN	33.20	35.30



PROFESSIONAL REPORT

Over the last year, the ANMF Federal professional team has continued to represent the interests of members, to advance the professions and improve the health and wellbeing of all people in Australia. Throughout 2020/21 the COVID-19 pandemic has been the focus of much of our work, in particular improving infection prevention and control and the vaccine roll-out. The national professional team has worked with state and territory Branches, through the Professional Advisory Committee, to provide advice to governments, statutory authorities, key stakeholders and policy makers on strategies for safe, evidence-based nursing and midwifery practice. Professional issues that have continued to form our national professional objectives in 2020/21 included: the COVID-19 pandemic; aged care; digital health; medicines safety; professional nursing and midwifery practice issues; utilisation of nurse practitioners; mental health; disability; policy research; climate and environmental health; early childhood development; primary and preventive health care; funding models for care; rural and remote health; alcohol and other drugs; and sexuality, sex and gender diversity.

COALITION OF NATIONAL NURSING AND MIDWIFERY ORGANISATIONS (CONNMO)

In 2020/21 the ANMF Federal Office continued to conduct the Secretariat operations for CoNNMO. Due to the impact of travel restrictions and the requirement for social distancing resulting from the COVID-19 pandemic, the ANMF Federal Office negotiated a deed of variation to the funding agreement with the Australian Government Department of Health in May 2020. As CoNNMO was unable to meet face to face, the variation extended funding until the end of December 2020. This allowed the ANMF to conduct two member meetings and two webinars by videoconference between August 2020 and June 2021 for the 57 member organisation representatives, invited guests and observers. At these meetings CoNNMO members discussed nursing and midwifery regulatory changes, the impact of COVID-19, international workforce migration, digital health, nurse practitioners and workforce data. A proposal for three years further funding for CoNNMO operations was submitted to the Department of Health at the end of June 2020.

SOCIAL JUSTICE

RECONCILIATION ACTION PLAN

In September 2020, the reviewed ANMF Federal Office Reconciliation Action Plan (RAP) received official endorsement from Reconciliation Australia (RA). Our Innovate-level RAP describes our vision for reconciliation and achieving health equality for Aboriginal and Torres Strait Islander peoples. It commits the ANMF Federal Office to learning, participating, publicising and engaging in Aboriginal and Torres Strait Islander issues, events and activities. This was achieved using our main communication channels – the ANMJ and Facebook, through our national committees, and within the Federal Office. The ANMF Assistant Federal Secretary, Lori-Anne Sharp chairs the RAP Working Group (WG), and there continued to be representation from the Professional, Industrial, Journal and Campaigns teams. Our Aboriginal nurse adviser, Melanie Robinson, registered nurse and Director of Aboriginal Health for the Child and Adolescent Health Service at Perth Children's Hospital joined the RAP WG.

The RAP WG engaged with Close the Gap Day (CTGD), National Reconciliation Week (NRW) and NAIDOC Week using the journal, social media and website, as well as participating in a range of activities. For CTGD, staff attended the online launch of the CTGD Report 2021, saw the film High Ground, and raised funds. For NRW staff viewed a TED Talk by Stolen Generation survivor Sheila Humphries, and provided content on our SharePoint page. A staff member undertook the Voice, Treaty, Truth course run by ACTU and the WG subsequently wrote a submission to the National Voice Consultation, advocating for a national voice to parliament and constitutional recognition for Aboriginal and Torres Strait Islander peoples. The WG lobbied Woolworths, owner of Dan Murphy's bottle shops, to oppose a superstore proposed for Darwin and located near dry Aboriginal communities. There was strong opposition from those communities and many others, and the ANMF lent our voice to that campaign. The ANMF has also joined the Racism It Stops with Me campaign. Our focus for the next year will be to continue to progress our RAP and to support the Uluru Statement from the Heart and constitutional recognition campaigns.

ANTI-POVERTY CAMPAIGN

The *Anti-Poverty Week* campaign, held 11-17 October 2020, was supported by the ANMF Federal Office through promotion in our online and print-based publications and social media, and the provision of more campaign funding than previous years, with a particular focus on the health and economic impact of COVID-19 on marginalised people. The annual APW campaign highlights the plight of people within our community who struggle with poverty, despite Australia being a well-resourced country. In 2020, APW partnered with both the Everybody's Home campaign to ensure secure and affordable homes for all and the Raise the Rate for Good campaign to secure a permanent increase in unemployment payments well above the poverty line. These are the most effective solutions to reducing poverty in Australia. Unemployment has doubled as a result of the COVID-19 induced shut-downs, affecting many people who may never have needed support as well as those who were already out of work or didn't have enough work before the bushfires and pandemic hit. The ANMF supports this campaign on behalf of nursing and midwifery members who through their daily practice engage directly with people experiencing the debilitating health effects of poverty.

THRIVE BY FIVE CAMPAIGN

The ANMF joined the Thrive by Five Campaign in February 2021. An initiative of the Mindaroo Foundation, the campaign aims to make Australia's

early learning childcare system high quality and universally accessible. In doing so, and of relevance to the ANMF, it also highlights the importance of early childhood development for lifelong health and wellbeing, equality for women and the challenges for shift workers to access care for their children. ANMF involvement in the campaign has included promotion of campaign messages via social media, attendance at campaign events and meetings, and participation in media releases with a focus on where the issues aligned with nursing and midwifery practice and workforce participation.

PROFESSIONAL PARTNERSHIPS

NATIONAL REGISTRATION AND ACCREDITATION

During 2020/21, the ANMF Federal Office professional team participated on a number of expert advisory committees, working groups and standing committees associated with work conducted by the Nursing and Midwifery Board of Australia (NMBA), the Australian Nursing and Midwifery Accreditation Council (ANMAC) and the Australian Health Practitioner Regulation Agency (Ahpra). The professional team prepared twelve submissions in response to the NMBA, ANMAC and Ahpra consultations over the last year.

EARLY CAREER NURSES AND MIDWIVES

Established and chaired by the ANMF, the national Early Career Nurse and Midwife Working Group is made up of 23 nursing and midwifery stakeholders including professional organisations, universities, state and territory health departments and individual experts collaborating for a common goal. That goal is to support meaningful employment of early career nurses and midwives. The group met regularly throughout 2020/21, with Secretariat support from the ANMF, to share information on the current and emerging issues. Key matters identified and progressed included improving timely and accurate data, pipeline issues for student clinical placements due to delays and supporting nurses and midwives who are unable to find employment in their first year of registration.

CLIMATE CHANGE

As a member of the Climate and Health Alliance (CAHA), the ANMF joins with health care organisations who share a concern for the threat to human health from climate change. In 2020/21, CAHA met quarterly to focus on three key areas:

emerging health issues related to the bushfires, the impact of COVID-19 on the environment, and CAHA's Real, Urgent and Now (RUN) project. The pandemic was predicted to decrease 2020's global emissions by 7%, the figure required to restrict warming to 1.5°, demonstrating that this level of substantive change is possible, albeit not without costs. In March 2021, CAHA launched their Australia in 2030: Possible Alternative Futures Paper. This paper drew from several workshops with member organisations, including the one ANMF attended in March, exploring a range of scenarios from continuing climate inaction to substantial investment in and commitment to innovation, renewables, and change. CAHA's RUN project went live in May 2021. Using survey responses from affiliate organisation members, 55% of which were ANMF nurses and midwives, the RUN project aim is to empower health practitioners to speak and act with authority, passion and urgency about the need to act decisively on climate change.

The ANMF also continued to participate on the Australian Council on Trade Unions (ACTU) Climate Action Group (CAG) whose main focus was on just transition to renewables for those employed in the fossil fuel industry and the impact of climate change on workers. In March 2020, the CAG established two working parties, one focusing on climate and the other on energy. Their role was to contribute to ACTU Congress policy and help shape the ACTU and the union movement's climate and energy campaigns, and coordination for 2021. The ANMF was represented on the climate working party.

DVA HEALTH PROVIDERS PARTNERSHIP FORUM

In 2019/20 the ANMF continued to participate on the Department of Veterans Affairs (DVA) Health Providers Partnership Forum. Quarterly meetings included updates from peak bodies, the Chief Medical Officer and DVA Deputy Secretary and discussion on DVA programs. The Federal Office Professional Team has forwarded provider news articles to Branches throughout the year for dissemination to members. Information ranged from alterations to DVA services in response to lock downs, to updates on the DVA website and useability features.

ACN SCHOLARSHIP ADVISORY GROUPS

In 2020, the Australian College of Nursing (ACN) had additional scholarship funds to be allocated to successful applicants for studies commencing 2021. There were two streams of scholarships – for nurses and midwives interested or currently working in rural and remote locations, and for people interested or working in aged care (with options for vocational and post-graduate applicants). The advisory groups met in August 2020 to determine eligibility criteria and weighting, deciding to prioritise Aboriginal and/or Torres Strait Islander candidates, and people living in rural, remote and very remote communities.

CALD COMMUNITIES COVID-19 HEALTH ADVISORY GROUP

Established in November 2020, this advisory group brought together representatives from Culturally and Linguistically Diverse (CALD) community organisations (predominantly Aboriginal and Torres Strait Islander groups, and migrants and refugees from non-English speaking backgrounds) and health care organisations to advise the Department of Health in relation to COVID-19. Meeting monthly, the group recommended and provided feedback on communication strategies to target and engage communities who don't access traditional and mainstream information about the pandemic. This has included a draft plan for emergency communication in residential aged care, and the creation of resources about COVID-19 and vaccination in a variety of languages.

COLLABORATIVE MAINSTREAM CAPACITY BUILDING PROJECT

The National Disability Insurance Scheme (NDIS) Mainstream Capacity Building Project Steering Group has continued to meet monthly in 2020/21. The ANMF are consortia partners with nine other organisations in this three year national project led by Southern Cross University. The Steering Group continued work on the development of an on-line learning resource for registered nurses to build their knowledge of the NDIS and post-discharge nurse-led referral pathways. The aim is to improve access to, and outcomes from, mainstream health services for people with intellectual disability and autism spectrum disorder and their carers. The ANMF has promoted the project to our nurse members through our communication channels and social media. The free online education (three modules, equivalent to AQF level 8) will be available for members.

BEST PRACTICE CONTINENCE CARE IN RESIDENTIAL AGED CARE PROJECT

In 2020/21 the ANMF was represented on an advisory group for a continence project conducted by the National Ageing Research Institute (NARI). The Project Advisory Group provided advice to the NARI research team to develop and pilot a best practice model of continence care and incontinence management for Australian nursing homes. This evidence-based, person-centred model of care enables practitioners to provide clinically informed care to older people requiring support with continence. The next steps for the model are dissemination and education to support care delivery.

