

Australian Nursing & Midwifery Federation

ANNUAL REPORT

2017-2018



Australian
Nursing &
Midwifery
Federation

AUSTRALIAN NURSING & MIDWIFERY FEDERATION

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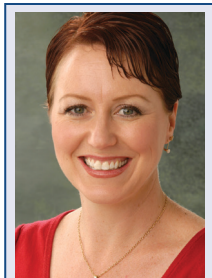


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FEDERAL PRESIDENT'S REPORT



**Sally-Anne
Jones**
Federal
President

12 months flies by so quickly – especially when there is a lot happening in the nursing and midwifery space!

First and foremost, we must celebrate the continued strengthening of our union in membership growth from all sectors across our nation as nurses, midwives and carers continue to join the Australian Nursing & Midwifery Federation each and every day. The power of such

membership means that we are in a prime position to influence the strategic planning and delivery of health services for every Australian, now and into our future. Whilst that road may be long, the respect we attract from the communities we live and work in, governments and other health stakeholders means that we are able to ensure that your voice, and the voice of those you provide nursing and midwifery for can be heard. It is a privilege indeed. Our strength and power also means that we can continue to represent the professional, industrial, political and social voice of nurses, midwives and assistants in nursing everywhere, to ensure that the common issues such as working conditions and penalty rates remain important discussion points at every opportunity.

The Federal Executive and Federal Council continue to meet regularly. These meetings provide the means through which strategic national discussions and planning can occur to further strengthen our approach as each state and territory has slightly different local issues and impacts. By uniting federally, and in a coordinated fashion, we have the opportunity to be heard more clearly and precisely.

The Federation continues to foster strong relationships with other peak nursing and midwifery bodies, within Australia and across the globe. These important relationships have been forged in order for Australian nurses, midwives and assistants in nursing to have a stronger, consistent voice at a national and international level in respect to a wide range of nursing, midwifery and health matters.

There have been a few significant changes at the Federal Executive table since our last report. At Biennial Delegates Conference last year in Hobart, Lee Thomas, longstanding Federal Secretary of the ANMF, announced her intention to retire from the position to pursue a recently awarded, hard-earned career in Law. In December in 2017, the Federation officially farewelled Lee. We acknowledge the tremendous contribution that Lee has made during her many years with the Federation, in both State and Federal ANMF roles and wish her well for her future.

As a result in June 2018 the Federal Executive appointed (pursuant to Federal Rule 51.1.2) Annie Butler as Federal Secretary, and Lori-Anne Sharp as Assistant Federal Secretary. Annie has great experience and knowledge of the development and actioning of the strategic plans and direction of the Federation, having been in the Assistant Federal Secretary role from 2014 to 2018; and Lori-Anne was elected to the Federal Vice-President's role in 2017, having served 15 years on the ANMF Victorian Branch Council. We also appointed James Lloyd to the Federal Vice-President's position. James joins us from the Tasmanian Branch, having spent many years on both Tasmanian Branch Council and Federal Council.

It is my great pleasure to congratulate Annie, Lori-Anne and James on their appointments and I look forward to working with their enthusiasm, energy and vision for the Federation, along with the Federal Executive and Council in the following year.



In August 2017, the Federation held its 13th Biennial National Conference in Hobart. The conference was attended by 117 delegates and a range of issues were discussed and debated, the highlight of which was the agreement on a federally coordinated national campaign for Aged Care ratios. Harnessing our mighty membership, and leveraging off partnerships with those we care for in our community, we felt very strongly about the purpose and direction of such a campaign and we are totally invested in its success. The launch date was agreed and on 12th May 2018 – International Nurses' Day, nurses, midwives and carers, along with the community rose up nationally and demanded Ratios for Aged Care! There are wonderful photos and stories from the linked State and Territory Campaigns. Two other highlights from the Biennial Conference was a presentation by the Orange Sky Laundry team - such a pair of motivated young fellows you will rarely meet, but they had us all spellbound at their energy and commitment – demonstrating how the power of good achieves much with patience and passion! The other was Janine Mohamed, Chief Executive Officer of CATSINaM (Congress of Aboriginal and Torres Strait Islander Nurses and Midwives). She is a softly spoken dynamo who passionately represents the peak body for Aboriginal and Torres Strait Islander nurses and midwives across Australia.

CATSINaM recognises that members are Aboriginal and Torres Strait Islander peoples before they are nurses and midwives; supporting, educating and promoting that Aboriginal and Torres Strait Islander nurses and midwives are on a lifelong journey together to fulfill cultural obligations and commitments to their communities, families and themselves. The edict is "We are also experts in our own health, and as such, we need to work together to make sure we determine our own future and create positive change for our Peoples when accessing health services".

Along with Vice President James Lloyd, and on behalf of the ANMF Federal Executive, Federal Council and the ANMF membership, I would like to once again thank all the staff of the Federal Office for their dedication and hard work over the past year. They are clearly committed to the goals of the Federation and the union movement more generally. I would also like to pay tribute to and forward my sincere thanks once again to Lee Thomas, retiring Federal Secretary, and thank Annie Butler, recently appointed Federal Secretary, Lori-Anne Sharp, recently Appointed Federal Assistant Secretary, for their commitment, focus and energy which helps this union to remain agile and responsive to the political environment around us. I look forward to working with all members of the Federal Executive, Federal Council and the Federal Office staff over the coming year to continue to further the interests of the ANMF members.





FEDERAL SECRETARY'S REPORT



Annie Butler
Federal
Secretary

It is with great pleasure that after four years as Assistant Federal Secretary, I now present my first annual report as Federal Secretary of the Australian Nursing and Midwifery Federation (ANMF) and provide an overview of the ANMF's activities and achievements over the last twelve months.

The year of 2017-18 was one of significant change for the ANMF,

which saw us farewelling several Branch Secretaries and Presidents around the country and welcoming their successors.

The ANMF's South Australian and Northern Territory Branches farewelled and acknowledged Presidents Marisa Bell and Marlene Herron and welcomed Jocelyn Douglass and Cath Hatcher respectively. We also said farewell to long serving Tasmanian and ACT Branch Secretaries, Neroli Ellis and Jenny Miragaya, and acknowledged the significant contribution they made to the growth and increasing strength of the ANMF in their states and territories, to the Federation nationally and to the professions of nursing and midwifery. We welcome their successors, Emily Shepherd (Tasmania) and Matthew Daniel (ACT), and look forward to working with them in continuing to build the strength and power of our union and our professions.

Our final farewell, following her resignation as Federal Secretary, was to Lee Thomas. We collectively thank Lee for the significant contribution she has made to our Federation over the last ten years as both Assistant Federal Secretary and Federal Secretary, and before that as the South Australian Branch Secretary. We also congratulate Lee on her graduation as a qualified lawyer and her continuing service advocating for nurses and midwives with her return to the South Australian Branch's legal firm, Unions SA Legal.

I would also like to welcome Lori-Anne Sharp and James Lloyd, newly appointed Assistant Federal Secretary and Federal Vice-President, who join the Federal President, Sally-Anne Jones, and me to complete the ANMF's Federal leadership team. We look forward to building on the successes of our predecessors and working to achieve the goals of our members and advance our professions and the health of our communities.

I am particularly excited to be working closely with Lori-Anne, who not only brings decades of diverse experience in nursing but also the wisdom gained from fifteen years' service as an ANMF Victorian Branch Councillor and an unparalleled enthusiasm for community and social justice campaigning.

