

INPractice

News from the Australian Nursing and Midwifery Federation (SA Branch) | April 2026



**Australian Nursing
& Midwifery Federation**
(SA Branch)

We Are Stronger Together.
www.anmfsa.org.au

Authorised by Adj. Associate Professor Elizabeth Dabars AM,
CEO/Secretary, ANMF SA, Ridleyton SA, 5008.

Member Benefits

We are committed to making a positive difference to members lives by providing a holistic suite of benefits that will assist you in reaching your potential, caring for others, and shaping the future of our profession throughout your career journey.

Our five pillars encompass the values we endeavour to uphold to ensure you can make the most out of your membership.



Support

Working tirelessly to make a positive difference in the lives of nurses, midwives, and personal care workers.

- Expert industrial advice regarding wages, conditions, career structures and workloads
- Legal advice and representation for Coronial and Nursing and Midwifery Board inquiries and Return to Work cases through Union Legal SA
- Member Support Portal – providing you with one-on-one support, with 24/7 online access to lodge any personal or group issue
- Support on the go with the new ANMF SA app
- Expert advice and assistance with Work Health and Safety – ensuring nurses, midwives and personal care workers are working in safe conditions
- Professional advice surrounding your registration, reclassification and best practice



Protect

Promoting and protecting the industrial interests of nurses, midwives, and personal care workers.

- \$10 million Professional Indemnity Insurance
- Journey Accident Insurance (JAI), protecting your income, for travel to and from work



Develop

Equipping nurses, midwives, and personal care workers with the resources they need to progress in their careers.

- Professional Development Support – Access to 282 free Continuing Professional Development (CPD) online tutorials, ANMF conferences showcasing innovations in nursing and midwifery with discounted rates for members, plus face-to-face CPD to achieve your 20-hours CPD annual requirement



Connect

Always by members' sides, keeping you at the forefront of the healthcare industry.

- Access to numerous ANMF SA conferences, showcasing innovations in nursing and midwifery, with discounted rates for members
- Access numerous Journals posted to your door and online: ANMJ, INPractice, electronic news & bulletins with breaking news and information



Benefit

Ensuring value to members extends beyond the work environment, backing you in life too.

- Free and heavily discounted legal services, including wills and conveyancing, assisting with Return-to-Work claims through our law firm, Union Legal SA
- Discounted holiday homes
- Savings on private health cover with Nurses and Midwives Health
- Save on groceries, fuel, entertainment and dining out with Member Advantage

INPractice

CONTENTS

- 7 Ambulance wish helps palliative patients find peace
- 9 Massive vetis graduation breaks new ground
- 11 What your responsibilities look like
- 13 The new answer to a midwife crisis
- 16 Celebrating the next generation of midwives
- 18 Member strength delivers gains in NMEA campaign
- 21 New look for Member Advantage
- 22 A new era for Rob Bonner scholarships: four opportunities to lead innovation in 2026

A MESSAGE FROM THE CEO/SECRETARY



Adj Associate Professor Elizabeth Dabars AM
ANMF SA CEO/Secretary

As we move further into 2026, it is already clear that this year will be one of significant momentum and critical decision making for our professions and for the broader health system. The year has begun at pace, with major industrial, political and policy developments shaping the work ahead.

Across the public sector, negotiations have continued in earnest.

Recent collective action has shifted the conversation significantly, compelling government to engage more seriously with the issues our members have raised. At the same time, our ability to escalate industrial action remains firmly intact should progress stall or fall short of what the workforce deserves.

What we have achieved to date is a direct reflection of the strength, unity and determination of our membership — most powerfully demonstrated during our March for Respect on 5 February, when 7,000 nurses and midwives filled the streets to demand meaningful recognition. That moment was more than a rally; it was a clear statement of collective resolve and a reminder to decision-makers that our professions will not be sidelined or taken for granted.



INPractice is printed on Alpine Gloss and Star Gloss, PEFC accredited paper. The magazine is also wrapped in biowrap, a degradable wrap.

AUTHORISED BY CEO/SECRETARY ADJ. ASSOCIATE PROFESSOR ELIZABETH DABARS AM, AUSTRALIAN NURSING AND MIDWIFERY FEDERATION (SA BRANCH)
191 TORRENS RD, RIDLEYTON SOUTH AUSTRALIA 5008

All rights reserved. Material is copyrighted and may be reprinted only by arrangement with the ANMF (SA Branch). Advertising material is required to conform to our ethical standards, but does not imply endorsement. Proudly produced by the ANMF (SA Branch), 191 Torrens Road, Ridleyton.



Join the conversation.



Members gathered on the steps of State Parliament House before marching to Hindmarsh Square.

