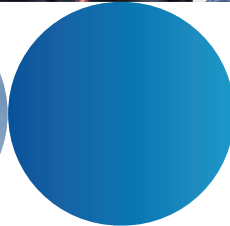
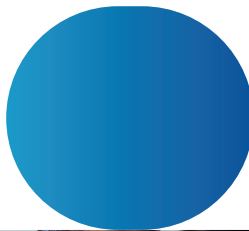




Australian  
Nursing &  
Midwifery  
Federation

# ANMF ANNUAL REPORT 2022-2023



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## 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 321,000 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.

### ANMF Federal Office

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Melbourne VIC 3000

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

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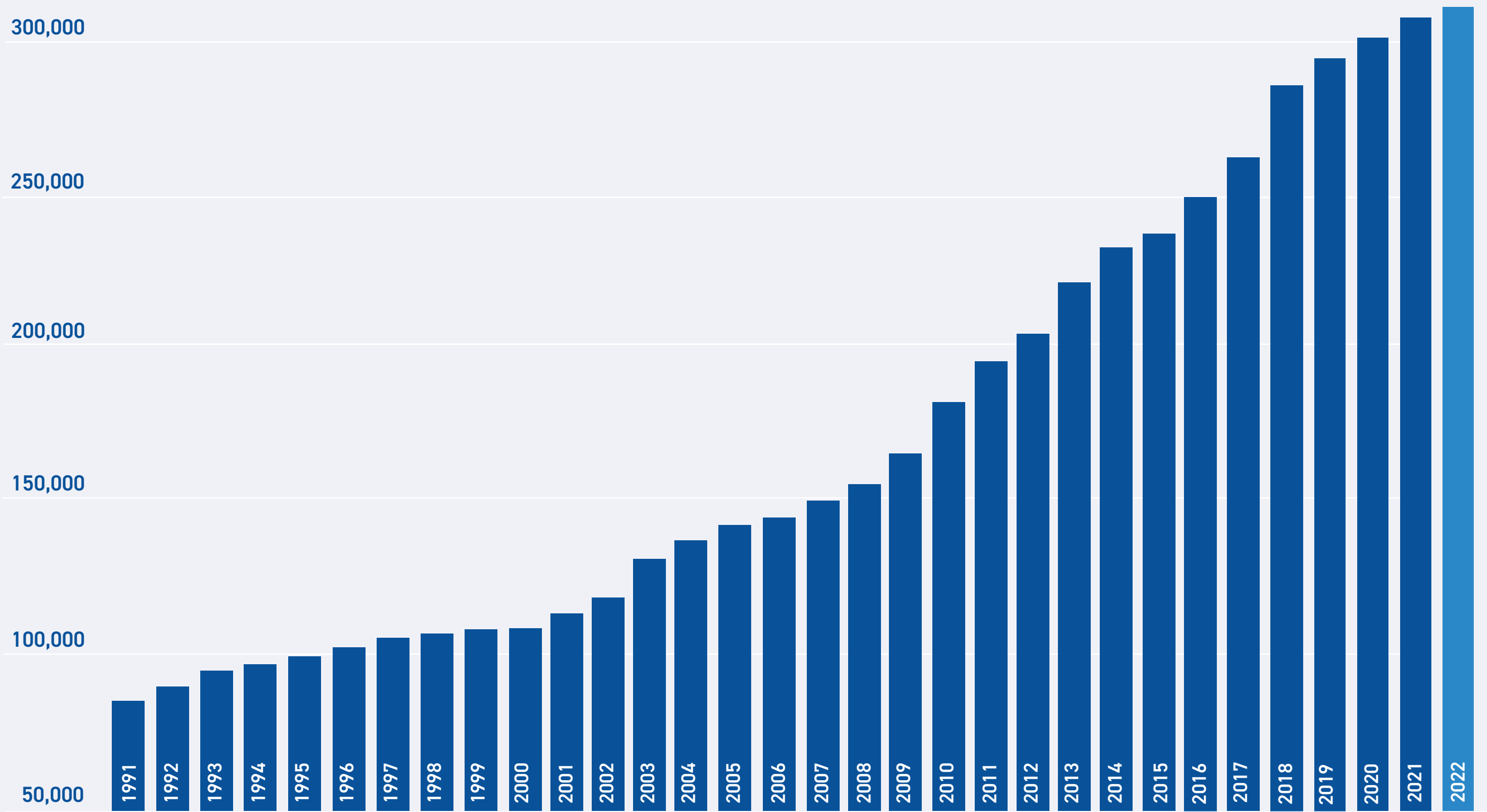
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ANMF MEMBERSHIP

1991 - 2023

*The ANMF’s Membership continues to grow, with all eight ANMF State and Territory Branches increasing their membership in 2022/23. With 321,314 members nationally at 31 December 2022, 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 is a great honour to present the 2022/23 annual report. As the largest trade union in Australia, comprising of 321,314 members, the ANMF continues to exercise our collective power to influence and act to continuously improve health service planning and delivery of health care for every Australian.*

Whilst we emerge from the depths of the pandemic, we face new challenges – the rising cost of living, the demand on health services, the affordable housing crisis...to name a few. These are the challenges that impact every Australian and their health and wellbeing. In turn, this makes the work of nurses, midwives and care workers even more vital. But let us not forget that the shadow of COVID still hovers over us all. In fact people seem to have forgotten that there was a pandemic at all and as a society, we have become complacent in the measures that would keep people safe. Masks, handwashing and physical distancing is the suite of safety for all of us for a long while yet!

As I said last year in my report, the professional and personal toll on us all needs to be acknowledged. As demands on health services in Australia rise, so too is the demand for nurses, midwives and care workers. We know we have solutions to many of the issues in system failures and can bring innovative ways to deliver services, to provide the holistic, professional, caring and advocacy that only we can. This will require significant investment from governments and other organisations to build our workforce for the future in all sectors.

The ANMF, comprising nurses, midwives and carers, will continue to build social capital in our relationships with each other, with other health professionals, with other services, with governments, between countries and organizations to progress our strategic goals and advance our professions to deliver the best outcomes for Australians. We continue to build trust and strengthen communication. With professionalism. With holism. With kindness.

This report will outline the achievements and activities of the ANMF during 2022/23 that have been delivered even as the union continued to strongly advocate for safety at work for its members in all jurisdictions.

Federal Executive meetings were held quarterly as scheduled and we met in a hybrid face to face and virtual mode for this past financial year. We continue to discuss and create strategy around critical issues relating to all industrial, professional, political and policy matters for nursing and midwifery.

On behalf of the Federal Executive, Federal Council and the ANMF membership, I would like to sincerely thank all the staff of the Federal Office for their commitment, hard work and support during the last 12 months. They remain focused and committed to the goals of the Federation and the broader union movement.

I would also like to express my gratitude to Annie Butler, Federal Secretary and Lori-Anne Sharp, Federal Assistant Secretary for their leadership and commitment during yet another demanding and eventful year. I also wish to acknowledge the retirement of some incredible leaders in our Union – Brett Holmes General Secretary of New South Wales Nurses and Midwives Association, Beth Mohle, Secretary of the Queensland Nurses and Midwives Union, and Rob Bonner, Chief of Staff and Executive Director within the Australian Nursing and Midwifery Federation South Australian Branch. They have between them left a legacy for all nurses, midwives and care workers for this country that will see us focussed, moving forward and future planning for many years to come.

I look forward to working with the Federal Executive and staff over the year ahead 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 the Australian Nursing and Midwifery Federation (ANMF) 2022-2023 Annual Report and provide an overview of the ANMF's activities and achievements over another eventful year.*

Over the last few years, nurses, midwives and carers have been under enormous pressure primarily caused by the COVID-19 pandemic, extreme weather events, and the stress of a persistently under resourced aged and healthcare system.

While ANMF members have tirelessly campaigned and advocated for change in these critical areas for many years, it is in the last year that we have finally seen meaningful change start to occur, particularly in the aged and healthcare sectors, IR reform and gender equity.

Although there is much more to do, these achievements are to be celebrated, recognising they are the result of our collective strength and efforts to improve conditions for nurses, midwives, carers and the community across the country.

The ANMF's Federal leadership remained unchanged over the past 12 months.

This year we farewelled retiring NSWNMA General Secretary and Branch Secretary of the Australian Nursing and Midwifery Federation NSW Branch. Brett Holmes held the position for 20 years after starting his journey with the union 32 years ago as an organiser. Brett was instrumental in progressing and improving conditions for the NSW membership and is an integral member of the ANMF executive team. We wish him well in his retirement.

Shaye Candish, who held the position of Assistant General Secretary and Assistant Branch Secretary of the Australian Nursing and Midwifery Federation NSW Branch, has replaced Brett, while Michael Whaites replaced Shaye in her previous position.

We also farewelled ANF WA Branch Secretary Mark Olson. Mark held the branch secretary position for 24 years and, more recently, was the union's Chief Executive. During Mark's tenure, he strongly advocated for his state's nurses, midwives and carers. We wish Mark the very best in his future endeavours. Janet Reah replaces Mark as the state's Branch Secretary.

We warmly welcome Janet, Shaye and Michael to their new positions.

I am pleased to announce that ANMF's membership has continued to grow. As of December 2022, we have a national membership of 321,314, reconfirming the ANMF as Australia's largest union.

On the back of COVID-19 and the inaction of a Liberal Government, health systems across the country remained under extraordinary pressure.

However, with the recent change of Government, the ANMF Federal Executive took advantage of the new climate by developing a set of key national strategic priorities to improve members' conditions and health and aged care systems.

These priorities included: workforce reform, aged care reform, equity and access to healthcare, IR reform and gender equity.

I am delighted to report that positive reform concerning these priorities has occurred over the past 12 months.

Ten days of paid domestic violence leave was legislated and passed at the beginning of the Labor Government's term. Unions have campaigned for this many years. It will give ANMF members and the community the security of knowing essential financial support is available when confronting family and domestic violence.

In late September, the Jobs and Skills Summit established the platform for IR reform. The Summit consulted people in business, Government, civil society and unions, including the ANMF.

Following the Summit, the Parliament passed the Secure Jobs and Better Pay Act in October. The amendment to IR laws reformed the outdated bargaining system, paving the way for improved multi-employer bargaining, helping to improve working conditions, lift wages, and close the gender pay gap.

Concurrently, the ANMF and other aged care sector unions submitted applications to increase the wages of aged care workers covered by the three aged care related awards. And, as soon as they were elected, the new federal government committed to funding the outcome of the decision made by the Fair Work Commission in the Work Value Case.

In October and November 2022, historic legislation for aged care reform was passed, enshrining RN 24/7 in all nursing homes and mandating minimum care minutes in law.

In November 2022, the Full Bench of the Fair Work Commission (FWC) resolved that direct care aged care workers deserved an increase to their award wage. The Full Bench interim decision was to increase award rates for direct care workers by 15%.

After the Fair Work decision, the Government's Federal Budget committed \$11.3 billion to fund wage increases for nurses and care workers across the aged care sector.

It has been a long road to achieving these reforms, and much more work is needed. Yet we remain optimistic further reforms will transpire based on the changes we have already seen.

Healthcare was also significantly boosted at this year's Budget with a \$6.1 billion funding package to strengthen Medicare and revamp primary healthcare. The package included a clear plan to increase the scope of practice for Nurse Practitioners and eligible Midwives, enabling them to prescribe PBS medicines and provide services under Medicare without needing a legislated collaborative arrangement. Additionally, an increase in MBS rebates for standard NP attendance items and My Medicare extended to NPs and other primary care providers was also announced.

Other investments into nursing and midwifery included increased practice nursing placements, post-graduate scholarships to train more nurse practitioners and endorsed midwives, and incentives to attract previously enrolled and registered nurses to return to the workforce.

While this work was happening at a national level, ANMF members and branches continued to pursue local improvements for their workplaces and communities, such as seeking nurse and midwife-patient ratios.

Funding for the National Nurse and Midwife Health Service based on the successful program in Victoria was another critical outcome of the Federal Budget for our members.

The funding for this crucial program that will support nurses and midwives has been committed to the ANMF to establish the service nationwide.

Other work the ANMF has committed to supporting is the Aboriginal and Torres Strait Islander Voice to Parliament. With a referendum on the Voice to occur within the next six months, the ANMF has been informing members and the community about the benefits of First Nations Peoples having a say on issues that impact them, such as health and social outcomes. Information has been shared in the *ANMJ*, *ANMJ* website and ANMF social media. More activity is planned closer to the referendum.

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.

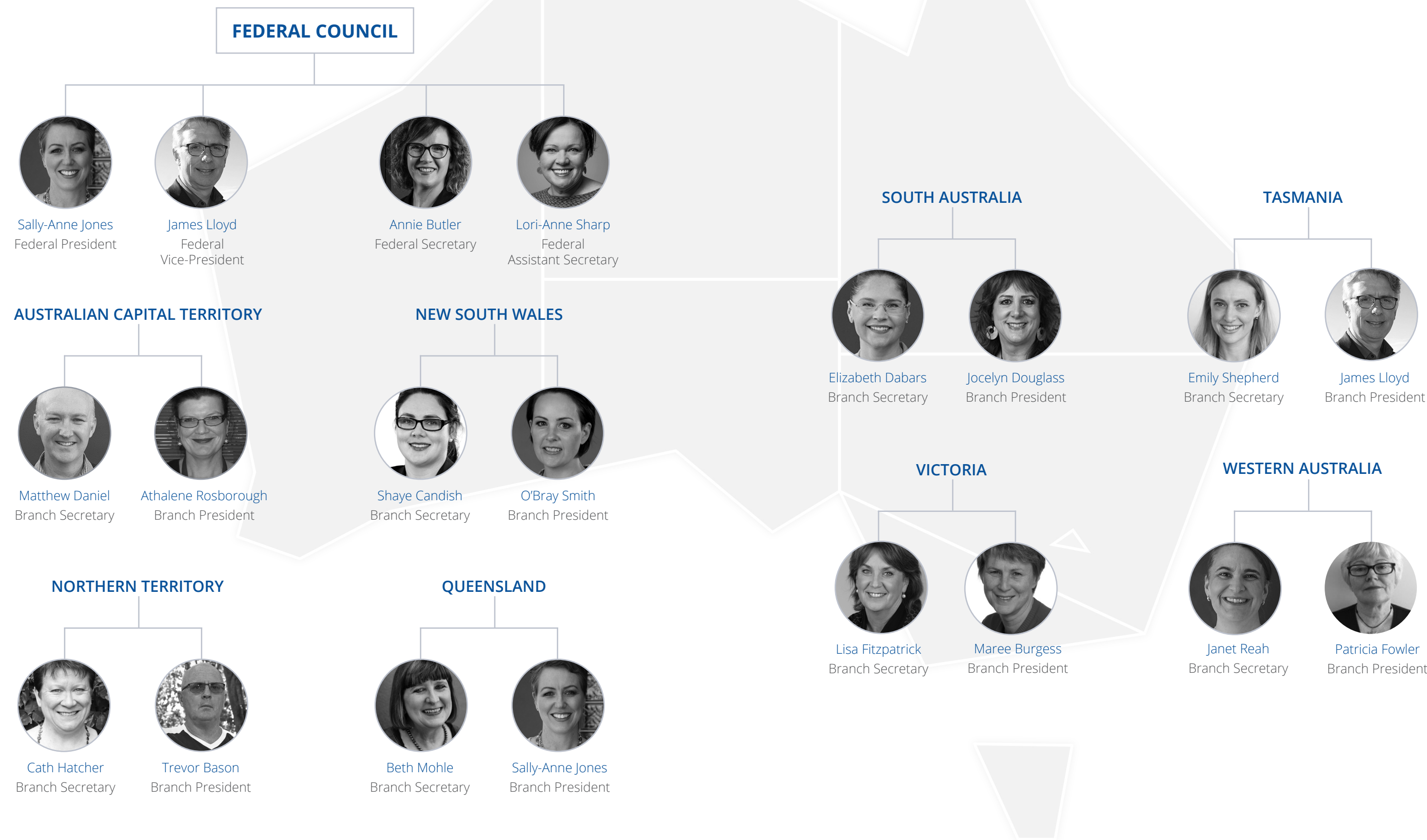
This year we farewelled Sue Bellino. As the Communications, Political and Campaigns Lead, Sue was integral to the success of the Aged Care campaign. We thank Sue for her hard work in this space and wish her well in her future endeavours.

