

# Australian Nursing Federation



Annual Report  
Australian Nursing Federation  
Federal Office





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# Federal Secretary's report

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## An overview

Welcome to the 2008-2009 annual report. The ANF federal office worked collaboratively with state and territory branches throughout the year on a range of professional and industrial issues. The federal office launched the **Because We Care** campaign in Canberra in March 2009. The first ever national ANF campaign aims to secure pay equity for nurses and carers working in the sector and ensuring the highest quality care is provided to older Australians. The campaign has been a huge success and will continue into 2010 with a focus on 'delivering for aged care' in the 2010 Budget.



The ANF hosted a series of nursing and midwifery primary health care round table meetings in Canberra in the last financial year to progress the health reform process.

These meetings signalled that the nursing and midwifery professions have claimed a stake in the debate on health reform as front line practitioners who provide the bulk of health care services in the Australian community. We received funding to produce a primary health consensus view document which highlights the amazing work nurses do in the primary health care arena.

The ANF federal office was represented at numerous nursing forums and conferences throughout the year and worked hard to lobby federal government to ensure nurses and midwives views were heard in relation to key health, industrial relations and social policy decisions.

Announced in the May 2008 Budget, The Health Legislation Amendment (Midwives and Nurse Practitioners) Bill gives nurse practitioners and eligible midwives access to the PBS and MBS. The legislation has been delayed by the Senate and we remain hopeful that it will soon become law.

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## Federal Secretary's report

The ANF celebrated the official end of WorkChoices in 2009. The Fair Work Act, which replaces WorkChoices, will bring improved access for all workers to collective bargaining and union representation. The federal office industrial team worked to ensure the award modernisation process delivered protection and improved conditions for nurses and midwives.

The ANF participated in ACTU executive meetings and lobbying efforts in relation to the Fair Work Act and a range of broader industrial issues. We made submissions to parliamentary committees in relation to a review of the Occupational Health and Safety Act and the 457 visa scheme. We have established good working relationships with key government departments and Ministers. The views of nurses and midwives are now being considered by relevant ministers in decision making processes.

The reports from our Federal President and industrial, professional and journals and communications teams will provide more detail on the work of the federal office over the past year. I look forward to continuing to advance the interests of nurses and midwives in the coming year.

Ged Kearney

Federal Secretary

# Federal President's report

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The ANF has once again experienced an extremely busy, yet productive year with continued increases in membership and activity. Ged Kearney and Lee Thomas continue to provide stability in leadership in their roles as Federal Secretary and Assistant Federal Secretary respectively, effectively and competently leading our organisation and the staff of the Federal Office.

Some of the major issues that have required our attention and resources over the year include:

- driving the **Because We Care** aged care campaign in order to address the existing inadequate situation for residents, carers and nursing staff and to achieve much needed improvements in the aged care sector;
- a continued response in the 'Your Rights at Work' campaign until all anti-worker legislation has been removed from our society;
- the move to national registration and accreditation for nurses and midwives;
- the award modernisation process;
- taking a lead role in lobbying key politicians to bring issues affecting nursing, midwifery and health to the table for discussion and appropriate action;

- international assistance to our pacific neighbours, particularly nurses in East Timor, Papua New Guinea and Fiji; and
- representation on numerous taskforces, alliances and advisory groups to further the professional interests of nursing, midwifery and as such the health of the Australian people.

The Federal Executive and Federal Council met regularly during the past year to deal with these issues and the ongoing management concerns of the Federation. These meetings provided the means to address common industrial and professional issues being faced by the State and Territory Branches and also for essential strategic planning for the Federation's future direction. On behalf of the Federal Executive I would like to congratulate the state and territory Branch Secretaries on their successful re-election to office and to Jenny Miragaya who has commenced as the ACT Branch Secretary. Also, I congratulate Paul Nieuwenhoven for his election to Federal Vice President in April this year, and we look forward to working with you on the team.

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## Federal President's report

Acknowledgement and thanks also go to Bernadette Roberts, the preceding Federal Vice President for her contribution to the Federal Executive.

We have had a number of new Branch Presidents join the Federal Council: Desley Geraghty-Rudd from Queensland, Marisa Bell from South Australia, and Julie Driver from Tasmania.