Our fight for pay and conditions that genuinely reflect the value of our professions is far from over. These early developments mark only the beginning of the next critical phase of our campaign, as we continue pushing for outcomes that honour the skill, commitment and essential contribution of nurses and midwives across the state.

Alongside our industrial work, we have also been driving key reforms in work health and safety to ensure safe, fair and sustainable workplaces for all members. Our role on the SafeWork SA Advisory Committee has been central to this progress.

In February, the Committee formalised a new Code of Practice for psychological hazards — an important milestone in ensuring employers understand their

obligations to identify, manage, and eliminate psychosocial risks. The ANMF SA has been closely involved in shaping this Code to ensure the experiences of nurses, midwives and personal care workers are properly reflected.

Together with other unions, we have also strongly advocated for legislative reform enabling WHS matters to be heard in the South Australian Employment Tribunal. This change provides workers with a more independent, transparent, and accessible avenue for resolving WHS disputes.

In addition, we continue to deliver bullying and harassment education workshops across the state, equipping members with the knowledge, skills, and confidence to recognise unsafe behaviours, assert their rights, and foster safer workplace cultures.



Over 7,000 members took action on Feb 5.

These achievements form only one part of a much larger picture — one defined by the ongoing pressure nurses, midwives and personal care workers continue to endure every day across our health services, both private and public health service.

Ahead of the March State Election, we developed our Health Policy Political Statement to advocate for the conditions and outcomes required to support the workforce and ensure safe, high-quality care for the South Australian community.

The HPPS was developed to outline practical, evidence-based measures to ease the pressures we are seeing across the health system.

In this edition, will explore the recordbreaking achievements of students in our ANMEC VETIS program, an encouraging sign of the strength of our future workforce and the importance of creating safe, supportive environments for the next generation of nurses and midwives.

As we move further into 2026, we recognise there are both challenges and opportunities that lie ahead across every sector. What remains constant is our commitment to fighting for the safety, respect and recognition that every nurse and midwife deserves.

We Are Stronger Together.

Yours sincerely,



**Adj Assoc Professor
Elizabeth Dabars AM**
CEO/Secretary
ANMF SA



Ms Dabars proudly spoke to Australia's frontline workers and told them that they deserve better.



Members were out in full force with creative signs designed to send a strong message.



Sue's Ambulance Wish was to visit the Bluff Base Trail at Port Noarlunga.

AMBULANCE WISH HELPS PALLIATIVE PATIENTS FIND PEACE

If you knew you didn't have much longer to live, what would you choose to do?

Ambulance Wish SA (AWSA) helps people with a life-limiting condition experience a moment that truly matters to them — providing the planning, coordination, specialist transport, photography and clinical care needed to create a memory that lasts forever.

The program began in the Netherlands in 2007 under the *Stichting Ambulance Wens foundation*. Inspired by its impact, Palliative Care SA (PCSA) Chief Executive Officer Shyla Mills went on to establish the first Australian version of the program in Queensland before helping bring the same model to South Australia.

Shyla recalled that the idea first took hold when a community member from Palliative Care Queensland approached her after seeing the Dutch program in action and asked whether something similar could be created locally. The very first Queensland wish was for a 92-year-old woman who simply wanted a passionfruit ice-cream and a visit to the Brisbane Botanic Gardens. The story went viral, reaching more than 155 million people worldwide and sparking global conversations about the beauty and importance of palliative care.

“As nurses, we do beautiful things like this all the time, but it was incredible to see

how deeply it touched people's hearts,” Shyla said. “It's amazing that the program now operates in so many different countries.”

She believes it became one of the most successful awareness campaigns for palliative care, opening up conversations that many people had previously avoided.

“Palliative care can be difficult to talk about. People often associate it with sadness, but those of us who work in the field know it's actually one of the most meaningful areas of care,” she said.

Support



“People at the end of life focus on what matters most — family, connection, and the things they love. This program helps them do exactly that.”

Sharing wish stories online has also helped reduce stigma. “It lets the community see how beautiful end-of-life care can be. It reminds people that this is a natural part of life.”

Since 2023, Ambulance Wish SA has been led by PCSA in collaboration with St John SA and Flinders University, with support from SA Health.

For Shyla, bringing the program to South Australia was deeply personal. She moved back from Queensland to be closer to her father, Pete, who had a life-limiting condition.

“He was a GP in Victor Harbor and didn’t have much time left. I wanted to make this happen for him,” she said. “He passed away just two months after we arrived. He knew all about the program in Queensland and loved it.”

In his honour, every wish recipient receives a teddy bear named Pete, along with a Memory Blanket donated by a community group in the Adelaide Hills to keep them warm during their outing.

The first South Australian wish took place at Adelaide Oval in 2024. Since then, AWSA has supported sports fans who

never missed a game, animal lovers, food enthusiasts, and people who simply wanted to be somewhere peaceful with the people they love.