Also leaving the ANMF this year was *ANMJ* Journalist Ben Rodin. Ben was replaced by Natalie Dragon, who has previously worked as editor and Journalist for the Journal. We thank Ben for his work and welcome Natalie back to the ANMF family. The Federal Office reports from the teams follow.

Our achievements and ability to meet challenges over the past 12 months clearly demonstrate what we can achieve as a collective, and we look forward to the possibilities moving forward.

With the strength of our membership, we will continue to rise to the occasion as Australia's largest union dedicated to nurses, midwives and carers.

THE **FEDERATION**



## FEDERAL EXECUTIVE

**Federal President**  
Sally-Anne Jones

**Federal Vice President**  
James Lloyd

**Federal Secretary**  
Annie Butler

**Federal Assistant Secretary**  
Lori-Anne Sharp

**AUSTRALIAN CAPITAL TERRITORY**  
Secretary, ANMF Australian Capital Territory Branch  
Matthew Daniel

**NEW SOUTH WALES**  
Secretary, ANMF New South Wales Branch (NSWNMA)  
Shaye Candish

**NORTHERN TERRITORY**  
Secretary, ANMF Northern Territory Branch  
Cath Hatcher

**QUEENSLAND**  
Secretary, ANMF Queensland Branch (QNMU)  
Beth 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  
Janet Reah

### FEDERAL EXECUTIVE MEETINGS

**FROM 1 JULY 2022 TO  
30 JUNE 2023**

24 November 2022  
24 February 2023  
8 May 2023  
12 May 2023  
19 May 2023

### FEDERAL COUNCIL MEETINGS

**FROM 1 JULY 2022 TO  
30 JUNE 2023**

25 August 2022  
7 November 2022  
30 November 2022

## FEDERAL OFFICE STAFF

### STRATEGY LEAD / RESEARCH

**Julie Reeves**  
Strategic Lead – Aged Care

**Jodie Davis**  
Education Officer

**Jane Douglas**  
Strategic Lead - Workforce (.4)

**Micah Peters**  
Director, National Policy Research Unit

**Casey Marnie**  
Research Associate

**Jarrold Clarke**  
Research Assistant

### INDUSTRIAL

**Kristen Wischer**  
Senior Industrial Officer

**Daniel Crute**  
Industrial Officer

**Debbie Richards**  
Industrial Officer - Research

**Laura Miller**  
Industrial Officer

**Anna Amatangelo**  
Administrative Officer

### PROFESSIONAL

**Julianne Bryce**  
Senior Professional Officer

**Jane Douglas**  
Professional Officer (.4)

**Jasmine Kirk**  
Professional Officer

**Naomi Riley**  
Professional Officer

**Anastasia Shianis**  
Administrative Officer

### COMMUNICATIONS AND MEDIA

**Kathryn Anderson**  
Editor, Australian Nursing & Midwifery Journal and  
Communications & Media Team Lead

**Robert Fedele**  
Journalist

**Natalie Dragon**  
Journalist

**Cathy Fasciale**  
Editorial and Production Assistant

**Nicole Foote-Lenoir**  
Digital and Social Media Officer

### SYSTEMS AND OPERATIONS

**Heidi Hosking**  
Team Leader and Partnerships Manager

**Kerrie-ann Fitzpatrick**  
Executive Assistant

**Dorothy Abicic**  
Finance Officer

**Sotiria Stefanis**  
Finance Officer

**Elizabeth Reale**  
Librarian and Research Officer

**Kristy Male**  
Technical Officer

**Rebecca Aveyard**  
Technical Officer

### FORMER STAFF

**Sue Bellino**  
Political Director *(to April 2023)*

**Ben Rodin**  
Journalist *(to September 2022)*



# 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 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 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 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 well-being 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



STRATEGIC  
NATIONAL WORK

*The ANMF believes that in our wealthy, well-resourced country, every Australian should be able to access and receive safe, high quality, timely care, which is delivered according to their wishes, in a place of their choosing. The nursing, midwifery and care-worker workforce is central to achieving this aim.*

While Australia has faced various longstanding system pressures and failures, the widespread impacts of the COVID-19 pandemic have both amplified these challenges and starkly revealed that the workforce has not been sufficiently valued, recognised, or supported to realise its full potential.

To maximise the contributions of nurses, midwives, and care-workers to Australia's health and aged care sectors, significant reform of Government policy is required. Since the federal election in 2022, the ANMF has worked with determination on a list of five strategic national priorities that will support the professions and the systems they work in: Workforce; Aged Care; Industrial Relations Reform; Gender Equity and improving equity in access to healthcare.



WORKFORCE

Workforce is a key priority for the ANMF particularly as Australia faces continuing nursing and midwifery staff shortages across sectors due to attrition. The workforce is complex and contextually driven, and the ANMF recognises the necessity to look beyond simplistic solutions in considering recruitment and retention. Strategies must be wide-ranging and collaborative, with multi-level support from Federal, State and Territory Governments, health jurisdictions, Peak Bodies and community members. There is a need for innovative nurse and midwife-led models of care and the expansion of those with demonstrated efficacy through secure and ongoing funding, supported implementation and evaluation.

A Strategic Lead: Workforce role within the newly formed Strategic Lead Team was created in 2023, acknowledging the importance of this priority within the ANMF. The Strategic Lead: Workforce operates in collaboration and consultation with the Federal Office, Professional, Industrial and Research teams, and State and Territory Branches to identify and develop approaches to address workforce issues faced by ANMF members across Australia. The role also works with other members of the Strategic Lead Team to advise Elected Officials on workforce matters.

Through this work the ANMF is focusing on ways to design and implement nurse and midwife-led models of care so nurses and midwives can work to their full scope of practice, particularly in primary health care settings. Such innovations recognise the extensive education and skills of nurses and midwives and their role in ensuring all people residing in Australia have access to affordable, appropriate and safe health care. The ANMF continues to work with members, peak bodies and governments to explore strategies to improve recruitment and retention of nurses and midwives across Australia. Focus has been given to retaining and supporting nurses and midwives already in the system, encouraging people to consider nursing and midwifery as a career and attracting experienced nurses to return.

While the scope of the Strategic Lead: Workforce position continues to develop and emerge, current responsibilities and activities include Chairing the Early Career Nurses and Midwives Roundtable Working Group, membership of the Culturally and Linguistically Diverse Communities Health Advisory Group and a member of the Project Advisory Group reviewing the Approach of Re-Entry to Practice for Nurses and Midwives. The ANMF is also a key member of the Strategic Advisory Group providing oversight and guidance to the development of the National Nursing Workforce Strategy.



AGED CARE

After years of declining quality in aged care and neglect for elderly Australians, the Albanese Government acted on its election promises by commencing long overdue aged care reform. In particular, acting on four key aged care reforms, long advocated for by the ANMF:

- 1. At least one registered nurse on site 24 hours per day in every nursing home
- 2. Minimum mandated care hours and the right skills mix
- 3. Accountability and transparency – funding tied to care
- 4. Improved wages and conditions

To ensure these reforms were implemented as intended, the ANMF Federal Office focused its work this year on ensuring the voices of ANMF members were central to implementing the reforms. An ANMF Aged Care Steering Committee was established to provide leadership in progressing ANMF positions on aged care. An ANMF Aged Care Working Group was also formally established with representation from both industrial and professional officers from Branches and the Federal Office to implement the outcomes of the Steering Committee. A Strategic Lead: Aged Care position was also established to oversee and coordinate the ANMF's work within aged care.

Extensive consultation and representation work has been completed within the 2022/2023 in aged care. This included ANMF representative work on ongoing external committees, attendance at many consultations, webinars and meetings with many key stakeholders. Numerous ANMF submissions, and policy briefs were also developed and submitted communicating the ANMF positions on key aged care reforms.

This advocacy has led to the ANMF's key reform priorities being made law, with landmark legislation passed by Parliament in October 2022 to require every nursing home to have a registered nurse on site 24/7 and increasing accountability for use of taxpayer funding by nursing homes, which must now regularly publish information on their spending on care, nursing, food, maintenance, cleaning and profits.

This legislation also introduces mandated minimum care minutes in every nursing home – beginning with 200 care minutes, including 40 from registered nurses for every resident to commence from 1 October 2023.

Aged Care Work Value Case

Another critical area of the ANMF's work in improving quality in aged care through improved wages and conditions for aged care nurses and carers has been the Aged Care Work Value Case:

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

On 4 November 2022, a Full Bench of the Fair Work Commission handed down its decision<sup>1</sup> on the applications to vary the Nurses Award, Aged Care Award and Social, Community, Home Care and Disability Services Industry Award (SCHADS Award) to increase wages for aged care workers by 25%.

The FWC agreed that wages for direct care workers under each award are undervalued for work value reasons. The FWC decided an interim increase of 15% for direct care workers is warranted. The FWC determined that the matter should be proceed in a staged process.

Stage 2 allowed the parties to make submissions in relation to the timing and possible phasing in of how the 15% wage increase would be implemented. On 3 March 2023, the FWC made determinations varying each of the awards to increase wages for all direct care classifications and head chefs/cooks by 15%, effective from 30 June 2023.

Stage 3 will deal with:

- whether any increase should be provided to non-direct care workers;
- whether any further and final increase should be provided to direct care workers, particularly with respect to the long term effects of COVID in relation to infection prevention and control and the impact of;
- Any variations to the classification structure.

The ANMF will continue to pursue positive outcomes for aged care members across the country.

<sup>1</sup> [2022]FWCFB 200



## INDUSTRIAL RELATIONS REFORM

In late October 2022, the Federal Government took action to finally get wages moving, improve working conditions and achieve gender-equality across workplaces, with the introduction of its industrial relations legislation.

### Industrial Regulation

Commitments to improve and expand workplace legislation to support the rights of working people have resulted in extensive and ongoing amendments to the Fair Work Act 2009 (the FW Act). In 2022-2023 the following changes have been made or are proposed in relation to the FW Act.

On 6 December 2022 the *Fair Work Legislation Amendment (Secure Jobs Better Pay) Act 2022* (Secure Jobs Better Pay Act) was given royal assent. The Secure Jobs Better Pay Act introduced a suite of amendments to the Fair Work Act coming into operation throughout 2023.

Briefly, the amendments were made to provisions in relation to:

- Expanding the objects of the FW Act, modern awards objective, minimum wages objectives to include reference to the objectives of secure employment and gender equality
- Equal remuneration
- Prohibiting pay secrecy
- Anti-discrimination and special measures
- Termination of enterprise agreements after the nominal expiry date
- Sunsetting of “zombie” agreements
- Initiating bargaining
- Dealing with errors in enterprise agreements
- Communications to be available in multiple languages
- Prohibiting sexual harassment in connection with work
- Introducing Expert Panels to hear matters in connection with gender equality and other matters
- Improve rights to flexible work and unpaid parental leave requests

- Enterprise agreement approval and the Better off overall test
- Bargaining disputes, industrial action, supported bargaining, single-interest employer authorisations, varying enterprise agreements to remove employers and their employees, and co-operative workplaces
- FWC to absorb the functions of the Registered Organisations Commission
- Fixed term contracts
- Paid Parental Leave Amendment (improvements for Family and Gender Equality) Act 2023
- Fair Work Legislation Amendment (Protecting Worker Entitlements) Act 2023

### Migration strategy reform

#### Aged Care Industry Labour Agreements and MOU

On 5 May 2023, the Department of Home Affairs introduced a new form of labour agreement for the aged care sector. The Aged Care Industry Labour Agreement (ACILA) is available to be used by providers seeking to engage migrant workers to fill labour shortages for care workers and provides an enhanced pathway to permanent residency. In order to make an application for an ACILA, providers are strongly encouraged to enter an MOU with the relevant union/s. The MOU, developed with the ANMF, HSU and UWU sets out expectations in relation to labour market testing and commits the parties to facilitating union induction, training and ongoing monitoring of the ACILA. Providers who lodge their application with a signed MOU have their applications fast tracked by the Department, usually being granted within 1-2 days.

Federal Office is co-ordinating the ACILA and MOU program, both with respect to potential national agreements and branch based MOUs, responding to inquiries and meeting regularly with the DoHA and other stakeholders in relation to the new labour agreement.

#### Temporary Skilled Migration Reform

Following a number of extensive reviews of Australia’s immigration system, in particular the barriers to skilled migration, DoHA is leading consultations to reform the migration system.

Federal Office has attended co-design meetings with respect to developing a tiered approach to skilled migration and reforms designed to eliminate the risk of exploitation of migrant labour.



## GENDER EQUITY

Australia is one of the few developed nations that does not actively set targets for gender equality. Yet, Australian women experience inequality in many areas of their working and social lives, including disparate wages, poverty, discrimination and gender-based violence. However, through the work of the ANMF and the broader union movement, the past 18 months have seen significant steps forward with industrial reforms targeted at improving gender equity outcomes. These reforms have included:

### Respect @ Work

Amendments to the Sex Discrimination Act to introduce:

- A new positive duty on employers and PCBU’s (“Persons Controlling a Business or Undertaking”) to take reasonable and proportionate measures to eliminate, as far as possible, sexual harassment, sex-based discrimination and harassment, hostile workplace environments and victimisation.
- An express prohibition against subjecting another person to a workplace environment that is hostile on the ground of sex.

The changes represent a significant and qualitative shift away from a complaint-based system where the onus has been on an individual to hold their employer to account in failing to provide a safe workplace, to one where an organisation must proactively prevent its employees, workers, agents, and the organisation itself, from engaging in discriminatory/harassing conduct.

Importantly for ANMF members, an organisation is now also responsible for protecting its employees and workers from being subject to discriminatory/harassing conduct by third parties, such as patients, residents and their families.

### Domestic Violence Leave

The National Employment Standards (NES) now provides for 10 days paid leave for those experiencing domestic violence. This replaces the previous entitlement of 5 days unpaid domestic violence leave.

### Flexible Working Arrangements

The NES now provides an enshrined right to challenge a refusal of a request for flexible working arrangements. The ability to have FWC hear disputes about a refusal of a FWA is now available for all employees as opposed to only those who had the right enshrined in an enterprise agreement.

### Gender Equality Reporting

The *Workplace Gender Equality Act 2012* (Cth) now requires non-public sector employers that employ 100 or more employees in total to register for the Gender Equality Reporting program and submit data to the Workplace Gender Equality Agency annually.

The annual submission consists of:

- CEO remuneration
- Age and primary work location of all employees
- Incidences of sex-based harassment and discrimination

Notably, gender pay gaps will be published by employer as opposed to industry. The hope is that this name and shame function will stimulate change and promote better gender equity outcomes.

Organisations with more than 500 employees will be mandated to have policies or strategies that cover each of the six gender equality indicators.



### Parental Leave

The first tranche of parental leave amendments has passed combining Dad and Partner Pay with Paid parental leave to create 20 weeks paid parental leave for families.

Further tranches will see the scheme offer 26 weeks paid parental leave by 2026.

- Either parent eligible to apply for paid parental leave first.
- An ability to access the paid entitlement in multiple blocks until the child turns 2 (That means they will be able to take as little as one day, while working either side.)
- The entitlement to be shared with only 18 weeks maximum available to one carer and a two-week component that must be taken by the other parent.
- Single parents will be able to access the full 20-week entitlement.
- A new family income threshold - \$350,000 per year – which should see 3,000 additional parents become eligible.
- Unfortunately, the entitlements will not be eligible for superannuation and the rate of pay remains the minimum wage, which will discourage equal distribution of paid parental leave. The entitlement still lags a significant way behind other developed nations, particularly Scandinavian countries.

### Unpaid parental Leave

Employees can access up to 100 days flexible unpaid parental leave until the child turns 2, allowing for an employee to take leave in blocks as small as a day and not be deemed to return to work.