NATIONAL CLINICAL TASKFORCE TO REVIEW THE HOSPITAL ACQUIRED INFECTION STANDARD

In October 2020, the Australian Commission on Safety and Quality in Healthcare (ACSQHC) established a National Clinical Taskforce to undertake a rapid review of the National Safety and Quality Health Service Standard – Preventing and Controlling Healthcare-Associated Infection's (HAIs). The ANMF Federal Office was represented on the Taskforce which met three times over 2 months to update the Standard with particular reference to transmission-based precautions, environmental and other controls in relation to COVID-19. The Taskforce finalised the review at the end of November 2020.

NURSING AND MIDWIFERY IN PRIMARY HEALTH CARE

MEDICARE BENEFITS SCHEDULE REVIEW TASKFORCE

The Medicare Benefits Schedule (MBS) Review Taskforce Report to the Minister for Health including recommendations for nurse practitioner (NP) and participating midwife item numbers was released in late 2020. Disappointingly, none of the 14 recommendations of the expert Nurse Practitioner Reference Group was endorsed by the Taskforce. Along with other key nursing stakeholders, the ANMF has opposed the three recommendations made by the Taskforce in the final report. Lobbying for NP access to the MBS that aligns with contemporary clinical practice and evidence to support improved health for people in Australia has continued. The Taskforce endorsed eight of the 15 recommendations made by

the Participating Midwife Reference Group as well as supported the need for alternative funding models to be explored and considered to facilitate equitable access to midwifery models of care. Recommendations to remove the need for mandated formal collaborative agreements, including home birthing in intrapartum items and facilitating Telehealth consultations between women and midwives were among the recommendations not endorsed.

DIGITAL HEALTH

NATIONAL DIGITAL CAPABILITY ACTION PLAN

The Australian Digital Health Agency (ADHA) released the National Digital Health Workforce and Education Roadmap in September 2020. The Roadmap, a set of principles and a digital profile framework, clearly identified the expectations of all healthcare stakeholders. The next phase was the development of a national Capability Action Plan (CAP) in consultation with governments, industry, university and education providers, and clinical and consumer peaks. In December 2020, the ADHA invited the ANMF to participate on the Project Steering Group (PSG) for the development of the CAP. The PSG met four times between January and June 2021 to provide strategic advice to the ADHA on the development of the CAP. The CAP details the activities that need to be undertaken, and by whom, to better prepare the health workforce of the future.

NATIONAL NURSING AND MIDWIFERY DIGITAL HEALTH CAPABILITY FRAMEWORK

The ADHA provided funding to the Australasian Institute of Digital Health (AIDH), to develop a national digital health capability framework for nurses and midwives. The ANMF was invited to Chair the Project Advisory Committee. Commencing in May 2019, the framework was completed and endorsed by the ANMF Federal Executive in August 2020. It was launched by the Hon. Greg Hunt MP, Minister for Health and Aged Care, in October 2020. The Framework is an educative tool, rather than a professional standard, and is designed to assist nurses and midwives to determine their digital health capability level. It outlines core digital health skills within three capability levels (formative, intermediate and proficient). In 2021, the ANMF again chaired the Advisory Committee for a subsequent ADHA/AIDH project to conduct a small scale trial of the framework with nurses and midwives and to develop an implementation plan.



NATIONAL DIGITAL HEALTH IN AGED CARE

The ADHA invited the ANMF and a number of aged care stakeholders to be funded partners in a project to enhance the uptake of the My Health Record (MyHR) in nursing homes. Project deliverables included the development of a MyHR a Security and Access Policy Template and an awareness and education campaign using a series of webinars. The project was completed in late June 2021. The ANMF engaged in regular project meetings and developed a digital health page for the ANMF website which houses digital health resources for nurses and midwives. Included in these resources is a webinar the ANMF conducted for members and three short videos of ANMF members working in aged care discussing their experience with My Health Record. The second phase of this project will be commence in late 2021.

The ANMF was also invited by the ADHA to participate on their national Aged Care Advisory Group. Established December 2020, the group met regularly over the last 6 months. The purpose of the group was to provide independent advice for the ADHA's 'Aged Care and Connection Use' Project. This project aimed to drive adoption and use of the MyHR in nursing homes. Members included health professional organisations, consumers, aged care provider peaks and software vendors.

RURAL AND REMOTE DIGITAL INNOVATION GROUP

Meeting quarterly over the last year, the ANMF has continued to be represented on the Rural and Remote Digital Innovation Group (RRDIG). Hosted and chaired by the Australian College of Rural and Remote Medicine (ACRRM) and funded by the Australian Government Department of Health through the Rural Health Outreach Fund, the RRDIG is a collaboration of more than twenty health professional groups, peak bodies, government, associations and organisations with an interest in digital innovation and telehealth. The group focuses on supporting the implementation and meaningful use of digital health technologies, with an emphasis on improving access to health care in rural, remote and Aboriginal and Torres Strait Islander communities across primary and secondary care, using telehealth. Temporary telehealth numbers, introduced at the beginning of the COVID-19 pandemic in early 2020, were extended to 2021.

QUALITY USE OF MEDICINES

AUSTRALIAN COMMISSION ON SAFETY AND QUALITY IN HEALTH CARE MEDICINES SAFETY COMMITTEES

In 2020/21 the ANMF continued to be represented on the Australian Commission on Safety and Quality in Health Care (ACSQHC) Health Services Medication Expert Advisory Group (HSMEAG). The group, which meets quarterly, provided advice on a broad range of medicines safety issues. The ANMF also represents nursing and midwifery on the ACSQHC Medication Safety Oversight Committee (MSOC). The role of the MSOC is to provide strategic advice to the ACSQHC on the management of national medicines policy, national medication safety and the quality use of medicines in all settings. MSOC met twice over the last year.

The ANMF Federal Office participated in two roundtables by the ACSQHC in October and November 2020 to review support materials for the safe implementation of electronic medication management (EMM) systems. The two draft documents were a Software Vendor Information Resource and a Guide to Safe Implementation of the electronic National Residential Medication Chart (eNPMC) and EMM Systems in residential aged care facilities. Extensive feedback was provided in relation to the legal, regulatory and professional obligations of nurses in relation to medicines administration. Participants advised the ACSQHC that EMM system design must only allow regulated health practitioners – doctors, pharmacists and nurses – to access the system to prescribe, dispense/supply and administer medicines.

DON'T RUSH TO CRUSH 4TH EDITION EDITORIAL COMMITTEE

The ANMF Federal Office was invited by the Society of Hospital Pharmacists of Australia (SHPA) to again participate on the editorial committee for the review and development of the 4th edition of the Don't Rush to Crush (DRTC) publication. This resource is well regarded and utilised by nurses and midwives to assist with clinical decision support for quality use of medicines. The committee met monthly from November 2020.

AGED CARE

NATIONAL AGED CARE ALLIANCE

The ANMF continues to be one of nine sponsors and represented on the National Aged Care Alliance (NACA), comprising of 53 national organisations with interest in aged care. Covering four main areas of the sector: consumers, unions, providers and professionals, NACA members work together to determine a positive future for older people. NACA has met four times over the last 12 months, with only one being face to face. The quarterly meeting has involved members engaging with the Federal Minister for Health and Aged Care, the Federal Minister for Senior Australians and Aged Care Services, the Australian Government Department of Health, and experts within the sector. The outcomes of the Royal Commission into Aged Care Quality and Safety has been a strong focus of NACA discussions as has the management of COVID-19 in aged care for 2020/2021. Given the need for extensive reform within the sector, NACA has reviewed its purpose and future direction.

AUSTRALIAN GOVERNMENT AGED CARE SECTOR COMMITTEE

ANMF Federal Professional Officer, Julie Reeves, continued to represent the ANMF on the Australian Government Aged Care Sector Committee. The committee provided advice to the Australian Government on aged care policy development and implementation, including community and residential care, funding, regulation and the development and implementation of aged care reform. Following the final report of the Royal Commission into Aged Care Quality and Safety the committee was disbanded.

AUSTRALIAN GOVERNMENT RESIDENTIAL AGED CARE FUNDING REFORM WORKING GROUP

Over the last year, the ANMF has continued to be represented on the Australian Government Department of Health Residential Aged Care Funding Reform Working Group. The Working Group has provided advice to the Department of Health on the proposed Australian National Aged Care Classification (AN-ACC) funding model for residential aged care. Meeting quarterly, the group offered input to the model's structure, and trials of this new funding model.

RURAL HEALTH

NATIONAL RURAL HEALTH ALLIANCE

In 2020/21, the ANMF continued to participate on the Council of the National Rural Health Alliance (NRHA). The annual strategic planning meeting

and AGM of the Alliance, usually held face to face in Canberra in September, were held as a virtual event on 30 November and 1 December 2020. CRANaplus and Australian College of Nursing (ACN) nurse representatives were elected to the Board. The 44 NRHA representatives met with the National Rural Health Commissioner and three federal parliamentarians: Senator Rachel Siewert, the Australian Greens' Health spokesperson; Mark Coulton MP, Minister for Regional Health, Regional Communications and Local Government; and Chris Bowen MP, Shadow Minister for Health.

The effects of the COVID-19 pandemic and devastating bushfires dominated discussions. Workforce issues continue to be a priority, including the need for strategies to overcome the barriers to attracting, supporting and retaining nursing, midwifery, medical and allied health staff in rural and remote communities. The COVID-19 pandemic, including associated border closures, has exacerbated workforce issues, including the shortage of training and placement opportunities. There is a need for a nationally co-ordinated workforce planning response to emergencies. Burnout of staff due to workplace pressure and lack of relief staff was also raised. The need for funding reform was highlighted, including changing current funding arrangements which do not target preventing or managing chronic disease. Suggestions for improving access to funding included changing the fee-for-service model to a mix of fee-for-service and block funding for managing chronic disease; improvements to MBS funding for NPs; block funding to allow full scope of practice for nurses in general practice; and increasing access to allied health. Telehealth was another area of focus, with discussion around the experience of members during COVID-19 and suggestions for refinements of funding for Telehealth. Quarterly meetings of the NRHA Council were held by zoom in 2020/21.

RECORDS MANAGEMENT

ANMF RECORDS REGISTRY AND E-LIBRARY.

In 2020/21, the ANMF Federal Librarian/Professional Research Officer commenced a project to transfer the Federal Office information keeping systems including the Records Registry, Library and the ANMF e-Library to a new platform called Presto. The Federal Office will move to electronic records management in the coming year.



CAMPAIGN AND POLITICAL

AGED CARE CAMPAIGN

The ANMF's national campaign committee continued to meet regularly over the last year to discuss campaign activities relating to the outcomes of the Royal Commission into Aged Care Quality and Safety and the federal government's response to implementing those outcomes, as well as the ongoing impact of COVID-19 outbreaks in aged care across the country.