“I often ask people, ‘What would your Ambulance Wish be?’” Shyla said. “Mine would be to go to the beach to watch a sunset with my kids — just spending time with family and friends, playing soccer, enjoying the moment.”

AWSA partners with many beloved South Australian locations to help make these wishes possible, including Silver Sands Restaurant, Monarto Safari Park, and SA Pinball and Arcade.

“On average, a wish costs around \$2,000 to fulfil,” Shyla explained. “We have specialised transport — our own Wish Ambulance — and volunteer paramedics and clinical staff who support each wish. We also fund a clinical escort to ensure strong clinical governance.”

Every wish involves detailed planning, and most include a photographer so families receive a personalised photo book afterwards — a treasured keepsake of a meaningful day.

Shyla said she is a proud member of the ANMF (SA Branch) and was genuinely moved to see representatives from ANMF SA attending fundraising dinners in support of Ambulance Wish SA. For her, the presence of nurses and midwives at these events highlighted just how deeply the program resonates within the profession. “It meant so much to hear that so many ANMF SA members came along to our fundraising dinner last year,” she said. “People were inspired, and it really helped

bring our nursing community together around something meaningful.”

She explained that awareness is often the first barrier — once nurses and midwives learn about the program, they immediately understand its value and the difference it makes for families. “When people know about it, they can get behind it and support it in different ways — whether that’s volunteering their time or making a donation,” she said.

Shyla noted that donations are tax-deductible and that individuals, workplaces or community groups can help fund a future wish or volunteer as wish-day leads to help coordinate the experience. She believes nurses and midwives, in particular, bring a unique depth of compassion and understanding to the program. “Every contribution helps create a moment a family will treasure forever,” she said. “And nurses and midwives already give so much of themselves every day — being part of a wish is just another way of offering that same kindness and care.”

Donate now.

Scan the QR code to learn more and donate to the incredible cause.

SCAN FOR MORE INFORMATION





The 2025 VETiS graduates mark a tremendous step forward in their careers.

MASSIVE VETiS GRADUATION BREAKS NEW GROUND

The ANMEC Vocational Education & Training in Schools (VETiS) program has reached a new milestone this year, expanding to 14 classes across 54 schools — its largest footprint to date.

The industry-endorsed program is designed for secondary school students and contributes toward completion of the South Australian Certificate of Education (SACE).

Course coordinator Kylie Cakau, who oversees the Certificate III in Individual Support (Ageing) and the Certificate III in Allied Health Assistance, has witnessed remarkable growth during her seven years at ANMEC. Around 200 students graduated in 2025 — more than double

the 85 students who completed the program in 2024. “Even this year, we’re expecting numbers to grow again to around 230 students,” she said.

Kylie explained that many students who aspire to become registered nurses begin their pathway through VETiS in Year 11 or 12.

“They complete the qualification, get a part-time job in aged care, and then continue working while they study nursing. It keeps them in the healthcare system

from the very beginning, which is one of the great benefits of the program.”

The two VETiS pathways offer strong entry points into a wide range of health careers. “Individual Support prepares students to become personal care workers and can lead into registered nursing, enrolled nursing, midwifery or paramedicine,” Kylie said. “Allied Health Assistance opens doors to physiotherapy, occupational therapy, speech pathology and exercise physiology. Students see it as a foot in the door — an opportunity to gain employment while still at school and build a foundation for their future studies.”



Many South Australian schools have established partnerships with local universities, meaning students who complete these qualifications may receive automatic entry into relevant bachelor programs. ANMEC also maintains strong relationships with VET leaders across the state, regularly attending school career nights and information sessions to speak with students from Years 9 to 12 about the opportunities available.

“My team is made up entirely of nurses, although you don’t have to be a nurse to teach this qualification — it’s just the standard ANMEC sets,” Kylie said. “Students get an incredible experience because they’re learning from educators who have real industry knowledge and can share that firsthand.”

She credits much of the program’s growth to the dedication of the ANMEC team. “We’re out at career expos, running immersive experiences, and building strong relationships with schools. Some schools now choose to work exclusively with us because we’re flexible, we communicate well, and we deliver consistently. Last year we worked with 43 schools; this year it’s 54. That kind of growth only happens when you’re visible and committed.”

During Kylie’s time at ANMEC, the educator team has expanded from two to eight, and the curriculum has evolved to reflect the changing needs of the health and care sector.

“We always respond to what the industry requires,” she said. “We’ve always delivered Individual Support, but Allied Health Assistance is only in its third year because the sector told us they needed it. We focus solely on health

and social care — we don’t teach business, hospitality or childcare. Schools and industry appreciate that we’re a one-stop shop for healthcare training.”