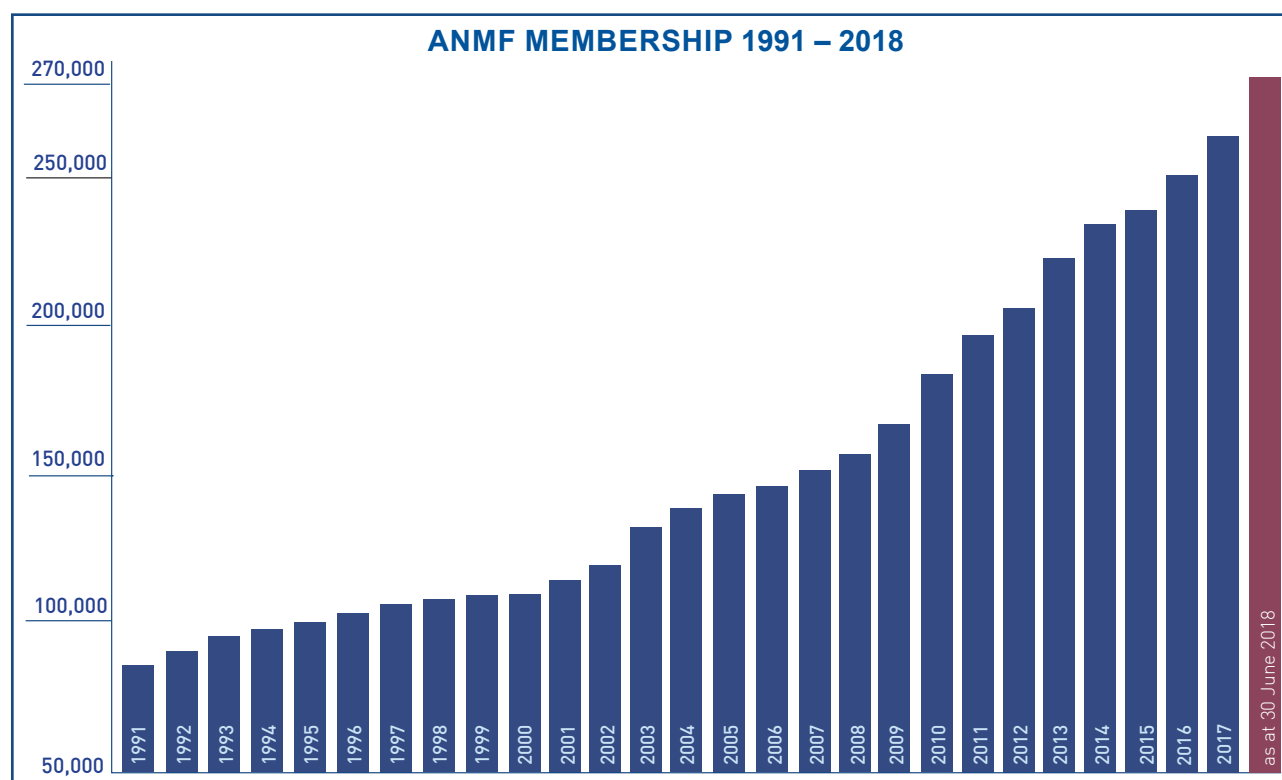




2017-18 also saw several changes for the ANMF's Federal Office staff, most notably the retirement of Nick Blake, ANMF Senior Industrial Officer. Nick gave more than twenty years' service to the ANMF and its members across the country. We thank him for his commitment and contribution to our union and our professions and to the broader union movement. We wish him all the best for his well earned retirement.

The Federal Office also welcomed new staff members, Heidi Adriaanse, ANMF Advertising and Project Manager, and Micah Peters, ANMF National Policy Research Adviser. Heidi and Micah join the hard working Federal Office industrial, professional, campaigns, communications and education teams, whose detailed reports follow.

The theme of change extended well beyond movement of the ANMF's personnel over the last year with one of the most positive changes being the continued growth of the ANMF nationally. With all eight ANMF branches increasing their membership, at 31 December 2017 the ANMF's national membership totalled 268,717 making us the largest union in the country. On the strength of that membership we can 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.



The ANMF's 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. This in turn, allows us 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.

The area most in need of such advancement and, in fact, radical change is the aged care sector, especially residential aged care. The sector's chronic staffing crisis must be fixed. So, in February this year, the ANMF's Federal Executive unanimously voted to launch an unprecedented campaign, calling for guaranteed funding to be quarantined for the provision of care via legislated ratios and proper skills mix, to ensure missed care is a thing of the past and better conditions for aged care workers.



On International Nurses' Day, 12 May, hundreds of nurses, midwives, carers and members of the community gathered at events around the country to launch the campaign and call on federal politicians to address this crisis immediately. Due to passionate efforts of our members, the campaign has garnered support from the community and a handful of politicians, but much more is needed – we will continue this fight until the government mandates staff ratios in residential aged care.



The ANMF and members also recognised that many other laws and regulations need to be changed. Over the last year, the ANMF has actively supported the Australian Council of Trade Unions (ACTU) national Change the Rules campaign to provide fairer working conditions for all Australians. This includes a just tax system, protected penalty rates in all sectors and fairer rules and greater equality for Australian workers, especially lower paid workers such as those in aged care.

We also maintained our focus on campaigning about the adverse health impacts of climate change through our collaborations with the Climate and Health Alliance and the ACTU, in recognition of the need to transition to zero-emissions energy sources to avoid dangerous and irreversible environmental and health impacts. Not only did we lobby politicians on this, but we also called on nurses and midwives to communicate with their communities and workplaces about climate and health and participate in the broader climate change debate.

The ANMF Federal Office has continued to play a key role in all major professional developments for nursing and midwifery and, to ensure the ANMF is placed as a key player in influencing the government's agenda on national health and aged care policy, we have boosted our research capacity to provide better evidence.

Our expanded research platform covers analysis of the impact of federal health and aged care policies, including workforce analysis, funding shortfalls and improving the capacity for nurses, midwives and carers to deliver the best care they can.

Another major priority for the ANMF has been streamlining the way we communicate with members and to make news and information more accessible and relevant to the readership. We have created a new ANMJ and digital website, available at: www.anmj.org.au. The traditional ANMJ journal will continue to be produced quarterly from October 2018 and will be available as both paper and digital versions.



Full reports on the issues outlined above as well as many others have been prepared for the information of members by the committed ANMF Federal Office staff and comprise the remainder of this year's annual report.

Lori-Anne and I would like to take the opportunity to thank all the Federal Office staff, the ANMF Federal Council and, in particular, ANMF Federal President, Sally-Anne Jones, for their efforts in working for improvements for ANMF members. We look forward to continuing to work with them and with ANMF members in meeting the challenges ahead and going from strength to strength as Australia's biggest union dedicated to nurses, midwives and carers.



INDUSTRIAL REPORT



Andrew McCarthy
Acting Senior
Federal
Industrial
Officer

The 2017/18 industrial program continued to focus on the protection and advancement of the industrial rights of nurses, midwives and carers.

INDUSTRIAL REGULATION

The principal law covering the employment of nurses, midwives and carers in Australia continues to be the *Fair Work Act 2009* (the Act). In 2017/18 the following changes were made to the Act.

Fair Work Amendment (Corrupting Benefits) Act 2017

The legislation amended the Act to make it a criminal offence:

- to give a registered organisation, or a person associated with a registered organisation, a corrupting benefit
- for an employer to provide, offer or promise to provide any cash or in kind payment (other than certain legitimate payments) to an employee organisation

In addition, from January 2018 employers and unions that are bargaining representatives are required to disclose certain financial benefits they receive or expect to receive due to a term in a proposed enterprise agreement.

These arrangements may include payments to training funds or insurance schemes along with management and brokerage fees, dividends and trust and share distributions.

Fair Work Amendment (Protecting Vulnerable Workers) Act 2017

The legislation amended the Fair Work Act to enable prosecution of employers who deliberately rip-off low paid workers or aid, abet or conspire to do so, and granted stronger investigation and evidence gathering powers for the Fair Work Ombudsman.

Over this period the Government also introduced a number of industrial legislative Bills into Parliament.

These included:

Fair Work (Registered Organisations) Amendment (Ensuring Integrity) Bill 2017

This Bill proposed to make a range of changes to the Registered Organisations Act including:

- Enhancing the powers of the Federal Court to disqualify a person from standing for or holding an office in a registered organisation;
- Enhancing the powers of the Federal Court to deregister or suspend the registration of a registered organisation or its officials;
- Providing for the Court to appoint an administrator where it is deemed by the Court that the registered organisation, or part thereof, has become dysfunctional;
- Introducing a new public interest test in regards to applications for amalgamations of registered organisations.

The ANMF submission to the Inquiry conducted by the Senate Education and Employment Legislation Committee is available here:

[http://anmf.org.au/documents/submissions/ANMF_submission_to_the_Inquiry_into_the_FW\(RO\)_Amendment_\(Ensuring_Integrity\)_Bill_2017.pdf](http://anmf.org.au/documents/submissions/ANMF_submission_to_the_Inquiry_into_the_FW(RO)_Amendment_(Ensuring_Integrity)_Bill_2017.pdf)

The Senate committee report was along party lines. In a dissenting report the Australian Labor Party recommended that the Bill be rejected in its entirety, arguing the Bill incorrectly assumed that unions were akin to corporations in nature, structure and purpose. Further, the Bill would impose a higher and harsher standard on unions than currently exist for corporations and directors of corporations. The ALP argued that the intent of the Bill was to dramatically enhance the capacity of government, employers and others to pursue legal proceedings against unions and union officials, with the purpose of neutering their lawful activities.

Fair Work Laws Amendment (Proper Use of Worker Benefits) Bill 2017

The Bill proposed a range of disclosures and reporting obligations in relation to union expenditures, election and training funds.



INDUSTRIAL REVIEWS

Four Yearly Review of Modern Awards

The Fair Work Commission's (FWC) four-yearly review of modern awards, which commenced in 2014, continued.

Nurses Award

Substantive proposals made by the ANMF and other parties to vary the modern Nurses Award were being considered by an FWC Full Bench. The ANMF proposals related to in-charge and leading hand allowances, on-call and recall to work, rest breaks between rostered work and meal breaks. Employer proposals related to rostering arrangements, a remote communication allowance and meal breaks.

The Full Bench held hearings in November 2017. Final written submissions were filed in March 2018.

Common issues

Proceedings also continued to be conducted by various FWC Full Benches dealing with 'common issues' that relate to all or most modern awards.

Common issues being considered by the FWC related to, among other things, family/domestic violence clauses, family friendly working arrangements and a 'plain language' rewrite of awards.

In the *Casual and Part-time Employment Case*, the Commission in July 2017 ruled that awards should enable casual employees to elect to convert to full-time or part-time employment subject to certain rules and restrictions. Casual employees who work regular hours for a qualifying period of 12 months have the right to apply for permanent employment, however employers may refuse such requests on various specified grounds.

