



AUSTRALIAN NURSING &
MIDWIFERY FEDERATION

ANNUAL REPORT

2023-24



Australian
Nursing &
Midwifery
Federation

100
YEARS STRONG

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 326,000 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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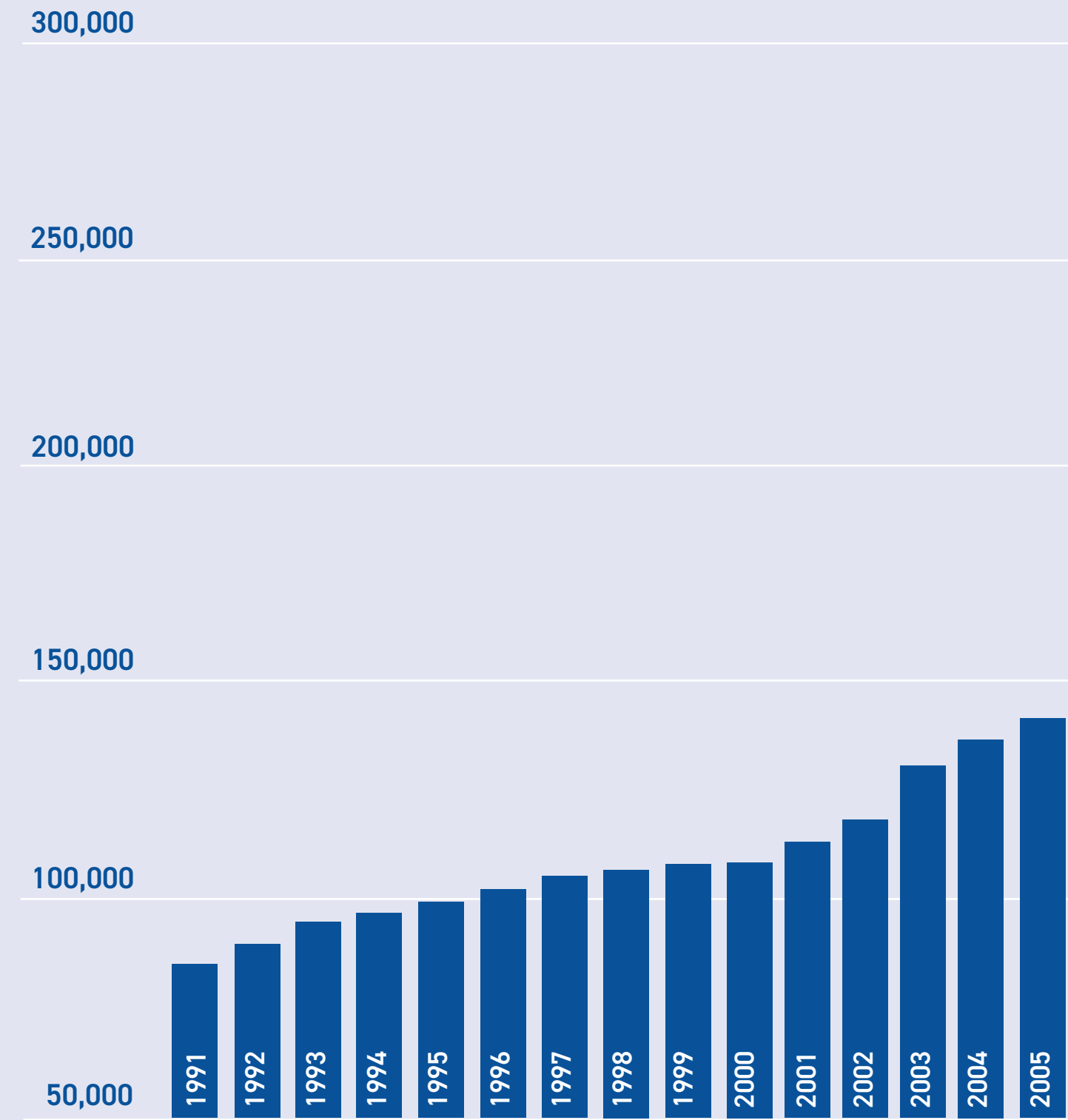
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CONTENTS

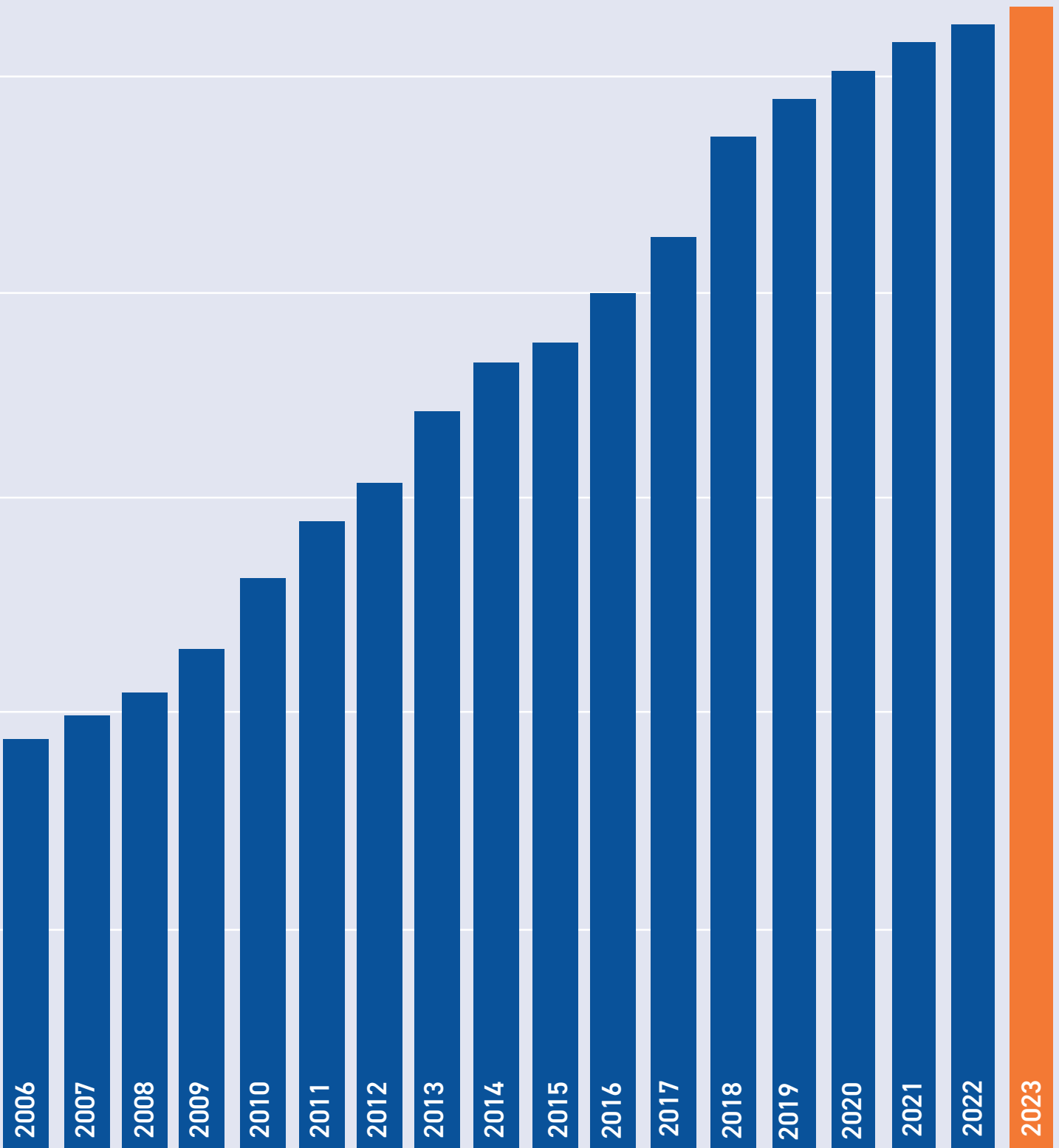
ANMF Membership	04
Federal President's Report	06
Federal Secretary's Report	08
The Federation - Federal Council	10
Federal Executive	12
Federal Office Staff	13
ANMF Strategic Plan 2018-2024	14
Strategic National Work	16
Industrial Report	22
Professional Report	28
Communications and Media Report	34
Education Report	46
ANMF National Policy Research Unit Report	48
Australian Journal of Advanced Nursing (AJAN)	50
Collective Work of the Federation	52

ANMF MEMBERSHIP

1991 - 2023



The ANMF's Membership continues to grow, with all eight ANMF State and Territory Branches increasing their membership in 2023/24. With 326,785 members nationally at 31 December 2023, 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

I am pleased to present the 2023/24 annual report to you. We continue to be the largest trade union in Australia, and we have demonstrated another year of membership growth nationally bringing total membership to 326,785!

As demands on health services in Australia rise, the demand for nurses, midwives and care workers also continues apace. We have solutions to offer 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. The last 12 months has presented our professions with such opportunity to release the shackles of scope of practice as others are starting to realise the potential of nurses and midwives as lead clinicians in alternative service options. The barriers to achieving this are being called out at the national level, and also in States and Territories where scope of practice reviews are being undertaken. Legacy legislation, non contemporary policies, rigid forms and processes stymie innovative role and model development; but even if these were all identified and addressed, the greatest shackle of all is culture, custom and historical practices. It is important to acknowledge that nurse and midwife-led models of care that are integrated with other health professionals or stand alone are rarely untested, however they may be new to the local service, hospital, state or Australia. The literature strongly supports nursing and midwifery advanced practice as providing equivalent or better clinical care and outcomes as other leading health professions.

In a climate where resources are constrained, demand is escalating, complexity is increasing, and the clinician pipeline has slowed, new models of service delivery are essential to ensure access to care for the community. Nurse or midwife-led models in all sectors that are increasingly autonomously delivered will likely be met with a high degree of skepticism and distrust despite evidence of safety and outcomes. Being united as professions in our intention and direction, no matter what your role is in the system, is never more vital than now.

This report will outline the achievements and activities of the ANMF during 2023/24 that have been delivered even as the union continued to strongly promote the nursing and midwifery professions' capability to meet the challenges of health service delivery ahead.

Federal Executive meetings continued to be held quarterly as scheduled and we met in a hybrid face to face and virtual mode for this past financial year, which is a new way of working for many now. The Executive and its sub-groups such as the Finance and Risk Management Committee continues to discuss and create strategy around critical issues relating to all industrial, professional, political and policy matters for nurses, midwives and care workers. 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. We also held our ANMF Biennial Delegates Conference in Sydney in October 2023. It takes an incredible amount of work from the staff at the Federation to coordinate the members, speakers, location and every small detail, so a very special thankyou to them all for this year! 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. With so many commitments and opportunities for nurses and midwives, and health workers arising from the Federal Government this term, they both have been very busy ensuring that the voice of nurses, midwives and careworkers are heard loudly. I know quite a few of you will have joined them in activities and meetings with government officials, hearings, senate enquiries and marches. 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.

Sally-Anne Jones
ANMF Federal President





FEDERAL SECRETARY'S REPORT

I am pleased to present the Australian Nursing and Midwifery Federation's (ANMF) 2023-2024 Annual Report, highlighting the significant activities and accomplishments of the past year.

This year marks the beginning of ANMF's 100-year anniversary, as we proudly commemorate a century of activism and advocacy for change. Looking back over the decades, we take pride in the monumental progress we've achieved together. The strides we have made this year are no different, continuing our legacy of driving meaningful change.

In October 2023 the ANMF held its Biennial National Conference where members discussed and debated the priorities for the ANMF which included workforce reform, recruitment and retention including students, continuing aged care reform, increasing gender equity and IR reform.

Thanks to the collective efforts of our members and officials, I am pleased to report we have continued to see significant momentum toward achieving these priorities that will see better conditions for nurses, midwives and carers and the community across the country.

Leadership

While the ANMF's Federal leadership remained unchanged over the past 12 months, there were a number of leadership changes across the states. This year we farewelled ANMF ACT Branch Secretary Matthew Daniel and welcomed Carlyn Fidow to the position. Likewise, Sarah Beaman replaced Kate Veach as QNMU Branch Secretary and Loreta Murphy replaced Patricia Fowler as ANF WA President. We also welcomed Naomi Grimshaw as ANMF NT Branch President. We thank Matthew, Kate and Patricia for their significant contributions to the Federation and warmly welcome Carlyn, Sarah, Naomi and Loreta to their new positions.

I am pleased to announce that ANMF's membership has continued to grow. As of December 2023, we have a national membership of 326,785, reconfirming the ANMF as Australia's largest union.

As we reflect on the past, there is much to celebrate, particularly the significant strides made in securing fair wages for aged care workers. Following the historic Work Value case last year, aimed at increasing wages for aged care workers, registered nurses (RNs),

enrolled nurses (ENs) and assistants in nursing in aged care (AINs), workers received a 15% increase to award rates as of 30 June 2023. This was part of the Federal Government's pledge to improve wages, recognising the true value of aged care workers who have long been undervalued for their complex and essential work.

Since then, the Fair Work Commission has recommended further wage increases. This has resulted in an increase ranging from 20.9% to 28.5% (inclusive of the 15% increase) for direct care workers under the Aged Care Award and between 17.9% and 23% for AINs under the Nurses Award. The Federal Government has committed to implementing these increases in two increments, with the first taking effect on 1 January 2025, and the second on 1 October 2025.

Equally momentous was the implementation of mandated care minutes in October 2023, a milestone we have long championed to enhance the quality of care in aged care facilities.

While challenges remain, the ANMF is steadfast in its mission to advance the aged care sector. This includes the need to address the confusion surrounding the distribution of care minutes among enrolled nurses (ENs) and carers, which has, in some instances, led to a reduction in EN shifts. The ANMF is actively advocating for legislative amendments to clearly define the role of ENs, ensuring their vital contributions to quality care are both recognised and safeguarded. Additionally, the accountability of providers in meeting legislative requirements must be ensured, and further work is needed to enhance the quality of care.

The ANMF has taken more significant steps in filing our application at the Fair Work Commission (FWC) to increase award wages for frontline nurses, midwives, and assistants in nursing (AINs), by up to 35%.

The application seeks to vary the Nurses Award, highlighting that the essential work of nurses and midwives that has historically been undervalued and recognising the complexity that nurses and midwives operate in.

The broader union movement has also achieved significant progress by advocating for key industrial relations law reforms that enhance the bargaining system, leading to improved wages, working conditions, and workplace equality.

Another victory was the Federal Government's commitment to extending Paid Parental Leave to 26 weeks by 2026, and, from 1 July 2025, the government will begin paying 12% superannuation on Commonwealth Paid Parental Leave.

These historic reforms, long championed by unions, will benefit approximately 180,000 families each year and mark a significant step towards closing the gender equality gap.

Pleasingly, healthcare was a priority in this year's Federal Budget, including a review of the scope of practice for healthcare professionals to ensure they can work to their full capacity.

And, NPs and eligible midwives will now receive a 30% increase in Medicare rebates for their services without needing a collaborative agreement with a doctor. This reform will reduce unnecessary duplication, costs, and time wastage for Australians, ensuring they receive quality care when and where they need it. A new scholarship program for RNs aspiring to become Nurse Practitioners will also be introduced.

Other Budget initiatives announced, included financial support for nursing and midwifery students completing mandatory workplace placements as part of their course. The ANMF, has also long advocated for all of these initiatives to better support the workforce and improve access to healthcare.

In 2024, Australians voted in a Referendum on whether to enshrine an Aboriginal and Torres Strait Islander Voice to Parliament in the Constitution. The ANMF strongly supported the Unions for Yes campaign, acknowledging the importance of empowering Aboriginal and Torres Strait Islander peoples to have a say on policies and issues that directly impact their lives. The ANMF and its members viewed this as a crucial step towards closing the health gap between Indigenous and non-Indigenous Australians. Despite, the referendum not passing, the ANMF is committed to justice for all Aboriginal and Torres Strait Islander Peoples.

One of ANMF's most significant milestones, and one of our proudest achievements this year, was the launch of the Nurse Midwife Health Program Australia (NMHPA) on 30 April 2024. This national service, which provides free, confidential, and independent support for nurses, midwives, and students facing psychological health issues, is the result of years of ANMF advocacy. The ANMF, was also responsible for rolling out the Federally funded program.

