

# ANNUAL REPORT 2021-2022



Australian  
Nursing &  
Midwifery  
Federation

# 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 310,000 nurses, midwives and carers across the country.

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

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

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

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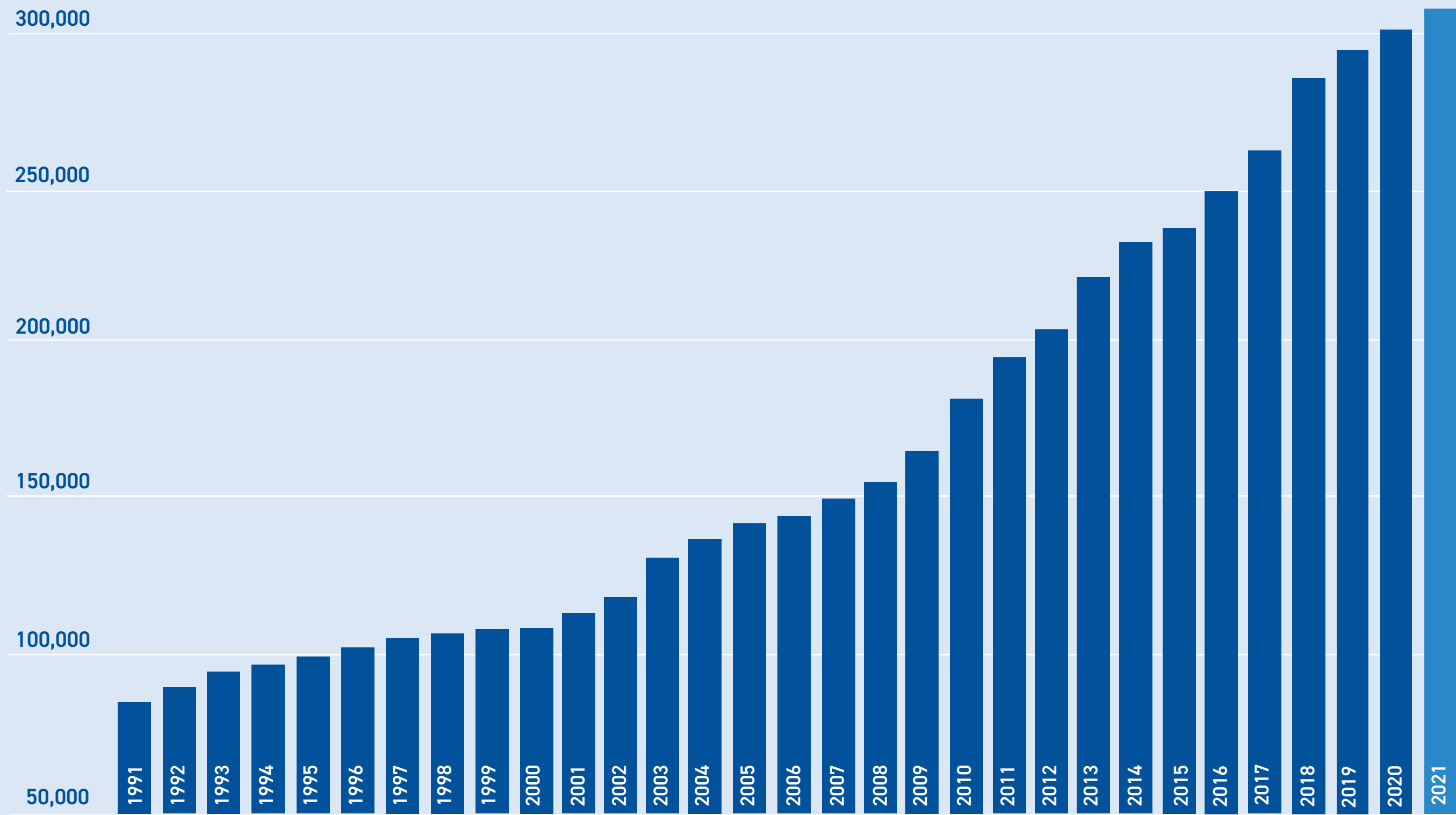
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# ANMF MEMBERSHIP

## 1991 - 2022

The ANMF's Membership continues to grow, with all eight ANMF State and Territory Branches increasing their membership in 2021/22. With 313,392 members nationally at 31 December 2021, 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

**It is my great privilege to present the 2021/22 annual report. As the largest trade union in Australia, comprising of more than 310,000 members, the ANMF continues to exercise our collective power to influence and act to continuously improve health service planning and delivery of health care for every Australian.**



**Sally-Anne Jones**  
Federal President

Whilst the daily reality of living and working amidst the COVID-19 pandemic for nurses, midwives and carers has not really changed that much since this time last year, it is true to say the world is in quite a different place. As COVID rules relaxed, borders reopened, and folk returned to work and school, it seemed as though things were returning to ‘normal’ for most people - in fact most people forgot there was a pandemic at all and became complacent in the measures that would keep them, the community, including vulnerable potential patients, and us, safe. Masks, handwashing and physical distancing is the suite of safety for all of us for a long while yet!

I challenge our nomination as heroes of the pandemic. We have continued to do what needed to be done, under trying circumstances, to ensure the communities we serve get access to the healthcare they need. It has to be acknowledged that doing so has had a professional and personal toll on us all in one way or another. We also know and understand that the pandemic is not the only emergency we deal with. There are climate emergencies, social justice emergencies, refugee crises, geopolitical tensions ... and many more - all of which are impacting the health and well-being of humankind. Right here in our own country is an Aged Care emergency that needs urgent response; and a First Nations health crisis that, on our current trajectory of actions, will not close the gap until 2057! We aren’t heroes, angels or miracle workers – we are professional nurses, midwives and carers who have always done, and continue to do, tremendously important work.

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

This report will outline the achievements and activities of the ANMF during 2021/22 that have been delivered even as the union continued to strongly advocate for safety at work for its members in all settings during this sustained COVID-19 response.

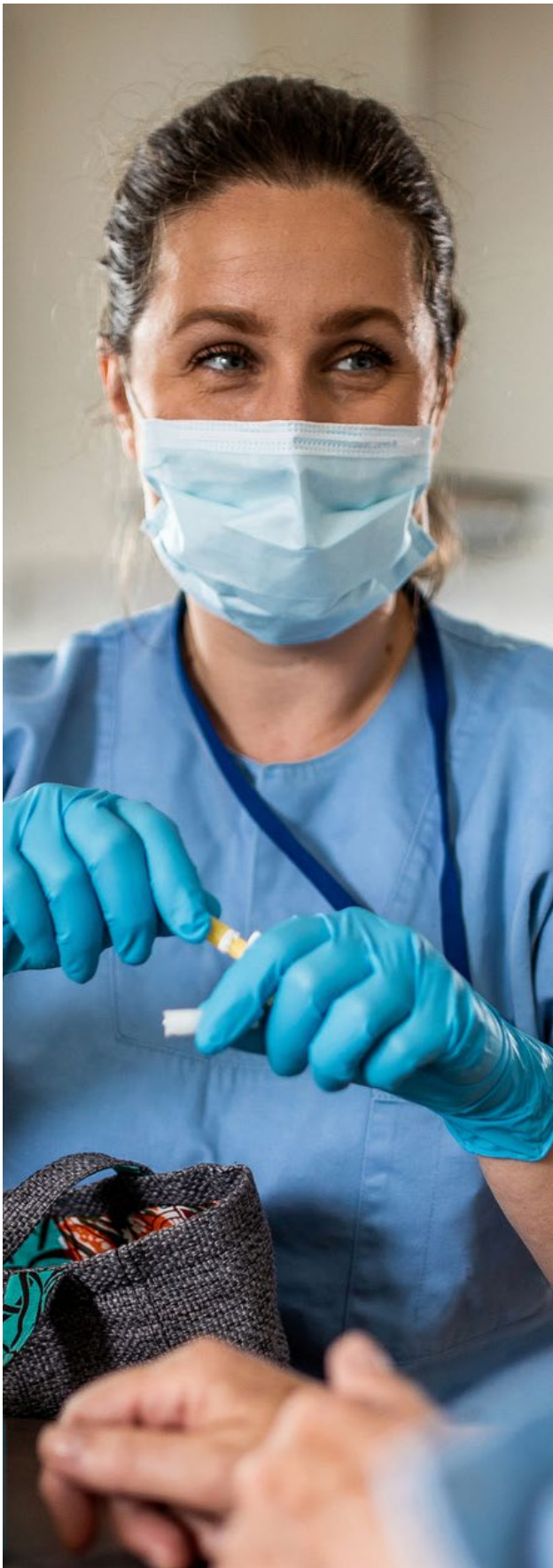
The ANMF and its members accelerated the national aged care campaign in the lead up to the 2022 federal election, garnering commitment for reformation that must be undertaken in this sector, with nurses and careworkers at the forefront.

Federal Executive meetings were held quarterly as scheduled and once again, we met virtually for the entire 21/22 financial year. We continue to discuss and create strategy around critical issues relating to all industrial, professional, political and policy matters for nursing and midwifery.

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

I would also like to express my gratitude to Annie Butler, Federal Secretary and Lori-Anne Sharp, Federal Assistant Secretary for their leadership and commitment during a demanding and eventful year.

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





# FEDERAL SECRETARY'S REPORT

It gives me great pleasure to present you with the Australian Nursing and Midwifery Federation (ANMF) 2021-2022 Annual Report and provide an overview of the ANMF's activities and achievements over another extraordinarily eventful year.



Annie Butler  
Federal Secretary

It gives me great pleasure to present you with the Australian Nursing and Midwifery Federation (ANMF) 2021-2022 Annual Report and provide an overview of the ANMF's activities and achievements over another extraordinarily eventful year.

The ANMF has continued to campaign and advocate on many critical concerns currently impacting the membership. Much of this activity continues to be shaped by the COVID-19 pandemic, extreme weather events, and an aged care system under enormous stress. Our work had been particularly challenging due to our former Government's lack of action or responsibility. Yet, with a new Government in power, there is hope that meaningful change will now occur to fix the system.

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

However, this year we farewelled retiring NSWMA Assistant General Secretary and Branch Assistant Secretary of the Australian Nursing and Midwifery Federation NSW Branch, Judith Kiejda. Judith held this position for 19 years after starting her journey with the union as an organiser in 1994. We thank Judith for her years of commitment and dedication to ANMF members around the country, our professions and the improvement of our communities and wish her well in her retirement.

We also warmly welcomed Shaye Candish, who replaced Judith in the role. There were no other changes to ANMF's state and territory leadership.

I am pleased to announce that ANMF's membership has continued to grow. We now have 313,392 members nationally, reconfirming the ANMF as Australia's largest union. This growth and subsequent strength in membership is why we have achieved change for the benefit of members and the community. While there is still much more to do, this collective strength will continue to support ANMF's Branches to pursue improvements for members across the country.

Over the past year, our state and territory branches and their members achieved significant wins.

In South Australia and the ACT, ANMF members secured commitments to nurse-patient ratios from their respective governments. In Queensland, the Branch has secured improved pay and conditions for their public health system, including a significant increase in Superannuation.

However, health systems across the country have remained under extraordinary pressure.

Much of this pressure has resulted from long standing systematic stressors and weaknesses, many of which have been exposed by the COVID pandemic.

Exacerbating the situation has been rising COVID cases, an unprecedented influenza outbreak and an aged care system under enormous stress.

The impact of climate change has also affected our health systems. Unrelenting rain and flooding, particularly across Queensland and New South Wales, have seen many, including ANMF members, lose their homes, belongings and livelihoods. Additionally, nurses and midwives were forced into crisis mode to manage the health impacts on their patients and communities.

Nurses, midwives and other health workers have taken the brunt of the system's failings, leaving them exasperated and burnt out.

Sick of government's inaction to fix the system, ANMF members across the country took charge. Many took industrial action calling for their state and territory governments to provide safe staffing, safe workloads, and decent pay and conditions. ANMF members were clear, they need support to do their jobs and practise their professions to the best of their abilities and ensure patient safety.

For too long, the former Federal Government refused to take the most critical actions needed and failed to respond to increased stresses on the system as the crisis deepened.

The Government's failures included mismanaging the country's vaccine supply and rollout, which left states and territories to manage the vaccine program and the ANMF, other unions, aged care providers, and the aged care workforce to ensure the vaccination rollout succeeded.

The health system was further devastated in December when the former Government denied that COVID was a threat, insisting that the country must 'open up' with dire consequences for many.

Earlier this year, the ANMF ran a national COVID-19 survey, which revealed a workforce striving under immense pressure and patient loads to provide safe, effective care during the global and local Omicron crisis. This was compounded by the additional wave of people who have delayed care over the last two years, now needing urgent attention.

Aged care nurses and care workers, already deflated when the Government decided to open the country and live with COVID, expressed their disgust at the lack of action from the then Morrison Government in private aged care.

Aged care nurses and care workers continued to speak of harrowing stories, including missed care because of chronically low staffing levels. They explained that the situation had actually worsened since the release of the Royal Commission's report.

The ANMF ramped up the aged care campaign *"It's Not Too Much to Ask"*, demanding that politicians urgently make meaningful reform.

The campaign featured Tasmanian aged care nurses Irene and Samantha telling their real stories of dismay at the situation in private aged care. It was broadcast across the country through various television, radio, social media and billboard ads.

ANMF members took action around the country, holding forums, workshops, street stalls and rallies, advocating for change in aged care.

In February, members from several states held a rally in Canberra and again on 1 March, targeting key electorates in Victoria and Tasmania to mark the one year anniversary of the Aged Care Royal Commission's final report.

Determined to see change, aged care nurses and care workers called for urgent implementation of the report's key reforms, which were 24-hour registered nurse presence, mandated minimum care hours, legislated transparency measures to guarantee taxpayer dollars go directly to care and increased wages for nurses and care workers in private aged care.