On the international front, I have two items to report. Firstly, I had the enormous privilege to be among the ANF delegation, including Lee Thomas from the Federal Office, Gay Hawksworth from the QNU and Judith Kiejda from the NSWNA, to represent Australia at the South Pacific Nurses Forum held in Suva Fiji in October 2008. This was a terrific opportunity to network with nursing and midwifery colleagues from around 14 South Pacific nations, with over 200 delegates in attendance from the region. The forum was used to learn from and share our experiences with some of our closest neighbouring countries including Papua New Guinea, the Cook Islands, New Zealand, Fiji, Samoa and more.

At the national level, the Federation has continued to foster strong relationships with other peak nursing bodies including the Royal College of Nursing Australia, The Australian Nursing and Midwifery Council and the Australian College of Midwives. These important relationships have been forged in order for Australian nurses and midwives to have a stronger, united voice at a national and international level in respect to a wide range of nursing, midwifery and general health matters.

On behalf of the ANF Federal Executive, Federal Council and the ANF membership, I would like to once again thank all the staff of the Federal Office for their dedication and hard work over the past year. They are a great supporting team and clearly committed to the goals of the Federation. I look forward to working with all of the staff over the coming year to further the interests of the Federation and our members.

Coral Levett

Federal President

# Federal industrial report



In 2009 the ANF industrial program continued to focus on the protection and advancement of the industrial rights of nurses.

The objectives included:

- To provide effective industrial leadership and representation for nurses at the national level.
- To achieve planned and coordinated salary increases for all nurses in Australia, principally through collective bargaining and where this is not possible, by seeking review and amendments to nurses awards.
- To maintain and enhance conditions of employment for nurses in Australia.
- To provide support to ANF Branches to enable them to meet their industrial objectives.
- To develop effective and constructive relationships with the Australian Council of Trade Unions and affiliated unions.
- To develop effective and constructive relationships with the Federal Government other political parties and industrial bodies.

## Changes to federal industrial laws

The Fair Work Act 2009 (FWA) became law on 7 April 2009 and replaced the Workplace relations Act 1996 and the Howard governments detested WorkChoices laws. The new national laws introduced a number of significant changes in response to campaigns by the ANF and other unions intended to improve the rights of employees and unions. These include:

### Unfair Dismissal

The existing regulations have been removed and replaced by universal unfair dismissal protection for all employees subject to the following minimum qualifying period:

- six months, where an employer has 15 or more employees;
- 12 months, where an employer has fewer than 15 employees.

The new regulations emphasise the importance of reinstatement and re-employment, rather than a financial settlement.



# Federal industrial report

## Collective Bargaining

Under the FWA collective bargaining is the only form of workplace bargaining allowed and Australian Workplace Agreements are longer be available.

If a majority of employees wish to have their union represent them in collective bargaining negotiations, the employer will be required to bargain with the union and bargain in good faith. Good faith bargaining requires that the negotiating parties:

- must attend and participate in meetings in reasonable times;
- provide relevant information in a timely manner;
- respond to proposals made by a party in a timely fashion;
- give genuine consideration to the needs of the other parties;
- refrain from capricious or unfair conduct that undermines freedom of association or collective bargaining.

## A new safety net

From 1 January 2010 there will be a new national safety net of employment conditions which will be a combination of legislated minimum standards and new awards.

### 1. Ten legislative minimum employment standards

- 1) hours of work;
- 2) point of leave;
- 3) flexible working arrangements;
- 4) annual leave;
- 5) personal carers and compassionate leave
- 6) community services leave;
- 7) public holidays;
- 8) information in the workplace;
- 9) termination of employment and redundancy;
- 10) long service leave.

Agreements will not be able to undermine the ten legislative standards.

# Federal industrial report

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## 2. Awards

All awards will provide for a minimum of ten additional matters. A new national nursing award to be known as the Nurses Award 2010 will commence on 1 January 2010 and will replace most existing awards for nurses employed in the private sectors in all states and territories. This new award will apply to registered and enrolled nurses and assistants in nursing.

### Fair Work Australia

A new tribunal to be titled "Fair Work Australia" has replaced the Australian Industrial Relations Commission, the Australian Fair Pay Commission, the Workplace Authority, the Workplace Ombudsman and the Australian Building Construction Commission.

Fair Work Australia's responsibilities include:

- assisting parties to resolve industrial disputes;
- resolving unfair dismissals;
- facilitating collective bargaining by enforcing good faith bargaining;
- approving collective agreements;

- adjusting award wages and working conditions.