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 the QNMU's Count the Babies campaign which resulted in a Bill being introduced into the Queensland Parliament to recognise babies in patient numbers. Other activities included safe staffing and ratio campaigns, addressing workforce shortages, sustainability and public sector wage increases.

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. 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 bid farewell to Anna Amatangelo, our Federal Industrial Administrative Assistant, who retired after over 30 years of dedicated service to the Federal Office. As she embarks on her well-deserved retirement, we extend our best wishes to Anna for the future.

We also welcomed industrial officers Paul Yiallourous and Lauren Palmer to the team and Gerard Shea who will take on the role as the Federal Governance and Compliance Officer.

As we reflect on the past, there is much to celebrate. While the road ahead will undoubtedly present challenges, the ANMF remains unwavering in its commitment to driving positive change, protecting the rights of nurses, midwives, and carers, and ensuring that all Australians receive the care they need, when they need it.

The Federal Office reports from the teams follow.



Annie Butler
ANMF Federal Secretary

THE FEDERATION • **FEDERAL COUNCIL**



Sally-Anne Jones
Federal President



James Lloyd
Federal
Vice-President



Annie Butler
Federal Secretary



Lori-Anne Sharp
Federal
Assistant Secretary

AUSTRALIAN CAPITAL TERRITORY



Carlyn Fidow
Branch Secretary



Athalene Rosborough
Branch President

NEW SOUTH WALES



Shaye Candish
Branch Secretary



O'Bray Smith
Branch President

NORTHERN TERRITORY



Cath Hatcher
Branch Secretary



Naomi Grimshaw
Branch President

QUEENSLAND



Sarah Beaman
Branch Secretary



Sally-Anne Jones
Branch President

SOUTH AUSTRALIA



Elizabeth Dabars
Branch Secretary



Jocelyn Douglass
Branch President

TASMANIA



Emily Shepherd
Branch Secretary



James Lloyd
Branch President

VICTORIA



Lisa Fitzpatrick
Branch Secretary



Maree Burgess
Branch President

WESTERN AUSTRALIA



Janet Reah
Branch Secretary



Loreta Murphy
Branch President

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 *(to 6 February 2024)*

Carlyn Fidow *(from 6 February 2024)*

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)

Kate Veach *(to 28 January 2024)*

Sarah Beaman *(from 28 January 2024)*

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 2023 TO
30 JUNE 2024

24 November 2023

1 March 2024

24 May 2024

FEDERAL COUNCIL MEETINGS

FROM 1 JULY 2023 TO
30 JUNE 2024

18 August 2023

10 November 2023 in writing

24 November 2023 in writing

29 January 2024 in writing

3 May 2024 in writing

14 May 2024 in writing

FEDERAL OFFICE

STAFF

STRATEGY LEAD / RESEARCH

Julie Reeves

Strategic Lead – Aged Care

Jane Douglas

Strategic Lead - Workforce (.4)

Jodie Davis

Education Officer

Micah Peters

Director, National Policy Research Unit

Casey Marnie

Research Associate

Jarrold Clarke

Research Assistant

PROFESSIONAL

Julianne Bryce

Senior Professional Officer

Jane Douglas

Professional Officer (.4)

Jasmine Kirk

Professional Officer

Naomi Riley

Professional Officer

Anastasia Shianis

Administrative Officer

INDUSTRIAL

Kristen Wischer

Senior Industrial Officer

Daniel Crute

Industrial Officer

Debbie Richards

Industrial Officer - Research

Paul Yiallourous

Industrial Officer (*from July 2023*)

Lauren Palmer

Industrial Policy Officer (*from October 2023*)

COMMUNICATIONS AND MEDIA

Kathryn Anderson

Editor, Australian Nursing and Midwifery Journal and
Communications and Media Team Lead

Robert Fedeles

Journalist

Natalie Dragon

Journalist

Cathy Fasciale

Editorial and Production Assistant

Nicole Foote-Lenoir

Digital and Social Media Officer

SYSTEMS AND OPERATIONS

Heidi Hosking

Team Lead and Partnership 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

Anna Maslova

Administrative Officer (*from May 2024*)

Gerard Shea

Governance and Compliance Officer (*from June 2024*)

FORMER STAFF

Anna Amatangelo

Administrative Officer (*retired June 2024*)

Laura Miller

Industrial Officer (*to August 2023*)

ANMF STRATEGIC PLAN

2018-2024

The ANMF Federal Council endorsed the ANMF's 2018 – 2024 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: 2018-2024

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 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 has been required. Over the last 12 months, the ANMF has worked with determination on a list of five strategic national priorities to advance and support our professions and the systems we work in: Workforce; Aged Care; Industrial Relations Reform; Gender Equity and 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. Projections suggest that the supply of nurses will not keep pace with the demand despite an increase in workforce numbers with an expected undersupply of nurses of 70, 707 FTE by 2035. 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.

ANMF members work across health systems, in rural, remote and metropolitan locations within acute, critical, primary health and aged care settings and in diverse roles including clinical, community, education, policy development and sustainability practice. The ANMF represents nurses, midwives and care workers from all these areas. The ANMF was represented on numerous committees addressing issues relating to nursing and midwifery workforce. Of note are the Government initiated Scope of Practice Review, Unleashing the potential of our health workforce and the National Nursing Workforce Strategy. Both have the potential to strengthen what nurses and midwives do, how they work, improve recruitment and retention, and ultimately improve access to healthcare by those in the community.

The following provides an overview of the major workforce committees and projects ANMF has been involved with over the last 12 months.

Early Career Nurses and Midwives Roundtable Working Group

The early career nurse and midwife roundtable working group (the Group) is made up of over 23 different nursing and midwifery organisations, including, universities, professional organisations, unions, state and territory health departments and individuals who collaborate on key issues for early career nurses and midwives and students of nursing and midwifery.

Recognition of the employment pipeline has been a significant topic for discussion by the Group this year, particularly the experiences and issues faced by nursing and midwifery students as reported by ANMF members and through the media. Issues included placement poverty, a lack of transparency in rostering practices and a resulting lack of power and control over life situations felt by students.

The Group welcomed the Government's plans to support students financially during professional experience placement (PEP) but also discussed the wider issues at play including a lack of flexibility and transparency regarding processes and accountability.

The group continues to discuss and share ways in which their organisations and areas are working to address these and other issues with strategies ranging from improving rostering practice for students through to extended transition to practice programs for early career nurses.

Undergraduate Student Employment Models

The ANMF has actively advocated for and continues to support undergraduate student employment models across all states and territories. Research conducted by the ANMF Victorian Branch in 2023/24 found that employment in any role (including non-healthcare positions such as hospitality and retail) helps student RNs develop professional work-readiness skills that are beneficial when transitioning to a qualified RN role. However, employment in a nursing-related direct care position in health or aged care offers additional clinical focus, which enhances graduate RN preparation. Working as a Registered Undergraduate Student of Nursing provides further advantages by immersing the student RN in the nursing team. This immersion strengthens their connection to the profession, builds support networks, and establishes an early professional identity, all of which can improve graduate RN preparation and reduce transition shock. Additionally, Registered Undergraduate Students of Nursing are more likely to remain with their employer during their graduate year compared to other students. The research highlights that undergraduate employment impacts both recruitment and retention, with retention also influenced by factors such as workplace culture, graduate support, opportunities for ongoing learning and career development, working conditions, wages, and lifestyle impacts.

National Nursing Workforce Strategy

Nurses are the largest health profession in Australia making up over 40% of the health workforce. The Australian and Victorian Governments, in collaboration with all States and Territories have committed to developing the first National Nursing Workforce Strategy (the Strategy) with the aim of setting out clear directions to ensure nurses working in Australia are equipped, enabled, and supported to provide person centred care that is evidence based, compassionate and culturally safe. The Strategy will provide future focussed national guidance and direction for the profession and health system, with a focus on workforce planning and policy reform.

The Strategy spans two stages. The first stage gathered and examined the evidence through national consultation and review of Australian and international research, culminating in the *consultation and research summary report* released in May 2024. The ANMF Federal Office and Branches were represented at many of the consultation workshops held around the country to ensure the voices of ANMF members was represented and heard. Key themes emerging from Stage one included the need for a clear national response to workforce planning, recruitment and retention, education and lifelong learning, models of care, leaders of the future, the use of technology and data and diversity and inclusion.

The second stage involves development of the Strategy, guided by two governance groups, the Strategy Advisory Group and Strategy Steering Committee. Feedback from stakeholders will be sought in the latter part of 2024, once the draft Strategy is finalised and distributed.

Alongside the National Nursing Workforce Strategy is Federal Government's publication, *Nursing Supply and Demand Study 2023 – 2035*. The study uses a supply and demand modelling tool, different from the National Health Workforce Dataset, to guide decision making and workforce planning and testing of different policy options and interventions to analyse implications for the nursing workforce by sector, nurse type and geography and will provide ongoing and up to date information for workforce planning.



AGED CARE

Aged care remains a key priority for the ANMF to ensure meaningful change to address years of declining quality in the sector and neglect experienced by older Australians. Since the Royal Commission, the sector has been under significant scrutiny, which must persist. Over the past 12 months, the Albanese Government has implemented extensive reforms in aged care, with the ANMF advocating for its members every step of the way.

The long-overdue reforms include the requirement for registered nurses to be on-site and on duty 24/7 and the implementation of minimum care minutes in residential care (200 total care minutes, with 40 minutes allocated to registered nurses). These workforce reforms have significantly improved care delivery and enhanced working conditions for nurses and care workers in aged care. Although this represents a monumental step forward in addressing declining care and improving retention and recruitment, more improvement is needed.

In addition to workforce reforms, stronger transparency measures have been introduced by the Government, providing a clearer view of how aged care providers deliver care and use public funding. These measures have helped both consumers and care workers understand the system better. The new Aged Care Act, yet to be enacted, will also lead to fundamental reform, and the ANMF has been strongly advocating for the empowerment and inclusion of workers' voices in continuous improvement measures within the Act.

The introduction of workforce reforms and increased transparency measures has highlighted several key areas of focus for the ANMF, including lobbying for stronger compliance and regulation to ensure aged care providers meet their required care minute targets. Another critical area is the implementation of mandated, regulated care minutes specifically for enrolled nurses. As the Government did not mandate these minutes, the care minutes for enrolled nurses have declined across the sector, which is unacceptable to the ANMF and its members. The ANMF is actively campaigning with the Government and stakeholders to ensure care minutes are regulated and improved.

The ANMF Aged Care Working Group has been pivotal in policy development and advocacy within aged care. This group, which includes representation from all ANMF branches and meets monthly, has been instrumental in the ANMF's work. Additionally, the ANMF continues to be widely represented on numerous external national committees regarding regulation, funding, digital health, reform implementation, and stakeholder engagement. Through its multi-pronged advocacy approach, the ANMF continues to position itself as an influential voice in all aspects of aged care reform, including shaping the critical new Aged Care Act.

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

Stage 3 of the Aged Care Work Value case proceeded to hearing on 4 to 8 December and 12-14 December 2023. The matters to be determined were:

- 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;
- Any variations to the classification structure.

The Expert Panel published its decision in relation to these matters on 15 March 2024. The decision:

- granted an increase in minimum award rates for non-direct care workers covered by the Aged Care Award of up to 6.9%.
- Agreed that changes to work, in particular infection prevention and control measures, as a result of the COVID-19 pandemic were permanent and warranted an increase in work value.
- Varied the classification structure for personal care workers, Assistants in Nursing and home care workers to recognise qualifications and experience.
- Made final determinations with respect to the total increase in award rates for direct care workers (other than nurses). Total increases varied, dependent on classification. The rate for a PCW or AIN with a Certificate III increased to a total of 23%, inclusive of the 15% already granted.
- Determined to defer making a decision in relation to the final wage increases and classification structure for RNs and ENs under the Nurses Award, pending further consideration of the ANMF's application to vary the Nurses Award for all nurses and midwives.

On 27 June 2024, the Expert Panel made orders with respect to the operative date and phasing in of wage increases. The increases will operate from 1 January 2025 and 1 October 2025, with most increases to be paid 50% on each operative date.



INDUSTRIAL RELATIONS REFORM

The 2023/2024 year has seen substantial change in the industrial landscape, with the introduction of Closing Loopholes legislation and implementation of the Secure Jobs Better Pay reforms. Many reforms, together with the outcomes of the Aged Care Work Value case are having a positive impact on the working lives of nurses, midwives, assistants in nursing and personal care workers.

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 2023-2024 the following changes have been made or are proposed in relation to the FW Act.

Closing Loopholes

Following the *Fair Work Legislation Amendment (Secure Jobs Better Pay) Act 2022* (Secure Jobs Better Pay Act), further reforms have been introduced under the *Fair Work Legislation Amendment (Closing Loopholes) Act 2023* and *Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024*.

Briefly, the amendments have been introduced in tranches, making provisions as follows in relation to:

15 December 2023

- Regulated labour hire arrangement jurisdiction – Part 2-7A
- Workplace delegates' rights for employees – Section 350A, section 350C
- Protections for those subject to family and domestic violence – Section 351(1)
- Amendments to compulsory conciliation conferences in protected action ballot order matters – Section 409(6A)

27 February 2024

- Enabling franchisees to access single interest stream – Section 172(2), section 172(5A)
- Transitioning from multi-enterprise agreements to single enterprise agreements – Section 58(4), section 58(5), section 180B, section 193(1)(b)
- Changes to intractable bargaining workplace determinations – Section 234, section 269, section 270A, section 274(3)
- Withdrawal from amalgamations – Section 93(2), section 111 of the Registered Organisations Act

1 July 2024

- Determinations varying modern awards to include a delegates' rights term – Section 149E
- Delegates' rights term must be included in a workplace determination made on or after 1 July 2024 – Section 273(6)
- Delegates' rights term must be included in an enterprise agreement approved by vote on or after 1 July 2024 – Section 205A
- Exemption certificates for suspected underpayment – Section 519(1)(b)



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.

The ANMF has pursued measures to achieve gender equality, largely through the FWC matters initiated to address gender-based undervaluation of work. These include the Aged Care Sector work value case, and the Nurses and Midwives work value case, both of which will address the FWC finding that wage rates in the Nurses Award 2020 have never been properly fixed due to gender-based assumptions.

The Modern Awards Review 2023-24 streams of Job Security and Work and Care provided the ANMF with the opportunity to raise concerns about how award terms operate to limit access to secure work, in particular with respect to part-time employment. The ANMF has made submissions to argue that the Nurses Award should be varied to ensure AINs, Nurses and Midwives have access to genuine workplace flexibility and terms that encourage secure, ongoing employment.

The ANMF is participating in ACTU led discussions and consultations to secure reproductive leave and rights in the NES.



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.

Unleashing the potential of our health workforce. Scope of practice review

Unleashing the potential of our health workforce – scope of practice review is an independent review led by Professor Mark Cormack as one of the Strengthening Medicare Taskforce recommendations. The Review investigates the evidence regarding health professionals' ability to work to their full scope of practice in primary health care and aims to identify and address barriers that prevent this. The overarching aim of the review is to maximise community access to affordable, quality primary healthcare regardless of geographical location.

The ANMF Federal Office and Branches have been active in contributing to the review by collaborating with other peak nursing, midwifery and allied health organisations, attendance at consultations and roadshows held across the nation and providing written submissions to the initial survey and fact finding and issues papers one and two.

The review has four phases, with the final report due in September 2024 (see Figure 1).

Culturally and Linguistically Diverse Communities Health advisory group

The Culturally and Linguistically Diverse (CALD) Communities Health Advisory Group (the Group) is a confidential group, initially established to provide information and advice to the Department of Health and Aged Care on the experiences of CALD communities during the COVID19 pandemic. Building on the collaborative CALD community partnerships forged throughout the pandemic, the Group has been extended until December 2024 and its remit expanded to provide advice and recommendations across the Aged Care portfolio providing a communication channel to and from the Australian Government and multicultural communities. The group provides advice, expertise and recommendations regarding culturally safe policies and communications with the aim of improving health and wellbeing for people from multicultural backgrounds. The ANMF is represented on this Group along with multicultural leaders, public health and medical experts, Department of Health and Aged Care, Department of Home Affairs and state and territory government representatives. The Group meets quarterly. The ANMF can ensure the workforce is considered in this context and add to the discussion through their involvement in the Scope of Practice Review and discussions about migration of health workers.