Leading up to the federal election held in May 2022, ANMF members across the country ramped up the campaign and encouraged the community to vote to fix private aged care.



The ANMF also lobbied for commitments in other key healthcare priorities, including the need for planning and ongoing management of COVID-19 and future pandemic preparedness; continuing our aged care national campaign for real change; lobbying for a sustainable and equitable health and maternal care system; guaranteeing justice and economic equality for women including eradicating the gender pay gap and ending gender-based violence, and calling for urgent action on climate change.

ANMF members' perseverance and hard work over many years finally paid off.

Not only did they convince Labor, the Greens and Independents that they must take action, but they also persuaded the community to opt for a new government willing to finally act to fix the crisis in private aged care and other issues critical to nurses, midwives and carers.

The new Labor Government's commitment to reform in private aged care is a credit to nurses, midwives and carers, who never gave up and kept fighting for change.

However, the ANMF still has much work to do in holding the new Labor Government to its commitments. While this vital work has begun, we do not expect to see immediate change.

Lori-Anne and I thank the ANMF Federal Council, particularly ANMF Federal President and Vice President Sally-Anne Jones and James Lloyd, for their constant commitment to improving conditions for members in these difficult times.

We would also like to take this opportunity to thank the Federal Office staff for their ongoing work to support the activities of the ANMF and its members, including Dr Jane Douglas, who joined the professional team and Laura Miller, who joined the Industrial team to cover leave this year.

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

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



# THE FEDERATION

## FEDERAL COUNCIL



**Sally-Anne Jones**  
Federal President



**James Lloyd**  
Federal Vice-President



**Annie Butler**  
Federal Secretary



**Lori-Anne Sharp**  
Federal Assistant Secretary

## AUSTRALIAN CAPITAL TERRITORY



**Matthew Daniel**  
Branch Secretary



**Athalene Rosborough**  
Branch President



**Brett Holmes**  
Branch Secretary



**O'Bray Smith**  
Branch President

## NEW SOUTH WALES



**Elizabeth Dabars**  
Branch Secretary



**Jocelyn Douglass**  
Branch President



**Emily Shepherd**  
Branch Secretary



**James Lloyd**  
Branch President

## TASMANIA

## NORTHERN TERRITORY



**Cath Hatcher**  
Branch Secretary



**Emil Tabbada**  
Branch President



**Beth Mohle**  
Branch Secretary



**Sally-Anne Jones**  
Branch President

## QUEENSLAND



**Lisa Fitzpatrick**  
Branch Secretary



**Maree Burgess**  
Branch President



**Mark Olson**  
Branch Secretary



**Patricia Fowler**  
Branch President

## WESTERN AUSTRALIA



# FEDERAL EXECUTIVE

**Federal President**  
Sally-Anne Jones

**Federal Vice President**  
James Lloyd

**Federal Secretary**  
Annie Butler

**Federal Assistant Secretary**  
Lori-Anne Sharp

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

**NEW SOUTH WALES**  
Secretary, ANMF New South Wales Branch (NSWNMA)  
Brett Holmes

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

**QUEENSLAND**  
Secretary, ANMF Queensland Branch (QNMU)  
Elizabeth Mohle

**SOUTH AUSTRALIA**  
Secretary, ANMF South Australian Branch  
Elizabeth Dabars

**TASMANIA**  
Secretary, ANMF Tasmanian Branch  
Emily Shepherd

**VICTORIA**  
Secretary, ANMF Victorian Branch  
Lisa Fitzpatrick

**WESTERN AUSTRALIA**  
Secretary, ANMF Western Australian Branch  
Mark Olson

## FEDERAL EXECUTIVE MEETINGS

**FROM 1 JULY 2021 TO  
30 JUNE 2022**

26 November 2021  
17 February 2022  
19 May 2022

## FEDERAL COUNCIL MEETINGS

**FROM 1 JULY 2021 TO  
30 JUNE 2022**

27 August 2021





# FEDERAL OFFICE STAFF

## EXECUTIVE



**Kerrie-ann Fitzpatrick**  
Executive Assistant

## FINANCE



**Dorothy Abicic**  
Finance Officer



**Sotiria Stefanis**  
Finance Officer

## AUSTRALIAN NURSING AND MIDWIFERY JOURNAL (ANMJ)



**Kathryn Anderson**  
ANMJ Editor



**Robert Fedeles**  
ANMJ Journalist

## COMMUNICATIONS AND CAMPAIGNS



**Sue Bellino**  
Political Director



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

## INDUSTRIAL



**Kristen Wischer**  
Senior Federal  
Industrial Officer



**Daniel Crute**  
Federal Industrial  
Officer



**Debbie Richards**  
Federal  
Industrial Officer  
- Research



**Laura Miller**  
Federal Industrial  
Officer (commenced  
20 April 2022)



**Anna Amatangelo**  
Administrative  
Officer - Industrial

## PROFESSIONAL



**Julianne Bryce**  
Senior Federal  
Professional  
Officer



**Julie Reeves**  
Federal  
Professional Officer



**Naomi Riley**  
Federal  
Professional Officer



**Dr Jane Douglas**  
Federal Professional  
Officer (commenced  
29 November 2021)



**Elizabeth Reale**  
Federal  
Professional  
Research Officer  
and Librarian



**Anastasia Shianis**  
Administrative  
Officer -  
Professional



**Ben Rodin**  
ANMJ Journalist



**Heidi Hosking**  
National Business  
Development  
Manager



**Cathy Fasciale**  
ANMJ Editorial and  
Production Assistant

## NATIONAL POLICY RESEARCH



**Dr Micah Peters**  
National Policy  
Research Adviser



**Casey Marnie**  
Research Assistant

## EDUCATION



**Jodie Davis**  
Federal Education  
Officer



**Rebecca Aveyard**  
Technical Assistant  
- Education

# ANMF STRATEGIC PLAN 2018-2023

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

## OUR VISION

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

## OUR MISSION

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

## OUR VALUES

### INTEGRITY

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

### COURAGE

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

### FAIRNESS

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

### UNITY

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

### INCLUSION

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

### RESPONSIBILITY

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

## OUR STRATEGIC PRIORITIES: 2018-2023

1

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

2

Ensure the professional and personal safety and 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



# INDUSTRIAL REPORT

The 2021/2022 industrial program continued to focus on the protection and advancement of the industrial rights of nurses, midwives and assistants in nursing. The industrial program also supports the work of the Federal Office and Branches. Preparation and running of the Aged Care Work Value case has comprised a large part of the 2021/2022 year's work, together with bargaining, submissions to various inquires and rules matters. Reform in the aged care sector, together with the ongoing impact of the COVID-19 pandemic has remained a focus of industrial work and advice to Federal Office and Branches.

## INDUSTRIAL REGULATION

Outside of state industrial jurisdictions, the principal law covering the employment of nurses, midwives and assistants in nursing in Australia is the *Fair Work Act 2009* (the FW Act). In 2021-2022 the following changes have been made or are proposed in relation to the FW Act.

On 10 September 2021, the *Sex Discrimination and Fair Work (Respect at Work) Amendment Act 2021* introduced the inclusion of sexual harassment in the anti-bullying regime, its definition as serious misconduct, and compassionate leave for miscarriage.

## WORK HEALTH AND SAFETY REGULATION

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

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

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

## FAIR WORK COMMISSION MAJOR CASES

### Unpaid pandemic leave - AM2020/12<sup>1</sup>

In April 2020, Schedule X was inserted into a range of awards including the *Nurses Award 2010* and the *Aged Care Award 2010*, which provides for unpaid pandemic leave and annual leave at half-pay. This was originally to expire on 30 June 2020. As a result of a number of applications to extend the entitlement, Schedule X operated until 30 June 2022. The entitlement for the Nurses Award has now expired, however, has been extended under the Aged Care Award until 31 December 2022.

### 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

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

By orders made on 1 July 2021, all three matters were listed to be dealt with jointly by one Full Bench, comprising His Honour Justice Ross, Deputy President Asbury and Commissioner O'Neill. The timetable for exchange of material required the applicant unions, together with UWU, to file material in support of the application by 28 October 2021. The ANMF filed 18 member witness statements, 8 union official statements and two expert reports.

The parties were also directed, in line with the recommendations of the Royal Commission, to file any agreed statement by 17 December 2021. Work to bring the parties together was led by Anna Booth, under the auspices of ACWIC. The Aged Care Sector Stakeholder Consensus Statement, set out that the 'stakeholders agree that wages in the aged care sector need to be significantly increased because the work of aged care workers has been historically undervalued for a range of reasons and has not been properly assessed by the Fair Work Commission'.

Employer representatives were directed to file submissions on 4 March 2022. A number of providers filed statements or submissions in support of the applications. The WA Chamber of Commerce filed a submission opposing the application, but has since made no further representation in the matter. The main submission on behalf of providers was filed by ABLA representing ACSA, LASA and ABI. Both the Victorian and Queensland Governments filed submissions in support of the applications.<sup>2</sup>

The Work Value case commenced hearing on 26 April 2022. At a mention prior to commencement of the case, President Ross proposed that the Full Bench sit to hear evidence from union officials and experts and that 'lay' or member witnesses required for cross examination give evidence before Commissioner O'Neill sitting on her own. ABLA representing ACSA and LASA advised that they required all 107 witnesses for cross-examination. This comprised 81 lay witnesses and 26 union/expert witnesses. The Unions required all 9 of the employer witnesses for cross-examination.

The Parties gave brief opening submissions in the morning before the Full Bench comprising President Ross, Deputy President Asbury and Commissioner O'Neill. Union officials from the HSU gave evidence in the afternoon.

On 27 April site visits took place in Sydney attended by DP Asbury. We visited HammondCare in Hammondville, RFBI Concord Community Village and Uniting Westmead. On 28 April, Commissioner O'Neill attended sites in Melbourne, TLC Clifton Views, Fronditha Thornbury and St Pauls Aged Care, also in Thornbury. Both days of visits showed a variety of settings and allowed members of the Full Bench to talk informally with members and managers about the operation and day to day work of residential aged care and home care.

<sup>1</sup> <https://www.fwc.gov.au/awards-and-agreements/awards/award-modernisation/variation-applications/AM2020/12>

<sup>2</sup> [Submissions for the Work value case | Fair Work Commission \(fwc.gov.au\)](#)

The next eight and a half days of hearing were devoted to cross examination of the Applicants witnesses, moving between the Full Bench and O'Neill sitting alone. A small number of witnesses were not required for cross-examination, however, notice was very short, so we were required to have all witnesses scheduled to be available. ANMF officials, Annie Butler, Julianne Bryce, Rob Bonner, Kathy Chrisfield, Paul Gilbert and Andrew Venosta were required for cross-examination. We are very grateful for all members' time and effort in preparing statements and for attending the hearing.

The last day and half of the hearing was for cross-examination of the employer witnesses. On the whole, the employer witnesses made concessions that were helpful to the union application.

After the hearing concluded, the Commonwealth, at the direction of the new Government, requested time to file a submission and to appear at the final oral hearings. To allow the Commonwealth time to prepare submissions, the original dates for closing submissions has been extended.

The parties filed closing submission on 22 July, with reply submissions due on 8 August and 17 August and the final oral hearing has been listed between 24 - 25 August, and 1 - 2 September 2022.

**Casual terms award review 2021**  
The Fair Work Commission was required to review relevant terms in modern awards on the basis of their interaction with the new casual employee definition and casual conversion arrangements, under clause 48 of Schedule 1 to the Fair Work Act 2009.

The Commission completed its review on 27 September 2021. The Nurses Award was varied to include a definition of 'casual employee' as set out in clause 15A of the Fair Work Act and incorporating the provisions of the NES in relation to casual conversion.

**Family and domestic violence leave review 2021**

The 2021 review of family and domestic violence leave terms in modern awards concluded on 16 May 2021. The Full Bench of the FWC, agreed with the ACTU submissions, in finding that FDV has a significant adverse impact on those who experience such violence, that it is a gendered phenomenon and a workplace issue. FWC formed the provisional view that all modern awards should be varied to provide for 10 days paid FDV leave for ongoing employees, pro-rata for part-time employees. FWC did not agree that it should be available for casual employees.

Following the decision, the Commonwealth advised that it would amend the NES to incorporate the entitlement, therefore, finalisation of model clauses for inclusion in awards has been adjourned indefinitely. The legislation amending the NES is scheduled for the first sitting of Parliament.

**NURSES AWARD**

**Finalisation of 4 year review**  
The new *Nurses Award 2020* was issued on 29 July 2021 and became operative from 9 September 2021.

**BARGAINING**

During the 2021/22 financial year, ANMF Federal Office completed negotiations for the following enterprise agreements covering nurses and assistants in nursing:

**Silver Chain Group**  
The Silver Chain Group Limited Registered and Enrolled Nurses' Enterprise Agreement 2021, providing wage increases totalling 6% over three years.

The Silver Chain Group Limited National (Non Nursing) Enterprise Agreement 2021 providing wage increases of 7% over three years.

**Fullerton Health Medical Centres**  
The Fullerton Health Medical Centres and ANMF Practice Nurses Enterprise Agreement 2021 providing an increase of 7.5% over four years.