In the *Family and Domestic Violence* case, the ACTU claimed 10 days paid family and domestic violence leave to be included in all modern awards to apply to permanent and casual employees. The tribunal in July 2017 rejected the claim for paid leave, however ruled that modern awards should include *unpaid* Family & Domestic Violence leave. In March 2018, the tribunal determined that awards will be varied to include a new entitlement to 5 days *unpaid* leave for employees experiencing family and domestic violence.

On the same day as the tribunal decision, the federal government announced that it would legislate to include five days unpaid leave in the Fair Work Act, which would extend the benefit of the decision to more employees. The federal Greens also introduced a Bill for ten days paid leave in February 2018.

In March 2018 the Commission rejected an ACTU claim to provide for a right for parents and carers to access family-friendly working hours. Instead the Commission decided that awards should be amended to provide parents and carers only with a right to request flexible working arrangements. An employer would be able to refuse requests on "reasonable business grounds". The decision provides marginal improvements on the existing right to request under the Fair Work Act however the right to request remains effectively unenforceable.

BARGAINING

During the 2017/18 financial year, the Federal Office of the ANMF was involved in the negotiation of a number of enterprise agreements covering nurses, midwives and assistants in nursing, including:

- Fullerton Health (medical centres previously owned by Healthscope)
- Medibank Telehealth
- Monash IVF
- Calvary Home Care
- Northern Territory Public Sector nurses and midwives

SUBMISSIONS

The federal industrial team made a number of submissions to various inquiries including in relation to:

- Penalty rates (Jul 2017 - written) (Aug 2017 - oral)
- Fair Work (Registered Organisations) Amendment (Ensuring Integrity) Bill 2017 (Sep 2017)
- Greenfields agreements (Oct 2017)
- Fair Work Laws Amendment (Proper Use of Worker Benefits) Bill 2017 (Oct 2017)
- Trans-Pacific Partnership (Apr 2018)
- Mental health conditions experienced by first responders, emergency service workers and volunteers (Jun 2018)

Some submissions can be accessed on the ANMF website: <http://anmf.org.au/pages/anmf-submissions>

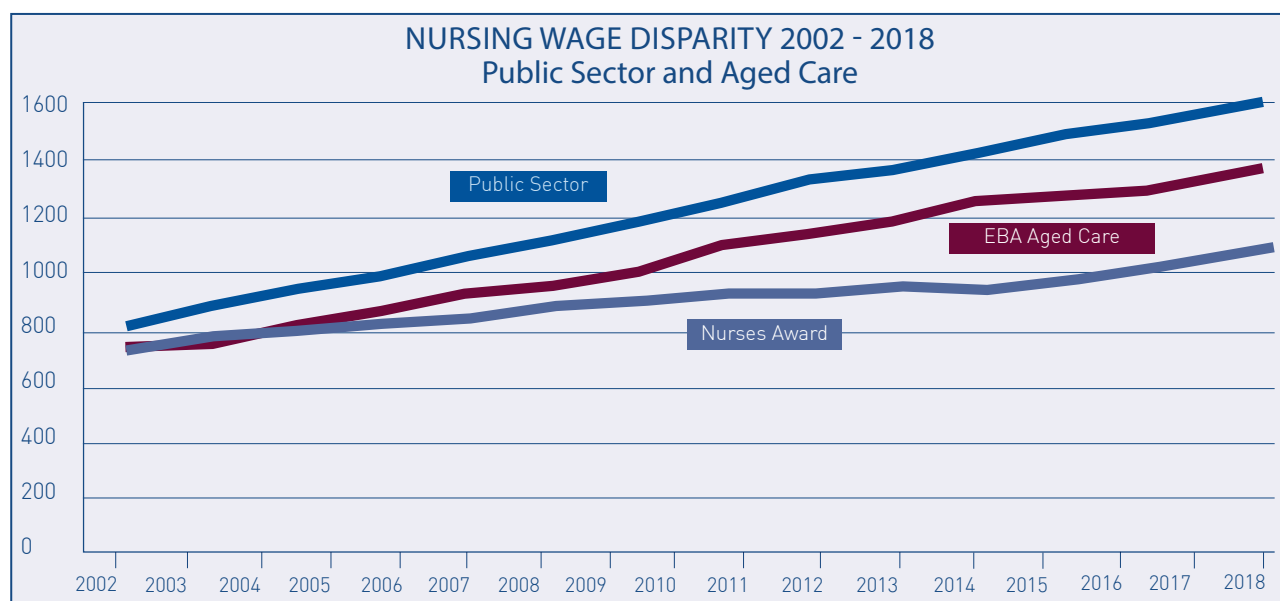


WAGES

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. Across Australia 791 agreements operate in the residential aged care sector covering 2155 out of

2509 facilities. While 86% of facilities are covered by collective agreements, the wages and conditions outcomes are generally less favourable than public sector outcomes and fail to remove or significantly reduce the disparity in wages and conditions.



Public sector agreement outcomes

The table below details the percentage increases and expiry dates of public sector enterprise agreements that apply over the 2017/2018 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.

STATE	OUTCOME	
New South Wales	2.5%	for 1 year (expires 30.06.18)
Victoria	13.25%-35.25%	over 4 years includes uplift in April 2019 (expires 31.03.20)
Northern Territory	3%	for 1 year (expires 09.08.18)
Tasmania	4%	over 2 years (expires 30.11.18)
South Australia	7.5%	over 3 years (expires 01.09.19)
Queensland	5%	over 2 years (expires 31.03.18) [New agreement pending]
Australian Capital Territory	12%-15%	over 4 years (expires 30.06.17) [New agreement pending]
Western Australia	3%	over 2 years (expires 11.10.18)



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 and cover approximately 90% of private hospitals across the country.

NURSING AND MIDWIFERY WORKFORCE

The 2016 nursing and midwifery workforce data published by the Australian Government Department of Health shows there were a total of 369,940 nurses and midwives registered in Australia. This comprises 364,632 nurses and midwives with general registration and 5,308 non-practising registrants. Of the nurses and midwives with general registration, 84% were registered nurses, midwives and dual registrants, and 16% were enrolled nurses.

However, not all nurse and midwife registrants are in the nursing workforce. In 2016 340,257 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 315,137 employed nurses and midwives; 89.1% were female; the average age was 44.3 years working on average 33.4 hours per week.



PROFESSIONAL REPORT



Julianne Bryce
Senior
Federal
Professional
Officer

The Federal professional team of the ANMF represents the interests of our nursing and midwifery members, and by influencing professional advancement, seeks to improve the health and wellbeing of the community. The central objective of the national professional program work is to provide advice to policy makers on strategies for the provision of safe, evidence-based nursing and midwifery care, to achieve better health outcomes for all people living in Australia.

Professional Advisory Committee

The Professional Advisory Committee (PAC) comprising professional officers from each state and territory ANMF Branch and the Federal Office, provides strategic advice to the ANMF on professional issues relevant to our membership. The federal professional team convenes the committee, which has four scheduled meetings per year. Major issues addressed in 2017/18 included: policy and publication development and review; information sharing; strategic planning for advocacy and campaign work; discussion of issues pertinent to the advancement of the nursing and midwifery professions; updating on standing agenda items: national registration and accreditation; climate change; rural and remote specific issues; and aged care.

Coalition of National Nursing and Midwifery Organisations (CoNNMO)

Following the renewal of funding by the Australian Government Department of Health of CoNNMO, the ANMF continues to conduct the operations, till 30 June 2020. Meetings of the 55 Coalition members were held in Sydney, October 2017, at the New South Wales Nurses and Midwives' Association (ANMF NSW Branch), and in Melbourne, May 2018, at the ANMF Victorian Branch.

Early Career Nurses and Midwives Employment

National policy work continues in relation to early career nurses and midwives employment. The national early career nursing and midwifery working group, with representation from academia, industry and professional associations, has met regularly over 2017-2018. The purpose of the group is to inform strategic direction and advice to government, education providers and the nursing and midwifery workforce. In implementing effective strategies, the working group aims to enable newly graduating nurses and midwives to secure meaningful employment and successfully transition to practice as a nurse or midwife. The group has produced a number of important documents. The *Facts and Myths – Early Career Nurses and Midwives* document, available on the ANMF Federal office website, aims to provide relevant facts and bust myths about newly graduating nurses and midwives. The *ANMF Graduate data set – nurses and midwives* is regularly updated, and contains up to date data relating to early career nurses' and midwives' employment.

Records Digitisation

Federal Office commenced work this year on a digitisation project to make ANMF minutes available internally in an electronic format. Minutes for ANMF Federal Office, and its predecessors, the Trained Nurses Guild, Australian United Nurses Association, ANF Employees Section, RANF and ANF, covering 1922 to the present, are being digitised into pdf format. This project ensures fragile original records are not subject to damage through repeated use, and opens our collection of valuable historical records to a potentially wider user group of ANMF officers and selected external researchers.