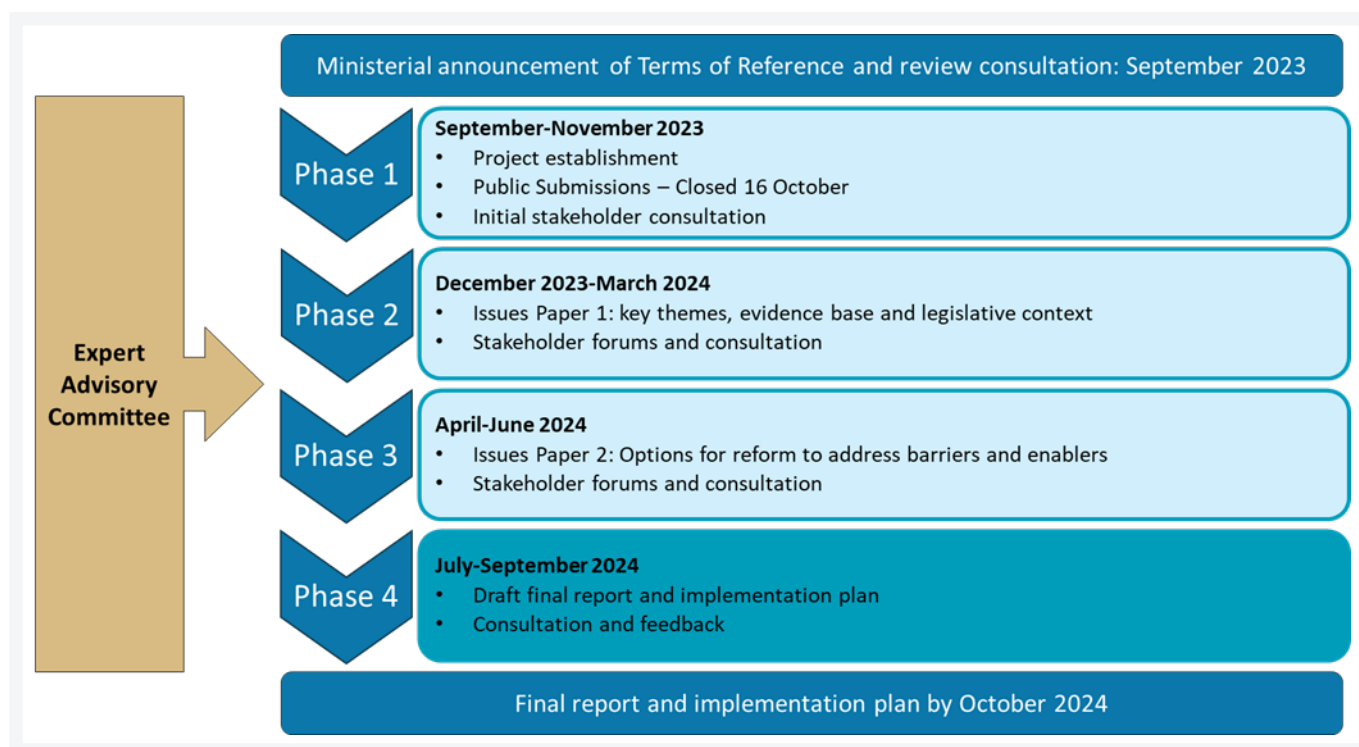


Figure 1: Scope of practice review timeline accessed at <https://www.health.gov.au/our-work/scope-of-practice-review>

Removal of Collaborative Arrangements

The *Health Legislation Amendment (Removal of the Requirement for a Collaborative Arrangement) Bill*, introduced to the House of Representatives by the Honourable Ged Kearney MP on 20 March 2024, was passed by the Senate on 17 May 2024. The Bill, which received support in both Houses of Parliament, will take effect on 1 November 2024. Since its introduction in 2010, the requirement for collaborative arrangements has been widely misunderstood and misused. Removing this requirement marks a significant advancement in enhancing health care accessibility for nurse practitioners and endorsed midwives across Australia. The legislation removes barriers that have previously prevented nurse practitioners and endorsed midwives from prescribing medicines under the Pharmaceutical Benefits Scheme (PBS) and This change will expand access to health care services, address workforce shortages, and acknowledge the advanced practice capabilities of nurse practitioners and endorsed midwives.

Wrap around care for frequent hospital users

The Federal Government's 2023-24 Budget investment to build a stronger Medicare included funding for the wraparound primary care for frequent hospital users (FHU) Program. The Government committed \$98.9 million over four years for general practices to provide comprehensive care to people with chronic conditions who were FHUs. The FHU program aims to support people with complex and chronic conditions who frequently present to hospitals to access primary care by redirecting them to general practices and primary care providers with the aim of improving coordination of care and health outcomes.

The Government will introduce an incentive payment in July 2024 to support people with chronic conditions that connect them to a primary care practice and receive comprehensive, multidisciplinary team care in the community and reduce their visits to hospital. The ANMF participated in the four co-design workshops that ran between October 2023 and April 2024 to develop a model to support the practice.

INDUSTRIAL REPORT

The 2023/2024 year has seen substantial change in the industrial landscape, with the introduction of Closing Loopholes legislation and implementation of the Secure Jobs Better Pay reforms. Many reforms, together with the outcomes of the Aged Care Work Value case are having a positive 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

Workers' Compensation

In June 2023, the Commonwealth government issued the [Safety, Rehabilitation and Compensation Directions 2023](#). It mandated 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." Despite not meeting the criteria, Healthscope is looking at legal options to force its way into Comcare. Federal Office continues to work with branches and the ACTU in resisting these attempts.

Federal Office completed work on a Comcare guide to assist branches provide information for members as to how to navigate Comcare as a workers' compensation scheme.

Work Health and Safety Laws

In September 2023, Safe Work Australia called for feedback on several possible changes to the obligation to immediately notify a WHS regulator of a notifiable incident. [ANMF provided feedback](#) to the consultation conducted (in August 2024 SWA confirmed that PCBU's will be required to immediately inform safety regulators of non-injury-causing acts of violence and suicides potentially linked to work issues by early 2025).

Comcare

On 24 June 2024, the Commonwealth Government commenced '[An independent review of the Safety, Rehabilitation and Compensation Act 1988](#)'. ANMF will be participating in this process to ensure that members covered by Comcare have their rights improved. The *Safety, Rehabilitation and Compensation Act 1988* (SRC Act) in its present form is outdated and disadvantages many workers when compared to the relevant state/territory scheme.

The review will cover Comcare as both a safety regulator and a workers' compensation scheme.

FAIR WORK COMMISSION

Nurses and Midwives Work Value Case¹

The ANMF made an application on 9 February 2024 to vary the Nurses Award for all nursing classifications by 35.8% and for AINs by 26.5%. An employer representative group, comprising the Australian Private Hospitals Association, Catholic Health, Day Hospitals Australia, Healthscope and other employers has filed an appearance and is represented by Minter Ellison. ACCPA is represented by ABLA. The matter has been linked to the Aged Care matter, but has not yet been listed for filing evidence and submissions.

Modern Awards Review²

The FWC commenced the Modern Awards Review 2023/2024 to ensure Modern Awards meet the newly introduced Modern Award Objectives, of achieving gender equality and improving job security. In addition, the FWC initiated review of the award system for the Arts and Culture Sector and selected the most frequently relied upon awards to review common terms in order to make awards easier to use. The ANMF participated in the Job Security and Work and Care streams. The ANMF made submissions in both streams and attended FWC conferences.

The FWC released a Final Report in relation to all matters the subject of review. A new matter to address the definition and operation of award clauses dealing with part-time employment will commence in 2025.

¹ (AM2024/11)

² (AM2023/21)

Variation of Modern Awards to Include a Delegates' Rights Term³

The Closing Loopholes legislation required that all Modern Awards must be varied to include a delegates' rights term by 30 June 2024. The FWC initiated a consultation process in January 2024, to allow interested parties the opportunity to make submissions as to what should be included in the model clause, and to then respond to a draft model clause. The ANMF participated in this proceeding through making written submissions and attending FWC convened consultation conferences.

The FWC published final determinations varying awards to include a delegates' rights term on 28 June 2024.

Variation of Modern Awards to Include a Right to Disconnect⁴

The Closing Loopholes legislation requires the FWC to vary all modern awards to include a right to disconnect term by 26 August 2024. On 12 March 2024, the FWC commenced a process to make a right to disconnect term. Interested parties were provided the opportunity to make submissions and respond to a draft term.

The ANMF has participated in this proceeding through making written submissions and attending FWC convened consultation conferences.

Gender Undervaluation-priority Awards Review⁵

On 7 June 2024, the FWC commenced proceedings to consider variations to five priority awards in relation to classifications and minimum wage rates on work value grounds to remedy potential gender undervaluation. The ANMF does not have a direct interest in the awards to be reviewed, but is maintaining a watching brief as the outcome of these proceedings relate to the ANMF work value cases.

Annual Wage Review 2023-24⁶

The 2023-24 Annual Wage Review decision provided for a 3.75% increase to the National Minimum Wage and all minimum award rates, effective from 1 July 2024. 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 and refers to the establishment of the Gender Undervaluation priority award review is the means by which this will be addressed.

³ (AM2024/6)

⁴ (AM2024/14)

⁵ [2024]FWCFB 280

⁶ [2024]FWCFB 3500 (C2024/1)

BARGAINING

During the 2023/24 financial year, ANMF Federal Office completed negotiations for the following enterprise agreements covering nurses and assistants in nursing:

Australian Public Sector

Bargaining has concluded in September 2023 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. The wage offer of 4%, 3.8% and 3.4% was accepted and is included in agency based outcomes.

Department of Health and Aged Care

The agreement was voted up by 94.4% of eligible employees who cast a valid vote and was approved by the FWC on Thursday, 18 January 2024. The agreement came into effect on Thursday, 25 January 2024 and has a nominal expiry date of 28 February 2027.

Department of Defence

The agreement was voted up on 15 February 2024, of the 15,555 valid votes lodged in the voting period, 97.27% voted in favour of the agreement.

Aged Care Quality and Safety Commission

The Aged Care Quality and Safety Commission Enterprise Agreement 2024-2027 was approved on 11 April 2024 with undertakings.

Lifeblood

The [Australian Red Cross Lifeblood Donor Centre and Clinical Enterprise Agreement 2023](#) was approved on 5 February 2024 and expires on 30 November 2026. This agreement was the first time large national member meetings were held virtually.

Negotiations for this agreement were complex as different branches had different conditions and priorities. The agreement combined many different agreements and workforces together, including medical officers.

Little Sisters of the Poor

The Little Sisters of the Poor Aged Care Enterprise Agreement 2024 was approved by the FWC on 16 April 2024.

Silverchain

The [SilverChain Health Professionals and Support Services Enterprise Agreement 2023](#) was approved by the FWC on 22 April 2024, covering personal care, business support, allied health and administrative roles.

Australian Unity

Bargaining led by the Victorian Branch has been completed for *The Australian Unity Residential Aged Care & Retirement Communities Enterprise Agreement 2024*.

Other Enterprise Bargaining

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

- Calvary Home Care Services
- Amplar Virtual Health (Medibank Telehealth)
- Silverchain nurses

ANMF RULES

WA Branch Elections and Tasmania Biennial Conference (R2024/15)

On 12 April 2024, the Fair Work Commission approved a rule change.

Western Australia Branch desired to have its election every 4 years for all offices, instead of every two years (except for Branch Secretary which was already 4 years). In addition, Tasmania moved to biennial conferences like many other branches.

Election Issues (R2024/59)

This rule change application was filed in early May 2024 and approved on 3 July 2024. The alterations change the final point when scrutineers may be appointed, from the opening date of the ballot to the date the ballot closes; and clarify when ballots are marked as informal.

Workplace Delegates

A rule change was proposed to give branches express powers to elect or appoint workplace delegates with rights under [s350C of the FW Act](#). Assuming the rule changes are approved, these rules should come into force later in 2024.

First Nations Offices and QNMU Branch Assistant Secretaries

The process to insert rule changes for First Nations offices for New South Wales Branch and QNMU Branch commenced around April 2024. The QNMU also wants to have dedicated assistant secretaries for nursing and midwifery. These rules are close to finalisation.

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, although it has narrowed because of the Aged Care Work Value Case.

Whilst over 90% of residential aged care facilities are covered by collective agreements, wages and conditions outcomes are on-the-whole less favourable than public sector outcomes.

The interim decision by the FWC in the Aged Care Work Value Case increased award rates of pay for nurses and carers by 15% effective 30 June 2023. Per guidance published by the Commonwealth Department of Health and Aged Care⁷, the full value of this 15% increase (converted to an hourly rate) was meant to flow to all carers, including those covered by pre-existing enterprise agreements. This increase has been used as the basis for 2024 increases for 'EBA Aged Care'.

Public sector agreement outcomes

The table on the following page details the percentage increases and expiry dates of public sector enterprise agreements that apply over the 2023/2024 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.

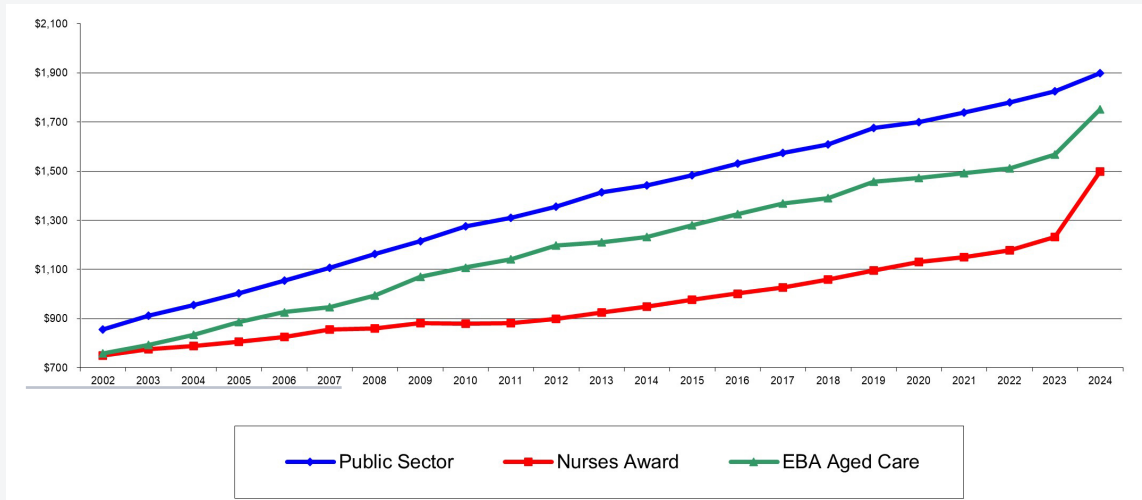
Agreements commonly include a range of improvements to employment conditions including implementation of staffing mechanisms such as nurse to patient ratios; qualification allowances, professional development allowances and leave and shift and rostering arrangements.

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.

⁷ [Aged Care Worker Wages: Guidance for aged care providers on the provision of funding relating to Stage 2 of the Fair Work Commission Aged Care Work Value Case](#), June 2023

NURSING WAGE DISPARITY 2002-2024 PUBLIC SECTOR AND AGED CARE



Note: Data is based on the top paypoint of the RN level 1 classification (or equivalent)

PUBLIC SECTOR AGREEMENT OUTCOMES

STATE / TERRITORY	OUTCOME
New South Wales	4% for 1 year (expires 30 June 2024) (2024 wage outcome pending)
Victoria	26% over 4 years (expires 2028) (new agreement pending)
Northern Territory	12% over 4 years (expires 9 August 2026)
Tasmania	9.5% over 3 years plus \$1500 adjustment to salaries (expires 30 June 2026)
South Australia	9% over 3 years (expires 31 July 2025)
Queensland	11% over 3 years (expires 31 March 2025)
Australian Capital Territory	2023: \$1,750 from 1 January, 1% from 1 June, \$1,750 1 December. 2024: 1.5% from 1 June, 1% from 1 December and \$1,500 flat rate increase. 2025: 1% from 1 June, 1% from 1 December, and \$1,000 flat rate increase (expires 31 March 2026)
Western Australia	\$60 per week or 3% per annum, whichever higher, on 12 October 2022 and 2023 (expires 11 October 2024)

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 2023 nursing and midwifery workforce data recently published by the Australian Government Department of Health is the most up-to-date information. It shows that in 2023 there were 473,672 nurses and midwives registered in Australia, with 11,234 of these being non-practising. Of the practising nurses and midwives with general registration, 85.9% were registered nurses, midwives and dual registrants, and 14.1% were enrolled nurses only which is trending downwards.