### A national system of industrial relations

Under the new laws the national industrial system is to be expanded and it is expected that some of the employment areas historically covered by state industrial relations systems will come under the expanded national industrial system.

While many issues are yet to be finalised it is anticipated that most state industrial bodies will maintain responsibility for state public sector employees while the private sector will come within the new national system.

### Public sector agreement outcomes

The table set out overleaf details the percentage increases and expiry dates of public sector enterprise agreements that will continue to apply over the 2008/2009 period. In addition to the wage increases detailed, the agreements commonly included a range of improvements to employment conditions including implementation of staffing mechanisms, qualification allowances and include 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 ANF negotiations

## Federal industrial report

in the private acute and aged care sectors, they also apply to the majority of the nursing workforce.

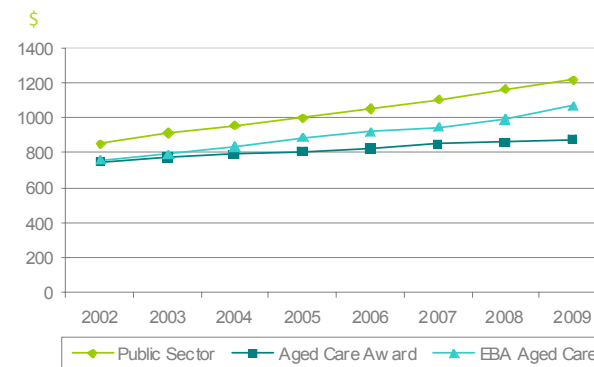
State	Outcome
New South Wales	14.0% over 3.5 years (30.06.08)
Victoria	12.0% over 3.5 years (30.09.07)
Northern Territory	11.0% over 3.0 years (09.08.06)
Tasmania	21.0% over 3.3 years (30.06.07)
South Australia	16.5% over 3.0 years (30.06.07)
Queensland	19.0% over 3.0 years (26.03.09)
Australian Capital Territory	12.15% to 23.2% over 2.5 years (23.03.07)
Western Australia	14.0% over 3.0 years (30.04.07)

### Aged care

The wages gap between nurses working in aged care and nurses working in the public sector continues to increase. While there are a growing number of collective agreements negotiated in the aged care sector, the wages and conditions outcomes are generally less favourable than public sector outcomes and fail to remove the disparity in wages and conditions.

The graph below demonstrates the wages gap.

Nursing Wage Disparity 2002-2009 | Public Sector and Aged Care



**Federal Industrial Team:** Nick Blake, Debbie Richards, Andrew McCarthy and Anna Amatangelo.

# Federal professional report

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The ANF has continued to take a leadership role in 2009 to represent, collaborate and negotiate on a range of issues impacting the professions of nursing and midwifery and subsequently the health of the Australian population. The ANF federal professional team has coordinated national projects and submissions and has been involved in national forums, committees, meetings, working groups, alliances and conferences throughout the year. The team is responsible for coordinating developments and review of ANF national policy, position statements and guidelines.

The federal professional team has attended national nursing, midwifery and health-related conferences to gather and provide information to further inform the development of ANF policy, position statements, publications and our ongoing work with other organisations. The team developed and presented papers at a variety of conferences and forums as well as conducting trade displays at a number of national nursing and midwifery conferences throughout 2009.

Our team continues to provide secretariat support to the work of the Coalition of National Nursing Organisations (CoNNO), an alliance of over 50 nursing and midwifery organisations. This group serves as an ideal forum for

collaboration on issues of concern across the professions. Additional funding from the Australian Government Department of Health and Ageing was secured this year to review the CoNNO website and develop a new logo, e-bulletin, on-line learning unit for governance education and a mentorship program. The Coalition meets face to face twice a year, alternating between Melbourne and Sydney.

The Federal Office has worked closely with colleagues in the ANF Branches in the provision of advice to governments and health related bodies on a variety of issues.

Some of the activities the federal professional team has been involved in this year include:

**Health reform:** National Health and Hospitals Reform; National Preventative Health strategy; National Women's health agenda; National Primary Health Care (PHC) strategy; the PHC Roundtables bringing nurses, midwives and medical colleagues together.

**E-health and informatics:** National e-health strategy; Health identifiers and privacy regulation; project to develop informatics competency standards for the nursing profession.

## Federal professional report

**Social justice:** Fairer Private Health Insurance Incentives Bill 2009; participation as a member of the Australian Council of Social Services.