SOCIAL JUSTICE

Reconciliation Action Plan

The Federal Office has a Reconciliation Action Plan (RAP) endorsed by Reconciliation Australia at the Innovate level. The RAP outlines our vision for reconciliation to achieve health equality for Aboriginal and Torres Strait Islander peoples. Through the RAP we commit to participate in activities which contribute to working towards closing the gap on health equality. The RAP Working Group monitors progress on deliverables and provides an annual report to Reconciliation Australia on our achievements. Within the spirit of our RAP, the ANMF became a signatory to a statement prepared by the Lowitja Institute and the Australian Council on Social Services (ACOSS), in support of the Uluru Statement from the Heart, which includes a recommendation for the First Nations Voice to Parliament. Federal Office marked National Reconciliation Week, held between 27 May and 3 June 2018, with a presentation on the theme "Don't keep history a mystery" by Faye Clarke, ANMF member, RAP Working Group member and a Guditjmarra, Wotjaboluk and Ngarrindjeri woman. Federal Office continues to work with our colleagues at the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM) to realise our mutual vision for reconciliation.



Anti-Poverty Campaign

The ANMF Federal Office provided funding support for the Anti-Poverty Week campaign held 15-21 October 2017. This annual campaign seeks to raise awareness amongst all Australians that, despite the apparent wealth of our country, some people in our community live in poverty. The ANMF support is provided on behalf of our nursing and midwifery members, many of whom interact through their daily practice with people experiencing the harsh health effects of poverty.

PROFESSIONAL PARTNERSHIPS

National Registration and Accreditation

During 2017/18, the ANMF Federal professional team participated on a number of expert advisory committees, research teams, 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).

This work included advisory, research and standing committees for:

- the review of the NMBA Registered Midwife Standards for Practice;
- the review of the NMBA Codes of Conduct and Professional Boundaries for Nurses and Midwives;
- the review of the NMBA Codes of Ethics for Nurses and Midwives;
- the review of the ANMAC Enrolled Nurse Accreditation Standards;
- the review of the ANMAC Registered Nurse Accreditation Standards;
- the ANMAC Strategic Accreditation Advisory Committee; and
- the AHPRA Professions Reference Group.

Climate Change

As a member of the Climate and Health Alliance (CAHA), the ANMF contributes to the development of submissions to government advocating for a national strategy for Australia on climate change mitigation measures. The ANMF's advocacy work included letters to Minister Hunt MP and Minister Frydenberg MP, in November 2017, seeking a commitment from the Australian Government for CAHA's *Our Climate, Our Health* campaign. This campaign calls for the development of a National Strategy on Climate, Health and Well-being for Australians for environmental sustainability. The ANMF works with CAHA to highlight the adverse health effects from climate change, as witnessed by healthcare professionals, including nurses and midwives. The ANMF also highlights potential adverse mental, physical and socio-economic outcomes in communities in the move from coal-fired power supplies to renewable energy sources, and the crucial need for just transition for workers involved and their families.



NURSING IN PRIMARY HEALTH CARE

Nursing in General Practice

The Australian Primary Health Care Nurses Association (APNA) was funded by the Commonwealth Department of Health to deliver four projects within the Nursing in Primary Health Care (NiPHC) Program from 2015-2018. These four projects were: Transition to Practice Pilot Program for new graduates and nurses new to primary health care settings; development of an Education and Career Framework for nurses working in primary health care; support for Enhanced Nurse Clinics; and Chronic Disease Management and Healthy Ageing Workshops for nurses. The ANMF was represented on the APNA Expert Advisory Group (EAG), which provided advice and oversight for the overall program over the last 3 years. The program was completed June 2018.

School Nursing

Work has progressed throughout 2017/18 on revision of the *National School Nursing Professional Practice Standards*, originally published by the ANMF in 2012. Focus groups with school nurses have been held across four states with the assistance of ANMF Branch professional officers. Extensive consultation with school nurses following release of the first national standards, led to significant revision of the document, now titled *National School Nurse Standards for Practice*. An on-line survey enabled a broader audience of school nurses and other interested parties to participate in the standards review process.

Stigma and Discrimination

This Australasian Society for HIV, Viral Hepatitis and Sexual Health Medicine (ASHM) project is a collaboration of health services, research and community partners to address systemic barriers, stigma and discrimination experienced by people living with HIV, hepatitis B and hepatitis C accessing the health system. The ANMF Federal Office is represented on the Nursing Working Group for this project. A free online learning module for primary health care nurses is being developed as part of the project to raise awareness of stigma and discrimination experienced by people living with blood borne viruses (BBV).

DIGITAL HEALTH

Medicines Safety Program Steering Group

The Medicines Safety Program Steering Group was established as a joint initiative of the Australian Digital Health Agency and the Australian Commission on Safety and Quality in Health Care. The ANMF is represented on this steering group. The programme has four main objectives, namely: to undertake a scan of the current and planned digital activities that support access to safer medicines; to identify any existing Agency projects that should be governed by the programme; to identify new priority areas; and, to develop a sector-wide digital Medicines Safety Programme roadmap.

Rural and Remote Digital Innovation Group

In 2017/18 the ANMF was a member of the Australian College of Rural and Remote Medicine (ACRRM) Telehealth Advisory Committee (ATHAC). ATHAC was an extensive national collaboration formed to share information and ideas regarding clinician support to encourage telehealth incorporation in routine clinical practice for eligible patients. This committee, established by ACRRM in 2013 as part of the Australian Government funded national telehealth initiative, met by videoconference quarterly. ATHAC meetings were held by videoconference in September 2017 and February 2018.

In February 2018, ATHAC members agreed to expand this committee to support 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 the primary and secondary care continuum using telehealth. The renamed committee, the Rural and Remote Digital Innovation Group (RRDIG), focuses on technology and information management that is patient centred and supports care at a distance that includes comprehensiveness, coordination and continuity of care in rural and remote and Aboriginal and Torres Strait Islander communities. The RRDIG continues to be administered by ACRRM under its contract with the Australian Government Department of Health, Rural Health Outreach Fund. The first RRDIG meeting was held in June 2018.



Although there is still much scope to improve use of telehealth by nurses, MBS data provided by the Australian Government Department of Health in 2017/18 indicates both the number of nurses providing telehealth services and the number of telehealth services they provide, continues to increase.

QUALITY USE OF MEDICINES

NPS MedicineWise Nurse Insight Group

A major contribution by ANMF to the work of the NPS MedicineWise is through chairing the *National MedicineWise Nurse Insight Group*. This group meets on an annual basis and consists of expert nurses from diverse clinical and geographical areas of health and aged care. The essential function of the group is to provide advice to NPS MedicineWise staff on current and proposed programs relating to the quality use of medicines and therapeutic testing. Primary issues for discussion at the 2017 meeting included: codeine up-scheduling; emerging cardiovascular medicines; the new MedicinesWise App and work enabling interaction with *My Health Record*; proposed NPS MedicineWise education programs; promotion of World Antibiotic Awareness Week 2017; National Medicines Symposium 2018; with the theme *Population to personal healthcare: the future is now*.

The Professional Team also participated in the following groups:

- Society of Hospital Pharmacists *Don't Rush to Crush* Editorial Committee
- ACSQHC Health Services Medication Expert Advisory Group
- Nationally Coordinated Codeine Implementation Working Group

AGED CARE

Australian Aged Care Quality Agency Quality Agency Liaison Group

The Australian Aged Care Quality Agency's national group, the Quality Agency Liaison Group (QALG) met four times this year. The group has an important role in providing a sector wide perspective on quality aged care and the role of the Quality Agency. The ANMF Federal Office is represented on this national group, with other representatives including consumers, aged care providers and employees.

In 2017/18, agenda items have focused on many aspects of aged care reform, including the *Review of the National Aged Care Quality Regulatory Processes* report, completed by independent reviewers Kate Carnell and Professor Ron Paterson, and the implementation of unannounced accreditation visits. The review of the accreditation standards and guidance material for aged care were also examined, as was the Quality Agency's ongoing work.

National Aged Care Alliance

The ANMF is a founding member of the National Aged Care Alliance (NACA) and one of the nine NACA Sponsors. NACA is a representative body of 50 peak national organisations with an interest in aged care. With representation in four main areas of the sector, consumers, unions, providers and professionals, NACA aims to provide a mechanism for groups to work together to determine a more positive future for older people. NACA has been active in engaging with the extensive reform occurring in aged care, meeting four times over the last 12 months. Each two day meeting, members engage with the Hon Ken Wyatt, Federal Minister for Aged care, the Australian Government Department of Health, and experts and reviewers within the sector. NACA has also produced a number of position papers over the last year, including those on *A Secure, Affordable Home for Older Australians* (March 2018) and *Technology for Older Australians* (June 2018).

Australian Government Aged Care Sector Committee

In December 2017, Julie Reeves accepted a three year Ministerial appointment to replace Lee Thomas in representing the ANMF Federal Office on the Australian Government Aged Care Sector Committee. Independently chaired by David Tune, this committee provides advice to the Australian Government on aged care policy development and implementation. Agendas cover all areas of aged care, including community and residential care, funding, regulation and the development and implementation of aged care reform.



Aged Care Workforce Strategy Taskforce: Technical Advisory Group

The Aged Care Workforce Strategy Taskforce has been conducted over the past year in an attempt to develop a strategy for a sustainable aged care workforce. Technical Advisory Groups were developed in particular areas of care delivery to assist with the development of the strategy. The ANMF was represented on the Technical Advisory Group (TAG) on employee needs and expectations. The group met three times and found common ground in five identified areas: innovation; undervaluation of work; industrial framework/ bargaining; re-imagining the aged care system; and workforce organisation and education. The collated feedback from the TAG was provided to the Chair of the workforce strategy, Professor John Pollaers. The strategy has been provided to the Australian Government and to date the only released outcome is the development of an Aged Care Industry Reference Committee.