One of the most rewarding aspects of the program is seeing former students thriving in the workforce. “Our old students run up to us saying, ‘Remember me? Here’s what I’m doing now,’” Kylie said. “Some are at university, others are working and studying at the same time.”

She shared one standout example: “We had a VETiS student who finished the program three or four years ago, got a job at her placement, then returned to complete her enrolled nursing qualification. She stayed employed there, went on to complete her registered nursing degree, and now she’s a registered nurse in the same aged care facility where she started. She’s our perfect story.”

ANMEC courses.

Scan the QR code for more information about the VETiS courses on offer. Visit the ANMEC website courses page to learn more.

SCAN FOR MORE INFORMATION





Knowing your rights and responsibilities is vital to ensure Australia's healthcare remains safe.

WHAT YOUR RESPONSIBILITIES LOOK LIKE

As we approach the annual renewal period for nursing and midwifery registration with the Nursing and Midwifery Board of Australia (NMBA), it is an important moment to reflect on our professional responsibilities. The ANMF (SA Branch) website offers a practical guide to understanding the NMBA's registration standards and renewal requirements (A Practical Guide to Understanding Your Registration Requirements), which many members find helpful during this process.

Beyond the NMBA's formal Registration Standards, nurses and midwives also have broader professional obligations that underpin safe, ethical and accountable practice. In South Australia, only a very small proportion of the workforce is ever the subject of a notification to the NMBA

or AHPRA — just 0.8 per cent last year. Of the more than 39,000 nurses and midwives registered in SA, 379 notifications were made in 2024 – 2025, and 88 per cent of those that were closed resulted in no further action. These figures highlight the overwhelmingly high standard of practice across the professions, while also reminding us of the key areas that require ongoing attention.

No place for discrimination, racism or intolerance in healthcare

With increasing public focus on discrimination and racism, the NMBA and AHPRA have reinforced that such behaviours have no place in healthcare. Nurses and midwives are bound by the Code of Conduct for nurses and the Code of Conduct for midwives, which set out the legal, ethical and professional expectations for providing care that is free from discrimination and racism.

For example, the Code of Conduct for Midwives requires midwives to:

- respect diverse cultures, beliefs, gender identities, sexualities and lived experiences, including those of colleagues
- adopt practices that respect diversity, avoid bias, discrimination and racism, and challenge assumptions when they arise

These expectations are central to delivering safe, respectful and person-centred care.

Professional boundaries

Concerns about potential breaches of professional boundaries continue to make up a significant proportion of notifications involving nurses and midwives. Understanding and maintaining professional boundaries is essential to safe, effective and ethical practice. The Codes of Conduct outline clear expectations to support this.

According to the Code of Conduct for Nurses, nurses must:

- recognise the inherent power imbalance between themselves and those in their care, and maintain appropriate professional boundaries

Protect

- avoid conflicts, risks or complexities that arise when caring for someone with whom they have a pre-existing non-professional relationship
- avoid sexual relationships with anyone they currently care for or have previously cared for, as these relationships are inappropriate and may constitute unprofessional conduct or professional misconduct

Maintaining boundaries protects both the practitioner and the person receiving care.

Guidance for specific areas of practice

The NMBA also provides targeted guidance for nurses and midwives working in particular practice settings. These resources support safe, high-quality care and help practitioners meet their regulatory obligations.

Key guidance includes:

- Guidelines for registered health practitioners performing nonsurgical cosmetic procedures — outlining expectations for safe and appropriate cosmetic practice
- Meeting your professional obligations when using telehealth — ensuring high-quality care across in-person, phone and online consultations, and highlighting unsafe practices such as prescribing based solely on text, email or online questionnaires
- Safety and quality guidelines for privately practising midwives (PPMs) — providing evidence-informed regulatory and clinical governance requirements for PPMs, who often work outside traditional governance structures

These resources help practitioners navigate complex or evolving areas of practice with confidence.

Supporting nurses and midwives

Union Legal SA works closely with the ANMF (SA Branch) to support nurses and midwives across a wide range of legal matters. This support extends beyond notifications, employment issues or workplace disputes. With decades of combined experience, the Union Legal SA team also assists members with workers compensation claims, wills, powers of attorney, advance care directives, family law matters, criminal matters and conveyancing services.



Union Legal SA Let our experience work for you.

Members are eligible for a free 30-minute legal consultation with a Union Legal SA lawyer on any legal matter.

Decades of experience in:

- » Employment and Workplace Matters
- » Personal Injury
- » Wills, Enduring Powers of Attorney and Advance Care Directives
- » Deceased Estates and Probates
- » Conveyancing
- » Family Law
- » Traffic and Criminal Offences



**EXCLUSIVE
MEMBER
RATES**



Protection you deserve

78 Woodville Road, Woodville, South Australia 5011
unionlegalsa.com.au | enquiry@unionlegalsa.com.au | 1800 792 834



Flinders University is consistently ranked within the top two per cent of universities worldwide.