In 2023, 426,837 nurses and midwives were in the labour force which includes those employed, nurses and midwives on extended leave and those looking for work in nursing or midwifery. This is 90.22% of total registered nurses and midwives. There were 391,241 employed nurses and midwives; 87.97% were female; and the average age was 42.34 years, which has trended downwards in recent years. Average weekly hours worked was 34.84 hours.



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MIGRATION STRATEGY AND REFORM

PALM Scheme

The [Pacific Australia Labour Mobility \(PALM\) 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 communities⁸.

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 and have been updated since then, [as recently as 1 July 2024](#). 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.

Health and aged care employers in the scheme include⁹:

- NSW - DPG Services Pty Ltd (Opal Healthcare)
- ACT - Goodwin Aged Care Services Limited - Crace
- NSW - HammondCare
- NSW - Harbison Memorial Retirement Village
- QLD - HealthX Group Pty Ltd (Labour hire)
- NSW - Koonambil Aged Care Ltd
- NSW - Royal Freemasons Benevolent Institution
- NSW - Southern Cross Care (NSW & ACT) Limited
- QLD - Southern Cross Care (QLD) Ltd
- NSW - St Agnes' Care & Lifestyle
- QLD - The Society for the Mount Isa Memorial Garden Settlement for the Aged (The Laura Johnson Home for The Aged)
- NSW - The Trustee for The Salvation Army (NSW) Property Trust
- NSW - The Trustee for The Salvation Army (QLD) Property Trust
- NSW - Trustees of The Roman Catholic Church For The Diocese Of Lismore (St Joseph's Aged Care Facility Lismore)
- WA - Uniting Church Homes (Juniper)

Aged Care Industry Labour Agreements and MOU

In May 2023, the Department of Home Affairs (DoHA) introduced a new form of labour agreement for the aged care sector, known as the Aged Care Industry Labour Agreement (ACILA), which requires providers to enter an MoU with the relevant union/s. Federal Office established an inbox for requests for MoUs and a range of template responses to deal with requests. Federal Office ensures relevant Branches are aware of requests and has co-ordinated responses to drafting and completing MoUs.

Federal Office attended regular meetings with DoHA during the initial period of establishing practices around entering an MoU. Federal Office now raises issues in relation to ACILAs and MoUs on an ad hoc basis, and continues to liaise with the Immigration Minister, providers, migration agents, individuals seeking permanent work and visas, other unions and DoHA.

Temporary Skilled Migration Reform

Following several 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 consultations, made submissions and participated in 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.

DoHA released its Migration Strategy¹⁰ in December 2023. New migration streams, based on skill levels and labour demand are in the process of being established, being described as Essential Skills, Core Skills and Specialist Skills streams. Each stream has different criteria and thresholds and sector specific features. Federal Office has engaged in consultations and made submissions in relation to each stream.

Workplace Justice Visa

Federal Office participated in the Co-design process for establishing a unique visa to protect temporary migrant workers seeking to pursue a workplace right. The Workplace Justice Visa (WJV) was introduced in July 2024. The WJV will enable temporary migrant workers to remain in Australia to seek recourse in relation to a workplace exploitation claim, subject to the claim being certified by an Accredited Third Party.

⁸ <https://www.palmscheme.gov.au/about>

⁹ <https://www.palmscheme.gov.au/current-employers>

¹⁰ [Migration Strategy \(homeaffairs.gov.au\)](#)

PROFESSIONAL REPORT

During the 2023/24 year, significant health reforms have impacted the nursing and midwifery professions. The Federal professional team has actively engaged in the development and implementation of these reforms, continuing to support state and territory Branches through the Professional Advisory Committee and the Midwifery Officer Network.

We have provided expert 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.

Key professional issues addressed by our national team in 2023/24 included: workforce; professional practice; scope of practice; regulatory matters; student employment models; workforce data; workload management; models of care; medicines use and safety; utilisation of nurse practitioners; advanced practice; women's health; digital health; mental health; disability; policy research; climate and environmental health; primary and preventive care; maternal, child and family health; aged care; funding models; and rural and remote practice.

PROFESSIONAL NETWORKS

Professional Advisory Committee

The Professional Advisory Committee (PAC), convened by the Federal Professional Team, is a key advisory committee of the ANMF, comprised of professional and research officers from Federal Office and each Branch. During 2023/24, PAC met quarterly. When required, additional members with specific expertise were co-opted to assist in the work of PAC. Bi-monthly extraordinary meetings were also held to discuss Ahpra and NMBA matters affecting individual members. All meetings were well attended. PAC's main roles included sharing information, discussing matters impacting members, and developing recommendations aligned with the Federation's professional objectives and strategic priorities.

Midwifery Officer Network

In 2023/24, the Midwifery Officer Network (MON) continued to meet monthly, including a face-to-face strategic planning meeting in November 2023. Chaired by the NSW Branch, Assistant Secretary, the MON was comprised of midwifery representatives from Federal Office and each Branch and has enabled sharing of midwifery professional issues to develop national unified advocacy on behalf of midwives across all contexts of midwifery practice.

Coalition of National Nursing and Midwifery Organisations

In 2023/24, 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. The Coalition is funded by the Commonwealth Government, through the ANMF, as a program within the Health Workforce Reform Division of the Australian Government Department of Health and Aged Care until June 2025. CoNNMO enables national nursing and midwifery professional organisations in Australia to come together to share information, learn from each other, support and mentor one another in building capacity, and, at times, to act as a conduit to influence and give voice on matters of mutual concern for the nursing and midwifery professions.

Membership of CoNNMO is free of charge. CoNNMO member sitting fees are available for eligible CoNNMO member representatives to attend the bi-annual member meetings in accordance with the CoNNMO Contract. Progress reports were submitted to the Department in February and June 2024. Member meetings were held online in October 2023 and as a full day hybrid face-to-face and online in Sydney in May 2024. Meetings included updates from the Department of Health and Aged Care, the Commonwealth Chief Nursing and Midwifery Officer (CCNMO), the Nursing and Midwifery Board of Australia (NMBA), the Australian Nursing and Midwifery Accreditation Council (ANMAC) and the ANMF. Presentations on health reform including the Scope of Practice Review, the National Nursing Workforce Strategy, the Nursing Supply and Demand Model, the Midwifery Futures Project and the Australian Cancer Nursing and Navigation Program were provided to members at the bi-annual meetings. CoNNMO Council met online four times throughout the year, prior to and following each member meeting. CoNNMO members accepted the revised Strategic Plan, Terms of Reference and national priorities at the October 2023 Member Meeting.

PROFESSIONAL PARTNERSHIPS

National Registration and Accreditation

During 2023/24, the ANMF Federal Office professional team participated on several 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 sixteen submissions in response to the NMBA, ANMAC and Ahpra consultations over the last year.

Climate and Health

In 2023/24, the ANMF reaffirmed our commitment to ensuring an economically, environmentally, and socially sustainable future for all communities. Recognising that the health system contributes 7% to Australia's total carbon emissions, the ANMF emphasises the need for everyone involved in health care to adopt sustainable practices and robust governance to reduce these emissions. This effort requires support through appropriate funding and policy development at both national and local levels, including government bodies, organisations, and individuals. To advance this goal, the ANMF continued our membership of the Climate and Health Alliance (CAHA), collaborating with other organisations concerned about the health impacts of climate change. The ANMF participated in CAHA's quarterly meetings, engaging in discussions about advocacy, leadership, resilience, and recognition activities. In November 2023, during COP26, the Commonwealth Government announced the *National Health and Climate Strategy*. In response, the ANMF produced a submission advocating for the Strategy to be funded and legislated. The ANMF also represented midwives concerns at a September 2023 meeting on reducing nitrous oxide wastage in Australia, balancing environmental impact with the need for effective pain relief during labour. Over the past year, the ANMF also contributed to the Australian Council of Trade Unions' (ACTU) Climate Action Group and supported their work on the *Renew Australia for All Campaign*. In addition, the ANMF were represented on the Better Futures Australia's Health Working Group, a collection of organisations working to reduce the health care systems impact on climate.

Australia-Indonesia Research Project

The Australia – Indonesia Centre (AIC) was awarded funding from [Katalis](#), a bilateral, government backed economic cooperation program supporting trade and investment between Indonesia and Australia, to map nursing education standards across the two countries with the aim of developing ways to streamline migration of Indonesian nurses to Australia and meet workforce shortages. The project involved researchers from Monash University and the University of Indonesia and Gadjah Mada University. The first of two reports investigated market opportunities including areas of demand for nurses in Australia and supply chains through Indonesia. The second report assessed qualification equivalence between Indonesia and Australia. The ANMF was represented on the Research Advisory Panel (RAP) to provide feedback on the reports in relation to the nursing workforce in Australia. RAP members attended three and half days of workshops between February and April 2024. Gaps between the two countries' educational standards and practice were identified signalling a need for further work if more consistent alignment was to be achieved. The ANMF reinforced the need for ethical migration and learning that included social and industrial issues to guarantee the safety of migrating nurses and ensure the professional identity and integrity of nursing in Australia is maintained. Additional information on the project can be found [here](#).

DVA Health Providers Partnership Forum

The ANMF remains actively engaged with the Department of Veterans Affairs (DVA) through the Health Providers Partnership Forum, which met four times over the past year. This Forum has provided updates for ANMF members on available health support for veterans and their families, including recent changes in policy, funding, and the implementation of recommendations from the Interim Report of the Royal Commission into Defence and Veteran Suicide. The Royal Commission is nearing completion, having collected all evidence, including nearly 5,900 submissions and 800 private sessions with stakeholders and witnesses, reflecting personal experiences of suicide and suicidality in the military context. The final report is expected by September 2024. The Forum continues to focus on improving outcomes for veterans through advancements in veteran health policy and service delivery.

Collaborative Mainstream Capacity Building Project

Throughout 2023/24, the ANMF continued to participate in monthly meetings of the Steering Group providing oversight for this National Disability Insurance Scheme (NDIS) funded three-year national project. Along with the nine other consortia partners, the ANMF developed education resources for registered nurses (RNs) working in acute care. Three free online modules were designed to build RNs capacity to provide care in mainstream health services for people with intellectual disability and autism spectrum disorder and their carers. The team continued to promote these free resources to RNs. Project funding extended to the end of June 2024. Final work is being undertaken to distribute the resources developed to the consortia partner organisations.

Midwifery Futures Project

The ANMF was represented on the Expert Advisory Group and Working Advisory Group of the NMBA's Midwifery Futures Project. The aim of this project is to review the current state of Australia's midwifery workforce and inform strategies to support policy and regulatory change. The ANMF attended quarterly meetings of both groups, in addition to the National Midwifery Symposium hosted in Sydney in March 2024. In these confidential meetings, the ANMF has been advocating for ongoing industrial concerns to work in tandem with professional development. The ANMF has promoted evidence-based workforce retention strategies to identify recommendations which will maintain the current midwifery workforce.

PROFESSIONAL REFORMS

Designated Registered Nurse Prescribing

The ANMF has been actively involved in developing the proposed designated registered nurse (RN) prescribing model since initial consultations began in 2016. This model will allow RNs with an endorsement for scheduled medicines to prescribe within their competence and scope of practice in partnership with an authorised prescriber, such as a nurse practitioner or a medical practitioner. Designated RN prescribers will have authorisation to prescribe medicines as determined by legislation and must comply with the requirements set by the Nursing and Midwifery Board of Australia (NMBA), as well as relevant jurisdictional, employer, and health service policies. The NMBA Registration Standard for Designated RN Prescribing Endorsement, associated guidelines, and Australian Nursing and Midwifery

Accreditation Council (ANMAC) Accreditation Standards for Designated RN Prescribing have been developed. The ANMF participated in NMBA and ANMAC Expert Advisory Groups and contributed to both the preliminary and public consultation processes. In August 2023, the NMBA conducted a public consultation on a Consultation Regulatory Impact Statement (C-RIS) prepared for the Office of Impact Analysis of the Australian Government, Department of Prime Minister and Cabinet. This C-RIS outlined the objectives, options, and impact analysis (including risks, costs, and benefits) of the proposed standard, aimed at better understanding the regulatory, social, and health impacts of changes to supervised RN prescribing. The C-RIS will be followed by additional public consultations with stakeholders. Feedback from these consultations will inform the development of the final Decision Regulatory Impact Statement (D-RIS), which will be reviewed by Health Ministers.

Midwife Prescribing

The NMBA's Midwifery Futures Project includes a review of both international and local contexts related to midwifery prescribing. Throughout this review, the ANMF has emphasised the importance of considering the industrial implications of expanding midwifery prescribing access. This includes evaluating educational pathways, workforce participation, and the long-term effects of modifying existing prescribing regulations. The ANMF will continue to advocate for the safe and effective provision of midwifery care while still ensuring midwives can safely and effectively work to their full scope of practice.

SOCIAL JUSTICE

Reconciliation Action Plan

The ANMF RAP Working Group's focus for 2023-24 was on supporting a Yes vote in the referendum for constitutional recognition and the establishment of an Aboriginal and Torres Strait Islander Voice to Parliament. To inform members, the Yes campaign website was developed, along with a members' webinar held in September 2023 and an open letter published in *The Australian* on September 25, 2023, which reinforced the message. An essential poll conducted by the ACTU after the referendum revealed that 67% of union members voted Yes, highlighting the significant impact of collective union efforts. Although the referendum outcome was deeply disappointing and disheartening, the ANMF remains committed to advocating for Aboriginal and Torres Strait Islander peoples.

This includes raising awareness of relevant actions and issues through social media and the Australian Nursing and Midwifery Journal (ANMJ) and supporting initiatives like Reconciliation Week. As Karen Mundine, Reconciliation Australia CEO, states, *“Reconciliation is about strengthening relationships between Aboriginal and Torres Strait Islander and non-Indigenous peoples, for the benefit of all of us.”*

Anti-Poverty Campaign

Due to the Referendum on a First Nations Voice to Parliament being held on 14 October, the Anti-Poverty Week (APW) campaign was extended to run from 15-27 October 2023. The ANMF Federal Office supported the campaign through funding, and promotion in our online and print publications and social media. In 2023, the APW campaign focused on ending child poverty and advocating for the Voice to Parliament. It called for a legislated commitment to halve child poverty by 2030, with specific targets and actions; increased financial support and housing for women and children escaping violence; and ongoing collaboration with partners to address the inadequacies of Jobseeker and other working-age payments, as well as the escalating housing crisis, particularly in the rental market. The ANMF continues to support the APW campaign on behalf of our nurse and midwife members, who, through their daily practice, directly engage with individuals suffering from the severe health impacts of poverty.

DIGITAL HEALTH

Digital Health Project

The Australian Digital Health Agency engaged the ANMF Federal Office to undertake a fourth project on digital enhancement, which ran from 1 December 2023 to 30 June 2024. This project aimed to enhance leadership among nurses and midwives in digital health technologies. The ANMF produced a podcast featuring a guided discussion between nursing and midwifery leaders, organised a webinar on cybersecurity and artificial intelligence in healthcare, published an article highlighting features of the MyHR system, and updated the digital health page on the ANMF website. The ANMF also facilitated extensive consultation with the Agency on topics specific to nursing and midwifery. The ANMF is bidding to undertake an additional contract with the Agency. For more information, please see: <https://www.anmf.org.au/resources/digital-health>.