RURAL HEALTH

National Rural Health Alliance (NRHA)

The ANMF continues to participate on both the Council of the Alliance and the Board. At the NRHA annual face to face strategic planning and lobbying meeting, held in September 2017, member bodies reaffirmed strong support for the urgent development of a bipartisan cross-jurisdictional new National Rural Health Strategy. It was agreed the national strategy should be supported by robust health access standards. In February 2018, the ANMF representative attended the Australian Government Rural Health Workforce Roundtable in Canberra on behalf of the NRHA. The Alliance is currently working on the development of service access standards for rural and remote areas.

POLICIES AND POSITION STATEMENTS

During 2017/18 the Federal Office professional team co-ordinated the review of 28 national ANMF policies, position statements and guidelines. These policies are made available to the membership, the broader nursing and midwifery professions, other healthcare professionals, and the general public, on the ANMF website.

The Federal Office professional team analysed draft policy documents and consultation papers circulated by a range of government, nursing and midwifery organisations and other external bodies. Some of these issues also involved participation in consultation forums.

Forums

Policy forums attended in 2017/18 included:

- Australian and New Zealand Council of Chief Nursing and Midwifery Officers (ANZCCNMO) and Nursing and Midwifery Board of Australia (NMBA) registered nurse prescribing stakeholder forum
- Australian College of Nursing Policy Summit
- National Disability Insurance Scheme independent pricing review
- Privately practising midwives audit - webinar hosted by the NMBA
- Responsible advertising in healthcare - hosted by Australian Health Practitioner Regulation Agency (AHPRA)
- Mandatory reporting reform in the national law – conducted by the Workforce Planning and Development Department of the NSW Government
- Responsible advertising in health care - conducted by AHPRA
- Australian Telehealth Integration Programme forum – hosted by the Australian Digital Health Agency
- International digital health symposium - hosted by the Australian Digital Health Agency, the George Institute for Global Health and UNSW Sydney
- NPSMedicineWise Annual Members' day
- NPSMedicineWise Annual General Meeting
- Australian and New Zealand College of Anaesthetists Roundtable on safer sedation
- Elder Abuse: Community Led Strategies for Change - hosted by the Seniors Rights Service
- End of Life Directions for Aged Care Roundtable: Aged Care Workforce - Needs and Skills Mix for Palliative Care
- Palliative care in rural and remote Australia - hosted by Palliative Care Australia and the National Rural Health Alliance



Submissions

During the 2017/18 financial year period the professional team prepared 25 national submissions (papers and letters) in collaboration with state and territory ANMF Branches and Federal Office team as required.

- Nursing and Midwifery Board of Australia (NMBA) discussion paper on Registered nurse and midwife prescribing
- Australian Commission on Safety and Quality in Health Care (ACSQHC) consultation on Patient safety and quality improvement in primary care
- NMBA consultation on the Revised English Language Registration Standard
- Review of Registered Nurse Accreditation Standards – Consultation paper 1
- Mandatory reporting under the Health Practitioner Regulation National Law
- Independent review of accreditation systems within the National Registration and Accreditation Scheme for health professions
- Options to reduce pressure on private health insurance premiums by addressing the growth of private patients in public hospitals
- NMBA Midwife standards for practice
- Select Committee on Stillbirth Research and Education to inquire and report on the future of stillbirth research and education in Australia
- Australian Commission on Safety and Quality in Health Care on National Safety and Quality Health Service Standards Guide for Governing Bodies
- Australian Health Ministers' Advisory Council Consultation on a National Strategic Approach to Maternity Services
- Australian Aged Care Quality Agency Aged Care Standards Guidance Material
- Senate Community Affairs References Committee Inquiry: Accessibility and quality of mental health services in rural and remote Australia
- Australian Health Practitioner Regulation Agency (AHPRA): Review of accreditation arrangements - assignment of accreditation functions
- Migrant and Refugee Women's Health Partnership consultation on Competency Standards Framework, Culturally responsive clinical practice: Working with people from migrant and refugee backgrounds
- NMBA preliminary consultation on Proposed Registration Standard: Enrolment for Scheduled medicines for registered nurses prescribing in partnership
- Australian Digital Health Agency National Digital Health Strategy – Framework for Action consultation draft
- AHPRA Professions Reference Group on Common Protocol for informing notifiers about the reasons for National Board decisions.
- Aged Care Workforce Strategy consultation
- Department of Health Primary Care Services Medicare Provider Numbers
- Paramedicine Board of Australia consultation on registration standards for paramedics
- ACSQHC Position Statement on paediatric prescribing
- Inquiry into the Quality of Care in Residential Aged Care Facilities in Australia
- Australian Government Department of Health Consultation on Specialist Dementia Care Units



CAMPAIGN AND POLITICAL REPORT



Sue Bellino
Federal
Political
Director

NATIONAL AGED CARE CAMPAIGN

The ANMF'S *Ratios for Aged Care, Make Them Law NOW* campaign was formally endorsed by the ANMF Federal Executive in February 2018.



The ANMF engaged the Shannon Company to assist with the aged care campaign.

NATIONAL AGED CARE CAMPAIGN COMMITTEE

A national aged care campaign committee was established to oversee the development of the campaign and coordinate the federation's activities. It meets regularly via teleconference to work co-operatively and share information and ideas for the campaign.

CAMPAIGN WEBSITE

Since the launch of the campaign: (www.morestaffforagedcare.com.au), there have been more than 17,000 people sign up to support the campaign and more than 3,000 completing surveys, providing the ANMF with more information, with almost 80% of those people committing to further action. See tables below:

Signups	
Total	16,837
ACT	191
NSW	3088
NT	88
QLD	4844
SA	3313
TAS	512
VIC	3711
WA	763
International	152

Surveys

Total	3116
RN	766
EN	347
Carer/AIN	535
Resident	13
Relative	371
Doctor	11
Allied Health Professional	5
Concerned citizen	28
% wanting to be contacted	80%

NATIONAL AGED CARE CAMPAIGN LAUNCH

The national launch of the campaign was held on May 12, International Nurses Day in New South Wales, Victoria, South Australia, Tasmania and the ACT. The QNMU Branch conducted an audit on the day whilst launching at their May Day march. The Northern Territory Branch also used the May Day March as a formal launch of their campaign.

The campaign aims to elevate the issue politically and get support from Federal MP's and Senators.

Politicians and candidates who have signed on to support the campaign:

- Cathy O'Toole, MP – Herbert
- Wayne Swan, MP - Lilley
- Anika Wells, endorsed candidate - Lilley
- Senator Derryn Hinch – Victoria
- Anne Charlton - Robertson
- Patrick Deegan - Page
- Sam Crosby – Reid
- Julie Owens, MP - Parramatta
- Susan Templeman, MP - Macquarie
- Graham Perrett, MP - Moreton
- Milton Dick, MP - Oxley
- Susan Lamb, MP - Longman
- Terri Butler, MP - Griffith

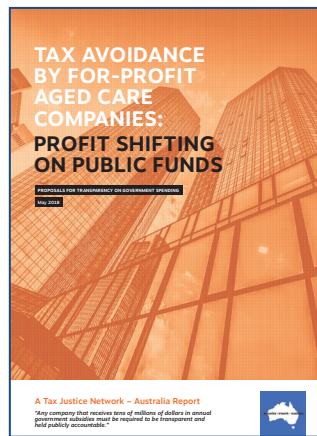
Conferences of the Australian Labor Party in NSW and Victoria, and the Greens in NSW have also endorsed resolutions in support of aged care ratios.

Phase 2 of the campaign will commence in August 2018.



TAX JUSTICE NETWORK – RELEASE OF THE REPORT AND SENATE INQUIRY

The ANMF and the Tax Justice Network released the report, *"Tax Avoidance by For-Profit Aged Care Companies: Profit Shifting on Public Funds"* on Wednesday 2 May 2018. A media release titled *"Aged care providers putting profits before their responsibility to care"* was distributed, whilst an exclusive interview was provided to the Fairfax papers, via Michael Bachelard, and the ABC.



The Federal Office also prepared and distributed the following documents to Branches prior to the report being released:

- ANMF Key Messages – tax avoidance;
- Plain language summary;
- Talking points around the financial position of aged care facilities;
- The Shannon Company - "talking tax avoidance" and key campaign 'asks'; and,
- A letter to Federal Politicians for Branches to accompany the report if required.

At the time of release of the report, the ANMF launched an online Petition via Megaphone.

SENATE INQUIRY INTO TAX AVOIDANCE BY FOR PROFIT AGED CARE PROVIDERS

On 10 May 2018, just one week after the release of the tax report, the Senate Economics References Committee announced an Inquiry into the financial tax practices of Australia's for-profit aged care providers.

SENATOR HINCH - THE AGED CARE AMENDMENT (RATIO OF SKILLED STAFF TO CARE RECIPIENTS BILL 2017)

On Wednesday 6 September 2017, Senator Derryn Hinch introduced a private member's bill that opens the way for mandated ratios of skilled staff in Australia's aged care sector.