THE NEW ANSWER TO A MIDWIFE CRISIS

Continuity is often discussed in terms of improving outcomes for birthing people, but the same principle applies to midwives themselves. Ongoing, continuous education strengthens clinical capability, supports safe practice and contributes to better outcomes across the profession.

The Graduate Certificate in Midwifery Prescribing and Primary Care is designed to equip midwives with advanced knowledge in prescribing, diagnostics and primary care, enabling them to extend their scope of practice safely and confidently. Clinical teaching specialist and endorsed midwife Antoinette Amor coordinates this new postgraduate pathway at Flinders University.

With more than 20 years of senior clinical experience across metropolitan and remote settings, and postgraduate qualifications in prescribing, diagnostics and healthcare management, Antoinette has seen firsthand how midwifery in South Australia has long led the way in shaping the profession's foundations.

"I would describe this course as both professionally empowering and deeply reaffirming of midwifery philosophy," she said. "It supports midwives to practise confidently to full scope — particularly in prescribing, diagnostics and primary care — while providing a postgraduate qualification that is formally recognised within existing career structures. It acknowledges the additional skills and responsibilities these midwives bring."

Strengthening capability in a changing health system

Antoinette emphasised that the graduate certificate is especially valuable for midwives working in the public health system, where increasing service complexity and workforce pressures demand advanced clinical capability. By building skills in prescribing, diagnostics, primary care and legal frameworks, the course enables midwives to work more autonomously while remaining embedded within multidisciplinary public services.

This, she noted, can enhance job satisfaction, reduce frustration associated with fragmented care, and support the retention of experienced midwives in the public sector.



Flinders' footprint extends to Adelaide, regional South Australia, south-west Victoria and the Northern Territory.

"Importantly, the course also opens meaningful pathways into privately practising midwifery," she said. "South Australia is making progress in this space, but there is still a clear need to expand the number of endorsed and privately practising midwives to meet demand and improve access to continuity of care."

Midwives who feel burnt out or constrained by fragmented systems may find renewed purpose by reconnecting with core midwifery philosophy and exploring alternative models of care, including private practice and continuity-based models. At the same time, midwives working within existing services are well positioned to examine their systems and advocate for change that reflects best practice and innovation.

Australia's maternity system requires models of care that deliver high-quality, evidence-based care while also sustaining the workforce through improved wellbeing, satisfaction and retention. "Rather than stepping away from the profession, this course enables midwives to reimagine how they practise — in ways that are sustainable, family-centred, culturally safe and professionally fulfilling," Antoinette said. "For ANMF (SA Branch) members, it represents an investment not only in individual career longevity, but in strengthening midwifery as a profession with diverse, viable and future-focused practice options."

Leadership grounded in scope and accountability

Antoinette noted that leadership in midwifery is not limited to formal management roles. It is expressed daily through clinical judgement, advocacy, collaboration and the ability to navigate complex systems while keeping women, people and babies at the centre of care.

"This course frames leadership as a professional capability grounded in scope, accountability and influence," she said. "Midwives undertaking the graduate certificate engage deeply with prescribing, primary care decision-making, legal and regulatory frameworks and models of care. In doing so, they develop the confidence to lead clinical conversations, advocate for systemic change and practise autonomously and safely."

This approach builds on Flinders University's longstanding leadership in midwifery education. The university offered the first program in Australia enabling midwives to become endorsed, gain prescribing rights and access Medicare — positioning midwives as autonomous primary-care clinicians well before this was widely recognised.

Antoinette was among the first midwives in Australia to become endorsed. "In many ways, it feels full circle to now be part of offering this program in its contemporary graduate certificate form," she said.

A qualification aligned with workforce needs

The one-year, part-time program comprises four topics:

- Midwifery Models of Care, coordinated by national expert Dr Leonie Hewitt
- Investigations and Diagnostics for Midwives
- Pharmacology and Prescribing for Midwives
- Perinatal Mental Health, taught by endorsed midwives with specialised expertise

The course is designed to provide a nationally recognised qualification with assessments that allow students to apply learning directly to their practice. For midwives in public health settings, this may include developing projects aligned with service improvement, scope of practice or role development.

"The course is relatively new in its current form, but it is built on a strong and historic foundation," Antoinette said. "Flinders has developed a graduate



certificate that recognises contemporary midwifery careers require clear, recognised education pathways. Postgraduate certificates are formally acknowledged within career structures, with loading applied in recognition of the additional skills and responsibilities these midwives bring.”