The concept of maximum 8 weeks concurrent leave has been abolished.



### IMPROVING EQUITY IN ACCESS TO HEALTHCARE

Every Australian deserves access to quality and affordable healthcare, no matter who they are, or where they live. But currently that cannot be guaranteed. Nurses, midwives and carers can, however, provide the solution.

The ANMF is working with governments on a range of measures to achieve health equity, including the review of health funding models, greater use of nurse-run clinics and nurse- and midwife-led models of care, improving the capacity of the health system in rural and remote areas to meet community needs, and exploring digital and telehealth opportunities, especially in rural and remote, and within nurse-led clinics.

The ANMF has participated in a range of initiatives working on improved health access including the Strengthening Medicare Taskforce and the Nurse Practitioner 10 Year Plan Steering Committee and will be heavily involved in the upcoming Scope of Practice Review. We have already seen some success with an historic investment in primary health of \$6.1 billion, and the removal of unnecessary and restrictive barriers for NPs and eligible midwives as well as a promised increase in Medicare rebates for NPs.





# INDUSTRIAL REPORT

*The 2022/2023 year has seen substantial change in the industrial landscape and been a period of reform over many areas that impact on the working lives of nurses, midwives, assistants in nursing and personal care workers. The Federal Office industrial team is an active participant in the implementation of reform and supports the Federal Office and Branches in delivering outcomes to support the Federation's strategic priorities.*

## WORK HEALTH AND SAFETY REGULATION

### Work health and safety laws

In July 2022, the national model Work Health and Safety Act, Regulations and related materials were amended to reflect a wide range of recommendations from Marie Boland's independent review of the laws conducted in 2019. Some states have already adopted some of the changes, while other jurisdictions are likely to follow suit soon.

Notably, the changes included the introduction of regulations requiring employers to identify psychosocial risks associated with psychological injury and control measures to manage them.

Ministers attending the May 2021 meeting did not agree to Boland's recommendation to add the offence of industrial manslaughter to the model Act, with ministers from the then conservative jurisdictions of NSW, South Australia, Tasmania and the Commonwealth jurisdiction opposing the move, meaning it did not receive the required majority of six votes. The outcome is likely to be different at any future meetings, with the new South Australian and Federal Labor Governments declaring their support for industrial manslaughter provisions. The WHS or OHS Acts in the ACT, the Northern Territory, Queensland, Victoria and Western Australia already have such provisions.

### Workers compensation

In June 2023, the Commonwealth government issued the [Safety, Rehabilitation and Compensation Directions 2023](#). It mandates that to become a self-insured licensee under Comcare, the applicant must be a "...member of a corporate group in which a majority of employees in the corporate group are, at the time of the application, covered by the Act." This means that the Healthscope application to join the Comcare scheme cannot proceed. Unfortunately, Ramsay Health Care continue to be covered by Comcare.

The ANMF Federal Office is developing a Comcare guide to set out information for members as to how to navigate Comcare and to support healthy and safe work practices.

## FAIR WORK COMMISSION

### Annual Wage Review

The 2022-23 Annual Wage Review decision provided for a 5.75% increase to the National Minimum Wage and all minimum award rates, effective from 1 July 2023. The decision identifies that significant issues concerning the potential gender undervaluation of work in modern award minimum rates applying to female-dominated industries and occupations will need to be addressed in the next annual wage review.

## BARGAINING

During the 2022/23 financial year, ANMF Federal Office completed negotiations for the following enterprise agreements covering nurses and assistants in nursing:

- **ANMAC** - The Australian Nursing and Midwifery Accreditation Council (ANMAC) Ltd. Enterprise Agreement 2022-2025 was approved by the FWC on 1 December 2022.
- **AHPRA** - The Australian Health Practitioner Regulation Agency Enterprise Agreement 2022-2025 was approved by the FWC on 10 October 2022.

### Other Enterprise bargaining

The ANMF Federal Office commenced negotiations for new enterprise agreements with the following employers:

- **Australian Public Sector**  
Bargaining has commenced with the Australian Public Service Commission (APSC) on service wide common conditions which will be applicable to all agencies and extend to bargaining at the agency level.
- **Sonic Health Plus**  
Bargaining continues for the Sonic Health Plus Agreement with members providing feedback that they rejected the offer put by Sonic for headline wage increases of 2.5% and 2.75% over the life of a 2 year agreement. Sonic have returned with an offer of 3% per annum over the life of a 2 year agreement.

- **Calvary Health Care Nurses**  
Calvary Health Care commenced bargaining to replace *The Calvary Home Care Services Limited Nursing Employees – ANMF Enterprise Agreement*. The agreement expired in September 2021. The agreement covers registered nurses and enrolled nurses providing direct care to home care clients, except those that would be classified under the Nurses Award as RN levels 4 and 5 and NPs.
- **Little Sisters of the Poor**  
This agreement nominally expired on 30 June 2017 and applies to employees engaged in the Little Sisters three aged care homes located in Victoria, New South Wales and Western Australia.
- **Aged Care Quality and Safety Commission**  
ACQSC Staff Participation Forum (SPF) are providing regular monthly meetings and continue to review policies including – working from home, portability of flexible time, and in the coming months, further details pertaining to the Capability Review of the AXCQSC. ACQSC have expressed they are keen to commence bargaining but are prohibited from doing so whilst waiting on the conclusion of the negotiations re. common terms across the APS.
- **Lifeblood (Australian Red Cross)**  
Lifeblood has proposed a national agreement to replace the current state and territory based agreements (Vic/ Tas and NSW/ACT have one agreement each currently). Some agreements only recently expired whereas for NSW/ACT their agreement expired over two years ago. The WA agreement is still operative until 30 June 2024. Lifeblood's approach to bargaining has been obstructive to date.

NSW Branch is looking to undertake Protected Industrial Action (PIA) with other branches considering their options (except WA which cannot take PIA until 1 July 2024).

## ANMF RULES

### Rules concerning elections

#### Delayed elections

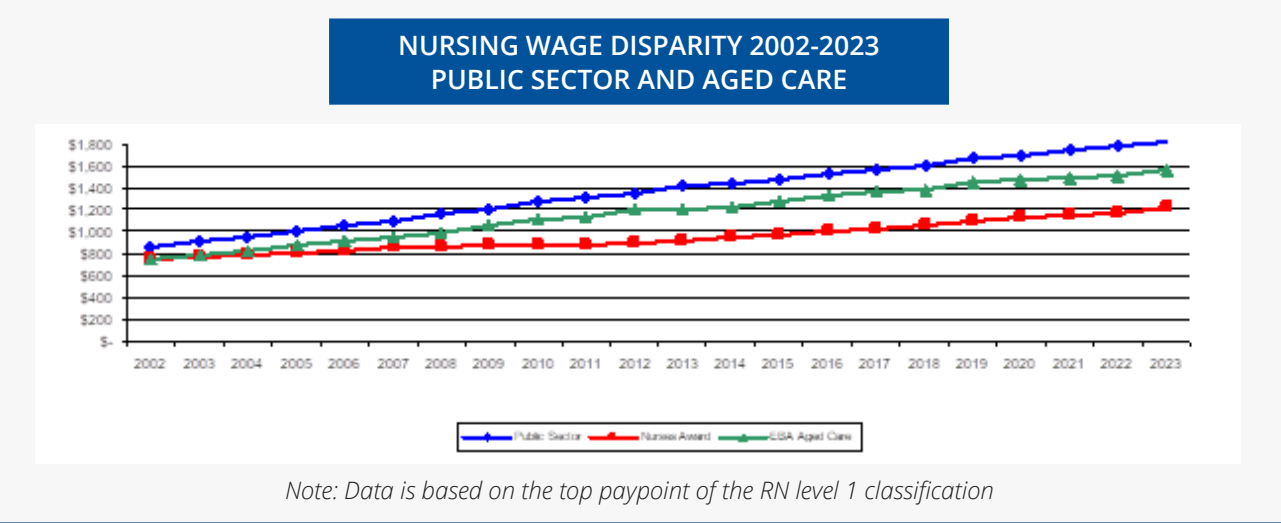
The issue of delayed elections remains ongoing. ROC advised that their general view is that elected officers must serve the term set out in the rules and therefore take a contrary view to the advice received from Gordon Legal. This has resulted in some Branch elections for 2022 being approved to go ahead, while others have been refused and are being done in 2023. For example, ACT Branch have their elections this year whereas SA Branch, which was on the same cycle, had their elections in 2022. Both were previously on the same cycle.

## 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 of February 2023 there were 660 enterprise agreements nationally across the residential aged care sector covering 2140 out of 2442 facilities. While approximately 91% of facilities are covered by collective agreements, wages and conditions outcomes are less favourable than public sector outcomes and failed to remove or significantly reduce the disparity in wages and conditions.

The interim decision by the Fair Work Commission in the Aged Care Work Value case increased award rates of pay for nurses and carers by 15% effective 30 June 2023.



Public sector agreement outcomes

The table below details the percentage increases and expiry dates of public sector enterprise agreements that apply over the 2022/2023 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, as well as one-off payments as compensation for cost of living increases or payments relating to attraction and retention issues.

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. The removal or adjustment of public sector pay caps by many State and Territory governments has resulted in some improvement in wage outcomes compared to previous rounds of enterprise bargaining.

STATE		OUTCOME
New South Wales	2.04%	for 1 year (expires 30.06.22) (2023 wage outcome pending)
Victoria	9%	over 3 years (expires 30.04.24)
Northern Territory	10%	over 4 years (expires 20.08.22) (new agreement pending)
Tasmania	9.3%	over 4 years (expires 30.06.22) (new agreement pending)
South Australia	9%	over 3 years (expires 31.07.25)
Queensland	11%	over 3 years (expires 31.03.25)
Australian Capital Territory	6.75%	over 2 years (expires 31.12.22) (new agreement pending)
Western Australia	\$2000	\$60 per week or 3% per annum, whichever is the higher. Paid 12.10.22. (new agreement pending)

Private Acute Hospital sector

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

NURSING AND MIDWIFERY WORKFORCE

The 2022 nursing and midwifery workforce data published by the Australian Government Department of Health shows there were a total of 448,129 nurses and midwives registered in Australia. This comprises 439,534 nurses and midwives with general registration and 8,595 non-practising registrants. Of the nurses and midwives with general registration, 85% were registered nurses, midwives and dual registrants, and 15% were enrolled nurses.

Not all nurse and midwife registrants are in the nursing workforce. In 2022, 408,812 nurses and midwives were in the workforce which includes those employed; nurses and midwives on extended leave and those looking for work in nursing or midwifery. There were 372,759 employed nurses and midwives; 88.12% were female; the average age was 42.63 years working on average 34.65z hours per week.

MIGRATION STRATEGY AND REFORM

PALM Scheme

The operation of the Pacific Australia Labour Mobility (PALM) scheme in the care sector is a recent initiative enabling Approved Employers (AEs) to recruit workers from nine Pacific Island countries and Timor Leste to fill carer roles where there is a shortage of local workers.

The scheme is part of Australia’s engagement with the region, providing opportunities for economic growth and enabling PALM workers to develop skills and earn income to support their family and communities.<sup>1</sup>

The ANMF has been involved in the implementation of the scheme through quarterly PALM Care Committee meetings and participation in a range of government consultations to improve the Deed and Guidelines which regulate the recruitment and employment of PALM workers.

The new [PALM Deed and Guidelines](#) were released in June 2023. Improvements include greater protections for workers to receive the same wages and conditions as local employees, full-time employment and arrangements for unions to meet with PALM workers on arrival or soon after.

The roll out of an aged care expansion program providing an additional 500 workers was completed by 30 June 2023. Workers will undertake a certificate iii qualification as part of the program.

Further work is continuing on a pilot project to enable PALM workers to bring family members to Australia for the duration of their employment.

<sup>1</sup> <https://www.palmscheme.gov.au/about>





## PROFESSIONAL REPORT

*Throughout 2022/23, the ANMF Federal professional team has continued to represent the interests of our nursing and midwifery members, to advance our professions and improve the health and wellbeing of all people in Australia.*

The COVID-19 pandemic continued to be the focus of much of our work, in particular lobbying for support for nurses and midwives dealing with stress, fatigue and burn out due to sustained, relentless high workload demand. The national professional team has worked with state and territory Branches, through the Professional Advisory Committee and the Midwifery Officer Network, to provide advice to governments, statutory authorities, key stakeholders and policy makers on strategies for innovative models of care and safe, evidence-based nursing and midwifery practice.

Professional issues that were the focus of our national professional work in 2022/23 included: workforce; workload management; medicines use and safety; professional nursing and midwifery practice; utilisation of nurse practitioners; advanced practice; nursing and midwifery regulatory matters; digital health; mental health; disability; policy research; climate and environmental health; primary and preventive health care; maternal, child and family health; aged care; funding models for nursing and midwifery care; and rural and remote nursing and midwifery practice.

### PROFESSIONAL NETWORKS

#### Professional Advisory Committee

The Professional Advisory Committee (PAC), an advisory committee of the ANMF, met quarterly during 2022/23. The first face-to-face meeting of PAC since the pandemic was held over 2 days in Melbourne in May 2023. Membership was comprised of professional and research officers from each Branch and the Federal Office. When required, additional members with specific expertise were co-opted to assist in the work of PAC. Commencing in April 2023, bi-monthly extraordinary meetings were held to discuss Ahpra and NMBA matters for individual members. All meetings were well attended. PAC's major functions included information sharing and discussion on matters affecting members and development of recommendations consistent with the professional objectives of the Federation for the Federal Executive and Federal Council. The Federal Professional Team convened and provided secretariat for the committee.

#### Midwifery Officer Network

The ANMF Midwifery Officer Network (MON) was established in response to direction from the Federal Executive. The aim of the network is to map the current midwife shortage, advocate for greater uptake of midwifery-led continuity of care models, and expand the midwifery workforce. The group consists of a representative from each state and territory Branch, with additional parties attending on invitation as needed by the group. The network commenced monthly meetings in May 2023.

#### Coalition of National Nursing and Midwifery Organisations

In 2022/23, the ANMF Federal Office continued to conduct the Secretariat operations for the Coalition of National Nursing and Midwifery Organisations (CoNNMO). CoNNMO is made up of 63 national nursing and midwifery organisations working collectively to advance the nursing and midwifery professions and to improve health care. ANMF Federal Office signed a three-year funding agreement with the Australian Government Department of Health and Aged Care for CoNNMO Secretariat and operations in October 2022. Funding now includes a sitting fee for eligible member representatives to attend member meetings. Progress reports were submitted to the Department in February and June 2023. The CoNNMO Member meetings were held online in October 2022 and as a full day hybrid face-to-face and online in Melbourne in May 2023. Meetings included updates from the Commonwealth Chief Nursing and Midwifery Officer (CCNMO), the Department of Health and Aged Care, the Nursing and Midwifery Board of Australia (NMBA), the Australian Nursing and Midwifery Accreditation Council (ANMAC) and the ANMF. At the October meeting, Professor Megan-Jane Johnstone presented to members on nursing ethics: lessons from a global pandemic. This was followed by discussion on the link between ethics, art and justice and an exploration of these concepts as a means to deal with fatigue, burnout and self-care. At the May meeting, guest presentations were provided by: Sye Hodgman, First Nations Professional Officer at the Queensland Nurses and Midwives Union and Dr. Ali Drummond, CATSINaM CEO on supporting

the Yes vote for the National Voice to Parliament; Associate Professor Nathan Wilson on the Every Nurse's Business NDIS funded capacity building project for registered nurses working in acute care providing care to people with intellectual disability or autism spectrum disorder; Heather Pickard, Program Director on the new Nurses and Midwives National Health Program; Dr Adam Searby on the Drug and Alcohol Nurses of Australasia's research on nurses and alcohol consumption; Frances Rice, Commonwealth Senior Nursing Advisor on the National Nursing Workforce Strategy; and Adjunct Professor Shelley Nowlan, Deputy National Rural Health Commissioner on the National Rural and Remote Nursing Generalist Framework. CoNNMO Council met online four times throughout the year, prior to and following each member meeting. At the meeting in June, the Council reviewed the Strategic Plan, the Terms of Reference and the national priorities to be taken to the October 2023 Member Meeting for consideration.