**Medications safety:** Advising the Australian Council on Safety and Quality in Health Care on medication safety such as development of national standards on parenteral medicines and the national inpatient medication charts; National Prescribing Service; National Medicines Policy Partnership Forum.

**Pandemic preparedness:** Joint ANF/RCNA Influenza Pandemic Working Group including development of guidelines for nurses in clinical practice.

**Regulatory work:** Australian Nursing and Midwifery Council - national standards for the accreditation of nursing and midwifery courses; Health Legislation Amendment (Midwives and Nurse Practitioners ) Bill 2009 and related Bills (Midwife Professional Indemnity); MBS Nurse Practitioner Technical Advisory Group; PBS Nurse Practitioner Technical Advisory Group.

**Aged care:** Residential Medication management review; Aged care complaints investigation scheme; **Because We Care** campaign.

**Environment:** Climate change including education sessions with community groups.

See National News on [www.anf.org.au](http://www.anf.org.au) for more comprehensive information on this ANF work.

### ANF PROJECTS

#### Primary Health Care in Australia - A Nursing and Midwifery Consensus View Project

The project to develop an evidence-based consensus view of nursing and midwifery in primary health care in Australia, funded by the Australian Government Department of Health and Ageing (DoHA) and managed by the ANF, was completed in April 2009. Twenty two national nursing organisations signed on in support of this primary health care consensus view. Many nurses and midwives gave generously of their time over the very short timeframe of this project to review the successive drafts and contribute their stories to this paper. The publication is available electronically through a number of the peak national nursing organisations' websites. There were in excess of 20,000 downloads of this document from the ANF Federal Office website in the months of August and September this year.

# Federal professional report

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## Informatics Competency Standards Project

The ANF in conjunction with project partners Queensland University of Technology (QUT) is continuing work on an Australian Government funded national project to develop, validate and publish Informatics Competency Standards for the nursing profession in Australia. The on-line survey for the project received in excess of 5,300 responses.

Telephone focus groups have been held to discuss participants' opinions and experiences about nursing informatics, to test some of the messages identified in the survey and to expand on and clarify some of the issues raised. Draft competency standards have been developed and will be circulated to stakeholders for comment and feedback in the New Year.

## ANF SUBMISSIONS

The professional team prepared a vast number of submissions in the 2008-2009 financial year which can be viewed in detail on the ANF Federal Office website:<http://www.anf.org.au>.

**Federal professional team:** Julianne Bryce, Elizabeth Foley, Anastasia Shianis, Elizabeth Reale.

## Australian Nursing Journal

In 2008/09 the Australian Nursing Journal (ANJ) continued to focus on informing nurses of key issues affecting them in relation to the latest developments in health reform, nursing and industrial relations. The journal carried a number of feature and focus articles related to key issues for nurses and nursing in Australia.

The *ANJ* also continued to provide monthly updates on relevant professional and industrial issues.

Many nurses contributed and shared their achievements in clinical practice and research with colleagues in the profession via publication in the journal in 2008-2009.

Clinical updates this year were supplied by the Joanna Briggs Institute and individual contributors. Feedback indicates nurses enjoy the content of these articles. Issues covered in the last year include *Listeria monocytogenes - which of your patients is not at risk; Management of peripheral intravascular devices; Smoking cessation interventions and strategies; The management of chronic wounds.*

*ANJ* feature articles in 2008/09 covered a broad range of issues: *e-Health: leaving the paper trail behind; A new prescription needed for nurse practitioners; Midwives at*

*the heart of maternity care changes; and Last call: Workchoices departing.*

Broader issues of concern to nurses and the general public such as Indigenous health, aged care, mental health and nursing in the community had a high profile in the journal throughout the year. Contributions to the focus and research sections of the journal confirm that nurses continue to make significant contributions to the development of their profession. The *ANJ* remains an important avenue and resource for nurses to promote, share and articulate their achievements in professional practice and research.

The Working Life section of the journal highlighted the incredible contribution of many nurses around Australia again this year. Nurses profiled in this section included nurse Jayne Martin who volunteers with *Médecines Sans Frontières*; Indigenous nurse Deanne Hellsten who works to improve mental health outcomes for Indigenous people; a group of community nurses affected by the Black Saturday bushfires were also profiled in the journal in this period.