As healthcare continues shifting toward community-based, preventative and continuity models of care, this qualification will become increasingly important in sustaining a capable, confident and valued midwifery workforce.

“At Flinders, we are fortunate to have a highly experienced teaching team that includes multiple endorsed midwives,

alongside academics and clinicians with deep expertise in research, advanced practice and privately practising midwifery.”

Supporting safe practice through education and advocacy

Antoinette also highlighted the importance of understanding legal and regulatory frameworks. “A strong understanding of these frameworks empowers midwives to practise safely and confidently, but education alone is not enough,” she said. “Ongoing access to professional advice, advocacy and industrial support plays an important role in sustaining safe practice.”

The course equips midwives to interpret legislation, prescribing authority and scope of practice, while the ANMF (SA Branch) provides collective advocacy, industrial protection and a strong voice in policy and workforce negotiations. A meaningful step for the profession

ANMF CEO/Secretary Adjunct Associate Professor Elizabeth Dabars AM welcomes the introduction of this course in South Australia and recognises its strategic importance in strengthening the midwifery workforce.

“Midwifery should be a lifelong career, and development opportunities must extend beyond traditional management pathways. Expanding scope through robust, evidence-informed education supports professional satisfaction and contributes to improved recruitment and retention across the maternity sector”.

For more information, visit the Flinders University website (SATAC code: 2GC206): flinders.edu.au/study

**YOUR UNION.
YOUR HEALTH COVER.**

As an **ANMF SA** member, you and your family can join Nurses & Midwives Health and access insurance that’s dedicated to nurses, midwives and care workers.

Plus as a not-for-profit, we’ve always given more back to members as benefits than the industry average.



Jasmine,
Nurses & Midwives Health and union member

To see our latest offer,
scan or call 1300 900 310



Eligibility criteria and conditions apply.
Teachers Federation Health Ltd ABN 86 097 030 414 trading as Nurses & Midwives Health.
A Registered Private Health Insurer. NMH-ANMF-SA-02/26



Registered Midwife Nikki Swalling (second from right) pictured with colleagues, Elizabeth Dabars, Anthony Albanese and Amanda Rishworth last year.

CELEBRATING THE NEXT GENERATION OF MIDWIVES

Nikki Swalling is a registered midwife now just four weeks away from completing her Transition to Professional Practice Program (TPPP) at Flinders Medical Centre. The program is designed to support newly qualified nurses and midwives as they enter the clinical workforce, offering structured education, mentorship and guided exposure to a range of practice areas.

Nikki began the program expecting to consolidate her skills as a registered midwife under the guidance of senior colleagues. What she discovered over the 12-month program was a far broader and richer learning experience than she had anticipated.

“When I first started in March 2025, I was very overwhelmed and knew I had a lot to learn,” she said. “I hoped to become a better, more skilled and more effective midwife — someone who could contribute not only clinically, but who could bring genuine woman-centred care to the women I would be supporting.”

As the year progressed, Nikki rotated through postnatal, antenatal/gynaecology, women’s health and the birthing and assessment suite. She was mentored by experienced midwives who, she said, were not only supportive and encouraging but have become close friends.

“I’ve learnt so many new skills — things you simply don’t get the chance to learn at university,” she said. “Cannulation, PICC line care, drain care, and managing complex scenarios. The growth I’ve experienced, both personally and professionally, has been enormous.”

Her year included moments of profound beauty, witnessing births that will stay with her forever, as well as exposure to rare and complex emergencies that tested and strengthened her clinical judgement. While the program was challenging at times, Nikki said the learning opportunities were invaluable — experiences that could only be gained through real-world practice.

“There’s a bit of stigma around the TPPP at university,” she admitted. “As students, we thought getting a TPPP position was the ‘be-all and end-all’ — but it’s not. There are many opportunities for early-career midwives. Still, the additional learning we get through the TPPP — study days, rotations, exposure to different areas — really does enhance your skills and confidence.”



She described the culture at Flinders as deeply supportive. “There’s no such thing as a silly question. The midwives on the wards are patient, generous with their knowledge and always willing to teach. I feel so much more capable going into my second year knowing how well supported I’ve been.”

In 2023, the ANMF (SA Branch) played a key role in redesigning the TPPP for nurses and midwives — work that has directly shaped the program Nikki is now completing. She expressed her gratitude for the collaboration between ANMF SA and SA Health, which she believes has given her the foundation she needed to thrive.

“The program is exactly what ANMF SA set out to achieve,” she said. “It’s structured, with four clinical placements, four study days and so much support — from senior midwives who mentor us to the TPPP educators who are always just a phone

call away. Whether it’s talking through a situation, helping us learn a new skill or stepping in as the second midwife at a birth, they’re there.”

The experience has not only built her confidence but helped her find her place within the profession.