National Digital Medicines Advisory Group

Meetings of the National Digital Medicines Advisory Group (NDMAG) were held in November 2023 and February 2024. Newly established, the NDMAG is a representative panel of stakeholders involved in Australia's medicines management system whose role is to provide independent advice to the Australian Digital Health Agency's (ADHA) and Department of Health and Aged Care on programs and initiatives that support development, implementation and adoption of health technologies and digital health capabilities in medicines management for the safe, effective and efficient provision of healthcare in Australia.

QUALITY USE OF MEDICINES

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

In 2023/24, 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, strategies to deal with medicines shortages and programs to improve the quality use of medicines.

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

Over the last two years, the ANMF Professional Team and the Professional Advisory Committee has undertaken a detailed review of the ANMF *Nursing Guidelines for the Management of Medicines in Aged Care* publication. In February 2024 the revised publication was submitted to the Federal Executive for approval. The new edition, *Best Practice Guidance for Medicines Use by Nurses in Aged Care*, is currently being prepared for publication and promotion late 2024. These guidelines support the quality use of medicines in nursing homes by providing clear direction to registered and enrolled nurses. They have been designed to assist registered and enrolled nurses to perform their respective roles in medicines management and administration in accordance with the Health Practitioner Regulation National Law Act 2009 and the Nursing and Midwifery Board of Australia (NMBA) standards for practice. The guidelines also offer direction to other health practitioners, health professionals, care workers and health and nursing home service providers on the role of registered and enrolled nurses in medicines management and administration in nursing homes. Registered nurses and enrolled nurses are responsible for administering medicines in nursing homes.

Don't Rush to Crush Publication

In early 2024, the Society of Hospital Pharmacists (SHPA) began reviewing the 4th Edition of the *Don't Rush to Crush* (DRTC) publication. The reconvened Editorial Committee, which includes a representative from the ANMF, has met monthly since February 2024. The review has focussed on dispersion testing, tablet splitting, absorption, nanocrystals and amorphous solid dispersion technologies, crushing one tablet at a time, tablet size and choking risk. The 5th edition of the publication is expected to be released in early 2025.

RURAL HEALTH

National Rural Health Alliance

In 2023/24, the ANMF continued its participation on the Council of the National Rural Health Alliance (NRHA), with quarterly meetings held throughout the year. The Alliance has secured funding through to June 2025. NRHA Forums and Council Meetings took place face-to-face in Canberra in November 2023 and June 2024. The November 2023 meeting featured the relaunch of the Parliamentary Friends of Rural and Regional Health, a Council Strategy Day, and a celebration of the Alliance's 30th Anniversary. Reports were provided by the NRHA Secretariat, the Friends and Allies Advisory Committee, and Council member representatives. The June 2024 meeting included a consultation for the Scope of Practice Review, focusing specifically on rural and remote areas. Over the past year, the ANMF Federal Office met quarterly with NRHA staff for updates and to explore potential areas for collaboration. Alliance publications, including *Inside Word*, the external stakeholder newsletter *Bushwire*, and NRHA Fact Sheets, were circulated to Branches and promoted to members.

National Rural and Remote Nurse Generalist Framework

In April 2024, the Office of the National Rural Health Commissioner (ONRHC) commenced a review to assess the uptake and utilisation of the National Rural and Remote Generalist Framework by nurses, which was developed in 2023. The results of this review will inform the planning for the next phase of the Framework's promotion and implementation. The ANMF was represented on the Steering Committee, which was reconvened to provide guidance on the evaluation approach, including the review of the draft stakeholder survey.



COMMUNICATIONS AND MEDIA

REPORT

Over the past 12 months the Communications and Media team has focused on creating meaningful communication strategies for our members through enhancing communication with ANMF Branches and improving internal communications across the organisation. This report provides an overview of the team's activities and achievements throughout 2023/2024.

COMMUNICATIONS ACTIVITY

The ANMF Communications and Media team has taken significant strides in developing Federal Office Communication plans and structures for ANMF activities and campaigns. These plans encompass both proactive and reactive strategies, with a strong focus on member engagement. The team's efforts have been instrumental in promoting supporting various communication campaigns.

KEY CAMPAIGNS AND ACTIVITIES

Digital Health campaign

In partnership with the Australian Digital Health Agency, the team executed a comprehensive communication campaign in launching and promoting our joint podcast - "Making person-centred care digital: Nursing and Midwifery leaders discuss" and joint webinar focused on the cyber security impacts of Artificial Intelligence in nursing and midwifery. Our efforts included strategic communications to craft engaging website content, boost sign-ups, and execute mailouts, online stories, social media posts, branch promotions, and follow-ups. We also wrote and promoted an article for the ANMJ website, specifically requested by the Digital Health Agency, titled "The Break Glass Function in My Health Record: When and How to Use It." From March 8 to April 4, this article became the third most viewed on the site, with 1,508 views. Overall, the Agency reported 24,000 engagements for the project - far surpassing previous efforts.



Voice to Parliament

The team launched a robust communication campaign in support of the vote for the Voice to Parliament in October 2023. This included multiple stories from nurses and midwives supporting the Yes Vote published throughout the year in the journal, ANMJ online and a dedicated information page on the ANMF website, and short videos and a webinar. Post-vote, the team continued to communicate support for First Nations' nurses and midwives.



Aged care and enrolled nurses

The team has been active in supporting aged care reform, particularly around the necessity of enrolled nurses. The team also participates in the aged care reform group meetings, providing crucial communication support when needed. As requested by the branches, we've created a straightforward Q&A that explains the current issues with EN minutes in aged care facilities, why these challenges are happening, and what the ANMF is doing to make things better. Further, we have also produced stories to highlight the critical role of enrolled nurses in aged care, and ongoing efforts are in place to maintain awareness for online and social media.

Branch communication initiatives

The team has worked to enhance collaboration with Branch Communication teams, including the establishment of a Branch Communication group and the establishment of the social media group. Regular national communication meetings have been held to discuss universal union issues and campaigns, including the Lifeblood EBA, monitoring “unregistered entities” that present themselves as alternatives to the ANMF, sharing of issues and ideas and other common activities. The Federal Communications & Media team plans to further develop communication channels with Branch Comms, improve internal communication structures, and implement risk management policies.

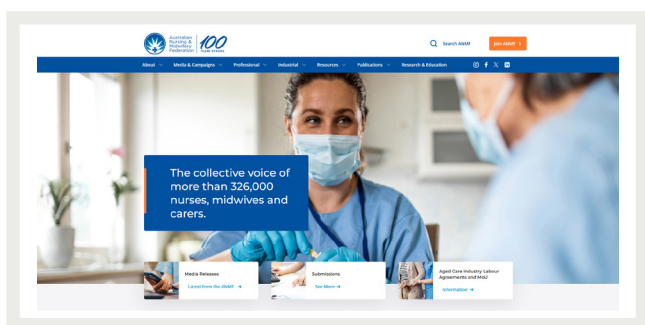
AJAN promotion

Over the past three months, the Communication and Media team has been focused on developing more effective strategies to expand the reach of *AJAN*. When the latest issue was released, we launched a comprehensive promotional campaign across all ANMF social media channels, the *ANMJ* and ANMF websites, and the *ANMJ* newsletter. We also engaged with all Branches, encouraging them to share *AJAN* with their networks. We’re closely tracking the results of this campaign to measure its success and ensure that *AJAN* continues to gain traction among our audience.



ANMF website development

The Comms team has been working through the ANMF website to ensure information is up to date. Parts of the site are planned to be revamped to align with ANMF’s priorities and to link policies to evidence. Additionally, the site will have a member focussed element to it.



AUSTRALIAN NURSING & MIDWIFERY JOURNAL (ANMJ)

ANMJ Journal

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

The *ANMJ* has reported on critical issues for the ANMF and the nursing and midwifery professions. Much of the focus was in line with the ANMF’s priorities, including recruitment and retention, scope of practice, solidarity and activism and gender issues. aged care also remained a focus as well as climate change and sustainable practices. over many months the journal also covered much of the Voice to Parliament campaign including sharing insights from Indigenous nurse leaders and advocates.



Features

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

FEATURE ARTICLES • 2023-2024	
Jul-Sep 2023	<ul style="list-style-type: none"> Call on me: How midwifery continuity of care is improving outcomes for women and babies Voice to Parliament
Oct-Dec 2023	<ul style="list-style-type: none"> National nurse and midwife health service: Coming to you in 2024 Global unity and resilience: A glimpse into the international Council of Nurses Congress 2023
Jan-Mar 2024	<ul style="list-style-type: none"> ANMF 2024 priorities Solidarity & Activism: The vital role of nurses and midwives in the union
Apr-Jun 2024	<ul style="list-style-type: none"> Placement poverty: ANMF calls for paid clinical placements for nursing and midwifery students



Focus

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

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

FOCUS TOPICS • 2023-2024	
Jul-Sep 2023	Mental health and Alcohol & Other Drugs
Oct-Dec 2023	Nursing and Midwifery Education Part 1
Jan-Mar 2024	Nursing and Midwifery Education Part 2
Apr-Jun 2024	Chronic Health



Clinical Update

As with previous years, 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 • 2023-2024	
Jul-Sep 2023	<ul style="list-style-type: none"> ■ The pivotal role of nurses in pain management
Oct-Dec 2023	<ul style="list-style-type: none"> ■ Nurse practitioner-led services supporting optimisation of treatment for depression in primary care
Apr-Jun 2024	<ul style="list-style-type: none"> ■ Teaching comprehensive health assessment of older people: The impact on nursing practice in residential aged care

Issues, viewpoints, reflections

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, VIEWPOINTS AND REFLECTIONS TOPICS • 2023-2024	
Jul-Sep 2023	<ul style="list-style-type: none"> ■ Demystifying neuroendocrine cancer for patients and nurses ■ Spleen Australia: Our story ■ Fostering civility amongst nurses: A leadership perspective ■ Advancing women's health from the frontline ■ Nursing students love working with older people – but have mixed feelings about working in aged care
Oct-Dec 2023	<ul style="list-style-type: none"> ■ Multilingual parenting: Common concerns and how to address them ■ Positions vacant: The unintended adverse effects of 'nurse influencers' on nurse recruitment ■ Speaking up against injustice and unfairness ■ The resource we need but hope never to use – Pandemic quarantine facility guide
Jan-Mar 2024	<ul style="list-style-type: none"> ■ What are the benefits and opportunities of rural health practice? ■ Student feedback on clinical placements set to improve clinical experiences ■ Whistleblowers in nursing: Where are we at? ■ Tools to teach teens self-compassion
Apr-Jun 2024	<ul style="list-style-type: none"> ■ Collaborating between a hospital nursing education unit and a nursing school in Adelaide enhances nursing education for early-career nurses ■ Mastering the art of listening ■ Virtual nursing care through a pandemic and beyond ■ Empowering Indigenous students: A cadetship journey towards healthcare equity

ANMJ WEBSITE

This year, we launched a new ANMJ website in response to the old site's declining functionality. The revamped site features a modern layout while retaining familiar sections for easy navigation. The updated platform also supports podcasts and other multimedia content, offering a richer experience for our users. The site continues to provide a wide range of content, including career advice - tailored specifically for graduates and students - along with the latest news, research, wellbeing tips, social justice issues, and practice-focused stories and profiles.

ANMJ WEBSITE STATISTICS	
Over the past 12 months, ANMJ published 283 posts and 13 sponsored content posts.	
■ Session: 443,168 (up 69% vs previous 366 days)	
■ Page views: 502,869 (up 67% vs previous 366 days)	
■ Average session duration: 1:14ms (up 7% vs previous 366 days)	

Top posts/pages

The previous website purposefully used three high-traffic areas to promote content related to the Learning and Career Hub. The following feature stories were regularly placed in those prominent positions, which may have influenced the final top results:

TOP POSTS/PAGES	
■ 5 Foods to eat on night shift and why	■ 10 things I learned on clinical placement
■ 5 tips to a good clinical handover	■ 10 time management tips

Demographics of people who view the website:

Unfortunately, with the high number of users tracking as 'unknown' (75% of total users), it is difficult to get a complete picture of the demographics attached to the ANMJ website. Based on the 25% of tracked users, we can determine that 71.6% are female, and they have a higher engagement rate (62.3%) and average engagement time (1 minute 35 seconds) than male users. The 25-34 age group of tracked users has the highest engagement rate, at 64.61%, suggesting this demographic is the most actively engaged with the website. The 65+ age group also has a relatively high engagement rate, at 63.87%.

TRAFFIC SOURCE				
	Users	Sessions	Engaged sessions	Ave engaged time per session
Total	257,251	415,539	245,197	46 sec
Organic search	130,034	223,879	147,149	1m 00s
Organic social	74,726	93,755	47,327	10s
Direct	41,371	65,360	31,161	46s
Referral*	13,485	25,772	14,877	59s
Unassigned	3,127	5,008	2,821	50 sec

Source: Google Analytics4 1 July 2023– 30 Jun 2024

Key learning:

Organic Search accounts for the highest number of users, sessions, and engaged sessions compared to other channels and has a solid engagement time of 1-minute.

Referrals from the ANMF website are a valuable source of traffic. The average engaged time of users coming from the ANMF website is the highest among all referral channels, at 1 minute and 31 seconds, suggesting that this is a highly valuable source of traffic.

These insights suggest that the *Organic Search* channel and the *ANMF website referral* should be prioritised to drive more valuable traffic and engagement. This can be done through a dedicated SEO strategy and greater links to the ANMF website.

Facebook advertising, while a strong source of traffic (89k sessions), has recorded lower engagement numbers.

DEVICES USED			
	Users	Engaged rate	Average engagement time
Total	257,251	59.01%	1m 14s
Mobile	138,112	55.6%	47s
Desktop	114,738	62.42%	1m 47s
Tablet	6,272	55.55%	51s
Smart TV	3	60%	

Source: Google Analytics4 1 July 2023– 30 Jun 2024

Key learning:

Desktop users have a significantly higher engagement rate (62.42%) compared to mobile users (55.6%) and tablet users (55.55%).

Additionally, their average engagement time is much longer, at 1 minute and 47 seconds, suggesting that desktop users are more engaged with the website content and spend more time interacting with it.

That being said, mobile users make up the largest portion of total users, at 138k out of a total of 257k. (53.7%) This indicates that the website has a significant mobile audience, but they are less engaged with the site.

The new website is more mobile-friendly and has faster page load speeds. However it is too early to determine if these upgrades have improved engagement.

Traffic sources: e:Newsletter

The e:Newsletter continues to have a robust subscriber base and remains an essential link to the *ANMJ* website. The current database remains steady at 3,516 subscribers. The demographics of users were 77.1% female, 12.4% male, 10.5% unknown and less than 0.1% identify as another identity.

The most users per age were 45-54 years (24.1%) followed closely by 35-44 years (22.3%). The top three two locations of subscribers were Sydney and Melbourne.

E: NEWSLETTER OVERVIEW	
Platform	E:Newsletter
Total subscribers	3,516
Total campaigns sent	26
Total messages sent	90,650
Open rate	44.3%
Click rate	8.0
Unsubscribe rate	0.09%

Source: MailChimp 1 July 2023– 30 Jun 2024

Key learning:

While our opens and open-related metrics have remained consistent when compared with the previous year, we may experience a significant difference next year due to a change in reporting from Apple.