# Australian Nursing Journal

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Focus themes for 2008/09 included:

- aged care
- Indigenous/remote health
- infection control
- critical care
- renal/diabetes
- primary/community care
- women's health/midwifery
- mental health
- trauma/critical care
- men's health
- education

Federal journals and communications team:

Cathy Beadnell, Cathy Fasciale, Natalie Dragon, Eleni Hale, Krista McClelland, Kristy Male.



## Australian Journal of Advanced Nursing

The Australian Journal of Advanced Nursing (AJAN) aims to provide a vehicle for nurses to publish original research and scholarly papers covering all areas of nursing. AJAN is released quarterly in March, June, September and December.

Through its website ([www.ajan.com.au](http://www.ajan.com.au)) AJAN provides unlimited national and international access to articles and provides unlimited exposure for nurse researchers and their work.

The AJAN home page is accessed an average of 305,196 times per issue and an average of 120,550 downloads per issue. This is an outstanding result for AJAN. These figures clearly demonstrate the accessibility of manuscripts and the unlimited exposure for the researchers work.

In June 2009, the origin of 46.16% of visitors to the AJAN site was known: 18.61% of visits came from North America; 16.94% from Oceania; 7.08% from Asia; 2.99% from Europe; 0.52% from Africa; and 0.01% from South America. These statistics indicate extended exposure of AJAN to national and international visitors.

The AJAN Editorial Advisory Board continues to provide advice on editorial and publishing issues relevant to the

Journal. Board members in 2008-2009 included:

**David Arthur**, RN, PhD, FANZCMHN

**Dr Joy Bickley Asher**, RN, RM, Teaching Cert(Sec), BA, Ophthalmic N Dip(Hons), PG Dip(Nurs), PG Dip(Soc), PhD

**Yu-Mei (Yu) Chao**, RN, PhD

**Mary Courtney**, RN, BAdmin(Acc), MHP, PhD, FRCNA, AFCHSE

**Karen Francis**, RN, PhD, MHlthSc, MEd, Grad Cert Uni Teach/Learn, BHlth Sc Nsg, Dip Hlth Sc Nsg

**Desley Hegney**, RN, RM, CNRN, COHN, DNE, BA(Hons), PhD, FRCNA, FAIM, FCN(NSW)

**Linda Kristjanson**, RN, BN, MN, PhD

**Anne McMurray**, RN, BA(psych), Med, PhD, FRCNA

**Colin Torrance**, RN, BSc(Hon), PhD

**Lesley Wilkes**, RN, CM RenalCert, BSc(Hons), GradDipEd(Nurs), MHPEd, PhD

The publisher wishes to thank the Editorial Advisory Board members and the reviewers who give their time freely to review the constant stream of manuscripts received by AJAN - their expertise is crucial to the success of the journal.

# Reconciliation Action Plan



This year the ANF has continued to advance its activities and engagement with the Indigenous community, as outlined in the Reconciliation Action Plan (RAP).

While the ANF acknowledges that there are complex problems facing the Indigenous community, we also see the many positive activities and projects that take place and acknowledge the energy, dedication and enthusiasm that Indigenous people have for their health and culture. The ANF chooses to celebrate the positives as much as it communicates about the issues that still need addressing.

- The ANF has continued its coverage of Indigenous issues in the ANJ, including focus and feature articles on Indigenous health and profiles of Indigenous nurses.
- The ANF published collaboratively with national nursing organisations 'Primary health care in Australia: a nursing and midwifery consensus view'. This report profiled several innovative Indigenous nursing programs including an Indigenous nurse practitioner working in dialysis, a nurse-led pilot project for Indigenous patients travelling for cardiac surgery and Indigenous mental health services in the NT.