As the second outbreak in Victoria unfolded, dramatically highlighting the issues in private aged care, the campaign committee focused on providing support for members as appropriate and advocated on the key concerns of lack of staffing and skills, PPE, lack of training and education in infection prevention and control, as well as staffing cuts around the country.

From July 2020, the Federal Secretary and Assistant Federal Secretary met weekly with the Minister for Aged Care, Senator Colbeck, to discuss the aged care sector's response to COVID-19. The ANMF subsequently wrote to the Minister on multiple occasions seeking the government's response on a range of matters including:

Aged care worker retention bonus

1. Transparency and accountability for additional funding to the sector
2. The government's oversight for the sector's preparedness to manage a potential 'second wave', including a requirement of providers to increase their staffing and skill levels immediately and to provide clear public evidence of how this has been achieved;
3. Concerns around staff cuts in residential aged care;

4. Paid pandemic leave for aged care nurses and workers who have to self-isolate to ensure the protection of their residents and co-workers
5. A workforce plan for residential aged care, including a plan to manage public health restrictions on multiple employment;
6. Clarification regarding how masks and other PPE supplies would be distributed to aged facilities to ensure that it is provided in a timely and equitable fashion; and,
7. The need to expand the Commonwealth's assistance, provided to support aged care residents and aged care workers in Victoria and all states and territories through a coordinated national approach, particularly with respect to supporting workers who are directed not to work across multiple sites.

AGED CARE UNION ALLIANCE

In collaboration with the ACTU, affiliate unions with an interest in aged care have continued to meet to discuss and develop joint campaigning opportunities in aged care. This group has been recently expanded to include: ANMF, HSU, UWW and (now) ASU and AWU. An agreed union position was developed with the ACTU and we also worked towards opportunities for joint lobbying, media conferences and media releases which has been used successfully a number of times.

ALP/UNION CONSULTATION

Regular meetings now take place with the ALP Shadow MP's with responsibility for aged care including Mark Butler, Clare O'Neil and Ged Kearney. The other unions with an interest in aged care, include HSU, UWW, ASU, AWU and CPSU to discuss important issues for union members in aged in order to inform the ALP's policy positions.

Key issues discussed have included:

1. Updates and an overview of issues from each union
2. Federal Budget
3. Draft recommendations from the Royal Commission
4. Royal Commission COVID-19 special report
5. Campaigning and working together to make aged care a key voter issue.

INTERNATIONAL DAY OF MOURNING

#EndCovidForAll

Federal Office worked with the #EndCovidForAll campaign to do a media release on the International Day of Mourning, on Wednesday 28th of April.

On this International Day of Mourning, which commemorates those who have died at work, The End COVID for All campaign and the Australian Nursing and Midwifery Federation (ANMF) came together to pay tribute to the 3,000 nurses across the world who have died from COVID-19 since the pandemic began. Tragically, that is more nurses than the total of nurses who died throughout the entirety of World War 1.

ANMF WEBSITE

During the July 2020 – June 2021 period, information on Continuing Professional Education (CPE) and other online education programs was most popular on the ANMF website, with the education section collectively attracting 18% of the total page views. The other most visited pages were Join the ANMF, ANMF Branches, aged care campaign and information for members on COVID-19.

The COVID-19 information included resources and evidence briefs developed and regularly revised by the ANMF Federal Office National Policy Research Unit which were well viewed. COVID-19: Personal Protective Equipment (PPE) was the most downloaded COVID-19 evidence brief and How do the COVID-19 vaccines work? was the most downloaded COVID-19 resource along with Safety and reactivity of COVID-19 vaccines.

The ANMF's Innovate Reconciliation Action Plan for 2020-2022 was added to the website after being endorsed by Reconciliation Australia in October 2020.

The most viewed ANMF media release was A plan for 'Care, Dignity and Respect' for older Australians on March 1 2021 calling on the Morrison Government to urgently respond to the Royal Commission into Aged Care Quality and Safety Final Report's recognition that staffing levels in aged care are too low and that staff ratios should be introduced to ensure that there are sufficient nursing and other care staff present at all times in residential aged care.

ANMF SOCIAL MEDIA REPORT

ANNUAL REPORT 2020–21: THE PANDEMIC YEARS

The ANMF Federal Office operates 4 social media channels. On Facebook there are 2 channels, the ANMF Federal page and our campaign page More Staff For Aged Care. We also have an ANMF Federal channel on Twitter and one on Instagram.

The ANMF Federal social media channels continue to grow in reach and engagement across multiple platforms. These are vital communications tools that continue to position the ANMF, nurses and midwives as informed, expert commentators and advocates on health and social issues.

Facebook has undergone a number of changes this past year that have affected our operations as the social media giant makes changes to respond to fake news and misinformation spread on the platform. This included new approval processes, limited delivery of our content and the blocking of news articles as content. Facebook seems to have now stabilised and our content is currently getting high engagements again.

FACEBOOK – ANMF FEDERAL OFFICE

We had 815 posts on our ANMF page to date. These have received over 14.86M impressions in Facebook feeds and received 171,450 engagements from our audience with over 475K clicks on our content.

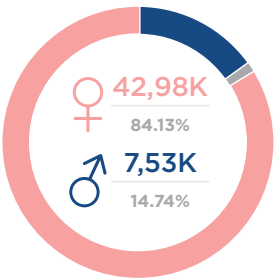
FACEBOOK CLICKS			
LINK CLICKS	PHOTO CLICKS	VIDEO PLAYS	OTHER CLICKS
91K	19.7K	18.43K	345.93K
-46%	-46%	-47%	-36%

Over the past year we have had a smaller follower growth of 6% for our ANMF Federal Office Facebook page. Our current audience base as of 30 July 2021 sits at 56,560 followers (see figure 1).

Spikes in fan growth occurred during our solidarity posts with Victorian nurses and aged care workers during the Victorian COVID outbreak. Another spike occurred in the lead up to Christmas from our aged care campaign in collaboration with The Shannon Company, featuring the empty chairs of loved ones now missing due to COVID deaths in aged care. The spike in March centres around the release of the Royal Commission into Aged Care's Final Report. Followed by growth around ANZAC Day and the ANMF's work value application for aged care workers to the Fair Work Commission.

We continue to have a proportionally higher female

audience which reflects the current gender levels in the Australian nursing and midwifery workforce. We continue to have a good spread across all ages 25 – 65+ years, which fluctuates monthly.



Our top performing posts for the year featured nursing humour and our aged care campaign material as the top content performers by engagements with the content (see figure 2).

FACEBOOK – CAMPAIGN PAGE MORE STAFF FOR AGED CARE

We had 452 posts on our campaign page. The page achieved 1.79M impressions, 49.94K engagements and over 34.73K reactions to this content over the past 12 months and 112K clicks on our content.

OTHER CLICKS	PHOTO CLICKS	LINK PLAYS	VIDEO CLICKS
183,75K	13,9K	45,73K	2,84K
-12%	0%	-1%	-9%

Our Campaign page follower base is mostly female with followers mostly in the 45+ years category. (Please note this information is only available as a monthly figure) (see figure 3).

Compared to the dramatic fan growth last year, this year has remained very static in follower growth with a growth of 1% bringing our page fan count to 14.97K (see figure 4 overleaf).

FIGURE 2

CREATED	POSTS	REACTIONS	IMPRESSIONS	ENGAGEMENTS	ENGAGEMENT RATE
	815	127K	14.86M	171.48K	1.14%
25 Jun 8:00 PM		2.3K	189K	4.2K	2.2%
22 Apr 4:49 PM		2.3K	748.8K	3.2K	0.43%
4 May 10:56 AM		2.3K	383.9K	3.2K	0.84%

FIGURE 3



FIGURE 1

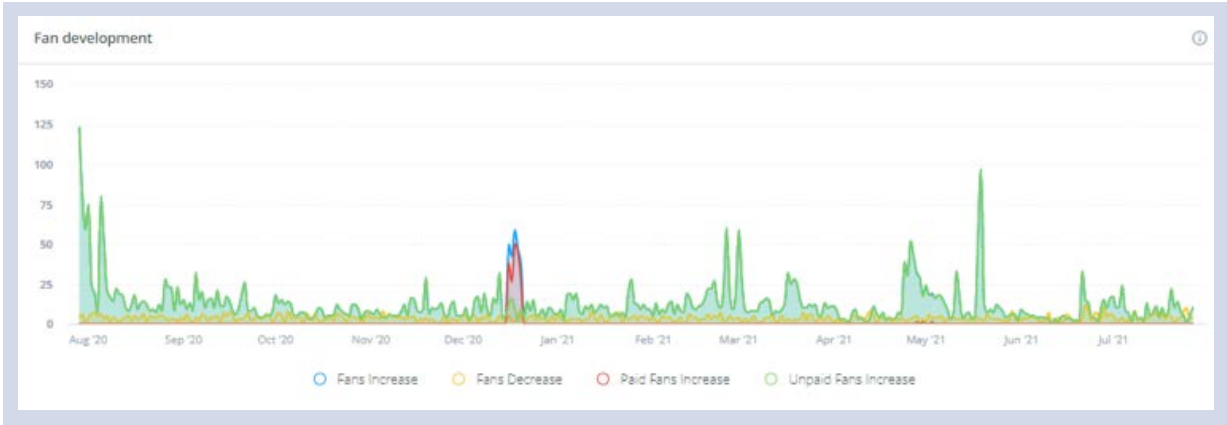
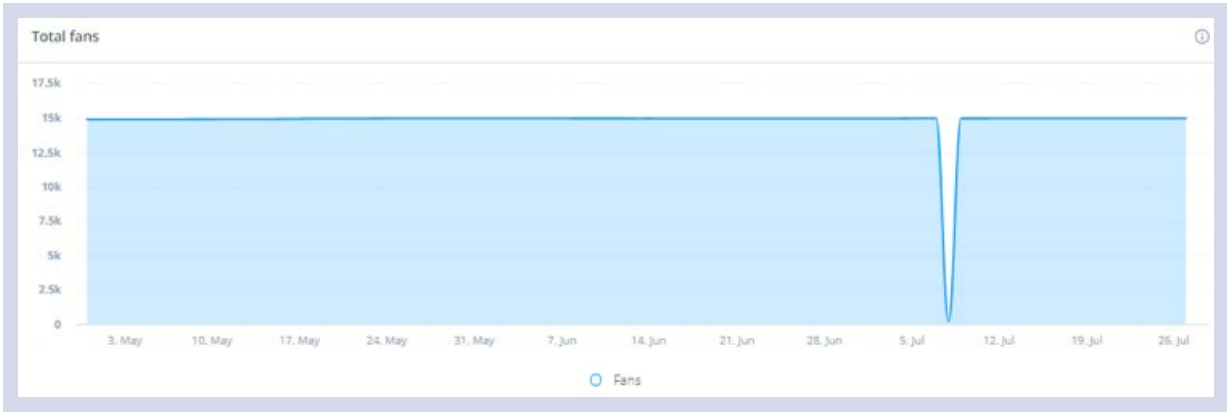





FIGURE 4



TOP 3 PERFORMING CONTENT:

The top content centred around our ratios comparison, politicians refusing to meet aged care workers in Parliament and helpful door decoration ideas for facilities.