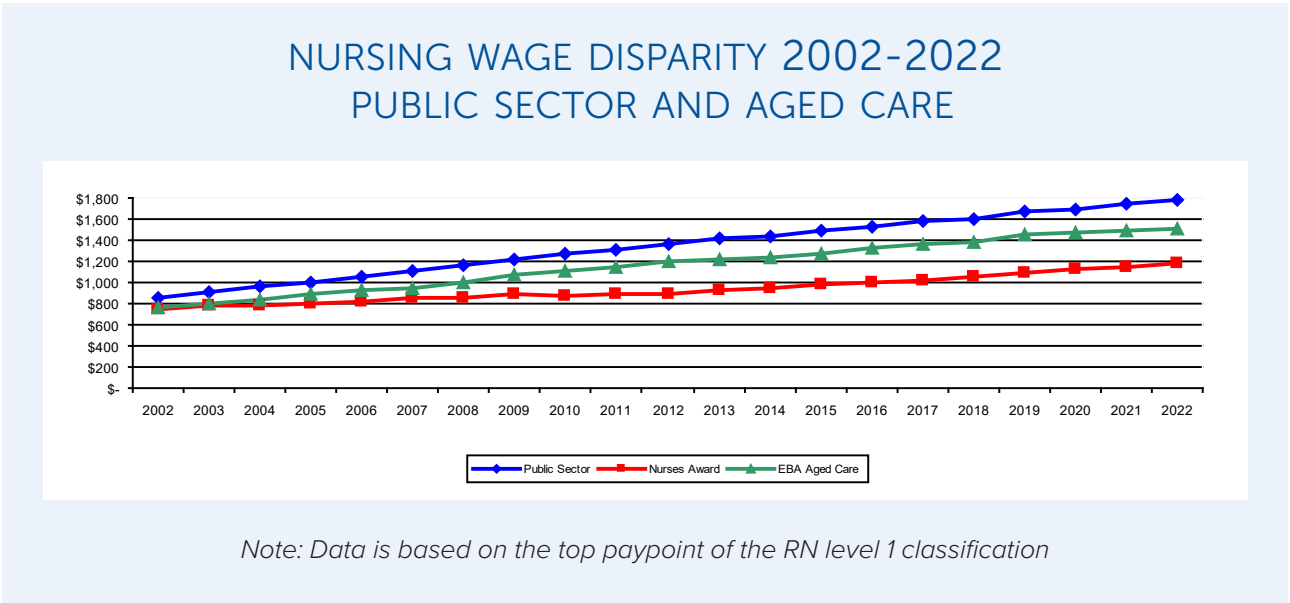
**Serco**  
Negotiations have concluded for a new 3-year agreement, following a successful application for a protected action ballot. The agreement has been approved by the Fair Work Commission with an expiry date of April 2025. The agreement sees an initial 3% wage rise effective from April 2022, followed by 2.55% increases in 2023 and 2024 respectively.

**Other Enterprise bargaining**  
The ANMF Federal Office commenced negotiations for new enterprise agreements with the following employers:

- ➡ Monash IVF Pty Ltd operating in New South Wales, Queensland and Victoria;
- ➡ The Australian Nursing and Midwifery Accreditation Council Ltd (ANMAC);
- ➡ The Australian Health Practitioner Regulation Agency and
- ➡ Sonic Health Plus

**WAGES**

**Aged Care**  
The wages gap between nurses working in aged care and nurses working in the public sector continues to be a significant barrier to attracting and retaining nurses in the sector. As at November 2021 there were 718 enterprise agreements nationally across the residential aged care sector covering 2138 out of 2479 facilities. While approximately 90% of facilities are covered by collective agreements, wages and conditions outcomes are less favourable than public sector outcomes and fail to remove or significantly reduce the disparity in wages and conditions.





Public sector agreement outcomes

The table below details the percentage increases and expiry dates of public sector enterprise agreements that apply over the 2021/2022 financial year period. In addition to the wage increases detailed, several agreements provide for significant increases to base rates of pay and improved classification structures before general wage increases are applied.

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

The outcomes achieved in the public health sectors of the states and territories are important as they not only establish a benchmark for ANMF negotiations in the private acute and aged care sectors, but also apply to the majority of the nursing workforce. However, pay caps imposed by State and Territory governments have continued to subdue wage outcomes along with the impact of year two of the Covid-19 pandemic.

STATE		OUTCOME
NSW	2.04%	for 1 year (expires 30.06.22)
VIC	9%	over 3 years (expires 30.04.24)
NT	10%	over 4 years (expires 20.08.22)
TAS	9.3%	over 4 years (expires 30.06.22)
SA	6%	over 3 years (expires 17.07.22)
QLD	2.5%	for 1 year (expires 31.03.22) (new agreement pending)
ACT	6.75%	over 2 years (expires 31.12.22)
WA	\$2000	over 2 years (expires 11.10.22)

Private Acute Hospital sector

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

NURSING AND MIDWIFERY WORKFORCE

The 2021 nursing and midwifery workforce data published by the Australian Government Department of Health shows there were a total of 434,428 nurses and midwives registered in Australia. This comprises 426,334 nurses and midwives with general registration and 8,094 non-practising registrants. Of the nurses and midwives with general registration, 85% were registered nurses, midwives and dual registrants, and 15% were enrolled nurses.

Not all nurse and midwife registrants are in the nursing workforce. In 2021, 399,049 nurses and midwives were in the workforce which includes those employed; nurses and midwives on extended leave and those looking for work in nursing or midwifery. There were 366,696 employed nurses and midwives; 88.4% were female; the average age was 43.05 years working on average 33.9 hours per week.

PROFESSIONAL REPORT

Throughout 2021/22, the ANMF Federal professional team has continued to represent the interests of our nursing and midwifery members, to advance our professions and improve the health and wellbeing of all people in Australia. Again the COVID-19 pandemic has been the focus of much of our work, in particular lobbying for support for nurses and midwives dealing with stress, fatigue and burn out due to sustained, relentless high workload demand. The national professional team has worked with state and territory Branches, through the Professional Advisory Committee, to provide advice to governments, statutory authorities, key stakeholders and policy makers on strategies for safe, evidence-based nursing and midwifery practice. Professional issues that have continued to form our national professional objectives in 2021/22 included: the COVID-19 pandemic; aged care; digital health; medicines safety; professional nursing and midwifery practice issues; utilisation of nurse practitioners; mental health; disability; policy research; climate and environmental health; early childhood development; primary and preventive health care; funding models for nursing and midwifery care; and the rural and remote nursing generalist model.

Coalition of National Nursing and Midwifery Organisations (CoNNMO)

In 2021/22 the ANMF Federal Office continued to conduct the Secretariat operations for CoNNMO. Member and Council meetings were again held as virtual events due to COVID. Federal Office submitted a three year funding proposal to the Australian Government Department of Health in September 2021. One member meeting, three Council meetings and two webinars were held this year. At these meetings members discussed their experiences providing care during the COVID-19 pandemic, national and jurisdictional programs of support for

nurses and midwives, nursing and midwifery regulatory changes, digital health, policy reform, nurse practitioners, workforce data and professional nursing and midwifery practice issues.

SOCIAL JUSTICE

Reconciliation Action Plan

The Reconciliation Action Plan (RAP) has continued to guide our activities toward improving Aboriginal and Torres Strait Islander people’s health and wellbeing. During 2021-22 we marked Close the Gap Day by attending the online launch of the 2022 report and promotion on social media. We held a morning tea for National Reconciliation Week with a focus on the Uluru Statement from the Heart. We posted on social media and participated in local arts events for NAIDOC Week, including an exhibition by the Torch Project which supports Aboriginal people who are or have been incarcerated, through art. We attended an online event celebrating CATSiNaM’s 25th anniversary, and have partnered with an Aboriginal cultural awareness training provider to offer training to ANMF members and staff at a discounted price. We’ve promoted this training throughout the ANMF and recently offered members five free places through social media, which were quickly taken up. The ANMJ has published on Aboriginal and Torres Strait Islander issues throughout the year on Close the Gap, midwifery-led continuity of care for First Nations mothers and babies, end of life care and has provided free promotion of the Ear Train program for treating hearing conditions in Aboriginal communities. The RAP Working Group continues to have representation from the executive, professional, industrial, campaigns and journals teams. Our Aboriginal nurse adviser is Melanie Robinson, registered nurse and Director of Aboriginal Health for the Child and Adolescent Health Service at Perth

Children's Hospital. The Federal Office RAP is due for renewal again in September 2022. This will provide the opportunity to review the RAP and determine the direction we want to take over the next two years. A strong focus will be on the Uluru Statement from the Heart and a national voice to parliament.

### Anti-Poverty Campaign

The *Anti-Poverty Week* (APW) campaign, held 17-23 October 2021, was again supported by the ANMF Federal Office through the provision of campaign funding and promotion in our online and print-based publications and social media. In 2021, participating organisations called on governments to take action on 2 key actions to unlock poverty for individuals, families and children: raise income support above the poverty line and invest in social housing. APW again partnered with the *Raise the Rate for Good* and *Everybody's Home* campaigns to secure a permanent increase in unemployment payments well above the poverty line and to ensure secure and affordable homes for all. These are the most effective solutions to reducing poverty in Australia. The ANMF supports this campaign on behalf of our nurse and midwife members who through their daily practice engage directly with people experiencing the debilitating health effects of poverty.

### Thrive By Five Campaign

In 2021/22 the ANMF continued to support the Thrive by Five campaign. An initiative of the Mindaroo Foundation, the campaign aims to make Australia's early learning childcare system high quality and universally accessible. The campaign was very active in the lead up to the 2022 Federal Election with a focus on early learning reform to relieve the pressures of the rising cost of living and promote equitable workforce participation for women. The campaign is continuing to work to put early learning reform on governments' agendas. The ANMF has participated in Thrive By Five by promoting campaign messages via social media, contributing to media, attendance at campaign events and meetings and working with campaign partners.

## PROFESSIONAL PARTNERSHIPS

### National Registration and Accreditation

During 2021/22, the ANMF Federal Office professional team participated on a number of expert advisory committees, working groups and standing committees associated with work conducted by the Nursing and Midwifery Board of Australia (NMBA), the Australian Nursing and Midwifery Accreditation Council (ANMAC) and the Australian Health Practitioner Regulation Agency (Ahpra). The professional team prepared four submissions in response to the NMBA, ANMAC and Ahpra consultations over the last year.

### Early Career Nurses and Midwives

Established and chaired by the ANMF, the national Early Career Nurse and Midwife Working Group is made up of more than 20 nurse and midwife experts who work in health policy, academia, regulation and professional organisations to collaborate to support meaningful employment of early career nurses and midwives. The group met regularly throughout 2022/23, with Secretariat support from the ANMF, to share information on the current and emerging issues and work towards the key objectives of the group. This included improving timely and accurate data relating to student commencements and completions and graduate employment. Working collaboratively with representatives from the Commonwealth Department of Health and the Nursing and Midwifery Board of Australia (NMBA), the group drafted questions for the national nursing and midwifery workforce survey specifically related to the employment of graduating nurses and midwives. The group also developed a draft workforce survey for the NMBA for graduating nurses and midwives to complete following their application for initial registration. Other key matters identified and discussed included improving clinical placement pipeline issues for students due to COVID delays, supporting nurses and midwives who are unable to find

employment in their first year of registration, and supporting early career nurses and midwives who have received a notification about their practice. The group developed two new fact sheets - *Support for Early Career Nurses and Midwives in Securing Employment* and *Early Career Nurses and Midwives and Notifications*.

### Climate and Health

The ANMF is committed to contributing to ensure an economically, environmentally and socially sustainable future for all communities. To this end the ANMF continue their membership of the Climate and Health Alliance (CAHA) joining with other organisations who share a concern regarding the threat to human health posed by climate change. The new Chief Executive Officer, Roland Sapsford was welcomed to the position at the member meeting in February 2022. This new position highlights the mounting support for CAHA and acknowledges that climate change is of growing concern to many including ANMF members across the nation.

In October 2021, CAHA released the *Healthy, Regenerative and Just Framework for a national strategy on climate, health and wellbeing for Australia*. The Framework is divided into eight actions that outline key policy directions, desired outcomes and specific recommendations to help achieve those outcomes. This Framework aims to assist governments develop and implement formal strategies for climate action and emission reductions. Global warming and climate change has implications for the health of people across the globe including Australia. Extreme weather events including heatwaves, droughts, storms floods and fires continue to increase in occurrence and intensity across Australia resulting in loss of life and livelihoods, illness and increasing pressure on health care systems and workforces. The warmer climate and loss of biodiversity has resulted in increasing prevalence of vector borne diseases, food and water insecurity and air pollution exacerbated by dust storms, bushfires,

drought and heatwaves, adding to harmful pollution caused by emissions from burning coal, oil and gas. The flow on effects for the nursing and midwifery workforce as a result of climate change cannot be underestimated and must be acknowledged and considered in planning climate action.

In February 2022 the Intergovernmental Panel on Climate Change (IPCC) *Sixth Assessment Report: Climate change 2022, Impacts, Adaptation and Vulnerability*, was released. The IPCC report provided further evidence to support the need for climate action by investigating ecosystems, biodiversity and human communities at global and regional levels and reviewing the vulnerabilities, capacities and limits of the natural world and human societies to adapt to climate change. The IPCC calls for the acknowledgement and use of more diverse forms of knowledge including Indigenous knowledge to understand and evaluate climate adaptation processes, in planning actions and reducing risks from human-induced climate change. This highlights the need for a primary health care approach that focusses on population health and planning. The Federal election in May 2022 was a primary focus for CAHA who worked with their member organisations and climate partners, including the ANMF, to lobby governments and let them know climate action is an important issue for voters and organisations and that inaction on climate is unacceptable. Following the election the ANMF will continue to work with CAHA, with and on behalf of members, to ensure the Federal Government fulfils its climate commitments for better health.

### Australian Government Scholarship Advisory Groups

The Aged Care Nursing and Allied Health Scholarships (ACNAHS) program and the Mental Health Nursing and Allied Health Scholarships (MHNAHS) program are Australian Government Department of Health initiatives. The Australian College of Nursing (ACN) is the fund administrator for the programs which provide a range



of scholarships for aged care and mental health nurses. Eligible nursing postgraduate courses included: graduate certificates, graduate diplomas and masters programs. The maximum amount of funding available was up to \$30,000 per scholarship. The ANMF were invited to participate on the ACNAHS and MHNAHS Advisory Groups to provide the Australian Government Department of Health with expert advice on: the policy requirements specific to the administration of the ACNAHS and MHNAHS including advice on the improvement and refinement of the guidelines and selection process; any changes used in the ranking process for the various scholarship streams, or any other policy matters under the ACNAHS and MHNAHS programs; and to assist in the assessment and selection of the scholarships. The Advisory Groups met in March 2022 and ANMF professional officers reviewed 200 scholarship applications for each stream between late May and early June 2022.