### PROFESSIONAL PARTNERSHIPS

#### National Registration and Accreditation

During 2022/23, 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 eight submissions in response to the NMBA, ANMAC and Ahpra consultations over the last year.

#### Climate and Health

The ANMF is committed to ensuring an economically, environmentally and socially sustainable future for all communities. The health system contributes 7% to Australia's total carbon emissions, which is significant. The ANMF acknowledges that all who work in, with, or for the healthcare system must take responsibility to act and reduce those emissions through sustainable practices and strong governance. Such action must be supported through funding and policy development and occur at national and local levels involving government, organisations and individuals. To this end, the ANMF continued their membership of the Climate and Health Alliance (CAHA) joining with other organisations who share a concern regarding the threat to human health posed by climate change. This year CAHA produced several Healthy Conversation webinars (published on their website). These resources were made available to assist ANMF members

to understand issues associated with climate change and present ways to contribute to a sustainable future. The ANMF were represented at the quarterly CAHA meeting, where members of the organisation outlined their advocacy, leadership, resilience and recognition activities. The ANMF attended the CAHA Forum, *Greening the Healthcare Sector*, held in Newcastle, NSW in October 2022. International, national and local speakers addressed the forum's theme, *driving systems of change for sustainable health care*, collectively emphasising a need for strong leadership across and between sectors and the requirement for critical thought in planning for the future. There was an overarching message calling for investment in research to drive the collection and dissemination of appropriate data to demonstrate outcomes of sustainable practices and guide future funding. Over the last year, the ANMF were also members of the Australian Council of Trade Unions' (ACTU) Climate Action Group, and welcomed the announcement of the federal Net Zero Authority. In addition, the ANMF were represented at Better Futures Australia's Health Working Group, a collection of organisations working to reduce the healthcare systems impact on climate.

#### DVA Health Providers Partnership Forum

The ANMF continues to engage with the Department of Veterans Affairs (DVA) through the Health Providers Partnership Forum. The Forum met quarterly throughout the year and has provided information to update ANMF members on the health support available to veterans and their families, including changes to policy and funding. The Royal Commission into defence and veteran suicide continues focussing on the identification of systemic problems and solutions for suicide and suicidality amongst serving and ex-serving ADF members. An interim report was released and tabled in Parliament on 11 August 2022 highlighting urgent and immediate recommendations centring around legislative reforms, administrative processes, access to information, the barriers created by Parliamentary privilege and the need to protect the interests of veterans who speak at the Royal Commission. Most of the recommendations were accepted. The final report is due by 17 June 2024.

#### Collaborative Mainstream Capacity Building Project

The National Disability Insurance Scheme (NDIS) Mainstream Capacity Building Project Steering Group met monthly in 2022/23. The ANMF are consortia partners with nine other organisations in this three-year national project led by Southern Cross University. The Steering



Group has developed education resources for registered nurses. Three free online modules are available to build registered nurses knowledge of the NDIS and post-discharge nurse-led referral pathways to improve access to, and outcomes from, mainstream health services for people with intellectual disability and autism spectrum disorder and their carers. Consortia partners have continued to promote this free education to registered nurse members. Project funding has been extended to the end of June 2024.

#### Cosmetic Surgery Project Advisory Committee

As part of national reforms to the cosmetic surgery sector, the Australian Commission on Safety and Quality in Healthcare (ACSQHC) was tasked with developing a nationally consistent licensing framework and safety and quality standards for cosmetic surgery (the Cosmetic Surgery Project). The Cosmetic Surgery Advisory Committee guided the project. The ANMF participated on this committee, which operated between January to June 2023. Public consultation on the draft Cosmetic Surgery Standards was conducted in May 2023. The ANMF provided a national response. The draft Standards were finalised in June and submitted to Australian Health Ministers for sign off.

### SOCIAL JUSTICE

#### Reconciliation Action Plan

The focus of the ANMF RAP Working Group for 2022-23 has been on supporting a Yes vote in the upcoming referendum on constitutional recognition and an Aboriginal and Torres Strait Islander Voice to Parliament. In April ANMF prepared a submission to the Joint Select Committee on the Aboriginal and Torres Strait Islander Voice Referendum supporting a constitutionally enshrined Voice to Parliament. In May, ANMF hosted a webinar for members with Sye Hodgman and Nggunawal woman, registered nurse and ANMF member, Jennie Gordon speaking on why the Voice to Parliament is important for nurses and midwives. The webinar was well attended and we gave away Unions for Yes t-shirts and copies of *The Voice to parliament handbook* by Thomas Mayo and Kerry O'Brien. Another members' webinar is planned for September 2023. Mid-2023 ANMF met with CATSINaM CEO Dr Ali Drummond to build connections between our two organisations. We are now working to establish regular meetings, identify areas of collaboration and prepare a memorandum of cooperation. Also mid-2023 is the launch of our Yes campaign website, designed to provide factual information for members on what the Voice to Parliament is and how it will benefit Aboriginal and Torres Strait Islander peoples.

Across the Branches, ANMF South Australian Branch and ANMF Victorian Branch both launched their own Reconciliation Action Plans this year. QNMU has an established First Nations policy officer on staff as well as an active First Nations Branch. NSWNMA held its inaugural Aboriginal and Torres Strait Islander NSWNMA members' meeting in February and is looking at establishing an Aboriginal and Torres Strait Islander NSWNMA Branch. Branches that collect Aboriginal and Torres Strait Islander membership data recorded 2,267 members as of February 2023.

#### Anti-Poverty Campaign

The *Anti-Poverty Week* (APW) campaign, held 16-22 October 2022, was again supported by the ANMF Federal Office through the provision of campaign funding and promotion in our online and print-based publications and social media. In 2022, the APW campaign focussed on: the impact of poverty on children and called for a legislated commitment to halve child poverty by 2030 with measurable targets and actions to achieve this goal; increasing financial support and housing for women and children trying to escape violence; and continuing to work with partners to highlight the inadequacy of Jobseeker and all working age payments and the escalating housing crisis, especially within the rental market. The ANMF supports this campaign on behalf of our nurse and midwife members who through their daily practice engage directly with people experiencing the debilitating health effects of poverty.

#### Thrive By Five Campaign

In 2022/23, the ANMF continued to support the Thrive by Five campaign. An initiative of the Mindaroo Foundation, the campaign aims to make Australia's early learning childcare system high quality and universally accessible. The campaign is continuing to work to put early learning reform on governments' agendas. The ANMF has participated in Thrive By Five by promoting campaign messages via social media, contributing to media, attendance at campaign events and meetings and working with campaign partners.

### DIGITAL HEALTH

#### Digital Health Project

In 2022, the Australian Digital Health Agency (ADHA) engaged the ANMF Federal Office to undertake a third project on digital enhancement. The project ran from 1 November 2022 to 30 June 2023 and focussed on improving nurses and midwives' understanding of digital technologies. Deliverables included two webinars, a podcast and the promotion of clips produced as part of the second ANMF project.

The first webinar focussed on midwives and the changing technologies used in midwifery and the second on cyber security. The podcast was a guided discussion about the National Nursing and Midwifery Digital Capability Framework. There were two articles published in the ANMJ about the ADHA's work to enhance digital health. A dedicated digital health webpage on the Federal Office website was developed to house digital education resources for nurses and midwives including ADHA education sessions. For more information go to: <https://www.anmf.org.au/professional/digital-health>.

#### Digital Webinars

In 2022/23, the ANMF was represented at the Australian Digital Health Agency (ADHA) webinar updates. These webinars, held three times a year by the Digital Agency business unit, provided the opportunity for representatives to hear about the Agency's progress on a range of digital health initiatives. The inability to share meaningful information between clinical systems was identified as a significant barrier to using digital health. The webinars provided updates on current projects that revolve around interoperability of digital systems across platforms and services to ensure a connected healthcare system and, in the wake of recent cyber-attacks, the importance of cybersecurity on healthcare data. With 86% of people wanting digital capability to be available during health consultations/experiences, interoperability is essential. Interoperability improves the quality of health care; decreases waste; increases person and clinician satisfaction; assists with care; reduces levels of frustration; and increases access to care. The National Health Care Interoperability Plan highlights five key priority areas that will be rolled out over five years to strategically guide the work. Webinars showcased a number of the projects that are underway as part of the interoperability framework including: uploading of diagnostic imaging and pathology to the My Health Record (MyHR), increasing accessibility and reducing lag time in obtaining results; ongoing monitoring of the MyHR to identify and address problems efficiently; implementation of the MyHR into nursing homes and maternity services to assist with continuity and transitions of care.

#### 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. Throughout the year, reports were provided on MBS telehealth uptake, the ACRRM Telehealth Clinical Skills Program, Workforce Capability Frameworks, the RFDS Virtual Care Strategy, the ADHA Provider Connect roll out and the Australian Government's National Digital Health Strategy and Work plan.

### QUALITY USE OF MEDICINES

#### Australian Commission on Safety and Quality in Health Care Medicines Safety Committees

In 2022/23, 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 and programs to improve the quality use of medicines. The ACSQHC National Quality Use of Medicines publications Project Advisory Group (NQUM PAG), established in June 2021, provided technical and strategic advice to the review of three NQUM publications: the *Guiding principles for medication management in residential aged care facilities*; the *Guiding principles for medication management in the community*; and the *Guiding principles to achieve continuity of medication management*. The ANMF participated on the NQUM PAG until its conclusion mid-2022. The Australian Government Department of Health and Aged Care released the revised publications in December 2022. These three new publications provide clarity about the administration and self-administration of medicines and the requirement for nurses to administer medicines.

#### Review of the ANMF Nursing Guidelines for the Management of Medicines in Aged Care

In 2022/23, the Federal Office Professional Team and the Professional Advisory Committee undertook a detailed review of the ANMF *Nursing Guidelines for the Management of Medicines in Aged Care* publication. The new edition is in the final stages of review and will be submitted to the Federal Executive for approval later in 2023.



## RURAL HEALTH

### National Rural Health Alliance

In 2022/23, the ANMF continued to participate on the Council of the National Rural Health Alliance (NRHA). Meetings were held quarterly throughout the year. The Alliance has secured a further three years of funding until June 2025. An NRHA Forum and Council Meeting were held face-to-face in Sydney in March 2023 with the Honorable Emma McBride MP Assistant Minister for Rural, Regional Health and Robert Hardie, NBN Executive Manager of Health and Agriculture presenting. The NRHA Secretariat, the Friends Advisory Committee and Council member representatives provided reports. Following the Council meeting, there were group discussions on rural health strategy with a focus on workforce, the Primary Care Rural Integrated Multidisciplinary Health Service (PRIM-HS) model, the climate impact on rural and remote, rural research and supporting the Yes vote for the National Voice to Parliament. Over the last year, Federal Office met with NRHA staff quarterly for a member catch up. These meetings provided the NRHA with the opportunity to hear about current ANMF work and identify possible areas for collaboration. Alliance publications, the *Inside Word*, and the external stakeholder newsletter, *Bushwire*, were circulated to Branches and promoted to members.

### National Rural and Remote Nurse Generalist Framework

The National Rural and Remote Nursing Generalist (NRRNG) Steering Committee was established in late 2021 to provide professional and clinical advice to the Deputy National Rural Health Commissioner (DNRHC) to develop a National Rural and Remote Nursing Generalist Framework to guide nursing services in regional, rural and remote areas. The Framework has been designed to be utilised by registered nurses across rural and remote Australia, and by state and territory jurisdictions, employers and educators to support the nursing workforce in these settings. The Framework is for registered nurses who work in rural and remote locations, Modified Monash Model (MMM) 3-7, or are looking to relocate there. The tool outlines the culturally safe and person-centred approach that is needed, in partnership with families, communities and colleagues, to deliver high quality care. In Canberra in March 2023, The Hon. Emma McBride MP, Assistant Minister for Rural and Regional Health, launched the Framework. Assistant Minister for Health and Aged Care, the Hon. Ged Kearney MP also spoke at the launch.

Deputy Rural Health Commissioner, Shelley Nowlan, then hosted a brief panel discussion about the Framework with Katherine Isbister CEO of CRANaplus, Ali Drummond Acting CEO of CATSINaM, and Sabina Knight Director of the Central Queensland Centre for Rural and Remote Health at James Cook University. A copy of the full Framework, a condensed version, a one-page summary and some brief videos for social media promotion are all available at [The National Rural and Remote Nursing Generalist Framework 2023-2027 | Australian Government Department of Health and Aged Care](#). Although the 4 domains of the Framework, culturally safe practice; critical analysis; relationships, partnerships and collaboration; and capability for practice, are essential to all registered nurses practice regardless of experience or setting, the introduction and context of practice sections of the Framework centre these domains and capabilities on rural and remote nursing generalist practice. The Framework enables registered nurses to self-assess their capability level in each domain to determine their proficiency and identify further learning needs.





COMMUNICATIONS AND MEDIA REPORT

In March 2023, the ANMF refined its communications strategy and amalgamated the Australian Nursing & Midwifery Journal (ANMJ) team, social media and ANMF website teams to form the Communications and Media team. This report is reflective of ANMF Communication activities and ANMJ, incorporating journal, website, e-newsletter and social media.

THE ANMJ

The ANMJ has continued to develop provided stories and information relevant to the membership as well as a voice for the ANMF to share its activities via the print journal, the website, social media and e:Newsletter.



ANMJ WEBSITE

ANMJ's website has been in operation for five years. Over the past 12 months, traffic to the site has remained consistent but has reduced by 30% compared to last year.

The site also houses job, course, scholarship, and event listings.

While Job Board views decreased to 8,292 compared to 9,292 the previous year, the Course Board saw an increase of 4,136 views. Likewise, Event Board views increased to 4,968 - both boards doubling in the amount of views over the past 12 months.

While the site continues to be populated with diverse content to meet the membership's varied needs, views of the site have decreased. This is reflective of the drop in social media engagement. This phenomenon is not unique to ANMJ or ANMF. The broader union movement and other industries have also noted a decline.

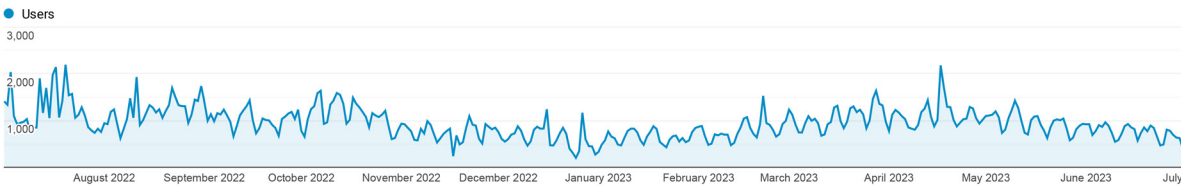
Social media, along with our newsletter, has been one of the main drivers to direct readers to our site. For the first time organic searchers surpassed social media as the main way people reach the site.

The content has included career advice, as well as specific advice for graduates and students, latest news, research, wellbeing, social justice, practice-focused stories and profiles and CPD.