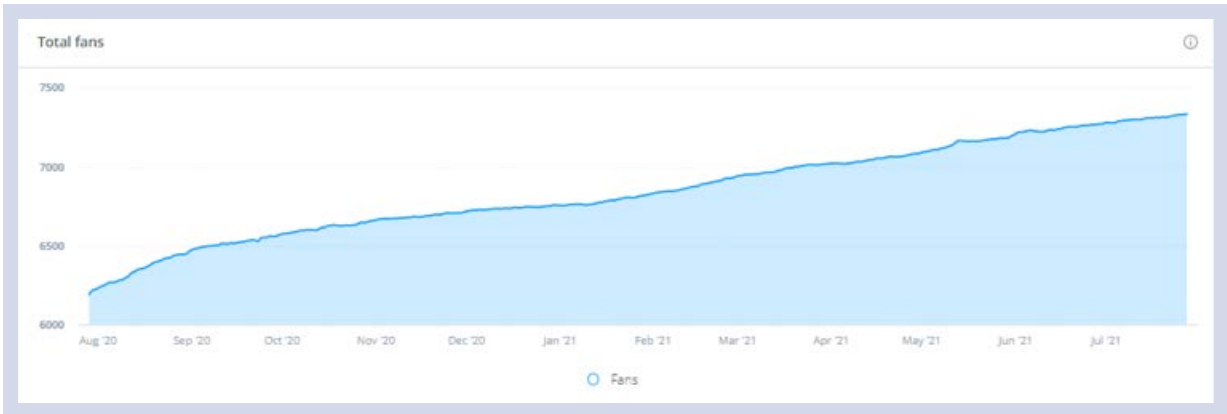
FIGURE 5

CREATED	POSTS		REACTIONS	IMPRESSIONS	ENGAGEMENTS ↓	ENGAGEMENT RATE
	452		34.73K	1.79M	49.54K	2.77%
29 Jul 12:44 PM		Australia has strict staff ratios for childcare, which is as it sh... f More Staff For Aged Care	451	64.4K	1.1K	1.65%
17 Mar 8:16 PM		PM Scott Morrison, his aged care minister and deputy all ref... f More Staff For Aged Care	290	28K	813	2.91%
21 Jun 10:54 AM		What a fantastic idea. f More Staff For Aged Care	519	7.1K	694	9.71%

TWITTER

We continue to grow our followers on Twitter with a 19% increase in our fans over the past 12 months. Current total sits at 7.34K fans. Some of our new followers this year include high profile politicians, journalists, health academics and institutions (see figure 5).

FIGURE 6






On twitter we have created 682 original media posts. These have received:

REACTIONS	IMPRESSIONS	REACH	ENGAGEMENTS	ENGAGEMENT RATE
25,67K	2.5M	1.75M	41,25K	1.65%

Our top 3 performing posts on Twitter in rates of engagement are:

FIGURE 7

CREATED	POSTS		REACTIONS	IMPRESSIONS	REACH	ENGAGEMENTS ↓	ENGAGEMENT RATE
	682		25.67K	2.5M	1.75M	41.25K	1.65%
21 Jan 3:00 PM		Why did the Morrison Govt grant the wealthy Arva... 🐦 ANMF - Australian Nursing Midwifery Federation	607	32.5K	21.6K	977	3%
16 Oct 2:00 PM		Dr Norman Swan says the Federal Government ha... 🐦 ANMF - Australian Nursing Midwifery Federation	588	17.6K	12.9K	933	5.29%
14 Sep 11:11 AM		"Superannuation is the grease that lubricates the ... 🐦 ANMF - Australian Nursing Midwifery Federation	407	28.9K	20.9K	607	2.1%

INSTAGRAM

Our Instagram profile has grown in the past 12 months as a new platform for the ANMF Federal. We have grown our fans by 36% to 3.51K followers.

FIGURE 8






We have posted 139 pieces of content which have received more than 9,000 engagements.

REACTIONS	IMPRESSIONS	REACH	ENGAGEMENTS ↓	ENGAGEMENT RATE
8.98K	184.79K	175.66K	9.41K	5.09%

Top 3 Instagram posts:

FIGURE 9

CREATED	POSTS		REACTIONS	IMPRESSIONS	REACH	ENGAGEMENTS ↓	ENGAGEMENT RATE
	139		8.98K	184.79K	175.66K	9.41K	5.09%
1 Aug 1:43 PM		We respect and value the hard work nurses, midwi... @ ANUP	284	2K	1.7K	299	15.3%
16 Oct 7:00 PM		So good when you can safely take off all the PPE! ... @ ANUP	230	3.9K	3.6K	252	6.46%
28 Apr 12:02 PM		Today on the International Day of Mourning, when... @ ANUP	202	2K	1.9K	213	10.63%

FEDERAL OFFICE NATIONAL POLICY RESEARCH UNIT REPORT

The ANMF's National Policy Research Unit (Federal Office) leads a proactive and responsive national policy research program for the ANMF to analyse the impact of key national health, labour, and funding policies and policy changes and to contribute to the evidence-based development and delivery of the ANMF's organisational strategy.

SARS-COV-2 / COVID-19 PANDEMIC

With the ongoing SARS-CoV-2/COVID-19 pandemic and more recent vaccine roll-out, the National Policy Research Unit was quick to develop and regularly update a series of evidence-based resources and publications for ANMF members and the wider workforce as new evidence emerged. A range of key resources informed policy and practice across a variety of issues including selection and use of personal protective equipment (PPE) and considerations regarding the emerging COVID-19 vaccines.

These resources have been widely disseminated to and by the ANMF Branches to members and the broader nursing, midwifery, and carer workforce and have informed Government and health and aged care system policies and practices. By ensuring that the most up to date evidence was sought and included, the ANMF was able to provide members with trusted, evidence-based guidance for safe and effective practice ahead of other official guidance including the Government's recommendations regarding fit testing and checking for respirators and calls for standardisation of PPE donning and doffing instructions.

Throughout the pandemic and vaccine roll-out, the Unit has led and contributed to briefing papers, reports, and submissions to assist the ANMF in advocating for members and the wider workforce including the Independent Review of COVID-19 in Australian Aged Care, and has worked with the Rosemary Bryant AO Research Centre to develop and report on the nation's largest healthcare workforce COVID-19 survey.

The work of the Unit has supported the ANMF Federal Office and Branches to advocate for the safety and wellbeing of members, the professions, and the wider community with a particular focus on policy responses, caring for people with suspected or confirmed COVID-19, and on providing evidence based advice regarding COVID-19 vaccine effectiveness, safety, and risks.

AGED CARE REFORM

The Royal Commission into Aged Care Safety and Quality (the Commission) concluded with the Commonwealth Government responding to its recommendations with a Five-Pillar strategy for aged care reform over the next several years. While a significant 'win' was achieved in terms of a new Aged Care Act including a promise of mandated minimum staff time standards in residential aged care, work continues to ensure that implementation of these is to a level and timeframe that protects the safety, health, and dignity of older Australians and the aged care workforce.

The National Policy Research Unit has supported the ANMF throughout the final submissions to the Commission with timely policy analysis and advice regarding a range of the Commission's recommendations and Government response across numerous issues including staffing, funding, and rating models for nursing homes. As the ANMF's Campaign for safe staffing levels and skills mixes continues, the Unit now leads the ANMF's National Aged Care Reform Committee to inform the Campaign especially in the lead up to the next Federal Election.

The Unit leads and contributes to briefing papers to support the ANMF's work following the Commission and ensures that the ANMF's advocacy and positions are supported by the best available evidence from published research and the voices and perspectives of ANMF members.

The Unit's expertise in aged care workforce, funding, and regulation has resulted in several peer-reviewed publications, presentations, and collaborative work with the Australia Institute's Centre for Future Work.

THE AUSTRALIAN JOURNAL OF ADVANCED NURSING (AJAN)

Relaunched in 2019, the Australian Journal of Advanced Nursing (AJAN) is the ANMF's quarterly peer-reviewed journal led by Dr Micah Peters (Editor-in-Chief) and Annie Butler (Executive Editor and Publisher). Over 2020-21, the AJAN has expanded the Editorial Board with wider geographic and expert representation and also increased its pool of Associate Editors to cope with a larger number of high-quality submissions from Australia and around the world.

The Unit and Editorial Team, which includes other Federal Office staff members, develops journal editorial and publishing policies and is working to increase the visibility of the journal and its contents to ANMF members, the professions, researchers, and academics in Australia and abroad.

ANMF POLICY RESEARCH ADVICE

The National Policy Research Unit now convenes the ANMF's Inaugural Research and Strategy Advisory Committee, a new national scale standing committee that will meet at least quarterly and will assist in informing and guiding the Federation's research activities and collaborations. The Committee reviews and promotes research that aligns to, supports, and informs the ANMF Strategic Plan 2018-23. The Committee's primary function is oversight and coordination of all internal research and engagement of and with externally led research. The Committee is also responsible for developing and overseeing implementation of a new National Organisational Strategic Research Plan.

Some initial areas the Committee and Unit are focussing upon include programs that support employment of Registered Undergraduate Students of Nursing as well as work around models of care and funding for nurse practitioners.

The National Policy Research Unit continues to lead and contribute to the development and use of rigorous evidence relevant to national and international nursing, midwifery, and carer education, employment, clinical, professional, and research policy and practice across health, maternity, and aged care.

The Unit's work identifies, advances, and advises the ANMF regarding opportunities to develop, promote, disseminate, and integrate nursing and midwifery policy research evidence into internal and external policy and practice.

By engaging and collaborating with local and international researchers, policy, and decision makers the Unit facilitates appropriate and effective evidence-informed decision making and proactively evaluates and advises upon the impact, implications, and effectiveness of the implementation or proposed adoption of policies on the health, maternity, and aged care sectors.

EDUCATION

CONTINUING PROFESSIONAL EDUCATION (CPE) WEBSITE

The CPE website continues to be popular with nurses, midwives and carers, with courses reviewed to ensure they reflect evidence based best practice, validity and currency.

The website continues to include new COVID-19 Evidence Briefs for the benefit of members.

The QNMU, ANMF NT Branch and the NSWNMA Branch provide content on the CPE website free of charge to their members as part of their member benefits. This initiative has seen a considerable increase in members of these Branches accessing the CPE website.