#### **CALD Communities COVID-19 Health Advisory Group**

The Culturally and Linguistically Diverse Communities (CALD) COVID-19 Health Advisory Group met monthly over the last year. This advisory group brings together representatives from CALD community organisations, health experts, public health practitioners and Department of Health officials. The group provided advice and assistance to the Australian Government regarding engagement with CALD stakeholders for the vaccine rollout and other COVID-related matters. Offering feedback on the experiences of CALD communities through the pandemic, the group made recommendations to the Government on communication strategies and policy implementation to target and engage CALD communities to improve COVID information, and vaccine and testing uptake.

#### **DVA Health Providers Partnership Forum**

The ANMF continues to engage with the Department of Veterans Affairs (DVA) through

the Health Providers Partnership Forum which met 4 times throughout the year. The Forum has provided information to update ANMF members on the health support available to Veterans and their families including changes to policy and funding.

#### **Collaborative Mainstream Capacity Building Project**

The National Disability Insurance Scheme (NDIS) Mainstream Capacity Building Project Steering Group has continued to meet monthly in 2021/22. The ANMF are consortia partners with nine other organisations in this three year national project led by Southern Cross University. In 2021, the Steering Group completed development of three free on-line education modules. These modules are now available to registered nurses to build their knowledge of the NDIS and post-discharge nurse-led referral pathways to improve access to, and outcomes from, mainstream health services for people with intellectual disability and autism spectrum disorder and their carers. The ANMF has promoted this free education to RN members.

#### **Being Equally Well**

The ANMF Federal Office was invited to participate in an online roundtable discussions of the Being Equally Well Roadmap held in November 2021 and March 2022. The Mitchell Institute at Victoria University and Equally Well Australia collaborated to develop policy and practice proposals to improve the physical health care of people with serious mental illness to reduce the life expectancy gap. The Roadmap was launched in August 2021. The roundtables were held to discuss how the Mitchell Institute and Equally Well Australia can work with the invited organisations to implement the report's recommendations. Their goal is to support organisations and individuals to action the policy and practice changes that will effectively reduce the premature mortality and high burden of preventable chronic diseases for people living with mental illness. The ANMF is continuing to work with the Mitchell Institute and Equally Well Australia on a plan for collaborative effort in 2022.

## **NURSING AND MIDWIFERY IN PRIMARY HEALTH CARE**

### **Implementation Liaison Group for Participating Midwives Medicare Benefits Schedule Items**

Following on from the Medicare Benefits Schedule (MBS) Review Taskforce Report to the Minister for Health, the ANMF were invited by the Australian Government Department of Health to sit on the Implementation Liaison Group for Participating Midwives MBS Items established in 2021. The group was tasked with supporting the effective implementation of changes to the Participating Midwives MBS items. Changes to the MBS resulting from the MBS Review Taskforce recommendation 4, 5 and 7 on intrapartum and maternity care plans commenced on 1 March 2022. Processes to implement the final participating midwife recommendations are continuing.

## **DIGITAL HEALTH**

### **Digital Health in Aged Care Project**

In 2022, the Australian Digital Health Agency (ADHA) engaged the ANMF Federal Office to undertake a second project relating to aged care digital enhancement, focused on improving nurse's understanding of digital technologies particularly the use of My Health Record (MyHR) in nursing homes. The 6 month project from 1 January until 30 June 2022, involved the creation of three short videos from webinars that were produced in the previous project. These videos show nurses talking about the benefits of the MyHR, to assist members understanding of the MyHR and encourage them to click through to more information about digital health technologies on the ANMF digital health web page. They were widely promoted to members. Three further videos were also produced for this project. One introducing the National Nursing and Midwifery Digital Health Capability Framework and two of ANMF members discussing their experiences using the

Framework. These videos will be promoted through the ANMF communication channels and will be available on the ANMF digital health webpage. The ANMF also contributed to development of the ADHA *Guidelines for using My Health Record in Aged Care* through this project.

### **Aged Care Digital Advisory Group**

The Australian Digital Health Agency (ADHA) Aged Care Advisory Group met regularly through the 2021/2022 period. This group brings together key aged care stakeholders who provide independent advice to the ADHA on digital enhancements for aged care. The focus of the advisory group this year has been working through a number of Royal Commission recommendations relating to digital health in aged care. The group have provided advice on improving aged care provider registrations to connect to the My Health Record, aged care transfer summaries between nursing homes and hospitals and the development of national standards to support digital enhancements.

### **Rural and Remote Digital Innovation Group**

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

## QUALITY USE OF MEDICINES

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

In 2021/22 the ANMF continued to be represented on the Australian Commission on Safety and Quality in Health Care (ACSQHC) Health Services Medication Expert Advisory Group (HSMEAG). The group, which meets quarterly, provided advice on a broad range of medicines safety issues and programs to improve the quality use of medicines.

The ACSQHC National Quality Use of Medicines publications Project Advisory Group (NQUM PAG) was established in June 2021 to provide technical and strategic advice to the review of three NQUM publications: the *Guiding principles for medication management in residential aged care facilities*; the *Guiding principles for medication management in the community*; and the *Guiding principles to achieve continuity of medication management*. The ANMF was invited to participate on the NQUM PAG. Federal Office coordinated national submissions in response to the public consultations for each of the three publications in October, November and December 2021. Proposed changes to the guiding principles were largely supported by stakeholders, however, there was strong feedback from key nursing stakeholders about the importance of providing greater clarity on the administration and self-administration of medicines. It was agreed this feedback would be incorporated into the revised guiding principles. The revised publications were submitted to the Australian Government Department of Health in June 2022.

The second meeting of the ACSQHC Neural Connector Working Group (NCWG), of which the ANMF is a member, was held in November 2021. Anaesthetist Dr Matt Drake presented to the NCWG on the introduction of neural connector devices at the Auckland City Hospital, Starship Children's Hospital

and the Greenlane Clinical Centre in New Zealand. Members then provided updates as to the progress of introduction of neural connectors across the states and territories. States and territories are at varying stages of readiness for the introduction of the new neural connectors (NR Fit) that will meet the International Standard. The Medical Technology Association of Australia (MTAA) hosted a webinar for Working Group members and suppliers of ISO 80369-6 compliant neural connector devices in February 2022.

### Don't Rush to Crush 4th Edition Editorial Committee

In 2020, the ANMF Federal Office were invited by the Society of Hospital Pharmacists of Australia (SHPA) to again participate on the editorial committee for the review and development of the 4th edition of the Don't Rush to Crush (DRTC) publication. This resource is well regarded and utilised by nurses and midwives to assist with clinical decision support for quality use of medicines. The committee met monthly in 2021 to extensively revise the scope, format and layout to improve useability. The new edition includes 590 oral medicines, with 50 additions. It also contains the results of extensive testing of over 100 oral liquid medicines against the International Dysphagia Diet Standardisation Initiative (IDDSI) standards for thickness of foods and fluids, important safety information for people with swallowing difficulties. The publication was finalised in December 2021. The ANMF has promoted this new edition to members.

### NPS MedicineWise

The ANMF Federal Office attended the NPS MedicineWise AGM held in November 2021. The new CEO Katherine Burchfield and the Chair of the Board Andrew Knight provided reports of work which included: educational visits in primary care; clinical e-audits; pharmacy practice reviews; webinars; online learning modules; the national prescribing competency standards; communication

with members and stakeholders through the website, newsletters, the Australian Prescriber and podcasts; the Medicines Line; and the MedicineWise app. The ANMF is one of 46 member organisations.

## AGED CARE

### National Aged Care Alliance

The ANMF continues to be one of nine sponsors and represented on the National Aged Care Alliance (NACA), comprising of 52 organisations with interest in aged care. Covering four main areas of the sector: consumers, unions, providers and professionals, NACA members work together for a positive future for older people. NACA has met four times over the last 12 months, both online and face to face. The quarterly meeting has involved members engaging with both Labor and the Coalitions Ministers for Health and Aged Care, independent politicians and the Australian Government Department of Health. Along with providing advice to Government and lobbying to improve care delivery for older people, NACA has changed its structure and terms of reference to re-focus its strategic priorities. This new structure has put NACA in a good position to work closely with the incoming Labor Government to progress the change required in aged care.

### Australian Government Residential Aged Care Funding Reform Working Group

The ANMF continues to be represented on the Australian Government Department of Health Residential Aged Care Funding Reform Working Group. This Working Group has provided advice to the Department of Health on the proposed Australian National Aged Care Classification (AN-ACC) funding model for residential aged care. Meeting quarterly, the group offered input to the shadow assessments, care minutes per AN-ACC classification, resource development and implementation processes.

### Commonwealth Department of Health Classification Working Group

The ANMF was represented on the Commonwealth Department of Health's Classification Working Group which advised on the development of the assessment, classification and funding model that will potentially underpin the Single in Home aged care program. Two consultant organisations were engaged by the Department of Health to conduct this work, Health Consult and Health Policy Analysis. The Working Group provided advice throughout the project on the research and policy recommendations that may underpin the future aged care at home funding classification program.

### Aged Care Clinical Standards Advisory Committee

The ANMF is represented on the Aged Care Clinical Standards Advisory Committee which has provided oversight for the development of draft clinical standards for inclusion in the Aged Care Quality Standards. The development of the draft standards commenced in December 2021 and is led by the Australian Commission on Safety and Quality in Health Care Commission on behalf of the Australian Government Department of Health. Membership of the Advisory Committee includes aged care providers and peak organisations, consumer groups, general practice, Aboriginal and Torres Strait Islander health organisations, clinical colleges and professional organisations.

The Advisory Committee has provided oversight and guidance on: the review and formulation of draft clinical standards for inclusion in the Quality Standards; strategies to engage with key stakeholders in the aged care sector; identifying clinical safety and quality risks and opportunities in relation to the care provided to older Australians receiving Commonwealth subsidised aged care services; approaches for stakeholder consultations to test the draft clinical standards, from an organisational perspective; and tools and resources to



support understanding and implementation of the clinical standards. The drafting of the standards is well underway. In 2022 there will be a period of public consultation that will inform the draft standards. The Advisory Committee met three times over the last year. In addition, the ANMF representatives have been involved in a number of focus groups and discussions to help inform the development of the standards particularly in relation to ensuring high quality, safe care by employing the appropriate skilled workforce, namely nurses. The Advisory Committee will continue to meet until January 2024.

## RURAL HEALTH

### National Rural Health Alliance

In 2021/22, the ANMF continued to participate on the Council of the National Rural Health Alliance (NRHA). Federal office attended the NRHA AGM in October 2021 and the annual strategic planning two day meeting in November 2021, both held online. The strategic planning program commenced with a presentation from the National Rural Health Commissioner, Professor Ruth Stewart and was followed by presentations on the Regional Wellbeing Survey, cultural safety and the SMS4 dads program. A panel workshop was held to discuss health workforce wellbeing. The 44 NRHA representatives then met with 13 MPs and Senators by videoconference. The Alliance launched two major pieces of work from their Policy Team, the *Rural Health in Australia Snapshot 2021* and the *Rural Health Workforce Mapping Tool*. The Policy Team also conducted a Policy Priorities Survey of Alliance members to assist in prioritising activities for 2022.

Over the last year Federal Office met with NRHA staff quarterly for a member catch up. These meetings provided the NRHA with the opportunity to hear about current ANMF work and identify possible areas for collaboration. Alliance publications were circulated to Branches and promoted to members.

### Evaluation of the Stronger Rural Health Strategy Stakeholder Reference Group

At the beginning of November 2021, Federal Office was invited to participate as a member of a Stakeholder Reference Group (SRG) by the Australian Government Department of Health for the evaluation of the Stronger Rural Health Strategy (SRHS). Introduced in 2018-19, SRHS is a ten year strategy to meet Australia's health workforce challenges. The SRHS will be evaluated in three stages: short term (1 - 4 years), medium term (5+ years) and long term (10 years). The Department engaged the Nous Group to conduct the independent evaluation of the short term outcomes of the SRHS. The purpose of the SRG is to provide a forum for the Department to collaborate with rural health workforce stakeholders at key stages during the independent evaluation. Initial interviews with individual members of the SRG were held by videoconference in December 2021. The Group have met twice in 2022. The common themes from the initial interviews were discussed. Feedback indicated that the SRHS consists of a number of disparate programs and lacks a strategic system-level narrative. Programs were almost entirely focused on medicine and, in particular, GPs. The Nous group then tested a working theory of change for rural health workforce that they have developed with key stakeholder groups. The components of this theory were: education and training; recruitment and retention; models of care; and health workforce planning. They held a rural workforce focus group with nursing and midwifery peak bodies on 21 April 2022. The Group will continue to meet until November 2022.

### National Rural and Remote Nurse Generalist Framework

The National Rural and Remote Nursing Generalist (NRRNG) Steering Committee was established in September 2021 to provide professional and clinical advice to the Deputy National Rural Health Commissioner (DNRHC) to develop a National Rural and

Remote Nursing Generalist Framework to guide nursing services in regional, rural and remote areas. The committee has met fortnightly with membership comprised of invited representatives from peak bodies within the nursing profession and rural and remote nursing organisations with expertise in regulation, education, training pathways, workforce and related matters. Public consultation on the draft Framework was conducted in February and March 2022. Federal Office hosted an extraordinary meeting of the ANMF Professional Advisory Committee in March 2022 where the Deputy National Rural Health Commissioner, Shelley Nowlan, presented the draft Framework to Branch Professional Officers. The ANMF circulated the consultation survey to members and provided a national submission in response to the questions raised. The Framework is due to be completed late 2022.