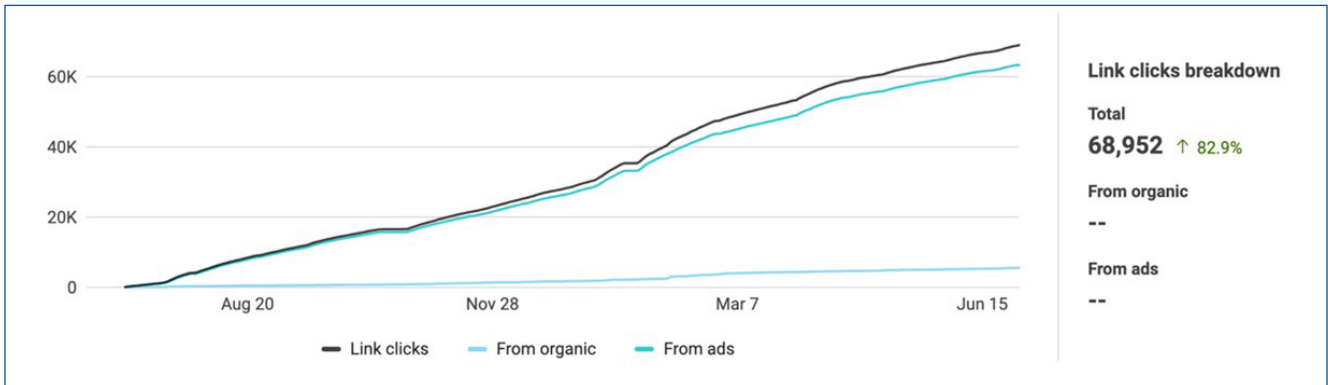
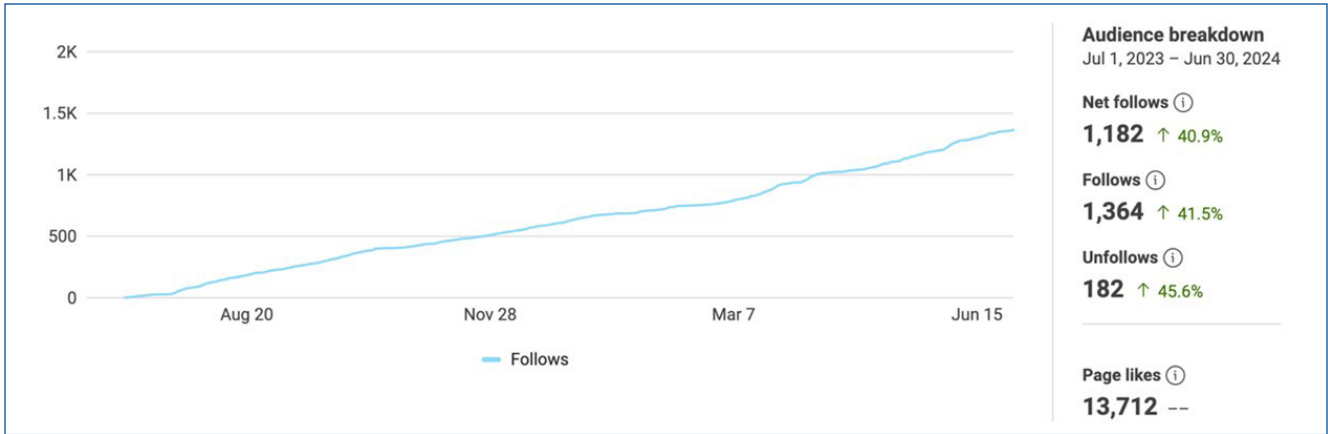
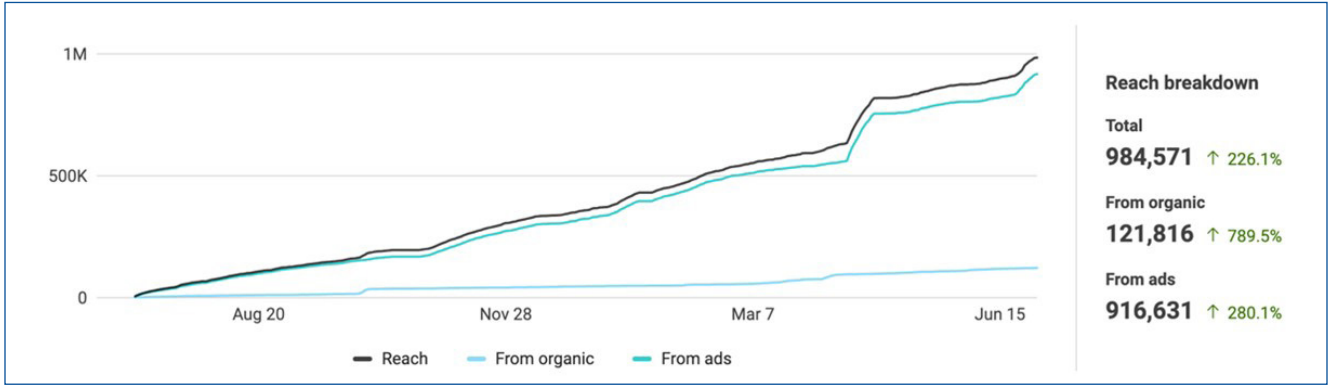
Apple’s Mail Privacy Protection (MPP) uploads incoming emails to Apple servers, make it appear recipients opened the emails. This could falsely inflate email opens and open-related metrics. If we choose to exclude Apple’s MPP from analytics, we will get a more accurate picture of our users and metrics.

ANMJ SOCIAL MEDIA ANALYTICS

ANMJ FACEBOOK OVERVIEW		
Platform	Facebook	YOY
Reach	984.6k*	+226.1%
Visits	16.2K5k	+81.8
Followers (lifetime)	14.5k	
Followers (12Mo)	1.4k	+41.5
Link Click	69k	+82.9%
Content interactions	18.7k	-2.4%
Messaging	87	+1.1k%
New Contacts	79	+3.9

Reach from organic – 121,816 (+789.5%)
Reach from ads – 916,631 (+280.1%)

Source: Facebook 1 July 2023– 30 Jun 2024



The Facebook page experienced a substantial increase in reach, driven by a significant boost in organic reach (+789.5%) and ad reach (+280.01%). From a cumulative perspective, this growth has shown a steady incline since March, with a strong uptake in April 2024.

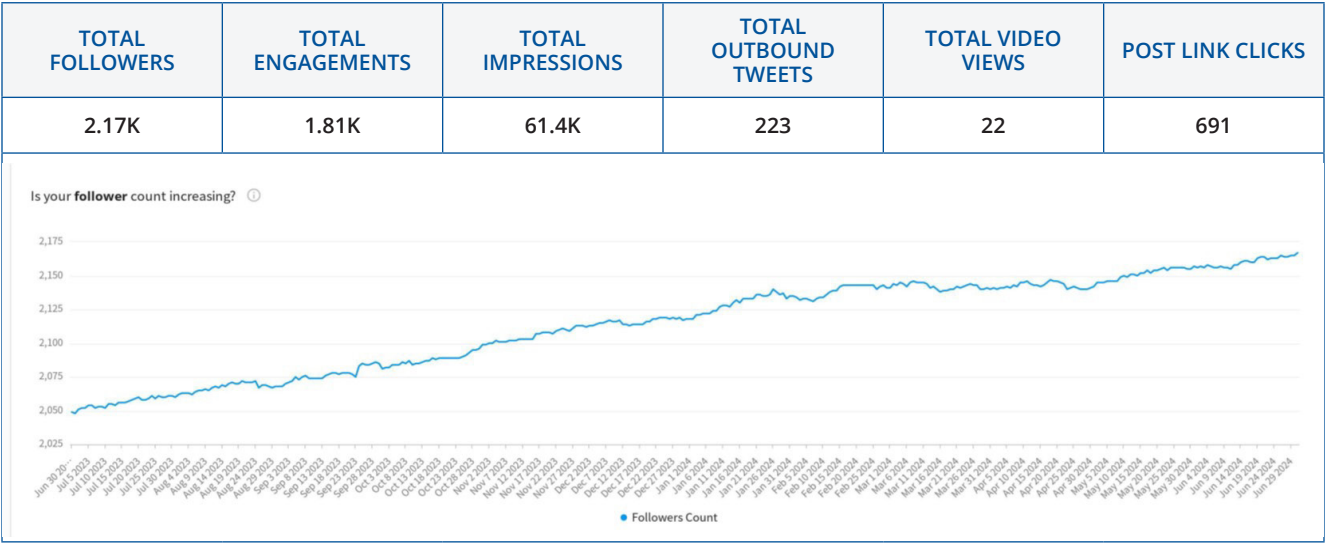
While content interactions slightly decreased, link clicks rose significantly by 82.9%, indicating a shift in audience behaviour towards engaging more with the content by clicking on links rather than passive interactions.

The ANMJ Facebook page also saw a 41.5% year-on-year increase in new followers, demonstrating that the content is effectively attracting and retaining a loyal audience.

Source: Facebook 1 July 2023– 30 Jun 2024

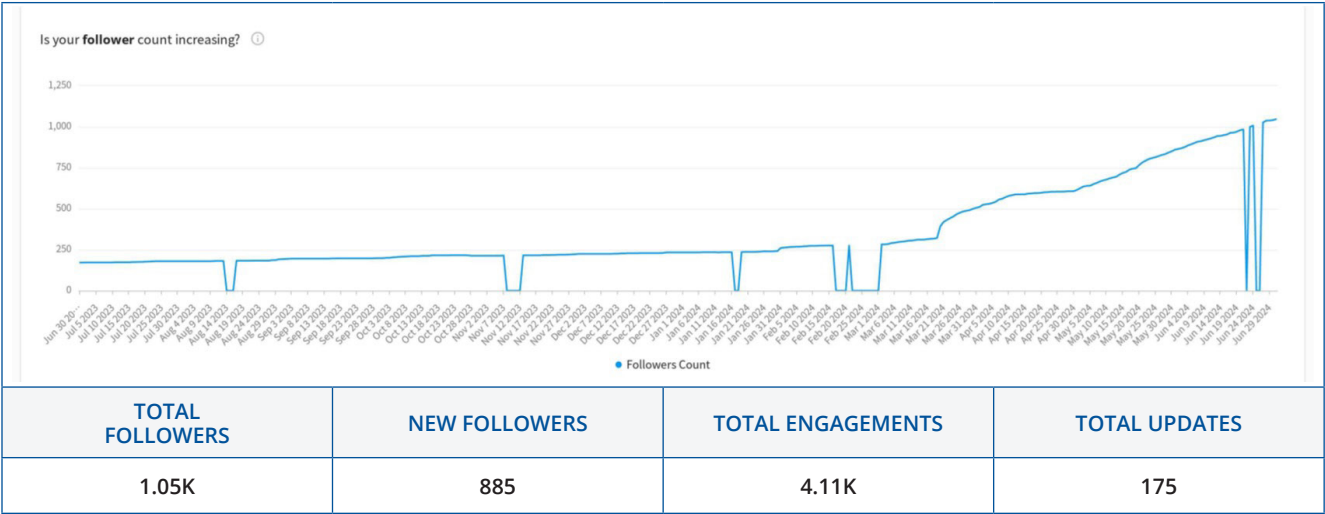
Twitter (X) analytics

Engagement with ANMJ twitter has increased over the past 12 months despite changes to the platform, now known as X.



LinkedIn analytics

ANMJ's LinkedIn platform has increased in popularity over the past 12 months due to frequent posting which in turn has converted into ANMJ website visits.



ANMF website analytics

While the ANMF website is attracting a growing audience, user engagement has declined, with visitors spending less time on the site. This highlights an area for potential improvement.

As in previous years, the majority of the ANMF audience is female (67.2%), with the largest age groups being 18-24 and 25-34. However, a significant number of users fall into the 'unknown' category.

ANMF WEBSITE OVERVIEW		
Platform	anmf.org.au	YOY
Sessions	169,313	+7.7%
Page Views	955,395	+2.6%
Users	124,030	+8.7%
New users	122,000	+7.5%
Average engagement time	0:56s	-12.0%
Views per user	2.59	

Source: Google Analytics4 1 July 2023– 30 Jun 2024

TOP 10 PAGES			
	Views	Users	Ave engaged time per session
<i>Total</i>	321,702	124,030	41s
Homepage	100,039	66,507	26s
Join Us	20,735	14,354	22s
About Us	14,602	8,876	46s
Search	9,961	5,173	30s
Research & Education	9,836	6,887	37s
Aged Care Industry Labour Agreements	9,766	7,043	1m 05s
Nurses & Midwives Paycheck	5,948	5,212	23s
Contact Us	5,900	4,504	53s
Resources	5,388	3,630	20s
Our Policies	5,207	3,415	59s

Source: Google Analytics4 1 July 2023– 30 Jun 2024

ANMF social media analytics

The ANMF's performance on Facebook has declined across several metrics, particularly in content engagement. This reduction in engagement resulted in an algorithm shift, limiting the visibility of our posts and leading to fewer people seeing them.






However, despite this decline, the ANMF Facebook page did experience an increase in page visits, indicating that although fewer people viewed our posts, those who did were visiting the page more frequently.






To address Facebook's reduced reach and algorithm change, the ANMF incorporated Instagram into its social media strategy to explore new audiences. Consequently, the ANMF saw significant growth in reach, page visits, and content interactions.

Additionally, the social media strategy is currently being reviewed and revised to attract greater engagement.

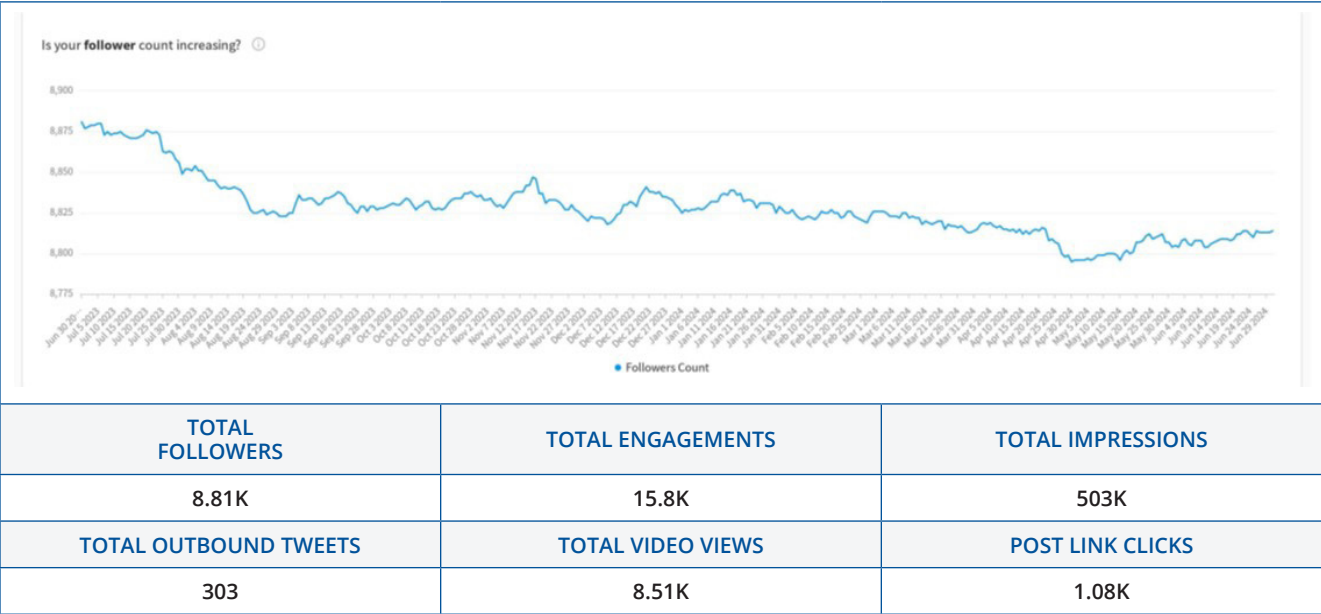
ANMF FACEBOOK OVERVIEW				
Platform	Facebook	YOY	Instagram	YOY
Reach	377,971	-32.1%	60,121	+373.9%
Visits	31,100	+74.6%	5,500	+108.8%
Followers (Lifetime)	69,780		5,093	-
Followers (12Mo)	967	-68.7%	610	-
Link Click	5,083	-69.8%	305	+100%
Content Interactions	19,300	-66.8%	5,700	+100%
Messaging	114	+37.3%	60	
New Contacts	101	+206.1%		

Source: Meta 1 July 2023– 30 Jun 2024

ANMF FACEBOOK - TOP POSTS							
DATE	POSTS	REACH	IMPRESSIONS	INTERACTIONS	LIKES AND REACTIONS	COMMENTS	SHARES
12 Apr 2024	 What do we need to be aware of with Artificial intelligence	72.7K	77.7K	10	8	0	1
5 Apr 2024	 PLACEMENT POVERTY: Why nursing and midwifery students must be paid for clinical placements	33.6K	35.6K	777	500	150	121
3 Jun 2024	 Union Win! National minimum and award wages to increase	31.1K	31.6K	503	448	34	18
13 Feb 2024	 Some of the BEST nurses that I have ever worked with are or were ENAs! I found as much from them as a junior nurse and now rely on their experience and knowledge as a senior nurse. Thank you to all of the ENAs that continue to work hard for their patients and residents...we couldn't do it without you! ❤️ ANMF FACEBOOK LINKEDIN	21.9K	23.2K	499	377	49	72
25 Jun 2024	 Nurses open up on their battle with Long COVID 'You are not alone' - Nurses open up on their battle with Long COVID	17.8K	18.3K	69	45	6	15

ANMF INSTAGRAM - TOP POSTS						
DATE	POSTS		REACH	IMPRESSIONS	INTERACTIONS	LIKES AND REACTIONS
27 May 2024		Now more than ever: National Reconciliation Week 2024	258	265	4	4
26 May 2024		#unfinishedbusiness: National Sorry DaY	265	274	7	7
29 Mar 2024		Good Friday: Thankyou to everyone working the public holiday	288	306	12	12
12 Apr 2024		What do we need to be aware of with Artificial intelligence	299	304	2	2
31 Mar 2024		Happy Easter. Thankyou to all who are working over the public holidays	306	313	13	12

Twitter (X) analytics



Overall ANMF's follower count has decreased slightly, however impressions and engagements have increased.