AGED CARE TRAINING ROOM (ACTR)

The ACTR remains popular with nurses and carers working in the aged and community care sectors and has seen an increase in enrolments during the COVID-19 pandemic and post the Royal Commission into Aged Care Quality and Safety. Along with the 60 courses available, COVID-19 updates are also in place and have proven to be invaluable to learners accessing the website.

BODY SYSTEMS TRAINING ROOM (BSTR)

The BSTR remains the very best online learning website for topics requiring detailed knowledge of human anatomy and physiology, disease manifestation and treatment and has seen an increase in course purchases during the past twelve months.

EDUCATION REVIEW

In May 2020 the ANMF Federal Executive engaged an independent researcher to undertake a review of all education provided by the Federal Office and ANMF Branches. The review is designed to ascertain how the ANMF can best meet members' educational and professional development needs.

Unfortunately COVID-19 restrictions around the country in 2020-2021 have delayed the progress of the education review which will be completed when restrictions ease.

VOCATIONAL EDUCATION AND TRAINING (VET)

The ANMF Vocational Education and Training Advisory Committee (VETAC) closely monitors developments in the VET sector. Members of the VETAC currently work with SkillsIQ, the Skills Service Organisation responsible for the maintenance of both the National Health and Community Services Training Packages.

VETAC members are involved in the following Industry Reference Committees (IRCs):

- Enrolled Nursing
- Direct Client Care and Support
- Technicians and Support Services
- Aboriginal and Torres Strait Islander Health Worker
- Dental
- Aged Services.

The IRCs operate as committees of the Australian Industry and Skills Committee (AISC). IRCs are responsible for directing their allocated Skills Service Organisation (SSO) in developing business cases to request the commissioning of training package development work to meet the skills needs of industry. IRCs also have responsibility for gathering industry intelligence to inform training product development. They oversee development and review of training packages, including the review of full

qualifications, individual units of competency and skills sets. These may be existing or emerging. The IRCs also work with their SSO to prepare Industry Skills Forecasts, Cases for Endorsement and provide industry sign-off on completed training package products prior to submission to the AISC for approval.

The latest review process has seen many delays, and hence extensions, due to COVID-19 however, the process continues across all these IRCs and revised content and qualifications should now be available for endorsement by the AISC and Skills Ministers by the end of 2021.

ENROLLED NURSING IRC UPDATE

The Enrolled Nursing Training Package Products under the remit of the Enrolled Nursing IRC in response to the Key Drivers for Change findings within the 2019 Enrolled Nursing Industry Skills Forecast were updated, approved and have been available for delivery as of 23 February 2021.

Direct Client Care and Support (DCCS) IRC update

This IRC is responsible for the revision and redesign of the following:

- Certificate III in Individual Support
- Certificate IV in Ageing Support
- Certificate IV in Disability support
- Related skill sets and individual units of competency
- Due to the release of the Aged and Quality Care Royal Commission Recommendations and the Disability Capability Framework, the DCCS IRC, in conjunction with the Ageing Support IRC and Disability Support IRC, formed a 'working group' consisting of members of each of the three (3) IRCs to review feedback received from industry via a public consultation process relevant to aged care, disability support and home and community care.

The Chairs of each of the aforementioned IRCs have also met regularly with the Department of Employment, Skills and Education, the AISC and the Senior Officials Network to communicate our findings and share impending changes to the training products and the development of new training package products to support these very important sectors inclusive of their existing and future workforce. This work is due to be completed by the end of 2021. Jodie Davis, Federal Education Officer, is Chair of the DCCS IRC.

OTHER IRC UPDATES

The Aboriginal and Torres Strait Islander Health Worker IRC and the Technicians and Support IRC are in the final stages of reviewing feedback obtained via public consultation to inform the final training products for these sectors. These training products will be presented to the AISC in October 2021 and, if approved, will be available for delivery by the end of 2021.

VET REFORM

In October 2020, Skills Ministers agreed to progress reforms to enhance industry leadership in the VET system. As part of the 2020-2021 Budget, the Australian Government committed to provide \$149.2 million to establish and support new industry engagement arrangements for the VET system in order to seek to enhance the role of industry and embed improved governance. To achieve this, industry clusters will be established.

The new system will abolish the roles of IRCs in industry consultation and IRCs are to be replaced by these as yet, undetermined clusters.

At this time, the ANMF has not been consulted on this 'new architecture' of industry engagement and has written to Skills Ministers across the country to seek consultation and inclusion in this new system.

HUMAN SERVICES SKILLS ORGANISATION (HSSO)

The Human Services Skills Organisation (HSSO) was established in August 2020 with the remit to trial new ways to shape the national training system so that it is more responsive to the needs of employers and industry.

The current HSSO projects include a 'qualification design trial for the personal care worker'. The project is designed to test new approaches to industry-led development and validation of personal care skills with a view to contributing to future qualification reform. The project will focus on career pathways for the personal care worker and develop occupational standards to reflect the skills and capability requirements for the workforce.

The HSSO recently formed an 'advisory committee' consisting of industry representatives to work with them to undertake this project. Members of this committee will meet regularly from July to December 2021. The ANMF will be represented on the 'HSSO advisory committee'.

AUSTRALIAN NURSING & MIDWIFERY JOURNAL (ANMJ): INCORPORATING DIGITAL PLATFORMS AND JOURNAL

The ANMJ has continued building and developing its presence amongst the membership nationwide via the hardcopy journal, the website, social media and e:Newsletter. This report reflects the ANMJ's activities and growth over the past financial year.

ANMJ WEBSITE

ANMJ's website was launched in 2018. Since then, the site has gone from strength to strength, indicated by a traffic upsurge over the past financial year (up 59%).

This is related to a significant increase in posts on the site (up 144% from last year).

Additionally, the journal team has ensured content is diverse to meet the varied needs of the membership.

This includes career advice, including specific advice for graduates and students, latest news, research, wellbeing, social justice, practice focused stories and profiles and CPD.



The site also houses job, course, scholarship, and event listings, which have seen increased page views over the year. The Job board particularly saw a significant increase of 322%.

WEBSITE STATISTICS:

Over the past 12 months, ANMJ published 1,313 posts (an increase of 598 posts from last year). The number of sponsored content posts was seven.

- Page views: 1,868,509 (up 59% from last year)
- Users: 452,070 (up 26.15%)
- New users: 445,042 (up 26.11%)
- Pages per session: 3.32 (up 36.87% from last year)

Page views for Course and Scholarships (5,461 up 29%); Job Board (1,347 up 322%); Events (1,357 up 67%).

TOP 10 PAGES VIEWED:

5 foods to eat on night shift and why (107,452 views)

1. COVID-19 vaccines: contraindications and precautionary advice (93,904 views)
2. Australian Nursing & Midwifery Journal (55,216 views)
3. 10 time management tips for nurses and midwives (32,367 views)
4. WHO'S top 10 threats to global health in 2019 (29,557 views)

5. New national standard on peripheral intravenous catheters released (22,792 views)
6. It's back: Welcome to season 2 of Old People's Home for 4 Year Olds (22,522 views)
7. Publications (17,151 views)
8. ANMF's Continuing Professional Education: What is mandatory reporting? (16,970 views)
9. 5 tips to a good clinical handover (16,810 views)

DEVICES USED:

- Mobile: 67%, Desktop: 28%, Tablet: 5%

DEMOGRAPHICS OF PEOPLE WHO VIEW OUR WEBSITE:

- Female 72% / Male 28% (an increase of 8% compared to last year)
- Primary ages being 25-34 years (27%); Secondary ages being 35-44 years (19%)

VISITORS TO THE SITE:

- New: 80%
- Returning: 20%

TRAFFIC SOURCES:

- Social media continues to be the primary driver of traffic to the website (48.4%). The number of organic searches (clicking on a free listing on a search results page) was 43.2%. Views direct to the website was 27.2% and referred from another source, i.e. website or blog was 1.1%

E:NEWSLETTER

The e:Newsletter continues to have a robust subscriber base and remains an essential link to the ANMJ website. The current database has 3,091 subscribers. The demographics are over 79% female, 11 Male, 10% unknown. The most number of users per age was 45-54yrs (24.3%). Top three location of subscribers was Sydney, Brisbane and Melbourne

	ANMJ E-NEWSLETTER	INDUSTRY AVE (MEDIA/PUBLISHING)
Average Open Rate	41.8%	26.4%
Average Click Rate	8.7%	6.6%
Average Unsubscribe Rate	0.1%	0.2%



SOCIAL MEDIA

Stories have been consistently posted and shared on social media through ANMJ, the ANMF and branch social channels to share content and attract readers to the website. The social media community has significantly grown on all ANMJ platforms. Facebook has seen a growth of over 10,000 followers and 1,500 followers on Twitter (an increase of over 37% this year).

ANMJ JOURNAL

The ANMJ has continued its 56+4-page quarterly publication, published in hard copy and online via ISSUU and PDF format housed on the ANMJ website. The journal is consistently rated in the top 10 of most viewed pages on the ANMJ website according to website analytics.

The ANMJ has reported on critical issues for the ANMF and the nursing and midwifery professions. Key issues this year has been the COVID-19 pandemic, including the response from nurses, clinical practice, healthcare, the ANMF and the government.

Issues in aged care and the need for mandated ratios remained prominent in the journal. Indigenous health, gender issues and environmental health also remained common themes throughout the year.

FEATURES

Features remained popular with the membership, evident through responses on social media and click rates on the ANMJ website.

Feature articles in 2020-2021:

Up for the challenge: Nurses face the pandemic head-on

- How nurse-led models of care are reshaping healthcare
- The impact of a global pandemic on International Year of The Nurse and Midwife
- ANMF Priorities 2021
- Remembering wartime nurses
- Securing a working future for new graduate nurses and midwives



FOCUS

The focus section allows members to write about their practice and is always popular with both contributors and readers. The journal receives a high volume of submissions each issue and after publication.

Focus topics this year reflect the diversity of the areas in which nurses and midwives work, both clinically and geographically.

Focus topics 2020-2021:

- Education part 1
- Education part 2
- Remote and rural health and Aboriginal and Torres Strait Islander health
- Men and women's health
- Clinical update
- We had a high volume of submissions for the ANMJ clinical update section this year. These papers have provided dialogue amongst the professions 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/research published to secure grants or other funding avenues such as scholarships.

CLINICAL UPDATE TOPICS 2020-2021:

- Cultural competence in healthcare: Our learning from 2017-2020 will shape our future
- Extending the working lives of older personal care workers in the aged care sector
- Bereavement in older people
- Ending PJ paralysis: An initiative to reduce patient's functional decline
- Covid-19 ICU preparedness- A community-owned not-for-profit hospital experience



- Talking testing- HIV, Hepatitis B and Hepatitis C in early pregnancy
- Preparing undergraduate nurses to care for people living with HIV infection

ISSUES, VIEWPOINTS AND REFLECTIONS

These sections are dedicated to nurses' and midwives views and reflections on clinical practise or the profession. Over the year, we had many contributions on a wide variety of topics.