## RECORDS MANAGEMENT

### ANMF Records Registry and e-Library

The ANMF Federal Librarian/Professional Research Officer has established the new ANMF electronic Records Registry. Staff training is continuing and the work is now focussed on closing off and archiving the physical files, setting up the electronic files, and adding content. The ANMF e-Library is also up and running, and the first e-Library Bulletin was distributed in July.

# CAMPAIGN AND POLITICAL REPORT

## AGED CARE CAMPAIGN COMMITTEE

The National campaign committee met fortnightly (via zoom) to progress the aged care campaign “*It’s Not Too Much to Ask*” – and co-ordinated a range of on the ground activities, pledge signings with members and politicians, and key events all designed to keep aged care in the media and in the forefront of the political debate during 2021 and in the lead up to the May 2022 federal election.

During the last 12 months, a number of political meetings were held to continue to highlight the issues being faced by aged care workers, Covid outbreaks, members not receiving bonus payments, chronic understaffing, and under resourcing of facilities. The aged care campaign group brought issues forward and worked to achieve strategies to highlight or address them.

The election ads were filmed in late January in Tasmania with two members and a media and social media plan developed in preparation for the election.

Strategic campaign material was developed to meet the following timelines:

- ➡ Stage 1 – November pre-election social media campaign.
- ➡ State 2 – Christmas Reminder – “it did not have to be this way”.
- ➡ Stage 3 – Federal Election Campaign – with members Samantha and Irene as the faces of the campaign.

## KEY CAMPAIGN EVENTS

ANMF Aged Care Rally – February 2022 Parliament House. The ANMF with members from the NSWNMA and local community held a rally for aged care outside Parliament House. MP’s and Senators joined the rally and the ANMF messaging focused on the failure of the then Prime Minister Scott Morrison - “Preventable Deaths in Aged Care – You let it happen Mr Morrison” and “We urgently need more aged care staff – still waiting Mr Morrison”.

## SIGNING THE CAMPAIGN PLEDGE

The Aged Care Campaign Group oversaw the progress of pledge signing and candidates, and politicians throughout the country at strategic times and in key seats identified by branches. Once signed, the “*It’s Not Too Much to Ask*” website then publicly displayed the support (or otherwise) of the MP or candidate as part of the political strategy of the aged care campaign.

## BUDGET REPLY

Once the ALP Leader Anthony Albanese made aged care a focus during the 2022 budget reply, including commitments for ANMF key campaign asks including RN 24/7, mandating minimum care hours (ratios), supporting and funding the wage rise for aged care workers and transparency and accountability of funding in aged care, the election campaign was in full swing.

## SNAP POLL – REGISTERED NURSES

The issue of where to find the registered nurses as part of the ALP budget reply commitments became a prominent election issue with claims from the then Coalition Government that 24/7 registered nurses was unachievable.

The ANMF therefore conducted a snap poll seeking the views of members on whether they would work in aged care if several key reforms were implemented. The poll results were used online and in the media strategically during the election campaign.

Almost 3,500 responses were received, outlining the following:

- ➡ almost 80% said if minimum staffing levels and skills mix were guaranteed;
- ➡ more than 70% said if there were a requirement for at least 1 RN on-site at all times; and,
- ➡ 50% if there were a 25% pay increase.

## #END COVID FOR ALL

The ANMF continued to work with the #endcovidforall campaign and signed an open letter in the lead up to budget 2022 calling for \$85m to Covax to tackle global vaccine inequity, and at least 10 million COVID vaccine doses to the COVAX Advanced Market Commitment (AMC).

## CENTRE FOR INTERNATIONAL CORPORATE TAX ACCOUNTABILITY AND RESEARCH (CICTAR)

The ANMF continues its relationship with CICTAR which provides a centralised resource for trade unions and civil society organisations on information about the practical effects of corporate tax policy and behaviour for workers.

CICTAR released its latest analysis of aged care on 29 March 2022, *Careless On Accountability: Is Federal Aged Care Funding Siphoned Away?*, which provides several case studies of large Australian aged care operators that demonstrate the urgent need for government reforms to require transparency and public accountability on federal aged care funding.

The full report is available here: [https://cictar.org/wp-content/uploads/2022/03/Careless\\_Aged\\_Care\\_Accountability\\_Report.pdf](https://cictar.org/wp-content/uploads/2022/03/Careless_Aged_Care_Accountability_Report.pdf)

## AUSTRALIAN PROGRESS

The ANMF attended a cross-sector leadership strategy workshop, held 10-11 November 2021, by Australian Progress. The event aimed to build relationships, understand strategic alignment, seed collaborations on topics of shared interest, solve collective challenges and share intel around the persuasive narratives needed to secure our collective vision for a more inclusive and sustainable future. The workshop included plenary briefing sessions, as well as roundtable discussions on topics of shared interest, such as organising in marginal electorates, senate races, enrolling new voters, tackling misinformation, and understanding shared audiences.

## ANMF WEBSITE

From July 2021 to May 2022, information about the ANMF online education programs including Continuing Professional Education (CPE) was most viewed on the ANMF website. The education section collectively had almost 16% of the total page views. The Join the ANMF, About the ANMF, ANMF Branches and Contact Us pages collectively had more than 13% of the total page views.

The other most visited pages during this period included ANMF Policies, COVID-19 Information for Members, News and Media Releases. The most viewed ANMF media releases were *COVID-19 private aged care crisis escalates: Morrison Government must do more to protect residents and staff* on 12 January 2022 and *New bill calling for a national law requiring registered nurses 24/7 in nursing homes* on 1 September 2021.

The ANMF website was completely redeveloped with a new design which was launched at the beginning of June 2022. During that one month period the most viewed pages remained similar, with the Research and Education section and Join the ANMF page having the most total views. *Nurses & Midwives’ Paycheck* also received a high number of views during this period along with requests for copies of the publication.



The following table highlights the popularity of the Join the ANMF page since its creation in October 2019 until the end of June 2022.

Average unique page views per day			
	2019-2020	2020-2021	2021-2022
Jul	N/A	42.23	38.64
Aug	N/A	38.42	37.80
Sep	N/A	29.90	35.56
Oct	N/A	28.19	33.90
Nov	22.13	25.07	24.13
Dec	14.84	22.10	21.16
Jan	24.90	31.00	32.32
Feb	29.00	38.25	38.85
Mar	42.06	37.39	49.58
Apr	62.87	41.97	39.76
May	57.90	51.52	47.58
Jun	33.20	35.30	36.93

AGED CARE CAMPAIGN WEBSITE – IT’S NOT TOO MUCH

The campaign website continued to be used in the ongoing campaign and was redeveloped in October 2021 through the final stage leading up to the federal election. Along with the sign up and action of sending a message to a key politician on social media, the website highlighted the political parties and politicians supportive of aged care reform with another action added for people to be able to find and see if their local MP was supportive or not and send them an email. 880 emails were sent to politicians through this functionality prior to the federal election in May 2022.



ANMF SOCIAL MEDIA REPORT

The ANMF Federal Office currently operates social media accounts over 3 platforms. On Facebook there are 3 channels, our main page and aged care page. Out other two platforms are Instagram and Twitter on which we have just one dedicated channel for Federal Office.

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

The federal election, along with the continuing COVID-19 pandemic, dominated the past year.

The ANMF undertook a large national aged care campaign leading to the federal election. The federal office and branches worked with The Shannon Company and Benedictus to develop and advertise a range of aged care content based on the ANMF key legislative asks. There was a significant spend on social media. The campaign was successful in delivering results for aged care and a change in government, removing the Coalition Morrison Government to the Labor Albanese Government.



Workforce issues are heightened across health, hospital and aged care sectors as subsequent COVID variant waves furlough staff and increase workloads. Exhausted from two years on the frontline of the pandemic, nurses, midwives and aged care workers are stretched thin.

Inflation is rising and cost of living is taking its toll. The union movement continues fighting for wages to catch up. The ANMF has the aged care work value case before the Fair Work Commission.

Facebook changed it’s name to Meta, again changing how information is found and published on the platform.

SOCIAL CHANNELS

FACEBOOK – ANMF Federal Office

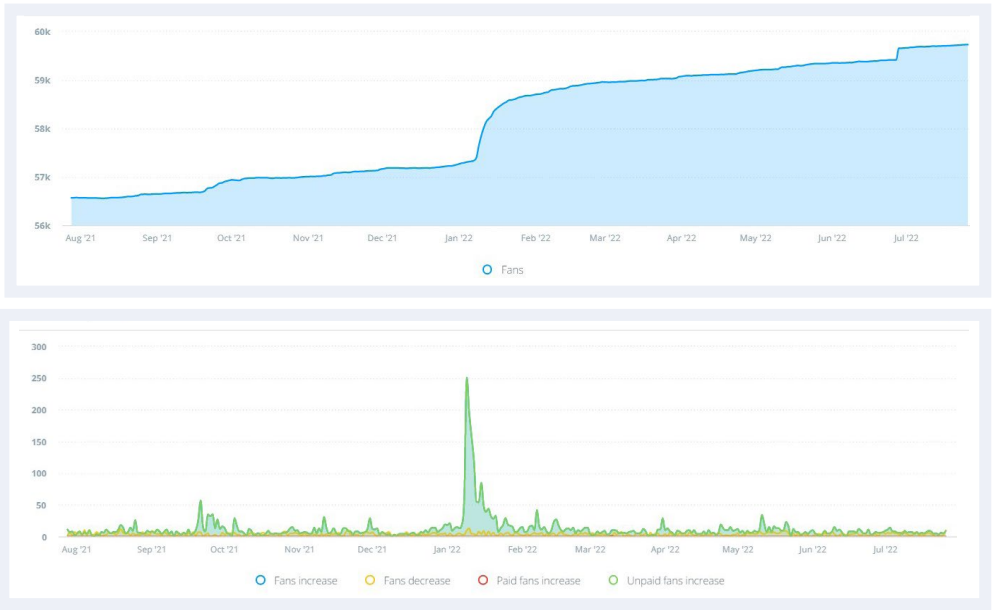
We had 689 posts on our ANMF page the past 365 days. These have received over 8.34M impressions in Facebook feeds and received 119.62K engagements from our audience with over 500K clicks on our content. While our impressions and engagement compared to last year have gone down, clicks on our content have gone up and our engagement rate is higher.

ANMF FEDERAL FACEBOOK - CLICKS			
PHOTO CLICKS	LINK CLICKS	VIDEO PLAYS	OTHER CLICKS
10.89K ↓ -45%	97.57K ↑ 7%	245.29K ↑ 1,231%	497.76K ↑ 44%

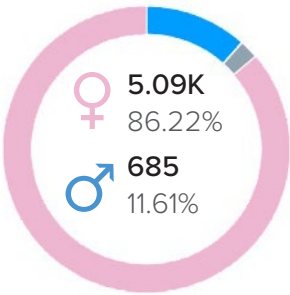
Our current audience base as of 29 July 2021 sits at 59.73K fans. Over the past year we have had a growth of net 6% for our ANMF Federal Office Facebook page.

Spikes in fan growth occurred during January with the height of the Omicron wave in hospitals. Content around aged care, Omicron pressures on nurses and midwives and RATS availability drew fans in. We also had a spike in late September reflecting Delta patients in hospital and the VIC protests against vaccine and mask mandates.

ANMF FEDERAL FACEBOOK - TOTAL FANS AND FAN DEVELOPMENT



We continue to have a proportionally higher female audience which reflects the current gender levels in the Australian nursing and midwifery workforce. We continue to have a good spread across all ages 25 - 65+ years, which can fluctuate monthly.



Our top performing posts for the year was our election campaign material developed with The Shannon Company. With a significant spend behind it, the campaign material travelled far to different audiences. Political in nature, it polarised, attracting robust commenting and discussion, fuelling engagement numbers on Facebook.

DATE	POSTS	IMPRESSIONS	REACTIONS	ENGAGEMENTS	ENGAGEMENT RATE
	689	8.34M	84.67K	119.62K	1.43%
28 Feb 12:32 PM	It's disgusting that you haven't done your job and fixed st...	315.7K	2.8K	5.3K	1.69%
28 Feb 12:32 PM	Irene is in despair Mr Morrison, like all aged care resident...	189.9K	1.9K	3.6K	1.92%
28 Feb 12:32 PM	One year ago the Aged Care Royal Commission handed d...	176.9K	1.4K	2.3K	1.31%
3 Dec 11:58 AM	Scott Morrison ignores the aged care Royal Commissions ...	398.5K	1.4K	2.1K	0.54%
3 Dec 11:58 AM	Scott Morrison ignores the aged care Royal Commissions ...	398.4K	1.4K	2.1K	0.54%

Following these promoted posts, the next top 5 engaged with posts includes more of our election material, again attracting many comments, a post from Magda Szubanski thanking healthcare workers during the Omicron wave and midwife Christmas humour.

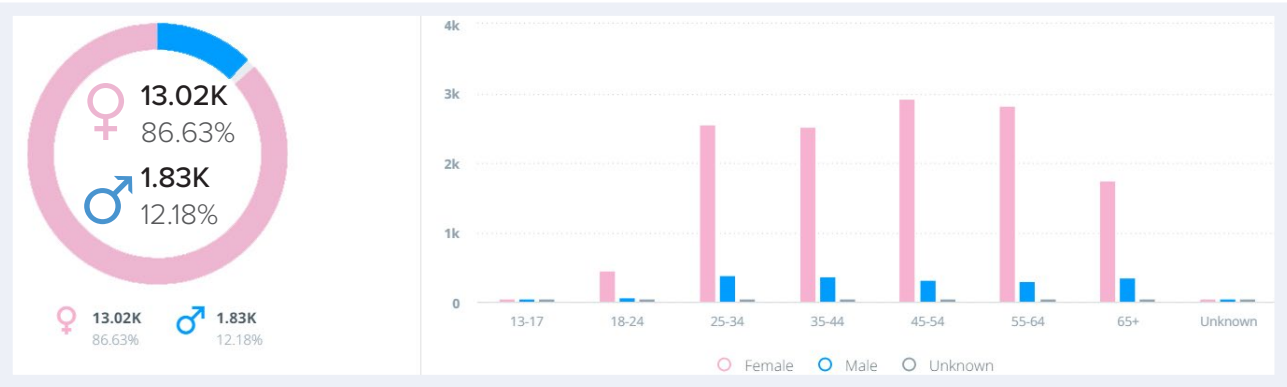
21 May 11:04 PM	Australian Nursing and Midwifery Federation
22 May 12:40 PM	"We are delighted that we finally have a Federal Governm...
25 Jan 10:30 AM	Australian Nursing and Midwifery Federation
24 Dec 9:12 PM	When midwives have an elf in the birthing unit.
6 May 5:15 PM	Mr Morrison has ignored the aged care Royal Commissio...