Samantha
Nurse

An Update On Wound Management?

Round care skills with Ausmed's dedicated
management hub filled with 50+ resources!



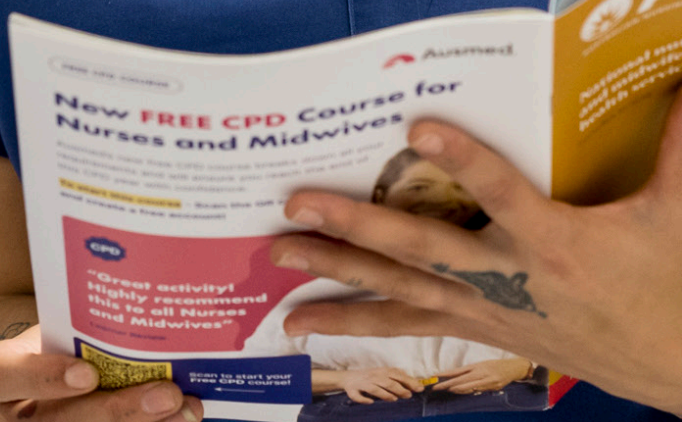
ANMJ

Australian Nursing & Midwifery Journal

ANMF 2024 PRIORITIES



A PUBLICATION OF THE AUSTRALIAN NURSING AND MIDWIFERY ASSOCIATION



Ausmed

New FREE CPD Course for Nurses and Midwives

Ausmed's brand new CPD course is now available for all
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"Great activity! Highly recommend this for all Nurses and Midwives"

Scan to start your free CPD course!

EDUCATION REPORT

VOCATIONAL EDUCATION AND TRAINING (VET)

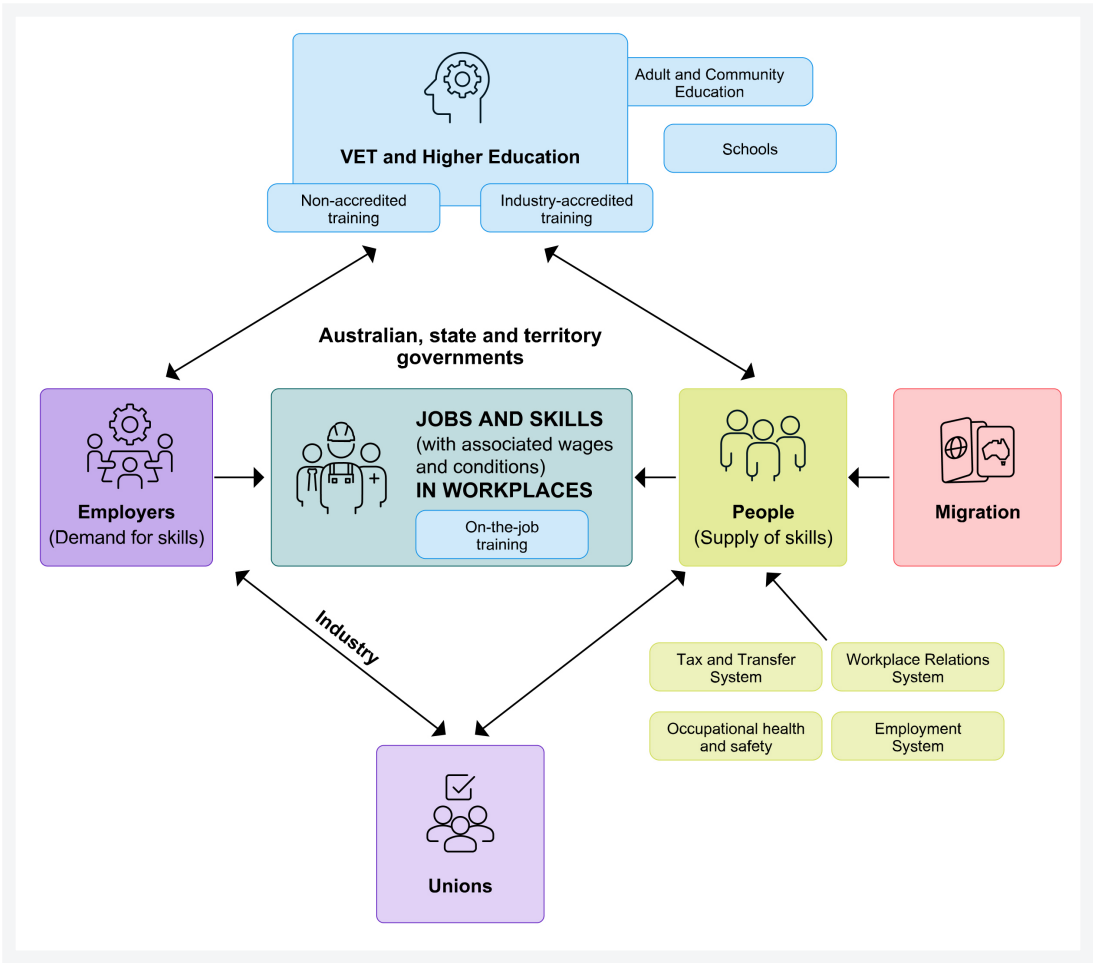
The ANMF Vocational Education and Training Advisory Committee (VETAC), which comprises representatives from each ANMF Branch and the Federal Office, and in consultation with the Federal Executive and Federal Council, continues to monitor developments in the VET sector to represent members in all matters relevant to our professions.

Jobs and Skills Australia (JSA) and our sectors Jobs and Skills Council (JSC) – HumanAbility

Jobs and Skills Australia was established in November 2022 under interim legislation, superseded by permanent legislation in August 2023. Its mission is to be a catalyst in activating the potential of Australia's human capital to meet the present and future skills needs.

Jobs and Skills Australia's central role is to advise government and key partners in the national skills system on Australia's skills needs and the adequacy of the skills system in meeting those needs. JSA was supported by a tripartite Consultative Forum, which has now been replaced by a tripartite Ministerial Advisory Board, which is established under legislation and of which the ANMF is a member.

JSA works closely with the 10 Jobs and Skills Councils (JSCs), and with the states and territories. Three key pillars of the national skills system, and the focus for JSA and the JSCs are: vocational education and training (VET), higher education, and migration.



Source: Jobs and Skills Australia

In 2023, several important reform processes of systemic importance to the national skill system have been progressed, with negotiations towards a new National Skills Agreement, a review of higher education leading towards a new Universities Accord, and the Australian Government's Migration Strategy which will also lead to significant reforms.

HumanAbility

HumanAbility is the JSC for:

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

There is an Industry Advisory Committee (IAC) for each of the above sectors.

The ANMF is represented on the Aged Care and Disability Support IAC along with the Health and Human Services IAC that represents nursing. Each IAC has additional committees to support work on training package product review and workforce planning.

HumanAbility has been running 'Roadshows' around Australia in 2023-2024, including rural and remote areas to engage with all stakeholders including employers, unions, training providers and community.

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.

Consultation has included:

- The National Skills Passport
- The Universities Accord
- Qualification and Design Reform
- Migration Policy for skills
- AQF review
- Skills Priorities list

MEDICINAL CANNABIS

The ANMF has been working closely with the ACTU over the past twelve months to explore how we can work together to educate employers about prescribed medicinal cannabis to support workers utilising it as a treatment. There remain several obstacles to consider and address such as driving laws and workplace drug testing.



ANMF NATIONAL POLICY RESEARCH UNIT REPORT

The Federal Office's National Policy Research Unit (Federal Office) is based in the Rosemary Bryant AO Research Centre at the University of South Australia and leads the ANMF's policy and research programs. We analyse the implementation and impact of key national health and workforce policy and funding decisions and contribute to the delivery of the ANMF's organisational strategy through evidence-based research and guidance. The Unit's Director, Associate Professor Micah Peters is supported by Research Associate Casey Marnie and Research Assistant Jarrod Clarke.

AGED CARE REFORM

In 2023-24 the Labor Government continues to implement widespread reforms across the Australian aged care sector. Many hard-won milestones such as legislated minimum direct care time, 24/7 registered nurse presence, enhanced accountability and transparency measures for providers, and changes to the way aged care services are funded continue to evolve, be refined, and monitored over time. Our work continues to provide timely analysis, evidence, and advice to the ANMF across a range of evidence-briefs, reports, and submissions to government consultations and inquiries.

Key areas our work has focused on in 2023-24 included emergency and hospital transfers from aged care, greater recognition and support for enrolled nurses, the Australian aged care star rating system, alternative arrangements for RN 24/7 requirements, the new Aged Care Act, aged care funding, and interfaces between aged care and the wider healthcare sector.

The Unit's work has been influential in informing and driving the Federal Government's implementation of legislation and policies demonstrated by numerous reports, policy briefings, analysis, and published peer reviewed articles.

The Unit continues to work with other teams to lead and guide the ANMF's work to reform aged care in partnership with the Government and other stakeholders by 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 objectives and priorities. The Committee's primary function is oversight and coordination of national-scale internal research and engagement of and with externally led research.

In 2023-24, the Committee and Unit have focussed on building the ANMF's engagement with external research groups on key collaborative research projects including two funded Medical Research Future Fund (MRFF) projects focussed elder abuse and indwelling catheter care in nursing homes.

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, evidence briefs, 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 health and aged care, nursing and midwifery research and use evidence to inform internal and external policy and practice.

NURSING AND MIDWIFERY WORKFORCE

Throughout 2023-24, the Unit has led and collaborated with other teams on informing, analysing, and developing evidence regarding national nursing and midwifery workforce developments across a range of areas and issues including the National Nursing Workforce Strategy and Scope of Practice Review. Our work focusses on a range of topics from the education and training of the future workforce, migrant workers, transition to practice, workforce supply, demand, attraction and retention, defining, implementing and evaluating nurse and midwife models of care and supporting the care economy. We develop a range of research and policy analysis outputs and provided numerous submissions to government consultations to guide, inform, and shape the nurse, midwife, and carer workforce of the future.

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 2023-24 the Unit continues to collaborate with colleagues at the University of South Australia's (UniSA) Rosemary Bryant AO Research Centre (RBRC) to mentor nursing and midwifery students and clinicians undertaking a range of strategic projects.

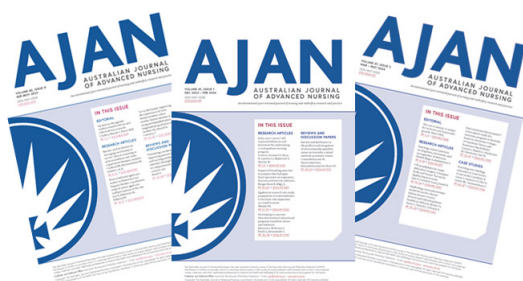


AUSTRALIAN JOURNAL OF ADVANCED NURSING (AJAN)

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.

In 2023, the journal's [Clarivate Analytics Impact Factor](#) remains steady at 1.2.



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 (2023-24) and continues to receive an increasing number of submissions from Australian and international authors.

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)
- **Professor Tracey Moroney OAM** (Curtin School of Nursing, Faculty Health Sciences, Curtin University, Perth, Western Australia, Australia)
- **Associate Professor Paz Fernández Ortega** (Catalan Institute of Oncology and University of Barcelona, Barcelona, Catalonia, Spain)
- **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)

Assistant Editor:

- **Jarrold 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)
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- **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)
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- **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, Rebecca Aveyard (Journal Staff), and Lorna Hendry (External Layout Editor).

COLLECTIVE WORK OF THE FEDERATION

In the year 2023/24, 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 Reform Working Group
- Industrial Advisory Committee
- Work Health and Safety and Workers' Compensation Advisory Committee
- Midwifery Officer Network
- 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 2023/24, 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.

SUBMISSIONS AND REPORTS

July 2023

- ✎ [Response to the Office of the Interim Inspector-General of Aged Care's regarding their report on the implementation of recommendations of the Royal Commission into Aged Care Quality and Safety](#)
- ✎ Submission to the Nursing and Midwifery Board of Australia (NMBA) Targeted consultation: Review into the approach of re-entry to practice for nurses and midwives

- ✎ Submission to the Nursing and Midwifery Board of Australia (NMBA) Consultation regulation impact statement (C-RIS)- Registration standard: Endorsement for scheduled medicines – designated registered nurse prescriber
- ✎ [Submission to the Australian Government Department of Health and Aged Care for the National Health and Climate Strategy Consultation](#)

August 2023

- ✎ [Response to the Australian Bureau of Statistics \(ABS\) Review of the Australian and New Zealand Standard Classification of Occupations - Consultation Round 2](#)
- ✎ [Submission to the Independent Health and Aged Care Pricing Authority \(IHACPA\) Consultation Paper on the Pricing Framework for Australian Residential Aged Care Services 2024-25](#)
- ✎ [Response to the Aged Care Taskforce - Funding Principles](#)

September 2023

- ✎ [Submission to A New Aged Care Act: the Foundations Consultation Paper Number 1](#)
- ✎ [Submission to Joint Standing Committee on Trade and Investment Growth on Inquiry into Australian Government's approach to negotiating trade and investment agreements](#)
- ✎ [Submission to Safe Work Australia Consultation on WHS incident notification](#)
- ✎ [Submission to the Ahpra and the National Boards Public Consultation for the review of the Criminal history registration standard and other work to improve public safety](#)
- ✎ [Submission to Ahpra and the National Boards Public consultation on two further possible changes to the National Boards' English language skills requirements](#)
- ✎ National Resilience Taskforce (Health Sector)/ Alternative Commonwealth Capabilities for Crisis Response Discussion Paper

- ✎ Submission: Public Health (Tobacco and Other Products) Bill 2023 and the Public Health (Tobacco and Other Products) (Consequential Amendments and Transitional Provisions) Bill 2023

October 2023

- ✎ [Submission to the Education and Employment Legislation Committee on the Fair Work Legislation Amendment \(Closing Loopholes\) Bill 2023 \(Cth\)](#)
- ✎ [Feedback to the Department of Employment and Workplace Relations on the Draft Best Practice Principles and Standards for Skilled Migration Assessing Authorities Discussion Paper](#)
- ✎ [Submission to the Australian Government Public Consultation Unleashing the Potential of our Workforce – Scope of Practice Review](#)
- ✎ Submission to the Australian Nursing and Midwifery Accreditation Council (ANMAC) preliminary consultation for the review of the Nurse Practitioner Accreditation Standards
- ✎ [Submission to the Nursing and Midwifery Board of Australia \(NMBA\) public consultation for the draft proposed Registration Standard: General registration for internationally qualified registered nurses](#)
- ✎ Submission to Ahpra and the National Boards Targeted consultation on how Ahpra and the national Boards propose to use the new power to issue interim prohibition orders

November 2023

- ✎ Submission to the Nursing and Midwifery Board of Australia (NMBA) Targeted consultation on Guidelines for privately practising nurses
- ✎ Submission: National Nursing Workforce Strategy Consultation