Issues, viewpoints and reflection topics 2020-2021

- A virtual nurse practitioner clinic during COVID-19
- Behind the screen: Supporting first-time parents in Casey during COVID-19
- Emergency department nurses' narratives of burnout: Blurring of roles and professional identity
- Plant-based for the planet

- Mask related skin injury during a respiratory pandemic: A wound CNC perspective
- Unintended pregnancy prevention and care education: Are we adequately preparing entry to practice nursing and midwifery students?
- Ward management of COVID-19 patient case study outcomes at the Royal Melbourne Hospital- General medical/respiratory ward
- Implementation of an innovative nurse-led service to support treatment of depression in primary care
- Avoiding diabetic ketoacidosis in perioperative and procedure settings
- Palliative care provisions during COVID-19- Reflection of Clinical Nurse Consultants
- Nurse-led remote HITH programme provides safe and effective care for patients with COVID-19
- Enhancing breast care nurses' involvement in treatment decision-making for women with breast cancer.

AUSTRALIAN JOURNAL OF ADVANCED NURSING (AJAN)

The ANMF has published the Australian Journal of Advanced Nursing (AJAN) since 1983 as the peer-reviewed sister-journal of the Australian Nursing and Midwifery Journal (ANMJ).

The journal has a 2020 impact factor of 0.647 (Clarivate Analytics) and is indexed across a several online databases. The AJAN seeks to showcase and promote a wide variety of original research and scholarly work to inform and empower nurses, midwives, and other healthcare professionals to improve the health and wellbeing of all communities and be prepared for the future.

The quarterly journal has published three issues in this reporting period (2020-21) including 25 individual manuscripts and has seen a significantly increased number of submissions particularly from Australian authors.

Invited guest editorials have been authored by esteemed experts including Professor Emerita Mary Chiarella, International Council of Nurses (ICN) Adviser David Stewart, and Professors Roianne West, Juanita Sherwood, Tracey Moroney, and Karen Strickland.

JOURNAL MISSION AND AIMS

The Mission of AJAN is to provide a forum to showcase and promote a wide variety of original research and scholarly work to inform and empower nurses, midwives, and other healthcare professionals to improve the health and wellbeing of all communities and to be prepared for the future. To realise this mission, AJAN's aims are to:

Equip the nursing, midwifery, and wider health professions to deliver safe, quality, evidence-based care in all settings.

- Promote the professional and personal safety and wellbeing of nurses, midwives, and other health care staff in all environments.

- Support nurses and midwives to be leaders in clinical and maternity care, research, and policy across health and social issues.
- Publish and disseminate a wide variety of high quality, evidence-based original research and other scholarly work to inform and influence health, maternity, aged care, and public health policy, research, and practice.
- Maintain and promote values that underpin an economically, environmentally, and socially sustainable future for all communities.

JOURNAL SCOPE

As the official peer-reviewed journal of the ANMF, AJAN is dedicated to publishing and showcasing scholarly material of principal relevance to national nursing and midwifery professional, clinical, research, education, management, and policy audiences. Beyond AJAN's primarily national focus, manuscripts with regional and international scope are also welcome where their contribution to knowledge and debate on key issues for nursing, midwifery, and healthcare more broadly are significant.

The Australian Journal of Advanced Nursing publishes a wide variety of original research, review articles, practice guidelines, and commentary relevant to nursing and midwifery practice, health- maternity and aged- care delivery, public health, healthcare policy and funding, nursing and midwifery education, regulation, management, economics, ethics, and research methodology. Further, the journal publishes personal narratives that convey the art and spirit of nursing and midwifery.

JOURNAL LEADERSHIP AND TEAM

Dr Micah Peters, Director of the ANMF National Policy Research Unit (Federal Office) is AJAN's Editor-in-Chief.

EDITORIAL BOARD MEMBERS:

- **Professor Marsha Bennett** (School of Nursing, LSU Health Science Center, Louisiana State University, New Orleans, Louisiana, United States of America)
- **Professor Marion Eckert** (Rosemary Bryant AO Research Centre, UniSA Clinical and Health Sciences, University of South Australia, Adelaide, Australia)
- **Assistant Professor Inês Fronteira** (International Public Health and Biostatistics Department, Institute of Hygiene and Tropical Medicine, NOVA University Lisbon, Lisbon, Portugal).
- **Sye Hodgman** (First Nations Strategy, Policy, and Research Officer, Queensland Nurses & Midwives Union, Brisbane, Queensland, Australia)
- **Professor Tracey Moroney** (School of Nursing, Faculty of Science, Medicine, and Health, University of Wollongong, Wollongong, New South Wales, Australia)
- **Associate Professor Paz Fernández Ortega** (Catalan Institute of Oncology and University of Barcelona, Barcelona, Catalonia, Spain)
- **Professor Karen Strickland** (School of Nursing Midwifery and Public Health, University of Canberra, Canberra, Australian Capital Territory, Australia)

EDITOR

- **Casey Marnie** (University of South Australia, UniSA Clinical and Health Sciences, Rosemary Bryant AO Research Centre/ ANMF National Policy Research Unit (Federal Office), Adelaide, South Australia, Australia)

ASSOCIATE EDITORS

- **Julianne Bryce** (ANMF Federal Office, Melbourne, Victoria, Australia)
- **Dr Zachary Byfield** (School of Health, University of New England, Armidale, New South Wales, Australia)
- **Assistant Professor Benita Chatmon** (School of Nursing, LSU Health Science Center, Louisiana

State University, New Orleans, Louisiana, United States of America)

- **Professor Pilar Alejandra Espinoza Quiroz** (School of Nursing, Faculty of Healthcare Sciences, University of San Sebastian, Santiago, Chile)
- **Associate Professor Jane Frost** (School of Nursing Midwifery and Public Health, University of Canberra, Canberra, Australian Capital Territory, Australia)
- **Associate Professor Peter Massey** (CQ University/ Hunter New England Population Health/ University of Newcastle, New South Wales, Australia)
- **Professor Beatriz Rosâna Gonçalves de Oliveira Toso** (Western Paraná State University, Cascavel, Paraná, Brazil)
- **Dr Álvaro Sousa** (National Council for Scientific and Technological Development, Ministry of Science and Technology, Brasília, Brazil)
- **Dr Hannah Wardill** (University of Adelaide, Faculty of Health and Medical Sciences, Adelaide Medical School, Adelaide, South Australia, Australia)

EDITORIAL TEAM

Cathy Fasciale, Anna Amatangelo, and Heidi Adriaanse (Journal Staff), and Lorna Hendry (external Layout Editor).

COLLECTIVE WORK OF THE FEDERATION – 2020/2021

In the year 2020/21, the ANMF Federal Office continued to represent the professional, industrial and political interests of ANMF members in collaboration with the ANMF's state and territory Branches, through the work of the Federal Executive and Federal Council and the series of standing committees convened by the ANMF's Federal Office.

The ANMF's key standing committees (permanent and ad hoc, i.e. committees convened for a specific event such as the Aged Care Royal Commission) comprise representatives from the ANMF Federal Office and Branches with expertise in the specific area of focus for each committee, who provide input into the collective work and national output of the ANMF across a wide range of topics. The ANMF's current standing committees are outlined below:

ANMF COMMITTEES:

- Professional Advisory Committee
- Industrial Advisory Committee
- Governance & Compliance Committee
- Work Health and Safety and Workers' Compensation Advisory Committee
- Vocational Education & Training Advisory Committee
- Research Advisory & Strategy Committee
- Campaign Coordination Committee
- Aged Care Royal Commission Working Group (Ad Hoc)
- Aged Care Reform Policy Committee (Ad Hoc)

The collective work of these committees promotes the interests of ANMF members and raises the profile of the national ANMF through engagement and participation in the public debate on matters of importance to nurses, midwives and carers.

During 2020/21, the members of the ANMF's standing committees jointly produced the series of submissions & reports, and participated in the policy development and review processes outlined below.¹

SUBMISSIONS AND REPORTS

AGED CARE

1. Royal Commission into Aged Care Quality and Safety
 - a. Further submission in relation to the impact of COVID-19 in Aged Care
 - b. Response to Counsel assisting's submissions on Sydney Hearing 2: The response to COVID-19 in Aged Care
 - c. Further submission of the Australian Nursing and Midwifery Federation in relation to home care
 - d. Funding, Financing and Prudential Regulation of the Aged Care System
 - e. ANMF's Response to Counsel Assisting's Final Submissions to the Royal Commission into Aged Care Quality and Safety
2. Australian Government Department of Health consultation on the Aged Care Worker Regulation Scheme
3. Senate Community Affairs Legislation Committee Inquiry into the Aged Care Legislation Amendment (Financial Transparency) Bill 2020

4. Australian Commission on Safety and Quality in Healthcare consultation on the draft National Safety and Quality Health Service Standards (Second Edition) User Guide for Multi-Purpose Services Aged Care Module
5. Australian Commission on Safety and Quality in Healthcare public consultation on the Discussion Paper for Quality Use of Medicines and Medicines (10th National Health Priority) – Phase 1: Aged Care
6. Australian Government Department of Health – revised Aged Care financial report (ACFR) consultation
7. Reimagined Personal Care Worker (PCW) Workforce
8. Response to the Australian Government Department of Health – revised Aged Care Financial Report (ACFR) consultation
9. Response to the Australian Government National Skills Commission – Care Workforce Labour Market Study – consultation

PROFESSIONAL AND EDUCATION

1. Australian Government Department of Health consultation on the review of the Pregnancy Care Guidelines
2. Australian Health Practitioner regulation Agency consultation on the COAG Health Policy Direction 2019-1 through the Professions reference Group
3. Australian Nursing and Midwifery Accreditation Council consultation three on the revised Midwife Accreditation Standards
4. Nursing and Midwifery Board of Australia public consultation on the Proposed Revised Registration Standard: Recency of practice
5. Nursing and Midwifery Board of Australia public consultation on the Proposed Revised Nurse Practitioner Standards for Practice
6. SkillsIQ public consultation on the Draft 2 Validation of Enrolled Nursing Qualifications, Units of
7. Australian Commission on Safety and Quality in Healthcare consultation on the National Safety and Quality Primary Healthcare Standards
8. Sonographer Regulation Working Group consultation on the Ministerial Health Council submission to include sonographers in the National Registration and

- Accreditation Scheme under the Medical radiation Practice Board of Australia
9. Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG) consultation on the draft Australian Clinical Practice Guideline for the diagnosis and management of endometriosis
10. Australian Health Practitioner Regulation Agency and National Boards targeted preliminary consultation on the revised Regulatory Principles for the National Scheme
11. Australian Commission on Safety and Quality of Healthcare consultation on the draft Credentialing and defining scope of clinical practice: a guide for managers and clinicians
12. Australian Health Practitioner Regulation Agency consultation on the proposed new chapter of the Ahpra Regulatory Guide on procedural fairness
13. Australian College of Midwives consultation on the revised National Midwifery Guidelines for Consultation and Referral – 4th Edition
14. National Registration and Accreditation Scheme (NRAS) consultation on the draft amendments to the Health Practitioner Regulation National Law
15. Senate Community Affairs References Committee Inquiry into the administration of registration and notifications by Ahpra and related entities
16. Australian Nursing and Midwifery Accreditation Council consultation for the review of the Re-Entry to Practice Registered Nurse Accreditation Standards
17. Australian Health Practitioner Regulation Agency public consultation on the draft revised Regulatory Principles
18. International Council of Nurses consultation on the review of the ICN Guidelines on Prescriptive Authority for Nurses
19. Australian Health Practitioner Regulation Agency preliminary consultation on the review of the English Language Skills Registration Standard
20. Australian Commission on Safety and Quality in Healthcare consultation on the National Opioid Analgesic Stewardship Program
21. SkillsIQ Discussion Paper: Pathways and Tertiary Education in Aged Care Discussion Paper
22. Disability Support Sector's Discussion Paper – An evidence-based Discussion Paper on VET Disability Education delivery.