FACEBOOK – Aged Care Campaign Page  
More Staff For Aged Care

We had 374 posts on our aged care campaign page. The page achieved 895.8K impressions, 26.45K engagements and over 18.5K reactions to this content over the past 12 months with 112K clicks on the content. These stats are lower than last year though the engagement rate continues to be high.

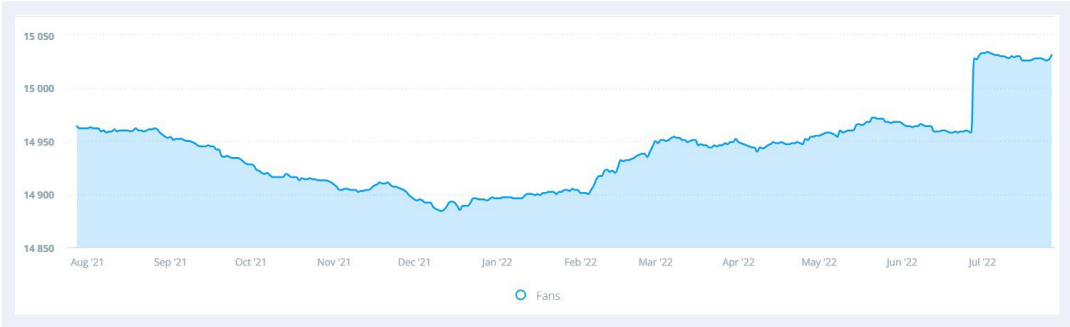
ANMF AGED CARE CAMPAIGN FACEBOOK - CLICKS			
PHOTO CLICKS	LINK CLICKS	VIDEO PLAYS	OTHER CLICKS
2.2K ↓ -65%	10.43K ↓ -35%	420 ↓ -94%	42.16K ↓ -50%

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



Compared to the static fan growth last year, this year has seen fans leave and fans join to have a net current level of 15.03K representing 1% growth.

ANMF AGED CARE CAMPAIGN FACEBOOK - TOTAL FANS



Top 5 most engaged with content:  
The top content centred around Labors' election commitments to aged care and our campaign material.

21 May 11:04 PM	More Staff For Aged Care
31 Mar 8:09 PM	BREAKING: A big announcement from Labor in Budget Re...
13 Dec 8:00 PM	All we want for Christmas...
5 Feb 6:02 PM	Aged care workers need meaningful wage increases, not one-off cash payments that will do nothing to fix the crisis.
8 Jan 7:03 PM	When launching the aged care Royal Commission in 2018,...

TWITTER

We continue to grow our followers on Twitter with a 20% increase in our fans over the past 12 months. Current total sits at 8.78K fans. Some of our new followers this year include high profile politicians, journalists, health academics and institutions. The spike in September is responding to COVID number rising in NSW with former Premier Berejiklian not fronting up to conferences plus our aged care material.





ANMF FEDERAL TWITTER - TOTAL FANS




On Twitter we have created 568 original media posts. These have received:

ANMF FEDERAL TWITTER - ENGAGEMENT				
IMPRESSIONS	REACTIONS	REACH	ENGAGEMENTS	ENGAGEMENT RATE
1.94M	35.01K	1.04M	50.77K	2.61%

Content on COVID and the NSW nurses' strike was most popular. Our top 5 performing posts on Twitter in rates of engagement are:

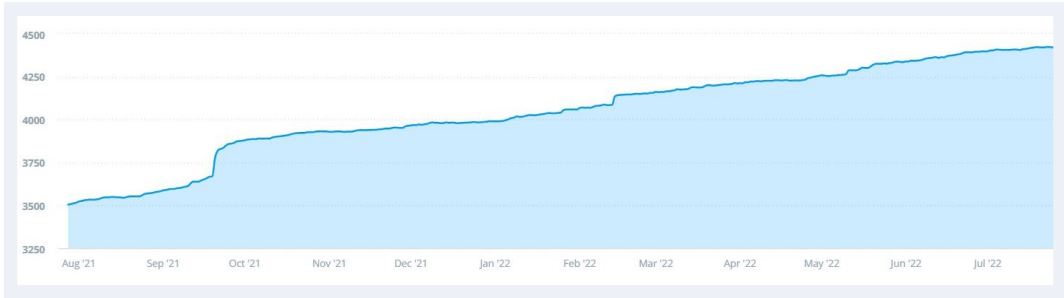
 <p><b>ANMF - Australian Nursing Midwifery Federation</b> @anmf_federal While the NSW Premier has stepped back from being accountable to the NSW community during the 11 am conferences, our state's nurses and midwives continue to work hard to keep our community safe through COVID-19 @nswnma pic.twitter.com/qqPwHKRYo</p>	Impressions Total engagements Media engagements Likes Detail expands Retweets Profile clicks Replies Link clicks Follows Hashtag clicks	530,283 22,641 9,328 6,246 3,377 2,397 1,082 161 39 7 4
<p><b>ANMF - Australian Nursing Midwifery Federation</b> @anmf_federal "We are extremely concerned about our ability to provide safe nursing care under current staffing levels afforded by the NSW government to ICUs around this state." ICU nurses warn Berejiklian about staffing levels as NSW approaches CODE BLACK. https://www.news.com.au/world/coronavirus/australia/nsw-covid-icu-nurses-send-open-letter-to-premier-gladys-berejiklian-warning-about-staffing-levels/news-story/f7ed7e0faf68b27a2a124fa0731ebbb6 ... @newscomauHQ</p>	Impressions Media views Total engagements Likes Detail expands Retweets Link clicks Profile clicks Replies Media engagements Hashtag clicks	64,438 10 3,683 1,303 862 752 500 186 69 10 1
 <p><b>ANMF - Australian Nursing Midwifery Federation</b> @anmf_federal Nurses and midwives are not going to be polite and smile. Our patients deserve the best care. #ratios @BradHazzard @ScottMorrisonMP pic.twitter.com/z8tU96R70</p>	Impressions Total engagements Likes Media engagements Retweets Detail expands Profile clicks Replies Link clicks Hashtag clicks	59,472 3,259 1,726 585 428 389 88 24 15 4

<p><b>ANMF - Australian Nursing Midwifery Federation</b> @anmf_federal Let's repeat: We can't overstate the importance of ensuring that we don't "open up" until we can guarantee vaccination &amp; adequate public health measures that are sufficient to allow health &amp; aged care systems &amp; their critical workforces to continue delivering best practice care. https://twitter.com/australian/status/1435572723019771913 ...</p>	Impressions Media views Total engagements Likes Detail expands Retweets Profile clicks Replies Link clicks Media engagements	58,932 11 1,945 867 472 405 140 33 17 11
 <p><b>ANMF - Australian Nursing Midwifery Federation</b> @anmf_federal Stop telling us to cope. Give us the more nurses and midwives. #ratios #NursesStrike @nswnma @unionsaustralia #nswpol pic.twitter.com/3q78mRDOIE</p>	Impressions Total engagements Likes Retweets Detail expands Media engagements Profile clicks Hashtag clicks Replies Link clicks	45,972 2,573 1,377 416 321 210 160 45 35 9

INSTAGRAM

We have steadily grown our fans by 26% to 4.42K followers for our Instagram account.






ANMF FEDERAL INSTAGRAM - TOTAL FANS



We have posted 144 pieces of content which have received more than 10K engagements.

ANMF FEDERAL INSTAGRAM - ENGAGEMENT	
IMPRESSIONS	196.04K
REACTIONS	9.58K
REACH	184.77K
ENGAGEMENTS	10.03K
ENGAGEMENT RATE	5.11%

Top 5 Instagram posts:

16 Dec 20:01		Taking it to the runway of the Miss Universe cont... @ ANMF
12 Sep 11:25		NSW healthworkers will continue to turn up to w... @ ANMF
20 Dec 11:00		There are simple, proven actions we can all take ... @ ANMF
13 Jan 17:38		Other countries make Rapid Antigen Tests (RAT) ... @ ANMF
24 Feb 20:44		The cracks in the aged care system have been tu... @ ANMF

# ANMF NATIONAL POLICY RESEARCH UNIT REPORT

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

## COVID-19 PANDEMIC

In its third year, the COVID-19 pandemic and response efforts have been closely monitored and analysed by the National Policy Research Unit. The Unit has developed a suite of timely, evidence-based resources and publications for the ANMF Executive Group, members, and the wider workforce as new evidence and developments emerge. These resources continue to inform decision making, policy, and practice from the bedside to high-level government and workforce planning.

By providing decision makers and members with trusted, evidence-based guidance for safe and effective practice, the Unit has supported the ANMF Federal Office and Branches to advocate for the safety and wellbeing of members, the professions, and the wider community.

Key outputs include peer reviewed publications in leading, high-impact journals as well as large reports for the ANMF including those focussed on the impact of the pandemic on the hospital and aged care workforce.

## COVID-19 OMICRON OUTBREAK

The Unit conducted a national survey of ANMF members to explore the working experiences of unfolding COVID-19 pandemic. The survey primarily focused on the period of time since 1 December 2021 which roughly marks when many Australian State/Territory borders and social restrictions were eased and the SARS-CoV-2 'Omicron' variant of concern began to emerge in Australia. Two reports were developed focussed respectively on responses gathered from participants who worked in aged care and participants that worked in hospitals. Members of all ANMF Branches participated, with most working in aged care (n=985) or hospitals (n=791). The survey focused on vaccination uptake, infection and exposure isolation, work experiences with infection prevention and control including with PPE and workplace policies, workplace challenges, intention to leave, and proposed solutions to the challenges faced by staff.

## AGED CARE REFORM

With the election of a new Federal Labor Government, the ANMF's tireless efforts to drive urgent reforms in the aged care sector have evolved significantly from lobbying to ensure political parties and leaders recognise and understand the need for reform, to working actively with a Government that agreed with the ANMF's campaign priorities and has committed to implementing them.

The Unit's collaborative work with the Federal Executives and ANMF Branches via the ANMF Aged Care Reform Committee throughout and following the Royal Commission into Aged Care Safety and Quality has been influential in determining and driving the new Federal Government's commitments, policies, and planning and is demonstrated by numerous reports, policy briefings, analysis, and published peer reviewed articles.

Our work continues to pursue an implementation of the reforms to a level and timeframe that protects the safety, health, and dignity of older Australians and the aged care workforce. Key areas include funding, regulation/reporting, care assessment, planning, and delivery, codes of conduct, legislative change and policy reform, staffing, skills mix and workforce, and financial transparency and accountability.

The Unit continues to lead and contribute to the ANMF's work following the election and ensures that the ANMF's advocacy and positions are supported by the best available evidence from published research and the voices and perspectives of ANMF members.

## 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 advise to researchers and students and collaborates on research, evaluation, and quality improvement/evidence implementation projects and grant applications. In 2021-22 the Unit received funding from the University of South Australia (UniSA) to mentor two undergraduate nursing students to undertake and write up research on best-practice emergency department care for trans and gender diverse people and a project focussed on the work values of 'Generation-Z' nurses and how they influence issues such as workforce recruitment, retention, and attrition.

In the first half of 2022, the Unit has also welcomed three new UniSA Higher Degree by Research candidates who are conducting research on; formal employment programs for registered undergraduate students of nursing (RUSONs); infant and child health in Papua New Guinea (PNG), and; point of care ultrasound for emergency services assessment and management of patients with COVID-19. Two candidates (RUSON project and PNG infant and child health project) are receiving funding support from the ANMF.

## ANMF POLICY RESEARCH ADVICE

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



In 2021-22, the Committee and Unit have focussed on reviewing and updating ANMF policies and processes that underpin research promotion and collaboration.

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

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

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





# EDUCATION REPORT

## EDUCATION REVIEW

The ANMF National Education Review commenced in 2021. A Working Group was convened consisting of education delegates from each Branch and the Federal Office in order to review education programs available to members and to identify a suite of best practice Continuing Professional Development (CPD) courses that would provide a consistent offering to all ANMF members.

In February 2022, the ANMF Federal Executive made the decision to close the Federal Office online education in order for each Branch to commence delivery of their own education offerings as part of their membership services.

It was determined that the ANMF Federal Office would close the Continuing Professional Education (CPE) website, the Aged Care Training Room (ACTR), and the Body Systems Training Room (BSTR) on November 1 2022.

## VOCATIONAL EDUCATION AND TRAINING (VET)

The ANMF Vocational Education and Training Advisory Committee (VETAC) closely monitors developments in the VET sector.

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

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

The following training package products – qualifications and units of competency were reviewed by industry to ensure contemporary practice and have been endorsed by the Australian Industry Skills Committee (AISC) in 2021-2022:

- Enrolled Nursing
- Technicians and Support Services
- Dental

The following training package products – qualifications and units of competency; remain under review by the state and territory training authorities and the AISC:

- Direct Client Care and Support – encompassing aged care support and disability support
- Aboriginal and Torres Strait Islander Health Worker

## Infection Prevention and Control

Infection Prevention and Control Practices (IPC) have come under increasing focus in recent times and particularly in aged care during the period of the COVID-19 pandemic.

The National Nursing and Midwifery Education Advisory Network (NNMEAN), Chaired by Professor (Practice) Alison McMillan, Chief Nursing and Midwifery Officer, asked the Department of Health and the Department of Education, Skills and Employment (DESE) to establish a mechanism to review the:

- quality of the training in IPC units within the VET nursing education packages; and
- ensure that the IPC unit content remains contemporary, and evidence based.