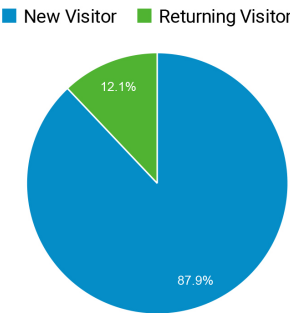
ANMJ WEBSITE STATISTICS

Over the past 12 months, 2,265 ANMJ articles were viewed. There were:

- Page views: 1,356,750
- Users: 302,000
- Returning: 12.1% were returning visitors



USERS	NEW USERS	SESSIONS	NO. OF SESSIONS PER USER
302,470	299,416	366,930	1.21
PAGE VIEWS	PAGES/SESSION	AVG. SESSION DURATION	BOUNCE RATE
1,356,750	3.70	00:00:51	1.75%



TOP 10 PAGES VIEWED

- Australian Nursing & Midwifery Journal (ANMJ)
- 5 Foods to eat on nightshift and why
- Clinical Documentation Improvement - A nurses role?
- Acute Nursing Care: Recognition and Response to Deteriorating Patients
- Q&A: How nurses and midwives can make the most of their tax return
- Can nurses get a good night's sleep
- 10 things I learnt on clinical placement
- Enrolled Nurse minutes a key pillar of funding for aged care reform
- The recycling, reusing and repurposing of nursing and medical equipment in nursing education
- 10 time management tips

USER ATTRIBUTES

**Devices used:**  
Mobile: 45%, Desktop: 42%, Tablet: 3%

**Demographics of people who view website:**  
Female 69.2% / Male 30.8%

Primary ages of viewers being 25-34 years old followed closely by 35-44 years old

**Main traffic sources:**  
Organic searches (clicking on a free listing on a search results page) have overtaken social media the main driver to the website (37%).

Social media referrals was 13%, Views direct to the website was 11% and referred from another source, ie. website or blog, was 5%.

SOCIAL MEDIA

Stories published on the ANMJ website 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 top four performing by engagement were: The recycling, reusing, and repurposing of nursing and medical equipment in nursing education; higher dietary magnesium delays brain ageing; Ten tips to make the most out of your clinical placement; 'It just crept up on me': Urgent action needed to curb 'high-risk' drinking among Australian nurses.

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 3,368 subscribers.

The 45-54 age range were the largest cohort of e-Newsletter readers (25.2%) followed by 35-44 year olds (22.4%). Females accounted for 78.8% of readers and male 14.2%.

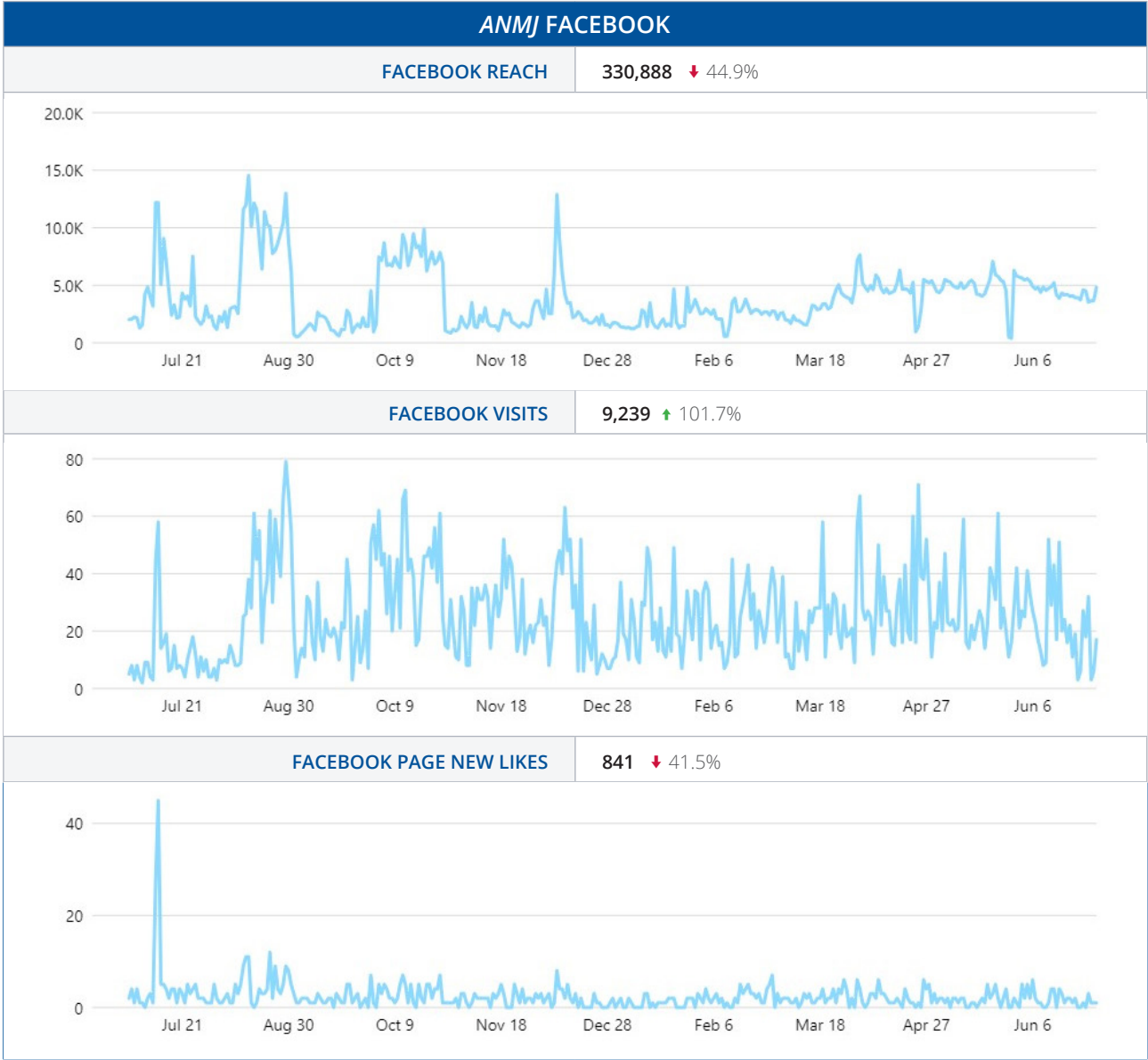
Top three locations for readers were Brisbane, NSW and Victoria.

ANMJ FACEBOOK - TOP POSTS BY ENGAGEMENTS

	POST	DATE PUBLISHED	REACH
	The recycling, reusing, and repurposing of nursing and medical equipment in nursing education.	May 14, 2023	37.4K
	Higher dietary magnesium delays brain ageing	Apr 8, 2023	27.2K
	10 things I wish I knew before my first clinical placement	Feb 14, 2023	19.1K
	'It just crept up on me': Urgent action needed to curb 'high-risk' drinking among Australian nurses	Mar 9, 2023	16.9K



As mentioned, the use of our social media channels has declined over the past 12 months. Facebook growth slowed this year to 13,000 followers (1,000 more than the previous year) and while we posted 398 posts, our reach dropped by 51%.



To improve these statistics we enlisted the help of a Facebook specialist (Sugarpop Social) to review our strategy and objectives and make recommendations on a new approach. These recommended changes were implemented and monitored.

Positively, the net result was a broader and more engaged audience, as evident in our growth of website traffic in the 35-44 year old demographic and the increase in pages per session. In addition to these changes, we undertook training specific to advertising on the Facebook platform to ensure both the ANMJ and ANMF use these platforms to their full potential with the view to continue improving our reach.

OTHER SOCIAL MEDIA PLATFORMS

ANMJ Twitter

The ANMJ Twitter account currently has 2.05K followers. Some of the top posts so far include nurse practitioners, Aboriginal and Torres Strait Islander content and clinical placements.

TOTAL FOLLOWERS	TOTAL ENGAGEMENTS	TOTAL IMPRESSIONS	TOTAL OUTBOUND TWEETS	POST LINK CLICKS
2.05K	367	10.5K	54	98

ANMJ TWITTER - TOP POSTS						
POST DATE	POST	IMPRESSIONS	ENGAGEMENTS	ENGAGEMENT RATE	RETWEETS	REPLIES
May 6, 2023	'We want legitimate power': CATSINaM's new CEO, Dr Ali Drummond, drives new era	649	27	4.16%	4	1
May 16, 2023	New Nurse Practitioner Workforce Plan set to ease demands on health and aged care	317	27	8.52%	2	0
May 28, 2023	'Nothing about us without us': Why the First Nations Voice to Parliament is nurses' business	649	23	3.54%	7	0
Jun 17, 2023	Project aims to build new generation of gerontology nurses to work in aged care	634	23	3.63%	2	0
May 7, 2023	More clinical placements needed to grow nursing workforce, peak body says	521	18	3.45%	3	1

ANMJ LinkedIn

TOTAL FOLLOWERS	NEW FOLLOWERS	TOTAL ENGAGEMENTS	TOTAL UPDATES	TOTAL UPDATE IMPRESSIONS	TOTAL PAGE VIEWS	POST LINK CLICKS
172	66 ↑ 408%	27	19	843 ↑ 8330%	126 ↑ 168%	16

ANMJ LINKEDIN - TOP POSTS						
POST DATE	POST	LIKES	COMMENTS	CLICKS	ENGAGEMENT RATE	IMPRESSIONS
Apr 26, 2023	Nursing war hero Vivian Bullwinkel's legacy burns brightly	2	0	3	7.04%	71
May 17, 2023	Meet the winners of the 2023 HESTA Nursing and Midwifery Awards	4	0	2	5.88%	102
Jun 19, 2023	Research initiative to 'supercharge' innovative models of primary care	0	0	2	5.71%	35
Jun 16, 2023	'Waste of nursing skill': A third of primary health care nurses not working to full scope, survey finds	0	1	2	3.75%	80

Email Engagement

Based on how often members open and click, was high with 54% opening often, 12% sometimes and 32% rarely. The **open rate** increased by 8.8% compared to the previous year, but the **Click rate** decreased by 25%.

	ANMJ E-NEWSLETTER	INDUSTRY AVE (MEDIA/PUBLISHING)
EMAILS SENT	89,187	
Average open rate	44%	25.1%
Average click rate	8%	5.7%
Average unsubscribe rate	0.1%	0.2%

ANMJ JOURNAL

The ANMJ has continued its 56+4-page quarterly publication, published in hardcopy and online via ISSUU and PDF format and housed on the ANMJ website. Website analytics shows the journal is rated number one as the most viewed page on the ANMJ website.

The ANMJ has reported on critical issues for the ANMF and the nursing and midwifery professions. Matters relating to aged care remained a dominant theme in the journal. In particular mandating ratios, RN 24/7 and the work value case and aged care workers’ wages.

Environment and sustainable practices in healthcare was introduced as a regular feature in the journal. In this section members are asked to share their sustainable tips. Additionally the section runs topical information on sustainability and highlight’s nurse or midwife sustainability champions.

Indigenous health, and gender issues were also 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 2022-2023
<ul style="list-style-type: none"><li>Undervalued: Inside the ANMF’s push to lift wages of aged care works by 25%</li><li>Federal Election outcomes</li><li>Maggie Beer: The champion for quality food in aged care</li><li>Time for constitutional change: A first nations Voice to Parliament</li><li>International: Working in the danger zone</li><li>ANMF Priorities 2023</li><li>Towards an equal Australia: Advocating for health and gender equity</li></ul>

Focus

The focus section allows members to write about their practice and initiatives. This section is always popular with contributors and readers, evident by the number of contributions and feedback we receive.

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

FOCUS TOPICS 2022-2023
<ul style="list-style-type: none"><li>Mental health and Alcohol and Other Drugs</li><li>Wound care, diabetes, cardiac care and respiratory care</li><li>Undergraduate nursing &amp; midwifery students and graduate transition to practice</li><li>Men’s/Women’s and Sexual health</li></ul>

Clinical Update

This year, we had a high volume of submissions for the ANMJ clinical update section. 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 2022-2023
<ul style="list-style-type: none"><li>The pivotal role of nurses in pain management</li><li>A nurse practitioner-led community perinatal mental health service</li><li>Exploring pre-hydration in angiography patients in Australian tertiary hospital settings</li><li>Seeing the opportunity: Increasing the potential for eye donation</li><li>A clinical pathway for management of dementia related behaviours in RACFs</li><li>Optimising patients discharge processes to enhance patient experience</li></ul>

Issues, viewpoints, reflections and working life

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

ISSUES, VIEWPOINT AND REFLECTION TOPICS 2022-2023
<ul style="list-style-type: none"><li>‘Offload’ the ambulance – Bed availability and clinical bias in the Emergency Department</li><li>Reproductive planning – A potential new role for comprehensive fertility nursing care?</li><li>An open letter to graduate nurses regarding patient death from a former graduate nurse coordinator</li><li>Importance of connecting researchers, women and clinicians in a longitudinal study</li><li>Edge of scope practice – what it means for nurses</li><li>Cannula conversations: An initiative to reduce bloodstream infections</li><li>What does building capacity look like in the school nurse setting?</li><li>Promising new Network set to boost nursing and midwifery research</li><li>CoNNMO: Australia’s nursing and midwifery alliance influencing healthcare across the lifespan.</li></ul>

COMMUNICATIONS

On the back of a successful Aged Care Campaign the Federal Office redesigned its communication strategy with more focus on communicating externally with members, internal communication and better communication channels with Branches and external stakeholders. The restructure included amalgamating the ANMJ team with social media and ANMF website teams.

Since the restructure the team has devised Federal Office Communication plans and structures for ANMF activities and campaigns. This has included reactive and proactive plans and analysis of activities. The team has also developed ways of delivering on these plans to ensure member engagement.

To date the plans are being used to promote the medicinal cannabis conference the ANMF Federal Office is sponsoring in August.

Other campaigns the team worked on include the Australian Digital Health Agency and ANMF partnership Communication campaign.

The ANMJ has published stories on the digital capability framework as part of the partnership and on technologies to enhance digital health.

Further activity has included:

- Publicising the Cyber Security Webinar held in April on the ANMJ website and all digital media channels.
- The development of several digital health education resources for nurses and midwives on the [digital health page on the ANMF website](#).
- Production of a podcast on the Digital Health Framework. This has involved gathering talent to speak on the podcast, scripting and production.

Work is also underway to promote the Voice to Parliament, which has included a webinar, social media and journal activity.

Over the coming months the Federal Communications & Media team plans to set up communication channels with Branch Comms, develop better internal communication structures and look at risk management policies. Additionally, the team is reviewing the ANMF website to ensure it has purpose and engagement.

ANMF SOCIAL MEDIA

The **ANMF Federal Facebook** page has had a steady growth of fans over the past 365 days with a growth of 3% to a current total of 61.3K fans.

Engagement numbers on posts and clicks on links have been down. Other unions and news outlets have reported a drop in engagement numbers across Facebook channels as Meta is throttling pages that are/have been politically active or news based. While the number of people coming to the ANMF page and engaging with our content is down compared to the previous year, those who are at our page are engaging with the content significantly, as is shown with a 23% growth in the engagement rate for this year.

We produced 538 posts for the page which received 2.2M impressions, 43,56K engagements and 19,19K link clicks.

The top performing posts for the page over the year were funny memes, aged care reform and a story of a nurse who practices from her wheelchair.