¹ All submissions, reports and policies are available at the ANMF's website: anmf.org.au

HEALTH, SOCIAL, POLITICAL

1. ANMF Pre-Budget Submission 2021-22
2. Australian Government Department of Health consultation on the National Preventive Health Strategy;
3. Australian Competition and Consumer Commission consultation on the Infant Nutrition Council application for re-authorisation of the Marketing in Australia of Infant Formula (MAIF) Agreement;
4. Australian Government consultation on the Productivity Commission Report on Mental Health;
5. Australian Diabetes Educators Association consultation on the review of the resources for diabetes management during natural disasters;
6. Australian Competition and Consumer Commission consultation on the draft determination to the Infant Nutrition Council application for reauthorisation of the MAIF Agreement;
7. Australian Government Department of Health consultation on the draft National Preventive Health Strategy;
8. Australian Government Primary Health Reform Steering Group consultation on the response to the draft recommendations for the Primary Health Care 10 Year Plan
9. Consultation_Paper_on_the_Authorisation_Requirements_for_Electoral_Communications

INDUSTRIAL, OHS

1. Senate_Select_Committee_on_Job_Security
2. Inquiry_into_family_domestic_and_sexual_violence
3. National Skills Commission Skills Priority List consultations
4. Policy Development and Review

Policies, Position Statements and Guidelines reviewed – 2020/21

POLICIES

1. Breastfeeding
2. Care of the person with a life limiting illness
3. Child care
4. Conscientious objection
5. Female genital mutilation/cutting

6. Health and the environment
7. International recruitment of nurses and midwives
8. Mental health nursing
9. Nurses and midwives working internationally
10. Prevention of occupational violence and aggression in the workplace
11. Role boundaries in the provision of personal care
12. Safe staffing of nursing and midwifery services
13. Standards for practice for nurses and midwives
14. Whistleblowing

POSITION STATEMENTS

1. Alcohol, tobacco and other drugs
2. Assistants in nursing providing aspects of nursing care
3. Care for people living with disability
4. Climate change
5. Credentialling for nurses and midwives
6. Employment of undergraduate students of nursing and midwifery
7. Nursing and midwifery in general practice
8. Public and private health services
9. Registration of assistants in nursing
10. Registered nurse and midwife prescribing

NEW POLICIES, POSITION STATEMENTS AND GUIDELINES DEVELOPED – 2020/21

1. Policy – Prevention of sexual harassment in the workplace
2. Position Statement – Clinical (reflective) supervision for nurses and midwives
3. Position Statement – Maternal, child and family health nursing
4. Position Statement – Sexuality, sex and gender diversity
5. Registration Renewal Fact Sheet 1 – Exposure-prone procedures
6. Registration Renewal Fact Sheet 2 – Withdrawn or restricted right to practise
7. How Australia can implement mandatory minimum staffing levels and skills mix in nursing homes
8. Discussion Paper: Don't worry about the debt... but be aware of how we're spending it

PUBLICATIONS

1. International Journal of Nursing Studies: Delivering, funding, and rating safe staffing levels and skills mix in aged care
2. Australian Economic Review: Workforce – The bedrock of aged care reform
3. International Journal of Nursing Studies: Delivering, funding, and rating safe staffing levels and skills mix in aged care: authors' response.
4. Collegian: Human costs of aged care productivity: Innovation versus staffing and skills mix

RESOURCES PREPARED RELATING TO COVID-19 – 2020/21

The following materials were developed by Federal Office to assist ANMF Branches and members, and international organisations (on request), in managing the COVID-19 pandemic. COVID-19 Evidence Briefs

1. COVID-19: Personal Protective Equipment (updated 28 June 2021)
2. COVID-19 Resource – How do the COVID-19 vaccines work?
3. COVID-19 Resource – Safety and reactogenicity of COVID-19 vaccines
4. COVID-19 Resource – Safety and reactogenicity of COVID-19 vaccines – updated
5. COVID-19 vaccines: contraindications and precautionary advice
6. COVID-19 vaccines: contraindications and precautionary advice – updated
7. Update: AstraZeneca COVID-19 vaccine – blood clots with low platelet counts

INFORMATION/FACT SHEETS

1. Fact sheet – Refresher courses for nurses and midwives for acute clinical care
2. ANMF Information Sheet: Retention Bonus
3. ANMF Information Sheet: Aged Care Support

NATIONAL REPRESENTATION OF THE FEDERATION

Conference Presentations – 2020/21

The Federal Secretary delivered the following presentations:

- Anti-poverty and Everybody's Home campaign launch – September 2020
- Digital Health Agency Capability Framework launch – September 2020
- ANMF SA Branch Professional Conference – Panel – Aged Care Royal Commission, *Where to from here?* – October 2020
- Healthcare Leaders' Forum – Panel – People at the Core: Driving decisions with dialogue – October 2020
- 10th Annual Ron McCallum Debate – Panel – *COVID-19 has shaken up the whole world, where to next for IR in Australia?* – October 2020
- Human Rights Law Centre/UTS Forum – *Could we be handling COVID-19 & its consequences for the community better if we placed human rights at the heart of our response?* – October 2020
- ACTU Virtual Organising Conference – Panel – Beyond the crisis: How a jobs led recovery can build a fairer Australia, November 2020
- LASA RC Panel Session – Getting Workforce Right – March 2021
- ANMF Tasmanian Branch – Aged Care Conference – An update on the Royal Commission – April 2021

The Assistant Federal Secretary delivered the following presentations:

- ACTU Virtual Organising Conference – Panel – Winning Equal Super for Women- Industrially and Politically, November 2020

Federal Office Staff delivered the following presentations:

- ANMF SA Branch Professional Conference – Mandated minimum staffing and skills mix model, October 2020
- International Dementia Conference – Panel – What's nursing got to do with aged care? October 2020
- ACTU retired unionist meeting – Aged Care Campaign – April 2021
- ANMF NT Professional Day – National COVID-19 Workforce survey and the Research Unit's development of policy advice and resources for COVID-19 – May 2021

ANMF members delivered the following presentations:

- Emma Murphy (QNMU), ITUC Panel – “Invest in Care, Now!”- voices from Asia Pacific, October 2020
- Sue Walton (NSWNMA), ACTU Virtual Organising Conference – Panel – Aged Care in the Spotlight, November 2020
- Sherree Clarke (QNMU), ACTU Virtual Organising Conference – Panel – Winning Equal Super for Women- Industrially and Politically, November 2020

Media Conferences:

- Joint media conference with UWU on 17 March in Canberra
- Joint media conference with Senators Walsh and Sheldon, and UWU on 19 April in Melbourne
- Joint media statement with the AMA on 28 April
- Joint media conference with UWU on 12 May in Canberra

Senate, Parliamentary & Royal Commission Hearings

The ANMF Federal Office, and ANMF members, provided evidence to the following Senate Inquiry Hearings:

- Inquiry into the Fair Work Amendment (Supporting Australia's Jobs and Economic Recovery) Bill 2020 – February 2021
- Standing Committee on Migration – Inquiry into Australia's skilled migration program – March 2021
- Senate Select Committee on Job Security – April 2021
- Senate inquiry into the Aged Care Legislation Amendment (Financial Transparency Bill) – May 2021

ADVISORY AND STANDING COMMITTEES

- ACTU Executive
- ACTU Growth & Campaigns Committee
- ACTU Women's Committee
- ACTU OHS & Workers' Compensation Committee
- ACTU Industrial Legislation Committee
- ACTU Trade Committee
- ACTU Registered Organisations Commission (ROC) Group
- ACTU Climate Action Group
- ACTU Aged Care Working Party
- AHPRA Professions Reference Group
- ANMAC Strategic Accreditation Advisory Committee
- ANMAC Registered Nurse Accreditation Standards Review
- ANMAC Registered Nurse Prescribing Accreditation Standards
- ANMAC Midwife Accreditation Standards Review
- Australian Government Aged Care Sector Committee
- ADHA National Digital Capability Action Plan Steering Group;
- ADHA Aged Care Advisory Group;
- Australian Digital Health Agency (ADHA) Digital Health Capability Framework for Nursing and Midwifery Advisory Committee;
- ADHA/Australian Institute of Digital Health (AIDH) National Nursing and Midwifery Digital Health Capability Framework Project Advisory Committee;
- ACRRM Rural and Remote Digital Innovation Group;
- ACSQHC Medication Safety Oversight Committee;
- ACSQHC Health Services Medication Expert Advisory Group;
- Australian Government Residential Aged Care Funding Reform Working Group;
- Coalition of National Nursing and Midwifery Organisations (CoNNMO);
- National Rural Health Alliance Council;
- National Aged Care Alliance;
- NPS MedicineWise Nurse Insight Group;
- Nursing and Midwifery Strategic Reference Group
- Climate and Health Alliance
- Nursing and Midwifery Board of Australia (NMBA) Nurse Practitioner Advisory Group;
- Thrive By Five Campaign Group.