Photos: Krista McClelland

## Reconciliation Action Plan

- The ANF Federal Office website has a dedicated section for Indigenous health and culture.
  - The ANF has purchased four of Yorta Yorta artist Lee Darroch's works for the Federal Office boardroom.
  - The ANF continues to support and participate in the annual Long Women's Lunch and has done so from its inception in 2006
  - ANF staff attended Sorry Day anniversary celebrations
  - The ANF attended and wrote in the ANJ about Close the Gap events at Federation Square.
  - An ANF representative attended the ATSI Health Care Conference in Sydney, which provided an overview of the Council of Australian Government's (COAGs) Framework for Closing the Gap, and the various action plans under the National Indigenous Reform Agreement. The conference showcased several excellent projects by government departments and communities, for improving the health of our first nation's people. The ANF will keep a watching brief, and participate wherever it can, to ensure that work does happen, and in a culturally appropriate way.
  - The ANF in Queensland and NSW funded Indigenous delegates to attend the South Pacific Nurses Forum in Suva, Fiji in 2008.
  - The ANF continues to collaborate with CATSIN on submissions and reports.
  - The ANF acknowledges the traditional custodians of the land or invites an Elder to conduct a welcome to country ceremony at all ANF conferences and events.
  - The ANF Federal Office acknowledges traditional custodians in all stationery and emails, with particular reference to the Greater Kulin Nation and Ngunnawal people of Melbourne and Canberra respectively.
  - The ANF has developed an internal guideline on consultation with the Indigenous community, and a staff cultural awareness training protocol.
- Early in 2010 we will review our RAP and look to place more emphasis on engaging with the Indigenous community on health and cultural issues and seeking Indigenous ANF members to consult with on these issues.

# The Federation

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## Federal Office

Federal Secretary **Gerardine (Ged) Kearney**

Assistant Federal Secretary **Lee Thomas**

Senior Federal Industrial Officer **Nick Blake**

Federal Industrial Officer **Andrew McCarthy**

Federal; Industrial Officer - Research **Debbie Richards**

Senior Federal Professional Officer **Fiona Armstrong**  
(until December 2008)

Senior Federal Professional Officer **Julianne Bryce**  
(from December 2008)

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

Federal Communications Officer **Libby Muir**

Federal; Education Officer **Jodie Davis**  
(from February 2008)

Federal Finance Officer **Barbara Hughes**

Editor, AJAN **Jill Iliffe**  
(until March 2008)

Editor, AJAN **Lee Thomas**  
(from March 2008)

Editor, ANJ **Catherine Beadnell**

Journalist **Natalie Dragon**

Federal Graphic Designer **Krista McClelland**

Administrative Officer, Accounts and Reception  
**Anne O'Toole**

Administrative Officer, Communications and Campaigns  
**Kristy Male**

Administrative Officer, Executive **Anne Willsher**

Administrative Officer, Industrial **Anna Amatangelo**

ANJ Production Coordinator **Cathy Fasciale**

Administrative Officer, Professional **Anastasia Shianis**

Administrative Officer, RTO and AJAN **Rebecca Shaw**

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## The Federation

### Federal Council

Federal Secretary	<b>Gerardine (Ged) Kearney</b>
Assistant Federal Secretary	<b>Lee Thomas</b>
Federal President	<b>Coral Levett</b>
Federal Vice President	<b>Bernadette Roberts</b> (until 31 March 2009)
Federal Vice President	<b>Paul Nieuwenhoven</b> (from 1 April 2009)

### Australian Capital Territory

Secretary	<b>Colleen Duff</b> (until 29 November 2008)
Secretary	<b>Jenny Miragaya</b> (from 1 December 2008)
President	<b>Jill Parke</b>

### New South Wales

Secretary	<b>Brett Holmes</b>
President	<b>Coral Levett</b>

### Northern Territory

Secretary	<b>Yvonne Falckh</b>
President	<b>Shirel Nomoa</b>

### Queensland

Secretary	<b>Gay Hawksworth</b>
President	<b>Sue Cadigan</b> (until 29 November 2008)
President	<b>Desley Geraghty-Rudd</b> (from 30 November 2008)

### South Australia

Secretary	<b>Elizabeth Dabars</b>
President	<b>Bernadette Roberts</b> (until 29 November 2008)
President	<b>Marisa Bell</b> (from 1 December 2008)

### Tasmania

Secretary	<b>Neroli Ellis</b>
President	<b>Anoni Morse</b> (until 29 November 2008)
President	<b>Julie Drive</b> (from 1 December 2008)

### Victoria

Secretary	<b>Lisa Fitzpatrick</b>
President	<b>Clare McGinness</b>

### Western Australia

Secretary	<b>Mark Olson</b>
President	<b>Patricia Fowler</b>

# The Federation

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## Federal Executive Members