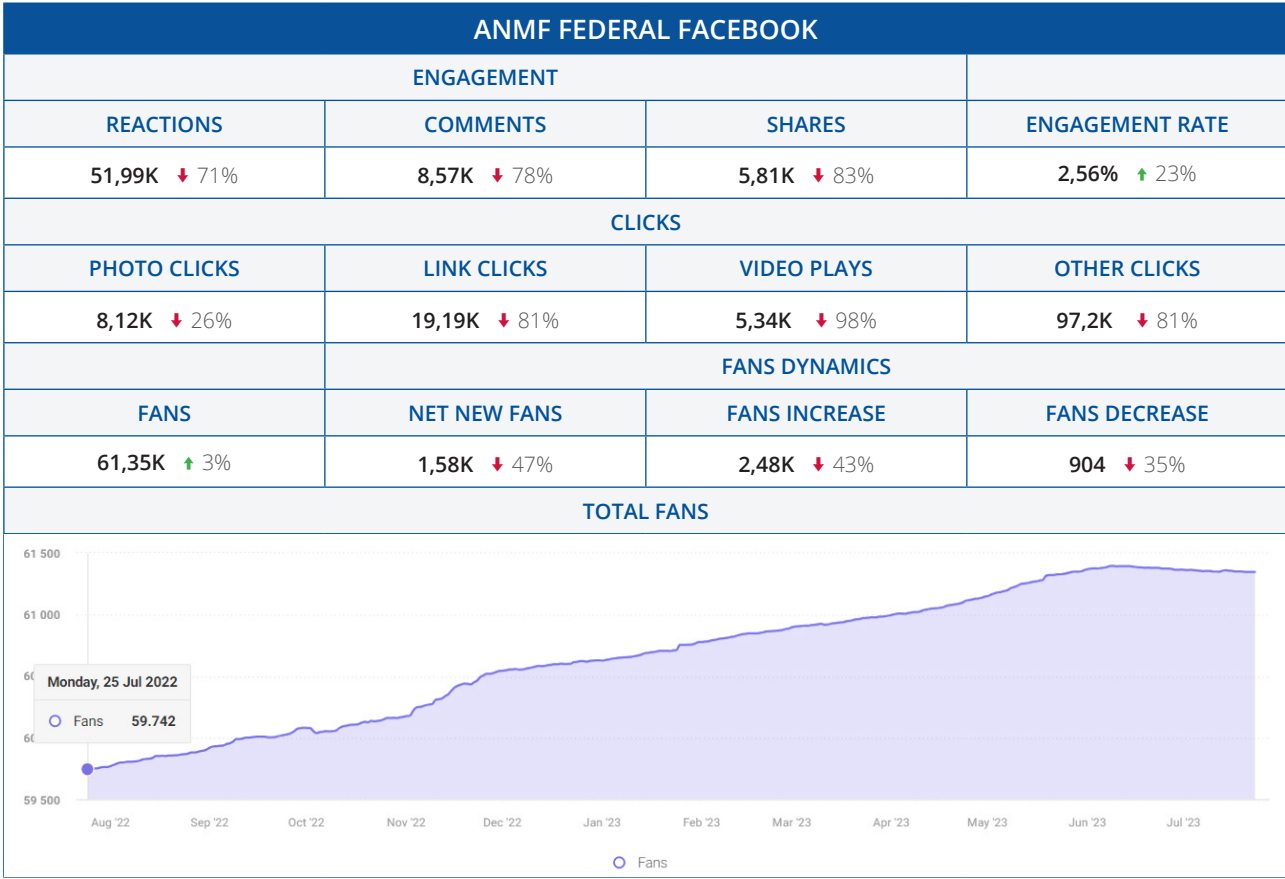
**Twitter**







Our fan base on Twitter remains steady with a growth of 1%. Despite the new ownership and changes to Twitter this past year, a serious competitor to the app has yet to emerge. The new Threads by Meta had a big initial jump of followers. Threads is one to monitor as it still has many reported growing pains. Reports from the MEAA say many journalists have started to set up base on Threads to test it out. If the journalists and academics move to this new platform, this would be the litmus for us to move as well.

We produced 362 posts over the past year for Twitter. Top performing posts on aged care reform, COVID-19 precautions, and ANZAC content.

**Instagram**

Instagram fans have increased by 4% this year with engagement also improving across the board. This year there were 179 posts to Instagram that earned 216K impressions and 7,82K engagements.

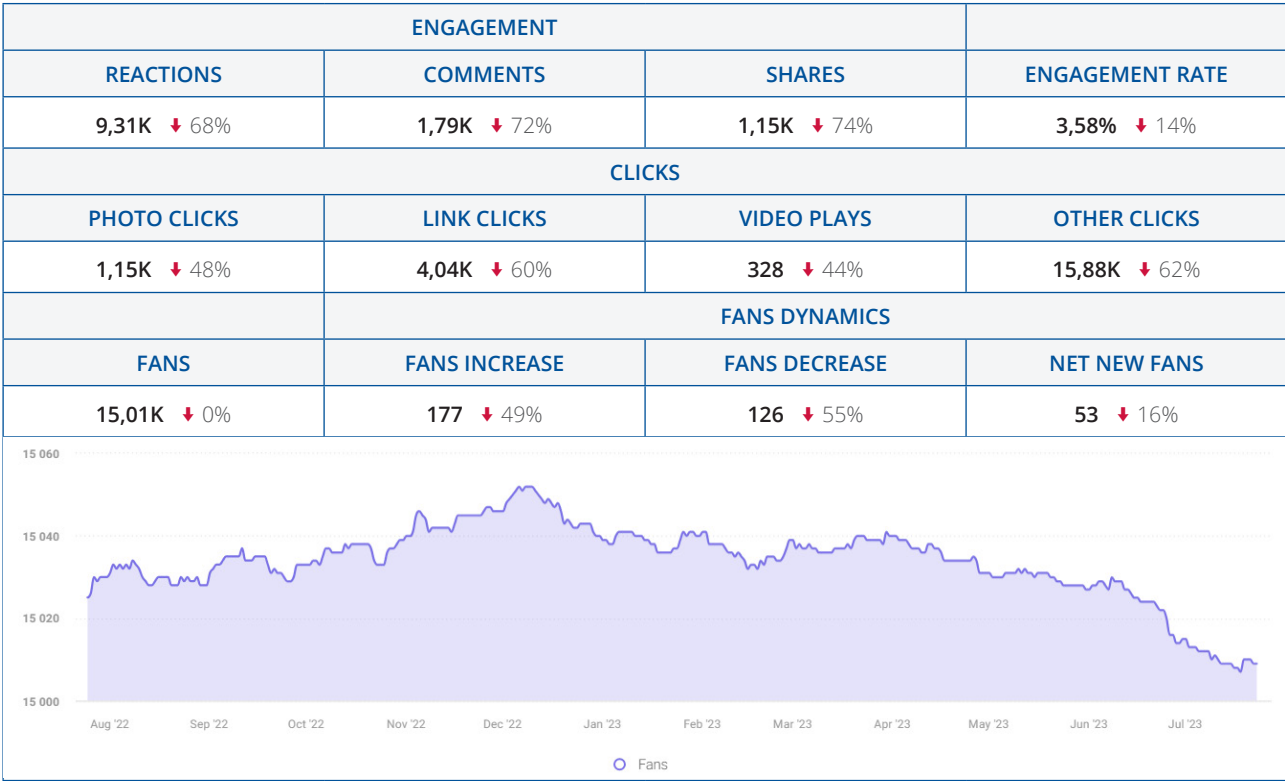


ANMF FEDERAL FACEBOOK - TOP POSTS BY ENGAGEMENTS						
DATE	POSTS 538		IMPRESSIONS 2,22M	REACTIONS 33,69K	ENGAGEMENTS 43,56K	ENGAGEMENT RATE 1,97%
23 Dec 2022	 When nurses are in charge of the gingerbread		137,8K	1,7K	2,8K	2,03%
29 Jul 2022	 This registered nurse of 14 years from the USA is living with Ehlers-Danlos Syndrome		37,4K	1,5K	1,7K	4,41%
2 Aug 2022	 Nurse Blake in the States came across this in his workplace policy		47,2K	474	1,3K	2,8%
27 Oct 2022	 BREAKING NEWS: Aged care reform passes!		29,9K	979	1,3K	4,27%
31 Oct 2022	 This Halloween we'd like to reflect on the midwives and healing "wise women" of centuries past		33,8K	700	951	2,81%
8 Nov 2022	 Whether you believe or not, the blood red full Moon will be something to look at		37,9K	522	755	1,99%





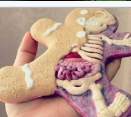

More Staff For Aged Care Facebook

Our aged care campaign page has only grown its audience slightly in the past year, remaining steady at 15,01K fans. Numbers are down across engagement and clicks.

There have been 328 posts that have earned 283,25K impressions and 9,56K reactions. Our top posts include content on breaking news of reforms.



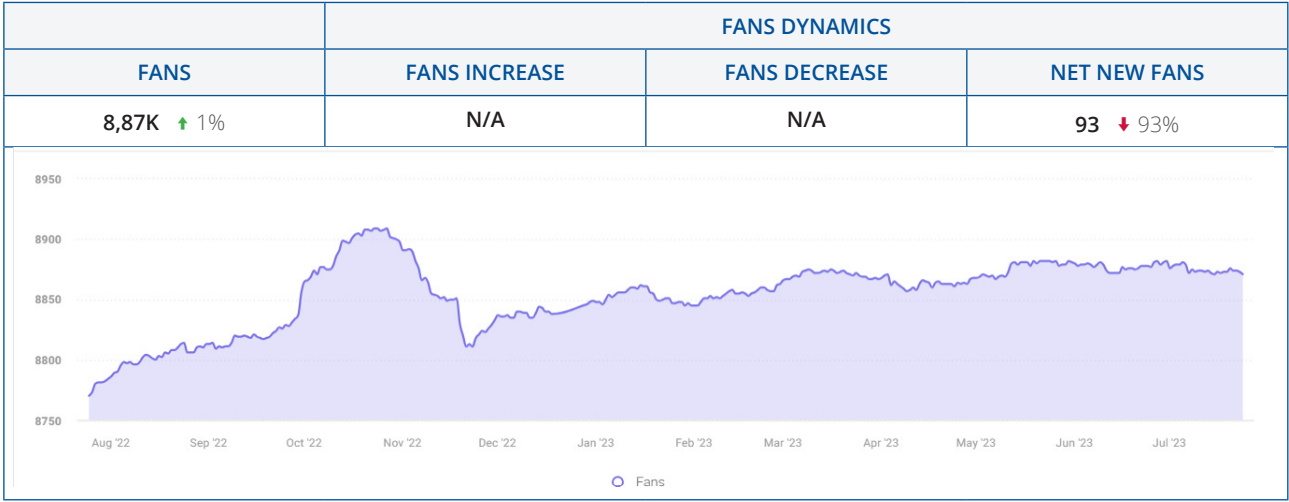







MORE STAFF FOR AGED CARE FACEBOOK - TOP POSTS BY ENGAGEMENTS						
DATE	POSTS 328		IMPRESSIONS 283,25K	REACTIONS 7,28K	ENGAGEMENTS 9,56K	ENGAGEMENT RATE 3,37%
27 Oct 2022		BREAKING NEWS: Aged care reform passes!	0	672	1K	N/A
27 Jul 2022		WIN: Today marks the first real step towards actually fixing the aged care sector.	10,9K	301	457	4,18%
4 Nov 2022		BREAKING: The Fair Work Commission has just handed down a decision of a 15% increase to award wages for aged care workers.	4,9K	188	264	5,39%
11 Aug 2022		Aged care workers face an array of daily challenges which takes skill and knowledge to deal with.	6K	188	226	3,75%
23 Dec 2022		When nurses are in charge of the gingerbread	9,2K	122	214	2,31%
8 Aug 2022		The Federal Government's Submission to the Fair Work Commission supports the aged care work-value case	4,1K	161	202	4,87%

Twitter

Our fan base on Twitter remains steady with a growth of 1%. Despite the new ownership and changes to Twitter this past year, a serious competitor to the app has yet to emerge. The new Threads by Meta had a big initial jump over of followers. Threads is one to monitor as it has still has many reported growing pains. Reports from the MEAA say many journalists have started to set up base on Threads to test it out. If the journalists and academics move to this new platform, this would be the litmus for us to move as well.

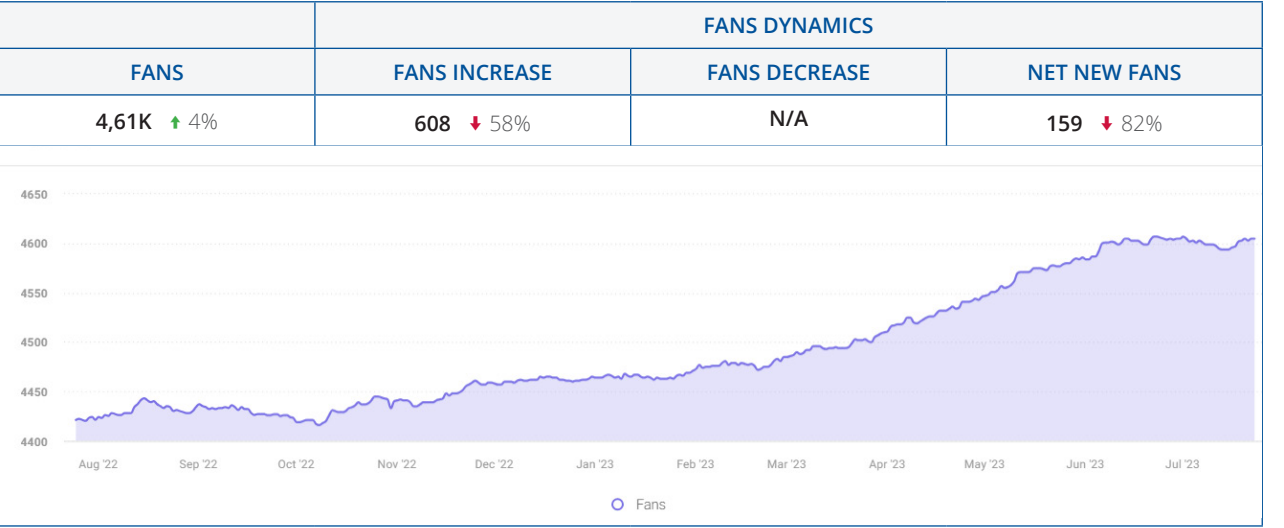
We produced 362 posts over the past year for Twitter. Top performing posts on aged care reform, COVID-19 precautions, and ANZAC content.



ANMF FEDERAL TWITTER - TOP POSTS BY ENGAGEMENTS							
DATE		POSTS 362	ENGAGEMENTS 11,83K	CLICKS 5,29K	REACH 240,12K	ENGAGEMENT RATE 4,93%	DETAIL EXPANDS 2,22%
30 Sep 2022		COVID isn't over. We must continue to do all we can to prevent further pressure on our healthcare system.	899	429	17,3K	5,19%	207
27 Oct 2022		BREAKING NEWS: Aged care reform passes!	235	84	5,4K	4,36%	55
25 Apr 2022		This ANZAC Day, we remember all of the nurses and midwives who have served our country bravely	165	21	1,8K	9,37%	17
8 Aug 2022		The Federal Government's Submission to the Fair Work Commission supports the aged care work-value case	147	33	5K	2,92%	14
27 Jul 2022		Anika Wells introduces aged care reform bill	139	100	2K	7,06%	38

Instagram

Instagram fans have increased by 4% this year with engagement also improving across the board. This year there were 179 posts to Instagram that earned 216K impressions and 7,82K engagements.



# EDUCATION REPORT

## EDUCATION

The ANMF Federal Office closed the Continuing Professional Education (CPE) website, the Aged Care Training Room (ACTR), and the Body Systems Training Room (BSTR) on November 1st 2022.

An active email account remains open to past users for enquiries and any assistance with retrieval of records.

## VOCATIONAL EDUCATION AND TRAINING (VET)

The ANMF Vocational Education and Training Advisory Committee (VETAC), consisting of a representative from each Australian jurisdiction and the Federal Office, and in consultation with the Federal Executive and Federal Council, closely monitors developments in the VET sector and represents members in all matters relevant to our professions.

### VET Reform

#### Jobs and Skills Australia (JSA) Australian Government

The *Jobs and Skills Australia Act 2022* was passed and on 16 November 2022, Jobs and Skills Australia (JSA) commenced as an Australian Government statutory body to provide independent advice on current, emerging, and future workforce, skills, and training needs. JSA replaces the previous National Skills Commission (NSC).

A new architecture for industry engagement was proposed with *Industry Clusters* to replace the current system of Skills Service Organisations (SSOs) and Industry Reference Committees (IRCs) to drive Training Package development. In December 2022 it was announced that while the general model of Industry Clusters was to be retained, these would now be known as Jobs and Skills Councils (JSCs). Ten (10) JSCs have been established across industry groupings.

During 2022-2023 ANMF was strategically involved in the standing up of a Jobs and Skills Council (JSC) under the new VET reform Model. The JSC named HumanAbility (HA) will be responsible for driving skills and workforce development for health and human services, aged and disability care, early childhood, sports and recreational activities.

HumanAbility's role is to collaborate with industry to conduct research, identify job market demands, assess skill requirements, create adaptive qualifications and training packages, and spearhead workforce development initiatives within the Vocational Education and Training sector.

Industry Advisory Committees will be established to steward key industry plans and projects, to ensure HA is focusing on the most impactful projects for our sectors.