LOBBYING MEETINGS

HEALTH & AGED CARE

- Hon. Greg Hunt, MP, Minister for Health
- Senator Richard Colbeck, Minister for Aged Care
- Hon. Anthony Albanese, MP
Leader of the Opposition
- Hon. Mark Butler, MP, Shadow Minister for Health and Aged Care
- Hon. Claire O'Neil, MP, Shadow Minister for Aged Care
- Hon. Ged Kearney, MP, Shadow Assistant Minister for Skills & Aged Care
- Hon. Adam Bandt, MP, Leader of the Australian Greens
- Senator Rachel Seiwert
- Senator Barnaby Joyce and the Nationals party room
- Hon. Helen Haines, MP, Member for Indi
- Senator Penny Wong
- Senator Kristina Keneally
- Hon. Richard Marles, MP
- Senator Tim Ayres
- Senator Murray Watt
- Senator Tony Sheldon
- Senator Jess Walsh
- Hon. Mike Freeland, MP

IR OMNIBUS BILL

- Hon. Rebecca Sharkie, MP
- Senator Rex Patrick
- Senator Stirling Griff
- Superannuation
- Senator Jacqui Lambie
- Hon. Anne Webster, MP
- Senator Griff
- Hon. Ken O'Dowd, MP
- Senator Patrick
- Hon. Stephen Jones, MP, Shadow Assistant Treasurer, Shadow Minister for Financial Services

NATIONAL REPRESENTATION RELATING TO COVID-19

COVID-19 Consultations

POLITICAL

Minister for Health & Minister for Aged Care

The Federal Secretary and other health unions, HSU, ASMOF, UWU and ASU, met with the Ministers, and Chief Medical Officers Paul Kelly and Michael Kidd on the COVID-19 Vaccine Roll Out. The ANMF, health and aged care unions and aged care providers continued to meet to discuss the roll out in aged care though out the year.

DEPARTMENT OF HEALTH – COVID-19

Department of Health Briefings

The ANMF attended briefings convened by the Commonwealth Department of Health (DOH) and the Health Minister's Office.

Nursing and Midwifery Strategic Reference Group (NMSRG)

The Federal Secretary attended monthly meetings of the NMSRG from the commencement of the COVID-19 outbreak in Australia.

Nursing & Midwifery Board of Australia/ Australian Nursing and Midwifery Accreditation Council

The Federal Secretary participated in regular meetings with the NMBA and ANMAC to discuss and develop nursing and midwifery workforce surge strategies in preparation for management of the COVID-19 outbreak.

AUSTRALIAN COUNCIL OF TRADE UNIONS

The Federal Secretary and Assistant Federal Secretary attended monthly meetings of national secretaries to discuss matters arising from the COVID-19 outbreak.

STRATEGIC PRIORITIES

STRATEGIC PRIORITY 1

Equip the nursing and midwifery professions to deliver safe and quality care in all settings and be prepared for the future.

Australia has a highly qualified and skilled nursing and midwifery workforce which is largely under-utilised.

Nurses and midwives are denied opportunities to realise their full potential and maximise their contribution to the health and aged care systems. They are also frequently prevented from delivering the care they believe is necessary for their patients and communities because of poorly resourced, unsafe environments.

The ANMF will work with members to ensure the environments they work in enable them to deliver safe, quality care.

STRATEGIES

- a. Lobby and campaign nationally for safe staffing and safe workloads for nurses, midwives and carers in all settings, prioritising our national focus on aged care.
- b. Lobby for national legislative and policy reforms to support the full use of the nursing, midwifery and carer workforce.
- c. Advocate for innovative workforce models, which support nurses, midwives and carers to work to their full scope of practice.
- d. Protect nurses' and midwives' work, the titles of registered nurse, enrolled nurse and midwife and their practice standards are protected.
- e. Identify the implications of the ageing nursing and midwifery workforce and address the associated risks, including projecting the future nursing and midwifery skills and work that will be required.
- f. Participate in the design and review of education programs that will prepare nurses, midwives and carers to meet Australia's future health and aged care needs.
- g. In collaboration with branches, provide members with access to knowledge and resources to keep their skills current and relevant.
- h. Commit to assisting the growth of the Aboriginal and Torres Strait Islander nursing and midwifery Workforce.
- i. Commit to assisting the growth and training of a culturally safe and diverse nursing, midwifery, and carer workforce.
- j. Advocate for a culturally and linguistically diverse (CALD) nursing, midwifery, and carer workforce.

STRATEGIC PRIORITY 2

Ensure the professional and personal safety and well-being of nurses, midwives and carers in all environments.

Nurses, midwives and carers experience significant physical and psychological demands during their day. They are faced with multiple workplace stressors such as increasing patient acuity, ageing populations, expanding use of complex technological innovations, and organisational and budgetary pressures affecting staffing and workloads. Coupled with the effects of shift work and the potential for occupational injury and workplace violence, these stressors can produce threats to the personal and professional safety of nurses, midwives and carers. The nursing, midwifery, and carer workforce is also socially, culturally and linguistically diverse and is made up of individuals and groups with a range of needs and preferences. The ANMF will work with members to protect the safety and well-being of all nurses, midwives and carers in all environments.

STRATEGIES

- a. Advocate at a national level for safe, fair and reasonable working conditions for all nurses, midwives and carers in all settings.
- b. Lobby federal governments and employers to allocate sufficient funding to health and aged care services in a consistent and transparent manner.
- c. Advocate for national policy and legislative reform to improve workplace health and safety for nurses, midwives and carers in all settings.
- d. Work to ensure employers and governments are aware of their responsibilities to fully protect the health and safety of nurses, midwives and carers, including the responsibility to address workplace bullying and harassment.
- e. Engage all relevant external stakeholders to promote health and wellbeing among nurses, midwives and carers and ensure there are appropriate supports available for nurses, midwives and carers experiencing health issues.
- f. Advocate nationally for a reasonable work-life balance for nurses, midwives and carers, including flexible work arrangements supported by appropriate national policy and legislation as required.
- g. The nursing, midwifery, and carer workforce has access to appropriate and effective cultural safety training.

STRATEGIC PRIORITY 3

Position nursing and midwifery as informed, expert commentators and advocates on health and social issues.

The nursing and midwifery professions operate from a framework that values all people in a holistic way and seek to foster and advance people's health throughout their lifespans and across all levels of society. This means the professions are uniquely placed to understand how policy decisions affect people's quality of life and access to appropriate care. The ANMF will work with members to contribute to planning and decision-making, and to the development of appropriate and effective public, health and ageing policy on all levels.

STRATEGIES

- a. Use the ANMF's knowledge, strength and profile to demonstrate to the public the contribution of nursing and midwifery to safeguarding and improving the health and wellbeing of all Australians.
- b. Establish the ANMF as a resource for education and analysis on relevant health issues for politicians and senior bureaucrats and develop avenues at a national level through which the ANMF can influence political processes to achieve positive outcomes for nurses, midwives and carers.
- c. Establish a media presence that builds the public reputation of the ANMF as a key national voice for Australia's health and aged care system
- d. Engage with other healthcare organisations both locally and nationally to build a coalition of strength to influence national and international health ageing policy.
- e. Provide submissions, reports and briefings on critical national issues for nurses, midwives and carers to governments, politicians and other relevant bodies and stakeholders.
- f. Engage with other healthcare organisations both locally and nationally to build a coalition of strength to influence national and international health and ageing policy.

STRATEGIC PRIORITY 4

Develop evidence to inform and influence national health and aged care policy, and promote alternative policy where needed.

For nurses, midwives and carers to be influential at political and policy levels sound evidence, which demonstrates their effectiveness in health and economic terms, is needed. The ANMF will work with members to develop and build a body of research and evidence that can be used to inform national health and aged care policy makers of the benefit of nurses, midwives and carers.

STRATEGIES

- a. Foster policy research networks of collaboration with major internal and external stakeholders, engaging in research co-production where appropriate, to facilitate effective health and ageing policy decisions.
- b. Identify, develop and disseminate evidence which demonstrates the requirements for the delivery of safe care across settings, as well as evidence which demonstrates failures to provide safe care.
- c. Identify, prioritise and disseminate nurse and midwife led innovations and practices that foster the development of new, expanded and improved health care delivery and set the agenda for improved policy.
- d. Encourage ANMF members to engage in a broad range of research activities by providing access to new research and evidence relevant to nursing and midwifery and avenues to support the development and dissemination of their own research.
- e. Partner with members to support the translation of research, evidence and policy into practice.

STRATEGIC PRIORITY 5

Contribute to ensuring an economically, environmentally and socially sustainable future for all communities.

As a trade union and the professional organisation upholding the code of conduct for nurses and midwives, the ANMF has a responsibility to campaign for a just and democratic society beyond just the workplace, but also nationally and globally. The ANMF will work with members to create greater public awareness and understanding of labour rights as a key component of a functioning democracy and an equitable and sustainable economy.

STRATEGIES

- a. Support, develop and promote national policy approaches which reduce health inequalities, address social determinants of health and other issues that impact on people's ability to live well.
- b. Participate in activities which support social justice, equality and humanitarian treatment for all to promote a fair society and healthy communities.
- c. Build strategic relationships nationally and internationally with nursing and midwifery organisations, unions and other agencies to advance the interests of nursing and midwifery and the health of communities.
- d. Support and grow the nursing and midwifery professions in developing countries, and contribute to building capacity in their nursing associations and unions, within the Asia- Pacific region and other regions as needed.
- e. Provide leadership in environmental sustainability and social inclusion through our national policy development, communication material and other mechanisms as required.
- f. Contribute to closing the gap in life expectancy between Aboriginal and Torres Strait Islander peoples and other Australians.
- g. Contribute to ensuring safe, appropriate, effective, and equitable care for all people from socially, culturally, and linguistically diverse, and disadvantaged backgrounds.

STRATEGIC PRIORITY 6

Be an effective, efficient and accountable organisation through good governance and democratic involvement of members.

As a member organisation with a leadership role for the nursing and midwifery professions, the ANMF has a responsibility to its members to ensure their resources and transparently directed towards achieving their common goals.

STRATEGIES

- a. Conduct the ANMF Federal Office's operations in a transparent, and financially and environmentally sustainable manner through the effective use of resources.
- b. Enhance the ANMF Federal Office's communication structures and consultation processes to ensure communications with branches and members are accurate, prompt, meet needs of branches and members and facilitate member involvement in national union activities.
- c. Contribute to the continued growth and success of ANMF branches by providing advice, assistance and support for branch activities as required, connecting the specific perspectives of the branches to work towards a shared national purpose.
- d. Celebrate and promote ANMF branches' and members' successes to demonstrate to members the benefits and value of being part of the national union in advancing the professions of nursing and midwifery.
- e. Apply best practice in the areas of HR management and organisational development to attract and retain the right people, who uphold and model the ANMF's values, and recognise, value and support staff by investing in their development.
- f. Apply best practice in the areas of cultural safety and security where all staff act to foster a supportive, inclusive, and culturally safe environment where there is shared respect, knowledge, and meaning for all staff.