The Aged Care Amendment (Ratio of Skilled Staff to Care Recipients Bill 2017) aims to promote the concept of a mandated ratio of skilled staff to care recipients in Australia's aged care residential facilities, rather than setting the final staffing ratio. The Bill requires that the task of calculating a safe and specific ratio (including providing for variables such as day and night shifts, higher and lower care residents, and for metropolitan, rural and regional areas) should be undertaken by the Department of Health in consultation with the aged care sector, and included in the Quality of Care Principles.

We will continue to lobby politicians, unions and industry groups to support our campaign for ratios in aged care leading up to the next federal election.

PAY EQUITY ROUNDTABLE

The ACTU convened a pay equity roundtable to discuss issues of concern to the union movement with Senator Jenny McAlister and Brendan O'Connor MP.

As outlined in the meeting, the ALP is serious about having policies to respond to inequities in workplaces. They accept that the current Act is not working in the way intended by the authors and have had time to see consequences including insufficient success in addressing inequity and pay equity in the workplace, or work value cases.

Flexibility was raised as an issue by several unions during the recent Senate Inquiry. Recommendations arising included setting out national strategies for pay equity.

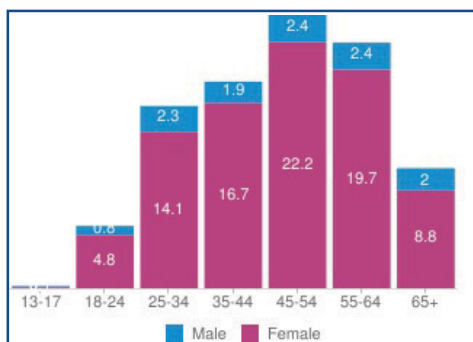
SAME SEX MARRIAGE

The ANMF and Branches were involved in several ways in supporting this campaign, including on the ground at actions, protests, member contact and on social media. Following support from the Australian community via the same sex marriage survey, marriage equality was finally achieved in December, 2017.



SOCIAL MEDIA AND OTHER MEDIA UPDATE

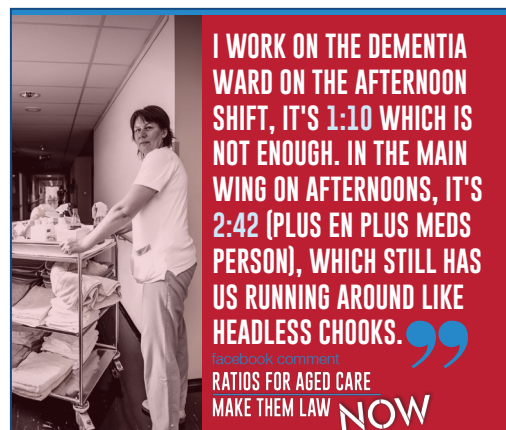
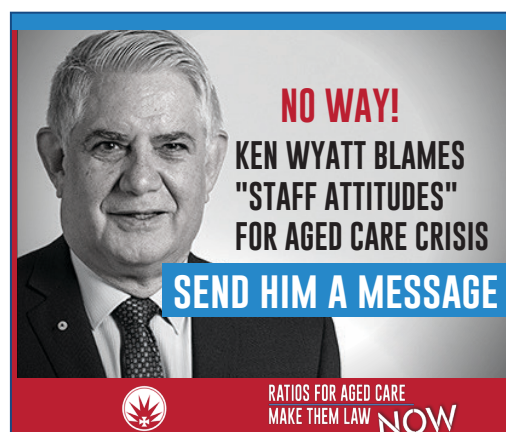
Our aged care campaign Facebook page, More Staff For Aged Care (<https://www.facebook.com/MoreStaffForAgedCare>), has been steadily growing with an actively engaged user base. We have currently over 5,800 confirmed supporters of the page and each post regularly gets a “reach” or is available in the feeds of 10K -20K+ people. 12% Male - 86% Female.



Our audience is very involved, regularly commenting and clicking through our links, though not necessarily liking our page or our posts as part of that process. There have been many more “click throughs” than there were “likes” or “shares”.

Since May, most shared content for the page has been:

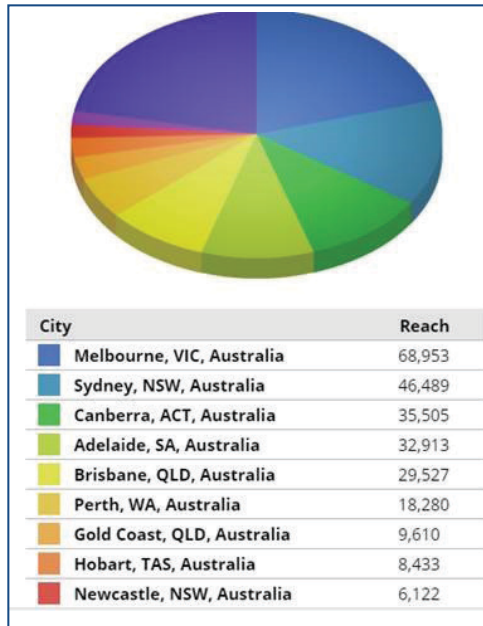
1. Julie AIN video - “I feel like I work on a production line”
2. Tell Ken Wyatt - “staff attitudes” are not to blame
3. We are so proud of the work our aged care nurses and carers do (after Turnbull’s negative comments)
4. Real-Life Ratios (comments from facebook on ratios workers are experiencing)
5. Japara Night checks - article from VIC - The Age.
6. Penalty rates - Thanks for working public holiday



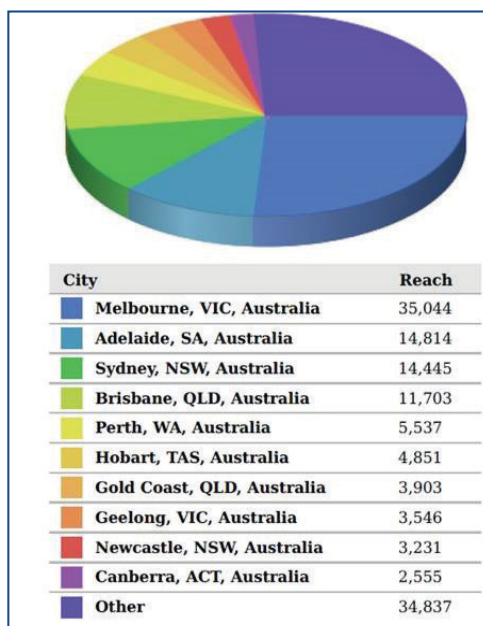


The REACH is where our Facebook posts are reaching into the Facebook newsfeed of people. This will be influenced by the home state of people interacting with our posts and also where the page office is located (Melbourne). The state engagement has fluctuated over the past three months. Most Facebook pages are feeling a pinch in reach at the moment.

May 2018 REACH by State:



June 2018 REACH by State:



ALP NATIONAL HEALTH AND AGEING POLICY PLATFORM

The ANMF Federal Office was invited to provide feedback on the ALP National Health and Ageing Platforms by Catherine King and Julie Collins, respectfully. The Federal Office provided feedback to both policies in accordance with current nationally agreed ANMF policy positions.

TAX JUSTICE NETWORK

The ANMF joined the Tax Justice Network (TJN) in December 2017. It is the Australian arm of the international Tax Justice Network. This involves discussion and support on tax justice campaigns with a network of individuals, academics and organisations in Australia.

The aim of the TJN is to call on the Australian Government for greater transparency on corporate tax.

<http://www.taxjustice.org.au>



AUSTRALIAN NURSING & MIDWIFERY JOURNAL (ANMJ) REPORT



Kathryn Anderson
ANMJ Editor

Over the past two years, the *ANMJ* has explored ways to adjust to the changing environment of publishing. In February 2017, the Federal Executive resolved to publish the *ANMJ* free online to allow easy access for all members as well as access by other nurses, midwives and supporters of the ANMF and nursing and midwifery.

The *ANMJ* investigated options for optimum content and frequency of the printed version of the *ANMJ* into the future and for improved online delivery of the *ANMJ* via a digital news site. To achieve this the ANMF conducted a survey to determine members' preferences on how they like to receive their information, what information they would like to receive, and their views on reducing the frequency of the printed version of the journal while shifting to receiving their news online.

The survey, which was undertaken by more than 6,000 members, was professionally analysed, and as a result, it was decided to reduce the frequency of the journal to quarterly, commencing from October 2018, and develop a website with breaking news, views and helpful information for nurses, midwives and carers.

Web developers, *You, Them and Us* were contracted to develop the site and website strategy in February 2018. *ANMJ* advertising manager Heidi Adriaanse was employed to project manage the development. The website [<http://www.anmj.org.au>] which was launched on 22 June, offers a wide variety of content and material, with ANMF members and supporters, so far, responding very positively to the new site.

The website showcases:

- Latest news
- In Practice (clinical stories)
- Research and Innovation
- Wellbeing
- Interviews
- Justice and Action
- Learning and Career
- Featured
- Editor's Pick

And also houses the online version of the journal and a calendar of events.

The new quarterly version of the printed version of the *ANMJ* will feature a new design and will retain familiar sections from the monthly *ANMJ* such as focus, clinical update, education and issues. The news section will be reduced and a number of shorter feature pieces will be introduced.

While implementing change over the past 12 months the journal has also maintained the monthly 48+4pp issue, which has allowed for a good balance of advertising to editorial copy.