The HumanAbility Board will establish Industry Advisory Committees in:

- Children's Education and Care
- Health & Human Services
- Aged Care & Disability Support
- Sport & Recreation

Larger forums will be held each year, bringing together key stakeholders across four groups:

- **Industry Leaders:** to explore directions for our industries and discuss the potential impacts for workforce and workforce development. This provides a future-focused lens to jobs and skills and reinforces industry leadership of HA's plans and work.
- **Education providers:** to provide feedback regarding our qualifications, development opportunities and any issues that have been identified as part of delivery and assessment.
- **Small & Regional Service Providers:** to address the specific needs of small and regional enterprises and service delivery organisations.
- **Students:** to hear from students currently undertaking qualifications that prepare them for future work in our industries.

HumanAbility is now almost fully functional as a not-for-profit, industry-led organisation and the ANMF will ensure our members are represented when collaborating with them and the JSA on projects affecting our professions.

## ACTU VET Committee

The ANMF is represented on the ACTU VET Advisory Committee.

The ACTU VETAC conducted numerous meetings and communications over the past twelve (12) months with JSA, the Department of Education and Workplace Relations (DEWR), the Skills Minister Brendan O'Connor and various other relevant parties in relation to the new VET reform model and the standing up of the JSCs.

## MEDICINAL CANNABIS

The ANMF attended the inaugural Medicinal Cannabis Awareness Week 20.2.23-26.2.23 in Sydney which included the launch of the Australian Cannabis Nurses Association.

### ACTU and Medicinal Cannabis

The ANMF have been working closely with the ACTU over the past twelve (12) months to explore how we can work together to educate employers about prescribed medicinal cannabis in order to support workers utilising it as a treatment. There remain a number of obstacles to consider and address.

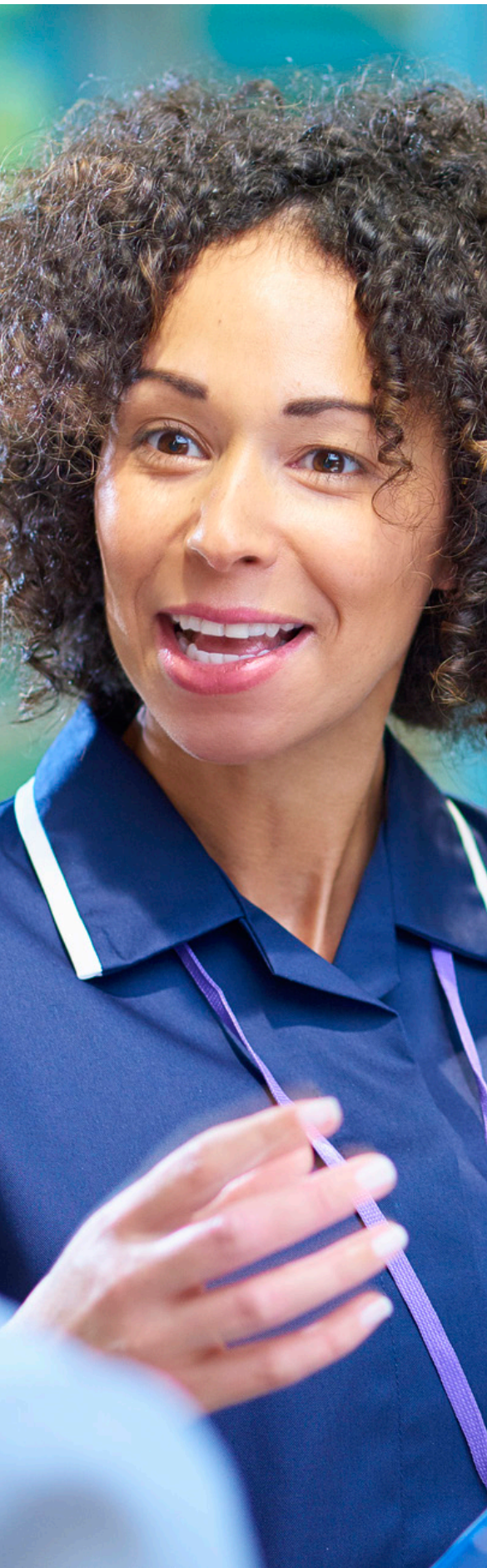
### Parliamentary Friends of Medicinal Cannabis

A new Parliamentary Friends of Medicinal Cannabis Group (PFMCG) has formed in Canberra after the previous incarnation was dissolved prior to last year's federal election.

A total of 31 MPs have signed up, including Assistant Minister for Health and Aged Care Ged Kearney, One Nation leader Pauline Hanson and Greens senator and justice spokesperson David Shoebridge.

Labor senator Anne Urquhart and Liberal MP Warren Entsch – both members of the previous PFMCG – are co-convenors of the new group, which met for the first time in May 2023.

ANMF and ACTU representatives accompanied Board members of the Australian Medicinal Cannabis Association (AMCA) to the inaugural meeting of the PFMCG in May.





## ANMF NATIONAL POLICY RESEARCH UNIT REPORT

*The Federal Office's National Policy Research Unit (Federal Office) leads the ANMF's policy and research programs for analysing the impact of key national health, workforce, and funding decisions and impacts to contribute to the evidence-based development and delivery of the ANMF's organisational strategy. The Unit's Director, Adjunct Associate Professor Micah Peters is supported by Research Associate Casey Marnie and Research Assistant Jarrod Clarke.*

### AGED CARE REFORM

As the Federal Labor Party enters its second year in power, the ANMF's work to guide the Government's implementation of widespread and long-needed reforms across Australian aged care continues. Significant legislative and practical change has already occurred with marked and timely progress against our reform priorities across mandating 24/7 registered nurse presence and minimum direct care time standards, enhancing transparency and accountability in the use of funds, improved diet and nutrition, and historic wage increases following the Aged Care Work Value decision.

With enhanced collaboration with Government and other stakeholders, the Unit's collaborative work with the Federal Executives, ANMF Branches, and the ANMF Aged Care Working Group has been influential in determining and driving the Federal Government's commitments, policies, and actions demonstrated by numerous reports, policy briefings, analysis, and published peer reviewed articles.

Our work continues to generate, synthesise, and analyse evidence to guide and inform the progressive implementation of a range of aged care reforms to protect the safety, health, and dignity of older Australians and the aged care workforce. Key areas include the implementation and monitoring of staffing levels and skills mix, particularly in terms of registered and enrolled nurses, informing the creation and implementation of legislation and policy, ensuring transparency and accountability in funding, reporting, and delivery of care.

The Unit continues to work with other teams to lead and guide the ANMF's work to fix the aged care crisis in partnership with the Government and other stakeholders ensuring that our advocacy and positions are supported by the best available evidence from published research and the voices and perspectives of ANMF members.

### ANMF POLICY RESEARCH AND COLLABORATION

The National Policy Research Unit convenes the ANMF's Research and Strategy Advisory Committee which meets four times a year to assist in informing and guiding the Federation's research activities and collaborations. The Committee reviews and advises on the ANMF's research promotion and collaboration work that aligns to, supports, and informs the ANMF Strategic Plan 2018-23. The Committee's primary function is oversight and coordination of national-scale internal research and engagement of and with externally led research. The Committee is also responsible for developing and overseeing implementation of the new National Organisational Strategic Research Plan.

In 2022-23, the Committee and Unit have focussed on building the ANMF's engagement with external research groups on key collaborative research projects. Adjunct Associate Professor Micah Peters is a Chief Investigator on two Medical Research Future Fund (MRFF) projects with a combined value of almost \$3 million. The two projects focus on: changing health providers recognition and response to elder abuse and the co-design, implementation, and evaluation of a care bundle to improve indwelling catheter care (IDC) in residential aged care homes respectively. Micah is also collaborating with a small team led by Professor Odette Gibson and Mr Sye Hodgman from QNMU examining racism-related work experiences of First Nations Aboriginal and Torres Strait Islander nurses as well as another project led by Professor Wilfred McSherry in collaboration with the South Australian ANMF Branch on the Australian nursing and midwifery workforce's understandings, perspectives, and needs around spirituality in care. Micah is also working with the RBRC's 'Outstanding Workforce Leaders' Program to mentor experienced nurses in undertaking research in key clinical areas.

The Unit was also engaged by the Federal Government Department of Health and Aged Care to undertake and report on a literature review to underpin the ANMF's new National Nurse and Midwife Health Service planning.

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 with a range of publications, book chapters, research collaborations, and conference presentations and workshops.

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

### COVID-19 PANDEMIC

In its fourth year, the COVID-19 pandemic and response efforts are closely monitored and analysed by the National Policy Research Unit. We continue to develop timely, evidence-based resources and publications for the ANMF Executive Group, members, and the wider workforce as new knowledge emerges. These resources continue to inform decision making, policy, and practice from the bedside to government and workforce planning including the establishment of an Australian Centre of Disease Control.

The Unit supports the ANMF Federal Office and Branches to advocate for the safety and wellbeing of members, the professions, and the wider community as the world moves from the initial 'acute' stages of the pandemic to a context where the more medium- and long-term impacts of COVID-19 and other pressures now combine to stretch and strain many aspects of healthcare delivery and the wider social and economic milieu.

We continue to track and advise on the pandemic but have also pivoted to generating evidence and insight into emerging risks and opportunities around health crisis preparedness and health workforce recovery and rebuilding.

Key outputs include peer reviewed publications in leading, high-impact journals as well as reports for the ANMF including those focussed on growing and supporting the nursing workforce.

### NURSING AND MIDWIFERY RESEARCH CAPACITY

A key priority of the ANMF and the Unit is to grow, enable, and sustain the capacity, confidence, and skills of nurses, midwives, and other healthcare workers to undertake in, understand, and utilise research and research evidence to influence and improve decision-making and action in terms of policy, practice, and future research.

The Unit provides guidance and advice to researchers and students and collaborates on research, evaluation, and quality improvement /evidence implementation projects and grant applications. In 2022-23 the Unit continues to work with colleagues in the University of South Australia (UniSA) to mentor nursing students and clinicians to collaborate with us on projects of strategic importance including; a large scoping review led by nursing researcher Dr Lisa Matricciani focussing on the current state of sleep-related research in the nursing workforce and student cohort, a review of nurse practitioner models of care in Australian aged care in collaboration with nurse practitioner Chris Helms, and on going work focussed on equitable access to healthcare for gender and sexually diverse people.

We have also worked with the Rosemary Bryant AO Research Centre (RBRC) to undertake Australian and international nursing workforce surveys including a survey of the Canadian nursing workforce with the Registered Nurses' Association of Ontario and several other important projects including nurse-led skin cancer clinics and midwife-led continuity of care models.

## 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 was relaunched in 2019 and the ANMF National Policy Research Unit and journal team of the Federal Office have invested significant time and resources into updating the journal's systems, processes, policies, layout, platform, and look.

As reported last year, in mid-2022, the journal received a Clarivate Analytics Impact Factor for 2021 of 1.2. This score has not been updated yet in 2023. The journal is indexed across 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 (2022-23) including 18 individual manuscripts and continues to see a significantly increased number of submissions from Australian and international authors. Invited guest editorials have been authored by esteemed experts including Megan Jane Johnstone AO, Dr Lisa Matricciani, and Dr Imogen Ramsey and Professor Raymond Chan.



### 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

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

#### Editorial Board Members (2021-22):

- **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)
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- **Professor Karen Strickland** (School of Nursing and Midwifery, Edith Cowan University, Perth, Western Australia, 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)

#### Editorial Assistant:

- **Jarrod Clarke** (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 Palle Larsen** (Health Sciences Research Center, University College Lillebælt, Odense, Denmark)
- **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 Imogen Ramsey** (Flinders University, South Australia, Australia)
- **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 Hosking** (Journal Staff), and **Lorna Hendry** (external Layout Editor).



## COLLECTIVE WORK OF THE FEDERATION 2022/23

*In the year 2022/23, 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 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

- Aged Care Steering Committee
- Aged Care Reform Working Group
- Industrial Advisory Committee
- Work Health and Safety and Workers' Compensation Advisory Committee
- Professional Advisory Committee
- Vocational Education & Training Advisory Committee
- Research Advisory & Strategy Committee
- Governance & Compliance Committee
- Reconciliation Action Plan Working Group

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 2022/23, 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<sup>1</sup>.

### SUBMISSIONS AND REPORTS

#### August 2022

- » [Submission to the Community Affairs Legislation Committee Consultation: Aged Care Amendment \(Implementing Care Reform\) Bill 2022](#)
- » Submission to the Nursing and Midwifery Board of Australia (NMBA) preliminary consultation on the draft revised Safety and quality guidelines for privately practising midwives

#### September 2022

- » [Submission to the Fair Work Amendment \(Equal Pay for Equal Work\) Bill 2022](#)

- » [Submission to the Productivity Commission - Unpaid Carers Leave](#)
- » [Submission to the Senate Select Committee on Work and Care](#)
- » Response to the consultation by the National Rural Health Commissioner on the Ngayubah Gadan Consensus Statement
- » Response to the Commonwealth Chief Nurse and Midwifery Office on the Review of Collaborative Arrangements
- » Submission to Nursing and Midwifery Board of Australia (NMBA) Public consultation for the English Language Skills Registration Standards
- » Submission to the Australian Government Department of Health and Aged Care Public Consultation on the Aged Care on-site pharmacist measure

#### October 2022

- » [Submission to the Senate Legal and Constitutional Affairs Committee into the Anti-Discrimination and Human Rights Legislation Amendment \(Respect at Work\) Bill 2022](#)
- » [Submission to the Aged Care Quality and Safety Commission Amendment \(Code of Conduct and Banning Orders\) Rules 2022 Exposure Draft](#)
- » [Response to the Discussion Paper on Building a Stronger Pacific Family: Reforming the PALM scheme](#)
- » Submission to Aged Care Data Strategy Consultation Information Guide
- » Submission to the Department of Health and Aged Care Consultation Paper No. 1 - A new model for regulating aged care

#### November 2022

- » [Response to the Senate Education and Employment Committee into the Fair Work Legislation Amendment \(Secure Jobs, Better Pay\) Bill 2022](#)
- » [Submission to the Department of Treasury Employment White Paper 2022](#)
- » Submission to Department of Health and Aged Care Consultation for the review of the Aged Care Quality Standards

#### December 2022

- » [Response to the National Skills Commission \(NSC\) Skills Priority List \(SPL\) Stakeholder Survey](#)
- » [Submission to Building, Training and Supporting the Aged Care Workforce](#)
- » Response to the Australian Government Department of Health and Aged Care consultation on the expansion of newborn bloodspot screening programs
- » Submission to the Senate Standing Committees on Community Affairs Inquiry into Universal Access to Reproductive Healthcare
- » Submission to the Nursing and Midwifery Board of Australia (NMBA) public consultation on the draft revised Safety and quality guidelines for privately practising midwives
- » Submission to the Aged Care Quality and Safety Commission (ACQSC) on the Independent Capability Review

#### January 2023

- » Submission to the Australian Health Practitioner Regulation Agency (Ahpra) public consultation on the draft Data strategy
- » Submission to the Australian Commission on Safety and Quality in Health Care (ACSQHC) national consensus statement on essential elements for safe and high quality end of life care
- » Submission to the Australian Commission on Safety and Quality in Health Care (ACSQHC) consultation on the draft Sustainable Healthcare Module
- » Submission to the Australian Commission on Safety and Quality in Health Care (ACSQHC) consultation on the draft on the National Consensus Statement: Essential elements for safe and high-quality end-of-life care

#### February 2023

- » Submission to the Australian Commission on Safety and Quality in Health Care (ACSQHC) National Safety and Quality Primary and Community Healthcare Standards
- » Submission to the Department of Health and Aged Care Consultation on the strategic plan for the Nurse practitioner workforce

#### March 2023

- » [Response to the Productivity Commission Position Paper 'A case for an extended unpaid carers leave entitlement' 2023](#)
- » [Submission to the Workplace Gender Equality Amendment \(Closing the Gender Pay Gap\) Bill 2023](#)
- » Submission to the Australian Health Practitioner Regulation Agency (Ahpra) targeted consultation for the Independent review of regulatory settings for overseas health practitioners

- » Response to the Australian Health Practitioner Regulation Agency (Ahpra) public consultation on the scheduled review of National Scheme accreditation arrangements
- » Response to the Australian Health Practitioner Regulation Agency (Ahpra) targeted consultation on how Ahpra and the National Boards propose to use the new power to issue public statements (warnings)

#### April 2023

- » [Submission to the ABS Review of ANZSCO - Australian and New Zealand Standard Classification of Occupations - Tranche 1](#)

#### June 2023

- » [Response to the Inquiry into Australia's National Human Rights Framework](#)
- » [Submission to the Registered Organisations Governance and Compliance External Review](#)

The following materials were developed by Federal Office to assist ANMF Branches and members, and international organisations (on request), in relation to the ANMF's strategic priorities.