“The TPPP has gently and gradually ushered me into a role I love. I’m excited to see what my future as a registered midwife looks like at Flinders. None of this would have been possible without the partnership between SA Health and ANMF SA.”

Nikki first learned about ANMF SA as a student but didn’t realise she could join until a representative visited at the start of her graduate year. “I knew straight away it would be beneficial,” she said. “I have access to so much support — from public liability insurance to advice — and I’ve loved being part of the Respect campaign, both on site at Flinders and at the Stop Work Rally on the steps of Parliament.”

The ANMF SA continues to support nurses and midwives through a wide range of continuing professional development opportunities, including online CPD, ANMEC courses, communities of practice, workshops and conferences.

The Branch is also pleased to announce new intake dates for metropolitan and regional applicants for the TPPP — Nursing Aged Care (TPPP–NAC) program, tailored to newly registered nurses, enrolled nurses and nurse practitioners working in aged care. The program equips new clinicians with practical operational skills to support a successful transition into aged care, using a framework of reflective practice, real-life problem solving and group learning. First Nations registered nurses, enrolled nurses and nurse practitioners are strongly encouraged to apply.

For more information, contact tppac@anmfsa.org.au or call 08 8334 1908.



As an active member of the ANMF SA, Nikki attends rallies with her colleagues.



Her growth is a net benefit to the health of the broader community.



Nikki is advancing her career.



ANMF (SA Branch) Secretary/CEO Elizabeth Dabars fired up the crowd at Hindmarsh Square.

MEMBER STRENGTH DELIVERS GAINS IN NMEA CAMPAIGN

The overwhelming mandate from members to escalate industrial action has already shifted the Government's position and delivered real gains in the 2025 NMEA negotiations. As a direct result of that strength, members have forced the Government to respond by implementing an administrative 6% wage increase within one calendar year — 4% backdated to 1 January 2026 and a further 2% in October 2026 — while bargaining continues.

ANMF (SA Branch) CEO/Secretary Adjunct Associate Professor Elizabeth Dabars AM addressed the crowd from the steps of Parliament House after marching alongside

members. She announced that the ANMF SA would soon issue a poll asking members to decide the next course of action: escalate industrial action or seek independent mediation through the South Australian Employment Tribunal.

She described the mass rally and march as a defining moment for the state's nursing and midwifery workforce.

"Today, we are drawing a line in the sand," she told the crowd.

"This is about respect — for the nurses and midwives who work nights and early mornings, who are there when someone takes their first breath and when they take their last. This is about respect for the people who were considered heroes and heroines during COVID-19. Where is their respect now?"

Members, proudly wearing their purple RESPECT shirts, marched to Hindmarsh Square outside SA Health's offices, where they were met with a sausage sizzle and strong community support. SA Police estimated the crowd at approximately 7,000 people, noting the cooperative and orderly conduct of attendees.

Ms Dabars thanked members for turning out in such overwhelming numbers, particularly after the government delivered a revised offer on the eve of the rally. "This is the second time the government has handed down an offer right before a mass rally," she said. "When they see us mobilising — making ourselves heard and showing up — they take notice. But it is disappointing that we have still not received a respectful offer that improves working conditions and provides a fair pay increase for the nurses and midwives who keep our health system afloat."



“The gains we are now seeing would not have occurred without the strong industrial action mandate from members.”

The day before the rally, the ANMF SA Executive unanimously rejected the government’s revised proposal of 10.75 per cent over three years. Following a formal letter to the Attorney-General’s Department on 10 February, a poll was issued to members outlining two options: pursue a resolution through the South Australian Employment Tribunal or increase industrial action to secure a respectful offer.

Members previously voted overwhelmingly to escalate industrial action in pursuit of a fair outcome in the 2025 NMEA negotiations.

That strong mandate sent a clear message to Government and created real pressure and movement at the bargaining table.

The 6% gain within one calendar year would not have occurred without the willingness of members to take industrial action.

In light of this progress, the ANMF has made the strategic decision to pause industrial action at this stage to allow negotiations to resume and to test whether further gains can be secured through bargaining.

This strategic pause preserves our position. The industrial action mandate remains in place and action will recommence if genuine progress is not achieved at the bargaining table.

Importantly, the wage increase has been implemented separately to the NMEA process, ensuring members receive pay improvements now while negotiations continue.

Members’ willingness to act has already made a difference. The ANMF negotiating team will continue pressing the Government for further outcomes as bargaining resumes.

Negotiations for the 2025 NMEA will now refocus on all outstanding wage items and conditions contained in the Log of Claims. The administrative wage increase does not replace, limit, or resolve these negotiations; it simply ensures members receive timely salary adjustments while bargaining continues.