Using the tools at our disposal, the *ANMJ* has kept abreast of the latest happenings in the nursing and midwifery professions over the past year with some significant highlights in 2017-2018.

The *ANMJ* has reported on key issues for the ANMF including, the national campaign for aged care ratios, as well as, voluntary assisted dying, occupational violence, and gender pay gap as prominent news stories. Social justice, Indigenous health, and environmental health remained common themes throughout the year.





FEATURE

Features remained popular with the membership. Particularly popular features included: **Green healthcare: Our environmental warriors, Aged care crisis: national campaign pushes for aged care ratios in law; The rise of burnout: an emerging challenge facing nurses and midwives.**

Feature articles in 2017-2018:

- Green healthcare -our environmental warriors
- Lean on me: The challenges and opportunities facing mental health nursing
- The ANMF biennial national conference: Be inspired
- Leaders of the pack: Our committed ANMF reps
- The rise of burnout: An emerging challenge facing nurses and midwives
- Maternal, child and family health nurses: Engaging families for enhanced health
- ANMF priorities 2018
- Expanded prescribing roles for nurses and midwives: The way forward
- Agents of change: Nurses and midwives tackle climate change head on
- Aged care crisis: National campaign pushes for aged care ratios in law
- Chronic Crisis: Burden of chronic disease on preventable deaths

FOCUS

Focus topics reflected the diversity of the areas in which nurses and midwives work, both clinically and geographically. Many of the areas covered were of broader areas of concern to members and in which the ANMJ received many submissions, particularly in education.

Focus topics 2017-2018:

- Education Part 1
- Education Part 2
- Sexual Health
- Women's Health
- Rural and Remote
- Palliative Care
- Aged Care
- Primary/Community Health
- Mental Health

CLINICAL UPDATE

We have continued to receive a steady flow of submissions for the clinical update section from members. These have provided dialogue amongst the professions of new or evaluated clinical work on the ground, improvements in care and new program developments. It has also enabled members to have clinical work/research published in order to secure grants or other avenues of funding such as scholarships.

Clinical update topics 2017-2018:

- Confronting obesity, stigma and weight bias in healthcare with a person-centred care approach: A case study
- Voodoo health policy - The persecution of HIV+ persons who are applying to immigrate to Australia
- Improving HIV related biomarkers in complex individuals
- SBS Cultural Atlas
- Remote external visits- service provision
- Living with dignity: A palliative approach to care at the end of life
- Use of point of care outcomes data facilitates quality improvement in palliative care
- Changes to the National Cervical Screening Program
- Assessment of breathlessness: A critical dimension of identifying cardiovascular disease
- Mental health triage and assessing risk
- Mitigating influenza





EDUCATION REPORT



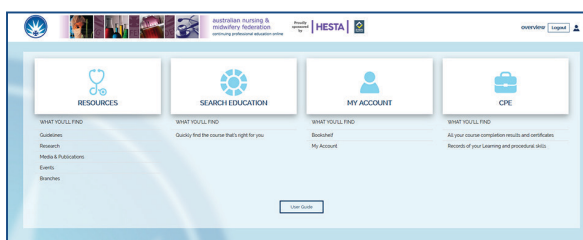
Jodie Davis
Federal
Education
Officer

EDUCATION

Continuing Professional Education – CPE website

The ANMF education team has worked very closely with QNMU over the past 10 months to enable QNMU members to access the CPE website as a benefit of their QNMU membership. The ANMF Federal CPE portfolio and the QNMU portfolio now communicate,

allowing QNMU members to input information into either their QNMU or ANMF portfolio with the entry appearing on both portfolios. All QNMU members are now validated by both websites to ensure only financial QNMU members can access the member benefit of free CPD.



Content

The Education Team received a number of requests from members and corporate users for specific topics to be included on the CPE website, consequently the CPE has had the following topic additions over the past year:

- Anaphylaxis
- Stroke/TIA
- IV Antibiotics
- Workplace Health and Safety
- Parkinson's Disease
- Understanding ECG's and Rhythms

Work continues on the Medicinal Cannabis tutorial in conjunction with NSWNMA Professional Officers.

Enrolment Report for the CPE website 1 July 2017 – 30 June 2018

These figures include free topics offered to NSWNMA and ANMF members (Manual Handling, Infection Control, Hand Hygiene and Telehealth 1-9), as well as topics accessed by QNMU members.

User Profile	Enrolments	% of overall usage
Members	17,507	72%
Corporate Users	5,507	22%
Non-members	1,381	6%

Aged Care Training Room – ACTR website

The ACTR has updated all of its content to reflect the new draft Single Set of Aged Care Quality Standards which, subject to parliamentary processes, will replace the current Standards as of 1 July 2019.



The ACTR team has also developed eight (8) new learning activities specifically focusing on people living with disability and their right to autonomy, independence and quality care.

Three new LGBTI learning activities have also been released, addressing a framework for inclusive and respectful practice in a variety of settings to help develop insight to the diversity of individuals who require care and support.

Body Systems Training Room – BSTR website

The BSTR continues to be popular with members, the feedback on this website has been very positive. With the exception of an annual discount period, prices remain unchanged for access to these courses (no increases).



Clinical Simulation for Nurses and Midwives Online website

This website continues to be very popular with practice nurses, students of nursing and midwifery and those wishing to either check or update their knowledge on clinical procedures.





VOCATIONAL EDUCATION AND TRAINING - VET

Training Packages

As stated in the August 2017 ANMF Federal Education Report to Council, Skills IQ is the Skills Service Organisation (SSO) responsible for both the Community Services and Health Training Packages since the closing of the Community Services and Health Industry Skills Council (CS&HISC).

Skills IQ is guided by Industry Reference Committees (IRCs) to develop business cases to request the commissioning of training package development work to meet the skills needs of industry. IRCs also have the responsibility of gathering industry intelligence to inform training product development. They oversee development and review of training packages including preparation of cases for endorsement and provide sign-off on completed training packages, prior to submission to the Australian Industry Skills Committee (AISC) for endorsement.

ANMF IRC Membership

The Federal Education Officer, Jodie Davis remains a member of the Dental IRC, Technicians and Support Services IRC, Aboriginal and Torres Strait Islander Health Worker IRC and Direct Client Care IRC.

Mark Staaf, Victorian Branch Professional Officer is the ANMF representative on the Enrolled Nursing IRC.

The Chairs and/or Deputy Chairs of each IRC will continue in their role to oversee the complete body of work undertaken by the IRCs and Skills IQ. Jodie Davis is Deputy Chair of the Direct Client Care IRC.

Cross Sector Projects

The Australian Industry and Skills Committee (AISC) has established nine cross-sector projects to address common skills needs, minimise duplication of units, consolidate existing units and remove units that are no longer being used.

It is envisaged this will reduce the levels of complexity in the vocational education and training (VET) system, improve mobility through recognition of qualifications between occupations and address the issue of low enrolments in some courses.

The 9 Cross Sector Projects are:

Automation	Consumer Engagement through Social Media	Inclusion of People with a Disability
Digital Skills	Big Data	Supply Chains
Work and Participation Bank	Environmental Sustainability	Cybersecurity

The Federal Education Officer Jodie Davis is a member of the three (3) Cross Sector Projects highlighted.

1. Big Data

The purpose of this project is to provide an evidence-based case and industry support for developing common training units to be used across multiple industries. This project also aims to better understand what these units might look like, how they might be delivered, and what benefits or risks need to be considered with any potential changes to existing Vocational Education and Training (VET). It is expected that this project will result in a significant reduction in duplication across the national VET system, and help to deliver a future fit Big Data workforce to organisations across multiple industries.

2. Inclusion of People with Disability

PwC's Skills for Australia has been commissioned to investigate how the VET sector and industry can address poorer education and employment outcomes for people with disability. Students with disability make up only 4.3 per cent of all students undertaking VET, and only around half of working age Australians with disability are in the labour force, compared to 83 per cent of those without disability.

The Inclusion of People with Disability in VET project is the first time government and industry have come together to explore how the development of training packages could increase the participation of people with disability in VET and the workplace. This cross sector project aims to equip vocational educators, employers and service providers with the skills and knowledge they need to better include people with disability in education, employment and service contexts.



3. Consumer Engagement via Online and Social Media

The key aim of this project is to identify the common skills needs of industries in relation to consumer engagement through online and social media in order to inform the update and/or development of future Training Package products. In particular:

- Current and emerging trends in relation to consumer engagement via online and social media in their industry
- Current and emerging demand for skills in this area and their industry's skills shortage experiences
- Areas of commonality where Training Package products could address skills needs across more than one industry sector
- The benefits and implications of implementing standard units (applicable to all Training Packages) relating to online and social media engagement skills

AISC Aged Care IRC

The AISC is convening an Aged Services IRC to assist in responding to findings from the Aged Care Workforce Strategy Taskforce, with a focus on a range of strategic actions to grow and sustain an agile and enabled aged services workforce that can provide safe and quality care to older Australians in a variety of settings. This includes ensuring that the national training system and higher education can address both current and future competencies and skill requirements for new workers entering the sector and existing staff needing to upskill.