Federal Secretary	<b>Gerardine (Ged) Kearney</b>
Assistant Federal Secretary	<b>Lee Thomas</b>
Federal President	<b>Coral Levett</b>
Federal Vice President	<b>Bernadette Roberts</b> (until 31 March 2009)
Federal Vice President	<b>Paul Nieuwenhoven</b> (from 1 April 2009)
Australian Capital Territory	<b>Colleen Duff</b> (to 29 November 2008)
Australian Capital Territory	<b>Jenny Miragaya</b> (from 30 November 2008)
New South Wales	<b>Brett Holmes</b>
Northern Territory	<b>Yvonne Falckh</b>
Queensland	<b>Gay Hawksworth</b>
South Australia	<b>Elizabeth Dabars</b>
Tasmania	<b>Neroli Ellis</b>
Victoria	<b>Lisa Fitzpatrick</b>
Western Australia	<b>Mark Olson</b>

## Federal Executive Meetings

### From 1 July 2008 to 30 June 2009

- 29 August 2008 by teleconference
- 19-20 November 2008
- 18-19 February 2009
- 12 March 2009 by teleconference
- 14-15 May 2009

## Federal Council Meetings

### From 1 July 2008 to 30 June 2009

- 13-14 August 2008
- 10 October 2008 in writing
- 21 November 2008 in writing
- 21 November 2008 in writing
- 20 March 2009 in writing
- 30 April 2009 in writing



# ANF Federal Office Summary of Results

## Income statement for the year ended 30 June 2009

	2009 \$	2008 \$
<b>Revenue from ordinary activities</b>		
Capitation Fee	2,571,682	2,342,820
Journal Subscription Fees	1,170,669	1,125,354
Journal Advertising and other Income	600,668	587,444
Interest	20,108	18,253
IR Campaign	-	359,150
Aged Care Campaign	332,128	-
Other Income	372,453	371,702
Grant Income	90,002	119,176
<b>Total revenue from ordinary activities</b>	<b>5,157,710</b>	<b>4,923,899</b>
<b>Expenses from ordinary activities</b>		
Affiliation fees	335,045	307,304
Finance costs	81,167	79,877
Employee benefits expense	1,779,794	1,582,930
Journal expenses	1,469,689	1,449,526
Other expenses	1,489,664	1,502,906
<b>Total expenses from ordinary activities</b>	<b>5,155,359</b>	<b>4,922,543</b>
Surplus / deficit attributable to members	2,351	1,356

## Balance Sheet as 30 June 2009

	2009 \$	2008 \$
<b>Current assets</b>		
Cash and cash equivalents	511,520	375,045
Trade and other receivables	332,564	362,611
Other assets	87,465	61,796
<b>Total current assets</b>	<b>931,549</b>	<b>799,452</b>
<b>Non-current assets</b>		
Trade and other receivables	5,352	19,000
Property, plant and equipment	1,977,842	2,039,191
<b>Total non-current assets</b>	<b>1,983,194</b>	<b>2,058,191</b>
<b>Total assets</b>	<b>2,914,743</b>	<b>2,857,643</b>
<b>Current liabilities</b>		
Trade and other payables	612,423	602,095
Current Tax Liabilities	27,238	12,159
Short-term provisions	179,407	155,430
<b>Total current liabilities</b>	<b>819,068</b>	<b>769,684</b>
<b>Non-current liabilities</b>		
Borrowings	1,408,202	1,408,202
Long-term provisions	221,518	216,153
<b>Total non-current liabilities</b>	<b>1,629,720</b>	<b>1,624,355</b>
<b>Total liabilities</b>	<b>2,448,788</b>	<b>2,394,039</b>
Net assets	465,955	463,604
<b>Members Funds</b>		
Accumulated Surplus		
<b>TOTAL MEMBER FUNDS</b>	<b>465,955</b>	<b>463,604</b>

# Independent Audit Report | ANF

## INDEPENDENT AUDIT REPORT TO THE FEDERAL COUNCIL OF THE AUSTRALIAN NURSING FEDERATION - FEDERAL OFFICE

We have audited the above Summary of Results of the Australian Nursing Federation - Federal Office for the year ended 30 June 2009 in accordance with Australian Auditing Standards

In our opinion, the information reported in the Summary of Results is consistent with the annual statutory financial report from which it derived and upon which we expressed an unqualified audit report to the Federal Council on 17 September 2009.

For a better understanding of the entity's financial position and the results of its operations and the scope of our audit for the period, the Summary of Results should be read in conjunction with the annual statutory financial report.

Bell Duke and Company

**Chartered Accountants**



Robert Henry Wald

Registered Company Auditor No. 10148

Level 7, 468 St Kilda Road

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Dated this 16th day of October 2009

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