In response to this request, a training advisory committee was convened in order to review two units of competency relating to IPC:

- HLTINF001- Comply with infection prevention and control policies and procedures
- HLTINF003- Implement and monitor infection prevention and control policies and procedures.

These units have been reviewed and await endorsement by the AISC.

## VET Reform

In October 2020, Skills Ministers agreed to progress reforms to enhance industry leadership in the VET system. The new system will abolish the roles of Industry Reference Committees (IRC's) and Skills Service Organisations (SSO) and replaced by newly formed 'Industry Cluster' organisations.

The ANMF have liaised with numerous stakeholders in the sectors of human services during 2021-2022, in order to establish an Industry Cluster Organisation representing all sectors of human services where nurses and midwives may be involved within the course of their work, such as:

- enrolled nursing, aged care and disability work, allied health, childhood education, dental services, Aboriginal and Torres Strait Islander Health Workers, technicians and support services, assistants in nursing

The newly formed organisation has successfully applied to represent the above work roles and professions. The Department of Education Skills and Employment (DESE) is due to consider Industry Cluster applications mid 2022.

## MEDICINAL CANNABIS CONFERENCE

The inaugural ANMF sponsored Nursing Medicinal Cannabis Conference, in collaboration with United in Compassion, took place in May 2022 after two years of delay due to the pandemic.

The conference was opened by: Brett Holmes; General Secretary of NSWNMA, Kate Veach; Assistant Secretary QNMU and Sally Anne Jones; Federal and State ANMF President.

The day saw ANMF nurses, nurse cannabis clinicians and nurse practitioners present alongside international speakers. The conference was attended by over 100 nurses seeking further knowledge in the area of medicinal cannabis nursing.

Sally Anne Jones closed the conference commending presenters and attendees and committing to continued ANMF support of medicinal cannabis treatment options for eligible patients and the nurses who treat, advocate and support them.



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

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

## ANMJ WEBSITE

*ANMJ*'s website has been in operation for four years. Over the past year, the site has shown steady growth. This is indicative of the site's diverse content to meet the membership's varied needs.

The content on the site includes career advice, including specific advice for graduates and students, latest news, research, wellbeing, social justice, practice-focused stories and profiles and CPD.

The site also houses job, course, scholarship, and event listings. Except for the courses and scholarship page, which has seen a decrease in page views, all other areas in this section have shown an unprecedented increase in views. The Job board particularly saw a significant increase of 584%.



## Website statistics:

Over the past 12 months, *ANMJ* published 392 posts. The number of sponsored content posts was seven.

- ➔ Page views: 1,9265,511 (up 3.1% from last year)
- ➔ Users: 452,070 (-0.32%) 451230
- ➔ New users: 446,412 (up 0.26%)
- ➔ Pages per session: 3.57 (up 7.53% from last year)

Page views for Course and Scholarships 2,741 (a decrease 53%); Job Board 9,222 page views (up 584%); Events 2,741( up 101%).

## Top 10 pages viewed:

1. 5 foods to eat on night shift and why (116,034 views)
2. Australian Nursing & Midwifery Journal (67,745 views)
3. COVID-19 vaccines: contraindications and precautionary advice (61,396 views)
4. What you need to know about the \$800 aged carer worker bonus payment (38,057 views)
5. 10 time management tips for nurses and midwives (31,869 views)
6. It's back: Welcome to season 2 of Old People's Home for 4 Year Olds (31,154 views)
7. 5 tips for a good clinical handover (30,37 views)
8. WHO'S top 10 threats to global health in 2019 (29,557 views)
9. 10 things I learnt on clinical placement (27,634 views)
10. Older nurses and midwives battle fatigue, physical challenges and lack of respect in the workplace study finds (21,319 views)

## Devices used:

Mobile: 65.07%, Desktop: 31.67%, Tablet: 3.26%

## Demographics of people who view our website:

Female 69.3% / Male 30.7% (an increase of 2.7% compared to last year)

Primary ages being 25-34 years (26.39%); Secondary ages being 35-44 years (20.95%)

## Visitors to the site:

New: 86.6%, Returning: 11.4%

## Traffic Sources:

Social media continues to be the primary driver of traffic to the website (39.4%). The number of organic searches (clicking on a free listing on a search results page) was 47.4%. Views direct to the website was 9.8% and referred from another source, i.e. website or blog, was 1.1%.

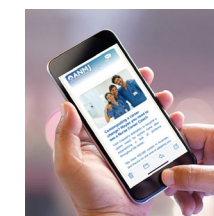
## E:NEWSLETTER

The e:Newsletter continues to have a robust subscriber base and remains an essential link to the *ANMJ* website. The current database has 3,368 subscribers. The demographics of users were over 70% female, 10% male, and 20% unknown.

The most users per age were 35-54 years (41.3%). The top three locations of subscribers were Sydney, Melbourne and Brisbane.

## SOCIAL MEDIA

Stories have been consistently posted and shared on social media through *ANMJ*, the ANMF and branch social channels to share content and attract readers to the website. The social media community continues to grow on all *ANMJ* platforms. Facebook has seen a growth of almost 12,000 followers and 1,822 followers on Twitter (an increase of over 21.5% this year).



## ANMJ JOURNAL

The *ANMJ* has continued its 56+4-page quarterly publication, published in hard copy and online via ISSUU and PDF format housed on the *ANMJ* website. 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. Matters relating to the COVID-19 pandemic remained a significant theme in the journal.

Aged care issues, including the need for mandated ratios and Rn 24/7, climate change and sustainable practices, Indigenous health, and gender issues, were also common themes throughout the year.

## Features

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

## Feature articles in 2021-2022:

- ➔ Too great expectations: How Australia's aged care COVID-19 vaccination fell short
- ➔ Let's talk about racism: Racism has no place in nursing and midwifery or in society
- ➔ ANMF priorities 2022
- ➔ Climate change and health: Code red for humanity

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 2021-2022:

- Mental Health and Drug and Alcohol
- Education part 1
- Education part 2
- Wound care, Alzheimer’s Disease and management and Palliative Care

Clinical update

This year, we had a high volume of submissions for the ANMJ clinical update section. These papers have provided dialogue amongst the professions of new or evaluated clinical work on the ground, improvements in care, new program developments, etc. It has also enabled members to have clinical work/research published to secure grants or other funding avenues such as scholarships.

Clinical update topics 2021-2022:

- Will VAD see new social rituals evolving?
- Nurse-led alcohol clinic: Increasing access to drug and alcohol treatment
- Emotional intelligence in nursing leadership
- Common COVID-19-related cultural concerns in nursing- A literature review
- Omalizumab improves asthma control in children and young people during Australia’s bushfire season: Two case reports

Issues, viewpoints, reflections and working life

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

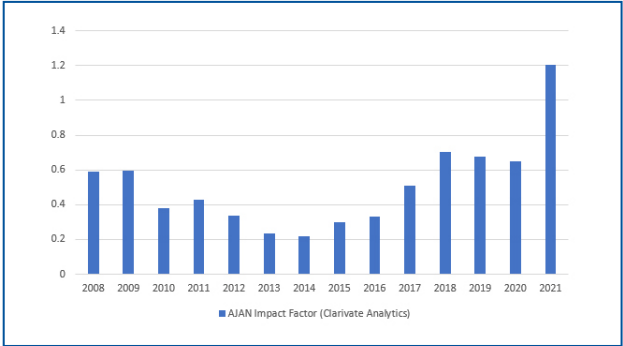
Issues, viewpoints and reflection topics 2021-2022

- Professional boundaries: Respecting the feelings of residents in aged care
- Reimagining listening in clinical practice
- Professional dominance and the oppression of the nurse: The health system hierarchy
- The struggle of being a carer and mother during COVID
- Drive for social justice sparks almost 40 years of supporting workers’ rights globally
- Helping to shift government on nuclear weapon usage
- How can we support future rural generalist nurses
- Continence care for pregnant and birthing women: An example how midwives can make a difference
- Being with woman: Midwifery students reflect
- Tougher sentencing for assault against nurses is nothing but lip service: Can you change my mind?
- Preceptoring the preceptors: Empowering and sustaining our profession
- A day in the life of a Tasmanian Secondary school nurse
- Pain management for patients with dementia: Identification and management
- COVID-19 Quarantine Queen: A lived experience
- Empowering multicultural women through health education

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 mid-2022, the journal received a Clarivate Analytics Impact Factor for 2021 of 1.2 (up by 0.56 points from 0.647 last year). This is the first time that AJAN has received an impact factor over 1 and represents a significant jump from previous years (see graph below).



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

The quarterly journal has published three issues in this reporting period (2021-22) including 31 individual manuscripts and continues to see a significantly increased number of submissions from Australian and international authors. Invited guest editorials have been authored by esteemed experts including Dr Rosemary Bryant AO and Professor Tracey Moroney OAM.

The journal’s most highly cited contributing paper was indexed in 2020 and is an integrative review on the roles of rural and remote registered nurses in Australia written by Susan Muirhead and Professor Melanie Birks.

JOURNAL MISSION AND AIMS

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

- Equip the nursing, midwifery, and wider health professions to deliver safe, quality, evidence-based care in all settings.
- Promote the professional and personal safety and wellbeing of nurses, midwives, and other health care staff in all environments.
- Support nurses and midwives to be leaders in clinical and maternity care, research, and policy across health and social issues.
- Publish and disseminate a wide variety of high quality, evidence-based original research and other scholarly work to inform and influence health, maternity, aged care, and public health policy, research, and practice.
- Maintain and promote values that underpin an economically, environmentally, and socially sustainable future for all communities.



## JOURNAL SCOPE

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

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



## JOURNAL LEADERSHIP AND TEAM

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

### Editorial Board Members (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)
- Professor Marsha Bennett (School of Nursing, LSU Health Science Center, Louisiana State University, New Orleans, Louisiana, United States of America) – Retired from the Board in late 2021

### Editor:

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

### Associate Editors:

- Julianne Bryce (ANMF Federal Office, Melbourne, Victoria, Australia)
- Dr Zachary Byfield (School of Health, University of New England, Armidale, New South Wales, Australia)
- Assistant Professor Benita Chatmon (School of Nursing, LSU Health Science Center, Louisiana State University, New Orleans, Louisiana, United States of America)
- Professor Pilar Alejandra Espinoza Quiroz (School of Nursing, Faculty of Healthcare Sciences, University of San Sebastian, Santiago, Chile)

- Associate Professor Jane Frost (School of Nursing Midwifery and Public Health, University of Canberra, Canberra, Australian Capital Territory, Australia)
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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, Anna Amatangelo, and Heidi Adriaanse (Journal Staff), and Lorna Hendry (external Layout Editor).



# COLLECTIVE WORK OF THE FEDERATION - 2021/2022

*In the year 2021/22, the ANMF Federal Office continued to represent the professional, industrial and political interests of ANMF members in collaboration with the ANMF's state and territory Branches, through the work of the Federal Executive and Federal Council and the series of standing committees convened by the ANMF's Federal Office.*

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

## ANMF COMMITTEES

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

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

During 2021/22, the members of the ANMF's standing committees jointly produced the series of submissions & reports, and participated in the policy development and review processes outlined below.<sup>1</sup>

## SUBMISSIONS AND REPORTS

### Aged Care

1. Australian Nursing and Midwifery Federation submission to the consultation on the development of Star Ratings for Residential Aged Care
2. ANMF Submission to the Australian Government consultation on the Care and Support Sector Code of Conduct
3. Australian Nursing and Midwifery Federation submission to Aged Care and Other Legislation Amendment (Royal Commission Response No. 2) Bill 2021 - 3 November 2021
4. Submission to the Commonwealth Government Serious Incident Response Scheme for in-home aged care services
5. Submission to Australian Government Department of Health Aged Care Quality Standards Survey
6. Submission to the Industry Code for Visiting Residential Aged Care Homes during COVID-19
7. Submission to Australian Commission on Safety and Quality in Health Care consultation on Review of quality use of medicines publications: Guiding principles for medication management in residential aged care facilities

### Professional and Education

1. Response to Nursing and Midwifery Board of Australia (NMBA) Draft Fact Sheet on Nursing and Midwifery Scope of Practice
2. Response to the Independent Review of the Regulation of Health Practitioners in Cosmetic Surgery
3. Submission to Australian Government Department of Health Nurse Practitioner 10 Year Plan Consultation Submission to Australian Commission on Safety and Quality in Health Care: Review of Quality Use of Medicines Publications - Guiding Principles to Achieve Continuity in Medication Management
4. Submission to Australian Commission on Safety and Quality in Health Care consultation for the Review of medicines publications – Guiding principles for medication management in the community (GPC)
5. Submission to Australian Government Department of Health Review of the National Medicines Policy (NMP)
6. Response to Australian Nursing and Midwifery Accreditation Council (ANMAC) and Nursing and Midwifery Board of Australia (NMBA) targeted consultation on the options for the development of a National Assessment Tool for Pre-registration Registered Nurses (NATPRN)

### Health, Social, Political

1. Submission to the Australian Commission on Safety and Quality in Health Care consultation on draft Stillbirth Clinical Care Standard
2. Submission to the National Rural and Remote Nursing Generalist Framework Consultation
3. Submission to the Australian Government Department of Health review of the National Medicines Policy 2021
4. Submission to Australia's Primary Health Care 10 Year Plan 2022-2032 Consultation

5. Submission to the Australian Government National Mental Health Workforce Strategy 2021-2031
6. Response to the Independent and Peaceful Australia Network (IPAN) Inquiry into the Costs and Consequences of Australia's involvement in US led wars and the US Alliance
7. Submission to the Primary Health Reform Steering Group draft recommendations for the Australian Government's Primary Health Care 10 Year Plan