The Aged Services IRC will be responsible for:

- reforming national training package qualifications and skill sets needed by the aged services industry
- examining new approaches to career structuring and progression in the sector, and the education pathways needed to support these
- scoping opportunities for collaboration across vocational education and training (VET), higher education and a range of industry sectors to tackle the challenges of an ageing society
- working with other IRCs which have an interest in qualifications relevant to the aged services sector to ensure industry needs are considered and met.

VETAC

The Vocational Education and Training Advisory Committee (VETAC) continues to closely monitor education in the VET sector.

The VETAC consists of the following members:

- Jodie Davis – Federal Education Officer and VETAC Chair
- Rob Bonner – SA Branch
- Mark Staaf – Vic Branch
- Matthew Daniel – ACT Branch
- Yvonne Falckh – NT Branch
- Jamie Shepherd – Qld Branch
- Jo Purdue – NSW Branch
- Siobhan Grady – Tasmanian Branch
- WA Branch – a WA representative attends meetings via teleconference

Courses for Eligibility

Courses to be considered at the August Federal Council meeting for inclusion under the Federal Rule 5.1.2 – Eligibility for Membership, are:

- CHC53315 – Diploma of Mental Health
- CHC43215 – Certificate IV in Alcohol and Other Drugs
- CHC50412 – Diploma of Community Services (Alcohol, other Drugs and Mental Health)

At the October 2017 meeting of the VETAC, the content and employment outcomes of the three courses above were reviewed in order to ensure their suitability for inclusion in the courses leading to eligibility under Federal Rule 5.1.2. The VETAC unanimously deemed all three courses considered addressed the eligibility criteria and should be recommended for inclusion.



NATIONAL POLICY RESEARCH ADVISER REPORT



Dr Micah Peters
National Policy Research Adviser

INAUGURAL APPOINTMENT

In January 2018 the ANMF appointed Dr Micah Peters to the inaugural role of "ANMF National Policy Research Adviser". Micah is based in the Rosemary Bryant AO Research Centre at the School of Nursing and Midwifery, University South Australia and is also an Adjunct Senior Lecturer in the Adelaide University's School of Nursing.

The purpose of the role is to lead and conduct a 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.

ANMF PRIORITIES FOR NATIONAL HEALTH REFORM

Following the meeting of the Council of Australian Governments (COAG) in February 2018, a series of reports were developed detailing the ANMF's responses and evidence-based recommendations around key strategic priorities for healthcare funding and reform. These reports highlighted how the contribution nurses, midwives, and carers currently make to Australia's health and aged care sectors could be dramatically increased through improved funding and legislative support in key areas. As Australia approaches the next Federal Election, the information in these reports will be combined with additional evidence to develop the ANMF's national position statement on key issues impacting upon the education, employment, and practice of nurses, midwives, and carers as well as the health and well-being of all Australians. Key areas include: nursing, midwifery, and carer workforce, healthcare system efficiency and sustainability, preventive and primary health, midwifery and paediatrics, aged care, Aboriginal and Torres Strait Islander and culturally and linguistically diverse health, and best practice research and data.

INTERNATIONAL RELATIONS AND AFFILIATIONS

As Australia's largest national union and professional nursing and midwifery organisation, the ANMF occupies an important and influential role in strengthening the contribution of nursing and midwifery to health systems worldwide to promote social justice, equality, and humanitarian treatment for all members of the global community.

With the development of the ANMF Strategic Plan 2018-2023, it is timely to evaluate and review the ANMF's engagement with international groups and organisations to guide future transnational collaborative efforts that will both support and benefit nurses, midwives, carers and the wider community within Australia, as well as our colleagues and neighbours in other countries – especially our most immediate neighbours in the South Pacific region.

ENGAGING NURSES, MIDWIVES AND CARERS WITH RESEARCH

Rigorously conducted, high-quality research is vital to ensuring that nurses, midwives, and carers are optimally positioned to influence key political and policy decisions that dictate how healthcare is delivered, its impact upon clinical outcomes for patients, and how nurses, midwives, and carers are themselves integral to the provision of effective, meaningful, and economically feasible care.

In line with the ANMF's commitment to locating nursing and midwifery as informed, expert commentators and advocates on health and social issues, the ANMF National Policy Research Adviser is building a programme of work around encouraging and supporting ANMF members to engage in a variety of activities related to research; from undertaking research projects to identifying markers of quality in research evidence, to the translation, utilisation, implementation, and evaluation of evidence for policy and practice improvements. This work is being undertaken with a growing network of key internal and external stakeholders across nursing, midwifery, workforce, and policy research fields and will involve communication tools such as the ANMF's journals (Australian Journal of Advanced Nursing, Australian Nursing and Midwifery Journal), websites, and education and training resources.



The ANMF National Research Policy Adviser also led the development of the Federal Offices' new policy for the assessment of requests for research assistance. This policy governs how the ANMF Federal Office assesses requests for participation in research projects and is intended to streamline the way the organisation participates in relevant research projects and to identify projects that are of interest to the ANMF and its membership.

ANMF FEDERAL OFFICE POLICY RESEARCH ADVICE

The role of the ANMF National Policy Research Adviser is also to support and advance the development and use of high-quality evidence relevant to national nursing, midwifery, and carer education, employment, clinical, professional, and research policy and practice.

In this area, the National Policy Research Adviser:

- Identifies advances, and advises upon opportunities to develop, promote, disseminate, and integrate nursing and midwifery policy research evidence into internal and external policy and practice
- Engages and collaborates with internal and external policy and decision makers to facilitate appropriate and effective evidence-informed decision making.
- Proactively evaluates and advises upon the impact, implications, and effectiveness of the implementation or proposed adoption of policies on health sector, consumer, and nursing, midwifery, and carer outcomes and experiences.

To date, the ANMF National Policy Research Adviser has provided expert policy research advice and input across the following topics:

- Tax avoidance by for-profit aged care companies: profit shifting on public funds
- Tax avoidance in aged care senate inquiry submission
- Hospital complications in Australia
- Mandatory provision of flu vaccination to staff in aged care
- Australian Federal Budget briefing paper
- Growth and development of the Australian Journal of Advanced Nursing
- Stillbirth research and education senate inquiry submission

SCHOLARLY RESEARCH CONTRIBUTIONS

As an active researcher, the ANMF National Policy Research Adviser is also engaged in relevant research projects. In 2018 Micah has contributed to research around nursing and midwifery workforce climate, shared decision aids in pregnancy and maternity care, the development of best-practice guidelines and resources for reporting scoping reviews, the experiences of LGB people with cancer care, the evaluation of the national breast cancer screening program, and the use of safety checklists in interventional radiology.



THE FEDERATION

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Federal Secretary - Annie Butler

Federal Secretary - Lee Thomas [resigned 14 June 2018]

Assistant Federal Secretary - Lori-Anne Sharp [from 18 June 2018]

Assistant Federal Secretary - Annie Butler [vacated 18 June 2018]

Senior Federal Industrial Officer - Nick Blake [resigned June 2018]

Federal Industrial Officer - Andrew McCarthy

Federal Industrial Research Officer - Debbie Richards

Senior Federal Professional Officer - Julianne Bryce

Federal Professional Officer - Elizabeth Foley

Federal Professional Officer - Julie Reeves

Federal Professional Research Officer and Librarian - Elizabeth Reale

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Federal Education Officer - Jodie Davis

Federal Finance and Compliance Officer - Dorothy Abicic

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National Policy Research Adviser - Dr Micah Peters

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ANMJ Journalist - Natalie Dragon

ANMJ Journalist - Robert Fedele

ANMJ Advertising and Project Manager - Heidi Adriaanse

Administrative Officer, Executive Assistant and AJAN (Canberra) - Anne Willsher

Administrative Officer, Executive Assistant to Federal Secretary and Assistant Federal Secretary (Melbourne) - Kerrie Fitzpatrick

Administrative Officer, Industrial - Anna Amatangelo

Administrative Officer, Professional - Anastasia Shianis

Administration Officer, Journals - Cathy Fasciale

Administrative Officer, Education - Rebecca Aveyard

Administrative Officer, Communications and Campaigns - Kristy Male

Administrative Officer, NENA and NACA Secretariat - Louise Young-Wilson [until 6 March 2018]



FEDERAL COUNCIL

Federal President - Sally-Anne Jones

Federal Vice President - James Lloyd [from 18 June 2018]

*Federal Vice President - Lori-Anne Sharp
[resigned 8 June 2018]*

Federal Secretary - Annie Butler [from 18 June 2018]

Federal Secretary - Lee Thomas [resigned 14 June 2018]

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[from 18 June 2018]

*Assistant Federal Secretary - Annie Butler
[vacated 18 June 2018]*

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Queensland - Beth Mohle

South Australia - Elizabeth Dabars

Tasmania - Emily Shepherd [from 30 November 2017]

Victoria - Lisa Fitzpatrick

Western Australia - Mark Olson

FEDERAL COUNCIL MEETINGS

From 1 July 2017 to 30 June 2018

17 July 2017 [in writing]

21 - 22 August 2016

15 September 2017 [in writing]

24 November 2017 [in writing]

28 March 2018 [in writing]

FEDERAL EXECUTIVE MEETINGS

From 1 July 2017 to 30 June 2018

16-17 November 2017

19-20 February 2018

23 April 2018 [by teleconference]

24-25 May 2018

18 June 2018 [by teleconference]