December 2023

- ✎ [Submission to the Department of Home Affairs Discussion Paper – Planning Australia's 2024–25 Permanent Migration Program Consultation](#)
- ✎ [Submission to the Australian Nursing and Midwifery Accreditation Council \(ANMAC\) Public Consultation for the Registered Nurse Prescribing Accreditation Standards](#)
- ✎ Submission: Australian Government Department of the Prime Minister and Cabinet – COVID-19 Response Inquiry
- ✎ Joint Submission on inquiry into the Government Amendments to Treasury Laws Amendment (Making Multinationals Pay Their Fair Share – Integrity and Transparency) Bill 2023

January 2024

- ✎ [Submission to the Department of Health and Aged Care Effectiveness Review of General Practice Incentives](#)
- ✎ [Submission: 2024-25 Pre-Budget Submission](#)

February 2024

- ✎ [Response to Discussion Paper – Job Security - Modern Awards Review 2023-2024](#)
- ✎ [Submission to Ahpra for the consultation on the Proposed reforms to the Health Practitioner Regulation National Law for the Management of professional misconduct and strengthening protections for notifiers](#)

March 2024

- ✎ [Submission to the Nursing and Midwifery Board of Australia \(NMBA\) public consultation on the Nurse Practitioner Regulatory Framework](#)
- ✎ [Submission to the Australian Nursing and Midwifery Accreditation Council \(ANMAC\) public consultation on the Nurse Practitioner Accreditation Standards](#)
- ✎ [Submission to the Senate Community Affairs References Committee inquiry into the Issues related to menopause and perimenopause](#)
- ✎ [Submission to the Australian Government - Unleashing the potential of our health workforce – Scope of Practice Review: Response to Issues Paper 1](#)
- ✎ [Submission to the Nursing and Midwifery Board of Australia \(NMBA\) public consultation on the draft guidelines for nurses who perform non-surgical cosmetic procedures](#)
- ✎ [Submission to the Consultation Paper - Expansion of the National Aged Care Mandatory Quality Indicator Program](#)
- ✎ [Submission to Modern Awards Review 2023-24 - Response to Work and Care Discussion Paper](#)
- ✎ [Submission to the Department of Health and Aged Care Consultation on the new Aged Care Act](#)
- ✎ [Submission to Developing a Blueprint for the VET Workforce](#)
- ✎ Submission from the Tax Justice Network Australia, the Centre for International Corporate Tax Accountability & Research, Australian Nursing & Midwifery Federation, United Workers Union, Public Services International, Community & Public Sector Union-PSU Group on the Public Country-by-Country Reporting Feb 2024 Exposure Draft Legislation

April 2024

- ✎ [Submission in response to the Literature Review - Modern Awards Review 2023-24 - Work and Care](#)
- ✎ Australian Government Department of Health and Aged Care public consultation on the review of after-hours primary care policies and programs
- ✎ [Submission to the Nursing and Midwifery Board of Australia \(NMBA\) public consultation paper on the proposed Guidelines for privately practising nurses](#)
- ✎ [Submission to the Senate Standing Committees on Community Affairs' consultation on the provisions of the Therapeutic Goods and Other Legislation Amendment \(Vaping Reforms\) Bill 2024](#)
- ✎ [Submission to the Strengthened Aged Care Quality Standards Guidance Consultation](#)
- ✎ [Submission to Review of section 19AB of the Health Insurance Act \(the Act\) and district of workforce shortage \(DWS\) classification system](#)
- ✎ [Submission to the Independent Review of the Fair Work Amendment \(Paid Family and Domestic Violence Leave\) Act 2022 \(Cth\)](#)
- ✎ [Submission to Ahpra Board Accreditation Committee public consultation on the draft guidance on embedding good practice in clinical placements, simulation-based learning, and virtual care in student health practitioner education](#)
- ✎ [Submission to the Independent Evaluation of Star Ratings for Residential Aged Care](#)
- ✎ Letter: Australian Breastfeeding Association Helpline Funding

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

AGED CARE REFORM

Report

- ✎ ANMF Report: National Aged Care Survey 2024 - Enrolled Nurses in Aged Care. *Australian Nursing and Midwifery Federation*. (01/09/2023). Available from: https://www.anmf.org.au/media/tnxmp1e0/anmf_aged_care_worker_survey_report_2023.pdf

Evidence Briefs

- ✎ Quarterly Financial Snapshot of the Aged Care Sector - Quarter 3 2023 (January to March 2023). (05/09/2023)
- ✎ Aged Care Quality Standards Final Draft. (20/12/2023)
- ✎ Design and Early Implementation of Residential Aged Care Reforms. (20/12/2023)
- ✎ The Single Assessment System Request for Tender. (05/02/2024)
- ✎ Addressing unnecessary and avoidable transfers from nursing homes to emergency departments and hospitals. (21/05/2024)
- ✎ Australia's Aged Care Sector: Mid-Year Report 2023-24. (01/07/2024)
- ✎ Stewart Brown Aged Care Financial Performance Survey (March 2024). (15/07/2024)
- ✎ Quarterly Financial Snapshot of the Aged Care Sector - Quarter 2 2023-24 (October to December 2023). (16/07/2024)
- ✎ Aged Care Quarterly Financial Report Enrolled Nurses Analysis. (23/01/2024).
- ✎ Aged Care Staffing Estimator Tool. (23/01/2024).

May 2024

- ✎ [Response to the Department of Home Affairs on the Review of the Points Test Discussion Paper](#)
- ✎ [Submission to variation of modern awards to include a right to disconnect term](#)
- ✎ [Submission to National Mental Health Commission on the National Guidelines for including mental health and wellbeing in Early Childhood Health Checks](#)
- ✎ Submission to Australian Health Practitioner Regulation Agency and the National Boards Confidential: Preliminary consultation on the review of limited registration standards
- ✎ Submission to the Australian Competition and Consumer Commission: Infant Nutrition Council Limited application for revocation of authorisation AA1000534 and substitution AA1000665
- ✎ [Submission to the Australian Commission on Safety and Quality in Health Care's Public Consultation: Draft Aged Care Infection Prevention and Control \(IPC\) Guide](#)
- ✎ Submission to the Select Committee on Adopting Artificial Intelligence (AI)
- ✎ [Submission to the Unleashing the potential of our health workforce Scope of Practice Review: Issues Paper 2](#)

June 2024

- ✎ [Submission to Treasury Competition Review on worker non-compete clauses and other restraints](#)

- ✈ Aged Care Data Report. (28/11/2023).
- ✈ Single Assessment and Integrated Assessment Tool. (16/04/2024)
- ✈ Quarterly Financial Snapshot of the Aged Care Sector - Quarter 1 2024 (July to September 2023). (07/03/2024)
- ✈ Final Report of the Aged Care Taskforce. (12/03/2024)
- ✈ Alternative arrangements for residential aged care staffing responsibilities. (13/03/2024)

Issues Paper

- ✈ ANMF Issues Paper: The Aged Care Taskforce Draft Aged Care Funding Principles. (09/08/2023)

Briefings

- ✈ Rapid Summary: Ideagen Aged Care Workforce Report 2023. (30/11/2023)
- ✈ Rapid Summary: The Quality of Care Delivered to Residents in Long-Term Care in Australia. (31/01/2024)
- ✈ Rapid Summary: Aged Care Employment Report. (06/11/2023)
- ✈ Briefing Note: The Future of the Care Economy – Global Future Council/World Economic Forum White Paper. (22/05/2024)
- ✈ Rapid Summary: Aged Care Act Consultation Feedback Report. (04/06/2024)
- ✈ Rapid Summary: Building the evidence base for a National Nursing Workforce Strategy. (06/06/2024)
- ✈ Rapid Summary: Progress Report- Implementation of the Recommendations of the Royal Commission into Aged Care Quality and Safety

WORKFORCE REFORM

Policy Briefs

- ✈ Policy Briefing: Cost-of-living support for teaching, nursing and social work students. (06/05/2024)
- ✈ Rapid Summary: Graduates in limbo: International student visa pathways after graduation. (04/10/2023)

COVID-19

Evidence Brief

- ✈ Evidence Brief: Omicron Subvariant EG.5.1 'Eris'. (09/08/2023)

Weekly COVID-19 update

- ✈ COVID-19 Update August 2023 – January 2024

AUSTRALIAN JOURNAL OF ADVANCED NURSING

Issues

- Australian Journal of Advanced Nursing. Vol. 40 No. 3 (2023): Jun – Aug 2023
DOI: <https://doi.org/10.37464/2023.403>
- Australian Journal of Advanced Nursing. Vol. 40 No. 4 (2023): Sep – Nov 2023
DOI: <https://doi.org/10.37464/2023.404>
- Australian Journal of Advanced Nursing. Vol. 41 No. 1 (2024): Dec 2023 – Feb 2024
DOI: <https://doi.org/10.37464/2024.411>

OTHER OUTPUTS

Briefings

- ✈ Evidence Brief: Rapid Summary of the Australian National Health and Climate Strategy. (15/12/2023)
- ✈ Evidence Brief: Summary of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability Final Report. (10/10/2023)
- ✈ Evidence Brief: Australian Universities Accord Final Report. (01/03/2024)

Federal Budget Briefings

- ✈ Issues Paper: ANMF Pre-budget priorities 2024-25. (14/11/2023)
- ✈ ANMF Briefing Note: Budget 2024-25 Aged Care Reform. (15/05/2024)
- ✈ ANMF Briefing Note: Budget 2024-25 Gender Equity. (16/05/2024)
- ✈ ANMF Briefing Note: Budget 2024-25 Improved Health Care Equity and Nursing, Midwifery, and Care Workforce Reform. (17/05/2024)
- ✈ ANMF Briefing Note: Budget 2024-25 Other Key Announcements. (18/05/2024)
- ✈ ANMF Briefing Note: Budget 2024-25 Workforce Development and Recruitment. (19/05/2024)
- ✈ ANMF Briefing Note: Budget 2024-25 Measures affecting payments to the States and Territories. (16/05/2024)

NATIONAL REPRESENTATION OF THE FEDERATION

Presentations

The **Federal Secretary** provided the following presentations:

- International Council of Nurses Congress, Symposium: Global Nursing & Midwifery Workforce Project, Montreal, 2 July 2023
- Enrolled Nurse Professional Association Conference, National ANMF Update, 21 September 2023
- Croakey Live, #Voice for Health, Panel discussion – What will the Voice to Parliament mean for Health?, 25 September 2023
- Jobs & Skills Australia Symposium, Panel - Towards a National Jobs and Skills Roadmap for the National Skills System, Canberra, 4 October 2023
- Health Workers for a Voice to Parliament rally, ANMF Perspective, Royal Adelaide Hospital, Adelaide, 10 October 2023.
- The Australia Institute Revenue Summit, Panel – Revenue for Public Services, Canberra, 27 October 2023.
- OET Connecting Global Communities for Better Healthcare, Panel – Global shortage of healthcare professionals: challenges and opportunities, Melbourne, 14 November 2023.
- Human Ability National Forum, Panel – Health, workforce challenges and opportunities, Canberra, 21 November 2023.
- ACTU Women's Conference, Melbourne, 14 March 2024

The **Federal Assistant Secretary** presented at Australian Wound & Skin Alliance (AWSA) on "Scope Creep", Melbourne, December 2023.

The **National Policy Research Adviser** delivered the following presentations:

- ICN Congress. Peters MDJ, Marnie C. Nurse Practitioner Models of Care in Australian Aged Care: a scoping review. Montreal, July 2023.
- ICN Congress. Peters MDJ, Marnie C. Evidence-Based, Mandated Minimum Staffing Levels and Skills Mix: From Campaign to Government Policy. Montreal, July 2023.
- Multinational Association for Supportive Care in Cancer. Peters MDJ. Culturally safe, high-quality breast cancer screening for transgender people: a scoping review. Nara, June 2023

The **Federal Secretary, Federal President** and several **ANMF Federal Office and Branch Officers and Members** delivered presentations at ACTU Congress, Adelaide, June 2024.

Senate/Parliamentary Hearings

The **Federal Assistant Secretary, Federal Industrial Officer, Paul Yiallourous** and two Victorian ANMF Branch members Ms Hailee Love and Emma Foreman gave evidence on 10 October 2023 at the Melbourne hearing of the Senate Education and Employment Legislation Committee on the Fair Work Legislation Amendment (Closing Loopholes) Bill 2023.

The **Federal Secretary** appeared at the following Hearings:

- Senate Community Affairs References Committee's Inquiry into Terms of Reference for a COVID-19 Royal Commission – 1 February 2024

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
- Council for Connected Care
- Jobs & Skills Australia – Ministerial Advisory Board
- Ministerial Advisory Council on Skilled Migration
- National Aged Care Advisory Council
- National Workplace Relations Consultative Committee
- National Nursing Workforce Strategy – Expert Advisory Group
- Office of the Inspector-General Aged Care – Consultative Committee
- Scope of Practice Review – Expert Advisory Committee
- Strengthening Medicare Implementation Oversight Committee
- Aged Care Workforce Committee
- AHPRA Professions Reference Group
- ANMAC Board
- ANMAC Strategic Accreditation Advisory Committee

- 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 Advisory Group
- ADHA/ANMF Digital Project Committee
- Better Futures Australia Health Working Group
- Climate and Health Alliance's Climate Action Network
- Coalition of National Nursing and Midwifery Organisations (CoNNMO)
- CoNNMO Council
- Cultural and Linguistically Diverse Communities Health Advisory Group
- Department of Veterans Affairs (DVA) Health Providers Partnership Forum
- Don't Rush to Crush Editorial Committee
- Early Pregnancy Loss Coalition
- National Digital Medicines Advisory Group
- National Disability Insurance Scheme Research Project Steering Group
- National Rural Health Alliance Council
- National Rural and Remote Nursing Generalist Framework Advisory Committee
- Nursing and Midwifery Board of Australia (NMBA) Regulatory Advisory Group for the review of the Nurse Practitioner Standards for practice and the ANMAC Nurse Practitioner Accreditation Standards
- NMBA Midwifery Futures Project Expert Advisory Group & Working Advisory Group
- NMBA Regulatory Advisory Group for the review of the Registered Nurse Standards for practice
- NMBA Regulatory Advisory Group for the review of the Enrolled Nurse Standards for practice

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
- Senator Penny Allman-Payne, Australian Greens, Spokesperson for Aged Care
- Hon Anika Wells, MP, Minister for Aged Care (virtual)
- Hon Ged Kearney, MP, Assistant Minister for Health and Aged Care
- Hon. Brendan O'Connor, Minister for Skills
- Hon. Jason Clare, Minister for Education

Stakeholder Engagement & Collaboration Meetings

1. Regular meetings - ANMF, UWW and HSU and the Department of Health and Aged Care.
2. Regular meeting - ANMF & NSW NMA & QNMF, UWW and HSU, and the Department of Health and Aged Care and Minister Wells' Advisers - worker voice.
3. Stage 3 implementation of the Work Value case - regular meetings - Department of Health and Aged Care, ANMF, UWW and HSU, and ACCPA.
4. Regular meetings - Industrial Associations/Aged Care Quality and Safety Commission.
5. Monthly and quarterly meetings with the Commonwealth CNMO and Senior Nursing and Midwifery Advisor, Department of Health and Aged Care, respectively.
6. Quarterly and monthly meetings with the CEO and Policy Manager of ACCPA respectively.
7. Quarterly meetings - Australian Health Protection Principal Committee (AHPPC) Aged Care Advisory Group.
8. Meeting - Independent Health and Aged Care Pricing Authority.
9. Regular meetings - APNA, ACNP & ACM.
10. Meetings with the Chiefs of Staff for the Ministers for Aged Care and for Health and Aged Care, and Assistant Minister for Health and Aged Care.

Policy Review Project

Over the last two years, the ANMF Federal Office has conducted a major review of all policies, position statements and guidelines, 90 documents in total. Through the review process, 11 of these were consolidated, leaving 77 documents. 67 of these documents, all position statements, will be reviewed by the ANMF's Federal Executive every three years, with the remaining 10, guidance notes and information sheets, to be reviewed by the Federal Secretary every three years.

All position statements, guidance notes and information sheets can be found [here](#).