### Industrial, OHS

1. Productivity Commission - Indirect employment in aged care Maternity Leave (Commonwealth Employees) Act 1973 (ML Act)
2. Response to the National Skills Commission (NSC) Skills Priority List (SPL) Stakeholder Survey
3. Draft National Plan to End Violence against Women and Children 2022-2032
4. Religious Discrimination Bill 2021 and related Bills
5. Inquiry into the Fair Work Commission Annual Report 2019-2020
6. Discrimination and Fair Work Respect at Work Amendment Bill 2021
7. Response to Ministerial Advisory Council on Skilled Migration Scoping Paper discussion questions

### Reports

1. National Aged Care COVID-19 Survey 2022
2. National COVID-19 Survey 2022 - Public and Private Hospitals

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



## POLICY DEVELOPMENT AND REVIEW

### Policies, Position Statements and Guidelines reviewed

#### Policies

1. Bullying in the workplace
2. Nursing practice
3. Midwifery practice
4. Nursing and midwifery within organisational structures
5. Smoke-free work environment
6. Work health and safety

#### Position Statements

1. Organ and tissue donation for transplantation
2. Primary health care

#### Guidelines

1. Delegation by a registered nurse

### New position statement and fact sheets developed

1. ANMF Position Statement: COVID-19 Vaccination
2. Position statement - Specialising in clinical care settings

## PUBLICATIONS

1. Addressing vaccine hesitancy and resistance for COVID-19 vaccines (IJNS)
2. Letter to the Editor - Use of personal protective equipment reduces the risk of contamination by highly infectious diseases such as COVID-19
3. Outcome measures of palliative care programs and interventions implemented in nursing homes: a scoping review protocol
4. Royal Commission into Aged Care recommendations on minimum staff time standard for nursing homes
5. Delivering, funding, and rating safe staffing levels and skills mix in aged care: authors' response.
6. Workforce - The bedrock of aged care reform

7. Rapid reviews and the methodological rigor of evidence synthesis: a JBI position statement
8. What are scoping reviews? Providing a formal definition of scoping reviews as a type of evidence synthesis
9. Scoping reviews: reinforcing and advancing the methodology and application
10. Emergency department nurse-initiated protocols for paediatric febrile neutropenia: A scoping review
11. Best practice guidance and reporting items for the development of scoping review protocols
12. Reflection as a learning strategy for the training of nurses in clinical practice setting: a scoping review
13. Practical guide to undertaking scoping reviews for pharmacy clinicians, researchers and policymakers
14. Letter to the Editor - Methodological quality was critically low in 9/10 systematic reviews in advanced cancer patients-A methodological study
15. International nursing students' and international nursing graduates' experiences of transition to the nursing workforce: A systematic review of qualitative evidence

## RESOURCES PREPARED RELATING TO COVID-19, AGED CARE AND PROFESSIONAL MATTERS

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

### COVID-19 Evidence Briefs

1. ANMF COVID-19 Resource: Safety and Reactogenicity of COVID-19 vaccines (Pfizer and AstraZeneca) - UPDATED 25 Aug 2021
2. ANMF COVID-19 Resource: Updated contraindications and precautionary advice for COVID-19 vaccines - ANMJ Online

3. ANMF COVID-19 Resource: Updated contraindications and precautionary advice for COVID-19 vaccines - ANMF Website
4. ANMF COVID-19 Resource: The effectiveness and safety of the Moderna COVID-19 vaccine - ANMJ Online
5. ANMF COVID-19 Resource: The effectiveness and safety of the Moderna COVID-19 vaccine - ANMF Website
6. How well do the COVID-19 vaccines protect against COVID-19 Delta variant?
7. ANMF COVID-19 RESOURCE: Booster and third dose shots for COVID-19 vaccines
8. Booster and third dose shots for COVID-19 vaccines
9. Australian COVID-19 vaccine booster shots
10. Public health mandate vaccine timeline graph
11. Omicron: Immune evasion, COVID-19 vaccination, and boosters
12. Third doses and when to get vaccinated after having COVID-19
13. Addressing COVID-19 vaccine hesitancy (and resistance)
14. Not all PPE is created equal: making sure you use the right PPE for COVID-19
15. The Novavax COVID-19 vaccine
16. Don't stop sneezing (but please cover up)
17. Evidence-based COVID-19 and vaccination resources
18. COVID-19 vaccine hesitancy despite mounting evidence of effectiveness, efficacy, and safety
19. ANMF Evidence Brief - COVID-19: Personal Protective Equipment - Update 30/06/2021
20. Update: COVID-19 vaccine effectiveness, efficacy, and safety
21. SNAPSHOT: COVID-19 vaccine effectiveness, efficacy, and safety

22. The COVID-19 Delta variant: vaccines and what we already know can protect us
23. COVID-19 Vaccine evidence summary: AstraZeneca
24. ANMF COVID-19 Vaccines: Addressing vaccine hesitancy and resistance
25. Recommendations on a winter booster dose of COVID-19 vaccine
26. What we know about 'Long COVID' or, post Covid-19 condition in 2022
27. COVID-19 vaccines protect us against harm and death from other causes
28. Hesitant but hopeful: Empathy for COVID-19 vaccine uncertainty

The following materials were developed by Federal Office to assist ANMF Branches and members, and international organisations (on request), in relation to aged care and professional matters.

### Evidence Briefs

1. Aged Care Ratios - the most important reform
2. Attracting and retaining nurses in aged care
3. Policy brief: Funding transparency and accountability in aged care
4. How the Australian Government can support improved recruitment and retention of registered nurses in the aged care sector
5. Policy brief: recognition of enrolled nurses in nursing homes
6. ANMF Factsheet: single assessment workforce for aged care
7. Policy Brief: 24-hour Registered Nurse Presence in Nursing Homes
8. Evidence-Based Summary: 24-hour Registered Nurse Presence in Nursing Homes – How the Government can implement 24/7 RN presence in nursing homes
9. Policy Brief: Recognition of Enrolled Nurses in Nursing Homes (Final Draft)
10. How Australia can implement mandatory minimum staffing levels and skills mix in nursing homes - Basic

- How Australia can implement mandatory minimum staffing levels and skills mix in nursing homes - Complicated
- 24-Hour registered nurse presence in nursing homes...it's not too much to ask

#### Information/Fact Sheets

- Fact sheet: Support for Early Career Nurses and Midwives in Securing Employment
- Fact sheet: Early Career Nurses and Midwives and Notifications
- Registered undergraduate students of nursing or midwifery (RUSON/M) employment models
- Nurse practitioner numbers and models of care in primary care

## NATIONAL REPRESENTATION OF THE FEDERATION

### Conference Presentations – 2021/22

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

- COVID-19 Briefing for the Australian Manufacturing Workers Union – 29 September, 2021
- COVID-19 Webinar for in-home and community aged care providers – 8 October, 2021
- Australian Social Policy Conference, *Workforce issues in aged care* – 26 October, 2021
- Geelong Women's Union Network Seminar - *Union women leading our movement – we are the 55%* - 30 October, 2021
- Australian Association of Gerontology - pre-conference workshop: *What does a human rights approach to aged care mean?* – 9 November, 2021
- LASA Conference - *From Pandemic to Endemic: The Future of Aged Care, COVID-19 and the aged care workforce* - 19 November, 2021
- National Dementia & Aged Care Reform Conference, 2021 | Keynote Speaker Session: *Quality Dementia*

*Care, what does the future look like* – 23 November, 2021

- ANMF SA Branch Forum - *'Fix aged care – it's now or never'* - *An ANMF perspective* - 23 February, 2022
- Online forum – '12 months on from the Royal Commission - What needs to happen to ensure Australia has a quality aged care system?' – Panel Discussion – 1 March, 2022
- National Registration and Accreditation Scheme meeting session - 'How is the pandemic changing us all? Opportunities and challenges for regulatory leadership and capabilities' - 3 March, 2022
- Aged Care Workforce Industry Council Strategy Day - Sustainability of the Council & key partnerships – 'An ANMF perspective' – 22 March, 2022
- 2022 Annual Federal Conference of the Australian Education Union – 'ANMF Election Priorities' – Panel Discussion – 2 April, 2022
- Community Forum with David Pocock – 'Putting the spotlight on Senior Australians' – Panel discussion – 8 April, 2022
- Follow the Money Podcast with Richard Denniss – 'Big Government – Focus on Aged Care' – 12 April, 2022
- ANMF VIC Branch Aged Care Rally – Geelong – 6 May, 2022

#### The Federal Assistant Secretary provided the following presentations:

- Ecosocialism Conference Panel Session: Worker's rights in the age of COVID-19 – 23 October 2021
- Geelong Women Unionists Network conference: "Systemic Underfunding of our Healthcare System" – 30 October 2021
- ACTU Super Trustee's Forum: Campaigning for Universality, adequacy and Equity - 9 November 2021
- Doctors 4 Refugees: 'A United Front: The Power of Together' – 18 November 2021

- ANMF TAS Branch – Aged Care Conference – 'One year on from the Royal Commission... what will it take to achieve the reform necessary to restore the sector' – 11 May, 2022

#### Federal Office Staff delivered the following presentations:

- The COVID-19 and workforce wellbeing national survey: findings from the Northern Territory

#### ANMF members delivered the following presentations:

*Irene McInerney, Registered Nurse, ANMF TAS Branch*

- Online forum – '12 months on from the Royal Commission - What needs to happen to ensure Australia has a quality aged care system?' – Panel Discussion – 1 March, 2022
- Follow the Money Podcast with Richard Denniss – 'Big Government – Focus on Aged Care' – 12 April, 2022

### Senate, Parliamentary & Royal Commission Hearings

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

Representatives of the ANMF appeared with the ACTU, IEU and AEU appeared at the hearing for the Parliamentary Joint Committee on Human Rights (14 January) and with colleagues from the ACTU for the Legal and Constitutional Affairs Legislation Committee (21 January) to present on our submissions and concerns with the Religious Discrimination Bill.

### Advisory and Standing Committees

- ➔ ACTU Executive
- ➔ ACTU National Secretaries' Committee
- ➔ ACTU Women's Committee
- ➔ ACTU OHS & Workers' Compensation Committee
- ➔ ACTU Industrial Legislation Committee
- ➔ ACTU Trade Committee

- ➔ ACTU Registered Organisations Commission (ROC) Group
- ➔ ACTU Climate Action Group
- ➔ Australian Workplace Relations Consultative Committee
- ➔ Ministerial Advisory Council on Skilled Migration
- ➔ AHPRA Professions Reference Group
- ➔ ANMAC Board
- ➔ ANMAC Strategic Accreditation Advisory Committee
- ➔ ANMAC Review of Programs Leading to Endorsement for Scheduled Medicines for Midwives Accreditation Standards Expert Advisory Group
- ➔ ADHA National Digital Capability Action Plan Steering Group
- ➔ ADHA Aged Care Advisory Group
- ➔ Australian Digital Health Agency (ADHA) Digital Health Capability Framework for Nursing and Midwifery Advisory Committee
- ➔ ADHA/Australian Institute of Digital Health (AIDH) National Nursing and Midwifery Digital Health Capability Framework Project Advisory Committee
- ➔ ACRRM Rural and Remote Digital Innovation Group
- ➔ ACSQHC Medication Safety Oversight Committee
- ➔ ACSQHC Health Services Medication Expert Advisory Group
- ➔ Australian Government Residential Aged Care Funding Reform Working Group
- ➔ Climate and Health Alliance
- ➔ Coalition of National Nursing and Midwifery Organisations (CoNNMO)
- ➔ Department of Veterans Affairs (DVA) Health Providers Partnership Forum
- ➔ Early Career Nurse and Midwife Working Group
- ➔ National Rural Health Alliance Council
- ➔ National Aged Care Alliance



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

#### Lobbying Meetings

#### **Health & Aged Care**

- ➔ Hon. Anthony Albanese, MP, Leader of the Opposition
- ➔ Hon. Tony Burke, MP, Shadow Minister for Industrial Relations
- ➔ Hon. Mark Butler, MP, Shadow Minister for Health and Aged Care
- ➔ Hon. Claire O’Neil, MP, Shadow Minister for Aged Care
- ➔ Hon. Ged Kearney, MP, Shadow Assistant Minister for Skills & Aged Care
- ➔ Hon. Peta Murphy, MP, Dunkley
- ➔ Hon. Libby Coker, MP, Corangamite
- ➔ Senator Jess Walsh
- ➔ Senator Rex Patrick
- ➔ Senator Janet Rice, Australian Greens

#### **Following the 2022 Federal Election:**

- ➔ Hon. Mark Butler, MP, Minister for Health and Aged Care
- ➔ Hon. Anika Wells, MP, Minister for Aged Care
- ➔ Hon. Ged Kearney, MP, Assistant Minister for Health & Aged Care

#### National representation relating to COVID-19

#### **COVID-19 Consultations**

#### DEPARTMENT OF HEALTH - COVID-19

#### **Department of Health Briefings**

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

#### **Nursing and Midwifery Strategic Reference Group (NMSRG)**

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

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

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

#### AUSTRALIAN COUNCIL OF TRADE UNIONS

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

# STRATEGIC PRIORITIES

## STRATEGIC PRIORITY 1

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

Australia has a highly qualified and skilled nursing and midwifery workforce which is largely under-utilised. Nurses and midwives are denied opportunities to realise their full potential and maximise their contribution to the health and aged care systems. They are also frequently prevented from delivering the care they believe is necessary for their patients and communities because of poorly resourced, unsafe environments. The ANMF will work with members to ensure the environments they work in enable them to deliver safe, quality care.

## STRATEGIES

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

## STRATEGIC PRIORITY 2

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

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

## STRATEGIES

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

STRATEGIC PRIORITY 3

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

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

STRATEGIES

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

STRATEGIC PRIORITY 4

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

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

STRATEGIES

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

STRATEGIC PRIORITY 5

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

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

STRATEGIES

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

STRATEGIC PRIORITY 6

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

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

STRATEGIES

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