### AGED CARE REFORM

#### Briefing

Rapid Summary: IELTS requirements for the Temporary Skill Shortage (subclass 482) visa  
Briefing: Aged care star ratings – key points, problems, and issues.

Briefing Paper: Federal Budget 2022-23 (October) – Aged care system

Briefing: OPAN – national aged care advocacy program presenting issues – report 2 (January – June 2022)

Summary: KPMG Aged Care Market Analysis 2022

Briefing: Explanation and summary of potential issues related to the proposed AN-ACC funding model

Briefing: Pacific Australia Labour Mobility (PALM) scheme and Aged Care

Briefing: Quarterly Financial Snapshot of the Aged Care Sector - Quarter 1 2022-23 (July to September 2022)

Comments on: Exposure draft and explanatory statement – Aged Care Legislation Amendment (Registered Nurses) Principles 2023

Rapid Summary: Aged Care Wage Increase Webinar

Rapid Summary: Independent Health and Aged Care Pricing Authority -Residential Aged Care Pricing Advice and AN-ACC 2023-24

Rapid Summary: National Press Club – Anika Wells MP, Minister for Aged Care & Minister for Sport

<sup>1</sup> All submissions, reports and policies are available at the ANMF's website: [www.anmf.org.au](http://www.anmf.org.au)

Briefing: Quarterly Financial Snapshot of the Aged Care Sector - Quarter 2 2022-23 (October to December 2022)

Budget Briefing: Aged Care Reform 2023-24

Policy Brief: Towards an Aged Care Pricing Framework - Consultation Report in response to ANMF's submission.

#### Non-Peer Reviewed Publication

[Could 'virtual nurses' be the answer to aged care staffing woes? Dream on - The Conversation \(05/08/2022\)](#)

#### Peer Reviewed Publication

[Recognising and supporting the role of enrolled nurses in Australian nursing homes - The Medical Journal of Australia \(03/04/2023\)](#)

[24/7 registered nurse staffing in nursing homes is feasible and essential- ANMJ April - June 2022](#)

Peters MDJ, Marnie C. Nurse practitioner models of care in Australian aged care: a scoping review protocol. Rosemary Bryant AO Research Centre, Clinical and Health Sciences, University of South Australia. 2023;1-17. doi.org/10.25954/3skn-rs52

Peters MDJ, Marnie C. Nurse practitioner models of care in aged care: a scoping review protocol. JBI Evid Synth. 2022; 20(8):2064-70. doi.org/10.11124/JBIES-21-00286

#### Policy Brief

Policy Brief: Achieving Effective Staffing Levels and Skills Mix in Nursing Homes

Policy Briefing: Residential aged care wage increases and the AN-ACC funding model

Policy Brief: Review of the Aged Care Quality Standards Consultation Report Mapping and the draft revised standards

Policy Brief: Australia's Registered 24-7 Nurse Capacity

Policy Brief: Review of the Aged Care Quality Standards Consultation Report Mapping and the draft revised standards

### EQUITY IN ACCESS TO HEALTHCARE

#### Briefing

Briefing Paper: Federal Budget 2022-23 (October) – Health and maternity care system

Briefing: 'gettin em n keepin em n growin em' (GENKE II): strategies for Aboriginal and Torres Strait Islander nursing and midwifery education reform

Budget Briefing: Equity in Access to Health care

#### Policy Brief

Policy Briefing: Strengthening Medicare Taskforce Report

Policy Brief: The Imperative Inclusion of Dental Care in Australia's Health Care System

### GENDER EQUITY

#### Peer Reviewed Publications

Ramsey I, Kennedy K, [...] et al. Peters MDJ. Culturally safe, appropriate, and high-quality breast cancer screening for transgender people: A scoping review. Int J Trans Health. 2022;78(1):276-81. doi.org/10.1080/26895269.2022.2155289

Peters MDJ, Ramsey I, Kennedy K, et al. Culturally safe, high-quality breast cancer screening for transgender people: A scoping review protocol. 2022; 78(1): 276-81. doi.org/10.1111/jan.15094

Brown C, Marnie C, Peters MDJ. Barriers and enablers to culturally safe care for trans and gender-diverse people in hospital emergency departments: a scoping review protocol. JBI Evid Synth. 2023;21(6):1243-50. doi.org/10.11124/JBIES-22-00262

#### Book Chapter

[LGBT populations and cancer in Australia and New Zealand - Switzerland Springer \(22/08/2023\)](#)

#### Briefing

Briefing Paper: Federal Budget 2022-23 (October) – Gender equity

### INDUSTRIAL RELATIONS REFORM

#### Briefing

History of Industrial Action in Nursing and Midwifery

#### Non-Peer Reviewed Publication

[Money, Power & Respect: The economic case for nurses and midwives - ANMJ July - September 2022](#)

### WORKFORCE REFORM

#### ANMJ Online Article

[Does the RUSON employment model support transition to practice, relieve workload pressure and improve patient care? - ANMJ Online \(07/01/2023\)](#)

[Addressing nursing workforce shortages with wide-ranging, evidence-based strategies - ANMJ Online \(04/04/2023\)](#)

#### Briefing

Policy Briefing: Care workforce Labour Market Study (National Skills Commission)

Briefing Note: National Skills Commission Skills Priority List Key Findings Report – 2022

Briefing: Probable futures and radical possibilities report: an exploration of the future role of health workers

ANMF Briefing Note: Nursing Skills Migration

Rapid Summary: Independent review of overseas health practitioner regulatory settings – Interim Report

Budget Briefing: Workforce Reform 2023-24

Rapid Summary: Investing in the Nursing Workforce for Health System Effectiveness – International Council of Nurses

#### Evidence Brief

Solving enduring nursing workforce shortages

#### Peer Reviewed Publication

[Time to solve persistent, pernicious and widespread nursing workforce shortages - Nursing Review \(18/02/2023\)](#)

#### Non-Peer Reviewed Publications

[Time for primary healthcare transformation - ANMJ October - December 2022](#)

[The importance of enrolled nurses in Australian healthcare - ANMJ April - June 2023](#)

[Supporting Australian midwives to enhance optimal health outcomes - ANMJ July - September 2023](#)

#### Policy Brief

Policy Brief: Addressing nursing workforce shortages with wide-ranging, evidence-based strategies

#### Report

National Nurse and Midwife Health Service: a literature review (protocol)

### COVID-19

#### ANMJ Online Article

[Evidence Brief: Omicron Subvariant Arcturus - ANMJ Online \(22/05/2023\)](#)

[Evidence Brief: The World Health Organization's Statement on the antigen composition of COVID-19 vaccines - ANMJ Online \(26/05/2023\)](#)

[Evidence Brief: COVID-19 variants and sub-variants - ANMJ Online \(29/09/2022\)](#)

#### Briefing

Summary Briefing: National COVID-19 Health Management Plan for 2023

Briefing Paper: Federal Budget 2022-23 (October) – Post pandemic healthcare workforce

Policy Briefing: Changes to COVID-19 isolation period

Briefing: AHPPC advice regarding the reduced COVID-19 isolation period

Policy Briefing: Removal of COVID-19 isolation period – UPDATE (29/09/2022)

Briefing: Novavax vaccine for adolescents aged 12-17 years

Briefing Note: Review of COVID-19 Vaccine and Treatment Purchasing and Procurement Report

Briefing Note: Australia's COVID-19 Vaccine Rollout Report

Briefing Note: COVID-19 Mortality in Australia: Deaths registered until 30 June 2022

Briefing: COVID-19 Aged Care Deaths, Vaccination, Facility Outbreaks, & NSW Survey data

ATAGI recommendations on first booster dose in adolescents aged 12 – 15 years – UPDATE (09/06/2022)

Briefing: Paul Kelly statement 19-7-2022

Briefing: Sick and tired – casting a long shadow

Briefing: ATAGI have updated their advice for 5th doses

Rapid Summary: Statement on the antigen composition of COVID-19 vaccines

Budget Briefing: COVID-19 Response

#### Contribution

National COVID-19 health management plan for 2023 submission letter – ANMF Website

Australian Nursing and Midwifery Federation submission to the House of Representatives Standing Committee on Health, Aged Care and Sport Inquiry into Long COVID and Repeated COVID Infections – ANMF Website

#### COVID-19 Update

Weekly Australian national COVID-19 statistics September 2023 – July 2023

National Weekly COVID-19 Aged Care Updates 23 February 2022 - August 2022

Daily Australian national COVID-19 statistics 23 February 2022 – August 2022

#### Evidence Brief

[COVID-19 variants and sub variants - ANMJ Website \(09/09/2023\)](#)

#### Peer-Reviewed Publication

[N95 respirators for health care workers: the importance of fit, comfort, and usability - Medical Journal of Australia \(17/06/2022\)](#)

#### Policy Brief

Policy Briefing: Strengthening Medicare Taskforce Report

### AUSTRALIAN JOURNAL OF ADVANCED NURSING

#### Issues

AJAN Vol. 39 No. 3 (2022): June - August 2022

AJAN Vol. 39 No. 4 (2022): September - November 2022

AJAN Vol. 40 No. 1 (2023): December 2022 – February 2023

AJAN Vol. 40 No. 2 (2023): March - May 2023



## OTHER OUTPUTS

### ANMJ Online Article

[Building research capacity through an undergraduate vacation scholarship program – ANMJ Online \(22/01/2023\)](#)

[The ANMF National Policy Research Unit – the first five years – ANMJ Online \(18/12/2022\)](#)

### Briefing

Briefing Paper: Role and Functions of an Australian Centre for Disease Control Prevention-Promotion-Protection Consultation paper – Nov 2022

Briefing Paper: Federal Budget 2022-23 (October) – Climate and disaster preparedness

Rapid Summary: National Press Club – Mark Butler MP, Minister for Health and Aged Care 15th Biennial National Conference Research Mapping

Rapid Briefing: National Cabinet Meeting – 3 February 2023

ANMF Federal Budget Summary 2023-24

Rapid Summary: Administration of the Community Health and Hospitals Program– Australian National Audit Office

### Non-Peer Reviewed Publication

[Nursing and midwifery research: with quantity must come quality – ANMJ January – March 2023](#)

## NATIONAL REPRESENTATION OF THE FEDERATION

### Presentations

The Federal Secretary provided the following presentations:

- Overcoming Nursing and Midwifery Workforce Challenges Forum – Building workforce capacity – 15 June 2022
- Jobs and Skills Summit - panel discussion - Role of Skilled Migration in Resolving the Current Skills and Labour Shortage Crisis – 2 September 2022.
- CNMF 25th Biennial Meeting 2022 - Australian update and Climate Crisis policy response - 24 September 2022
- The Australia Institute – Revenue Summit 2022 – Panel - Revenue for Public Services – 6 October 2022
- Council of Deans of Nursing & Midwifery Executive meeting – ANMF Update – 14 October 2022
- ITUC Congress – Panel - Achieving Union Objectives with Strategic Tax Campaigning – 17 November 2022

- Australian Health Care Week, *The Importance of Industrial Relations In Driving Systemic Reform For The Nurses and Midwives*, Sydney, 15 March 2023

The ANMF Staff provided the following presentations:

- Shifting narratives on the public service spending and production conference – 2022
- The impact of the pandemic on ANMF members – Australian Nurses and Midwives Conference 2022
- Nurse Practitioner models of care in Australian aged care – Australasian Conference on the Care of Older people 2022

### Senate/Parliamentary Hearings

The ANMF Federal Office appeared at the following Hearings:

- Senate Inquiry into the Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Bill 2022 – 17 October 2022
- Senate Inquiry into the Fair Work Legislation Amendment (Secure Jobs, Better Pay) Bill 2022 – 15 November 2022 – this hearing was also attended by ANMF member Sam Read (ANMF Vic Branch)
- Senate Inquiry into Work and Care – 6 December 2022
- Standing Committee on Employment, Education and Training's inquiry into the perception and status of VET, 26 April 2023

### Advisory and Standing Committees

- ACTU Executive
- ACTU Vice Presidents
- ACTU National Secretaries' Committee
- ACTU Women's Committee
- ACTU OHS & Workers' Compensation Committee
- ACTU Industrial Legislation Committee
- ACTU Trade Committee
- ACTU VET Committee
- ACTU Registered Organisations Commission (ROC) Group
- ACTU Climate Action Group
- Australian Workplace Relations Consultative Committee
- Ministerial Advisory Council on Skilled Migration
- AHPRA Professions Reference Group
- ANMAC Board
- ANMAC Strategic Accreditation Advisory Committee

- ANMAC Review of Programs Leading to Endorsement for Scheduled Medicines for Midwives Accreditation Standards Expert Advisory Group
- 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
- Australian College of Nursing (ACN) COVID Vaccination Course Advisory Expert Group
- ACN COVID Vaccination Course User Acceptance Testing Group
- ACN Aged Care Scholarships Advisory Group
- ACN Mental Health Scholarships Advisory Group;
- Australian College of Rural and Remote Medicine (ACRRM) Rural and Remote Digital Innovation Group
- Australian Commission on Safety and Quality in Healthcare (ACSQHC) Medication Safety Oversight Committee
- ACSQHC Health Services Medication Expert Advisory Group
- ACSQHC Neural Connector Device Working Group
- ACSQHC Aged Care Clinical Care Standards Advisory Committee
- ACSQHC Cosmetic Surgery Project Advisory Committee
- ADHA/ANMF Digital Project Committee
- Australian Government Residential Aged Care Funding Reform Working Group
- Climate and Health Alliance
- Coalition of National Nursing and Midwifery Organisations (CoNNMO)
- Department of Veterans Affairs (DVA) Health Providers Partnership Forum
- Early Career Nurse and Midwife Working Group
- National Rural Health Alliance Council
- National Aged Care Alliance
- National Nursing Workforce Strategy – Strategic Advisory Group
- Nurse Practitioner 10 year plan Steering Committee
- Nursing and Midwifery Strategic Reference Group

- Nursing and Midwifery Board of Australia (NMBA) Nurse Practitioner Advisory Group
- Thrive By Five Campaign Group

### Lobbying Meetings

#### Health & Aged Care

- Hon. Anthony Albanese, Prime Minister
- Hon. Tony Burke, MP, Minister for Industrial Relations
- Hon. Mark Butler, MP, Minister for Health and Aged Care
- Hon. Claire O'Neil, MP, Minister for Home Affairs
- Hon. Andrew Giles, MP, Minister for Immigration
- Hon. Ged Kearney, MP, Assistant Minister for Health & Aged Care
- Hon. Anika Wells, MP, Minister for Aged Care
- Senator Janet Rice, Australian Greens
- Senator David Pocock

### Aged Care Stakeholder Engagement Meetings

1. Monthly meetings continued with the three aged care unions- ANMF, UWW and HSU and the Department of Health and Aged Care (DoHAC)
2. Stage 2 of the Work Value case- Mechanisms for payment – regular meetings have been held with the three aged care unions- ANMF, UWW and HSU and the DoHAC
3. The worker's voice in the new regulatory model for aged care, unions and DoHAC
4. ANMF meeting with ACCPA
5. ANMF meeting with Australian Health Services Research Institute (AHSRI) regarding consultation on their project 'Alternative arrangements for residential aged care staffing requirements'