As talks resume, the expectation remains clear: meaningful progress must be made to support the retention and attraction of skilled nurses and midwives and to safeguard safe, high-quality care across South Australia’s public health system.



Your Membership Gives You the Advantage!

Your member benefits program gives you access to amazing discounts and savings on:



GROCERIES



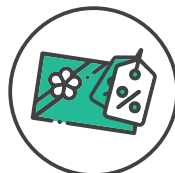
TRAVEL



FUEL



DINING



SHOPPING



AUTOMOTIVE



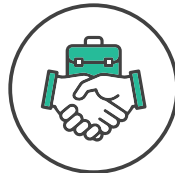
HEALTH



TECH &
ELECTRONICS



WHITEGOODS



BUSINESS

To access these benefits visit:
<https://memberadvantage.com.au>



For more information e: customercare@memberadvantage.com.au | ph: 1300 853 352.



NEW LOOK FOR MEMBER ADVANTAGE

Your member rewards program has an exciting new look. Login today to enjoy your new Member Advantage!

Logging in is easy and the process has not changed. Navigate through to Member Advantage in your membership portal and click through to the new platform.

When you login for the first time, you will be asked to accept the Terms & Conditions and verify your email address.

You can also download and activate your membership on the new Member Advantage mobile app for iOS and Android.

If you need further assistance, please contact our friendly Customer Care team at customercare@memberadvantage.com.au and we will be delighted to assist you.

Get rewarded, every day. That's your Member Advantage!

Frequently Asked Questions

I'm having trouble logging in. What can I do?

If you have previously registered or are currently eligible to access Member Advantage, navigate to Member Advantage in your member portal. When you click through to Member Advantage, you will need to accept the Terms and Conditions and verify your email. You will receive an email with a One Time Password (OTP) for account security.

If you haven't received the email, please check your spam folder. If you are still having trouble logging in, please contact us at customercare@memberadvantage.com.au and we will be happy to assist you.

What's changing with the Digital Wallet?

Based on member feedback, we have retired the Digital Wallet with this platform release. If you have unused funds in your Digital Wallet, these will be returned to you via EFT once the transition to the new platform is complete. We will contact you to request bank account details and refund the balance.

What about previously purchased eGift cards?

You can access your previously purchased eGift cards via the email you received upon purchase.

If you are unable to access previous purchases, please contact us at customercare@memberadvantage.com.au and we will be happy to assist you.

What payment methods can I use to pay for eGift card purchases on the new platform?

You can securely pay for eGift card purchases from your bank using PayID (please note that you will have a new PayID) or using Credit/ Debit cards.

What about Credit/Debit cards currently stored on the previous platform?

Any Credit/Debit card info you have added to your Digital Wallet is securely tokenised and stored.

All card info will be deleted from the Digital Wallet within 7 days of the transition to the new platform.

What's changing with eGift cards?

We have more discounts for you including eGift cards for IGA! In addition, you will be able to add your purchased eGift card to a mobile wallet such as Apple or Google Pay. The purchasing process is simple and easy to use.

What about the mobile app?

You now have access to download the Member Advantage mobile app for both Android and iOS.

What offers can I access other than eGift cards?

You can access thousands of products and services. We have curated great offers for you to fit all parts of your lifestyle such as technology products, whitegoods, financial services, car buying services and more.

You can easily access information on the offers available to you on the platform. Our customer care team is standing by to ensure your queries are addressed and you have a great shopping experience.

Member Advantage.

Scan the QR code to explore your Member Advantage discounts.

Tutorial.

Scan the QR code for our tutorial video on how to use Member Advantage.

Featured eGift Cards:

Woolworths 



SCAN FOR MEMBER ADVANTAGE



SCAN FOR TUTORIAL





ANMF (SA Branch) CEO/Secretary Elizabeth Dabars joins Rob Bonner Scholarship recipients: Erin Lord, Zoe Hewitt and Jessica Hely.

A NEW ERA FOR ROB BONNER SCHOLARSHIPS: FOUR OPPORTUNITIES TO LEAD INNOVATION IN 2026

For the first time, the ANMF (SA Branch) is proud to offer four Rob Bonner Scholarships in 2026 — doubling the number previously available and significantly expanding the program's capacity to foster innovation in nursing and midwifery practice.

This milestone marks an important new chapter in honouring the legacy of former Executive Director of Operations, Rob Bonner, whose 38-year career with the ANMF SA helped shape government policy, improve pay and conditions, and strengthen the professional landscape for nurses and midwives across South Australia.

The scholarship was created to recognise Rob's extraordinary contribution and to empower the next generation of leaders to drive thoughtful, practical and meaningful change that improves outcomes for staff, patients and the wider health system. Since its launch in 2024, the scholarship has supported nurses and midwives to transform ideas into sustainable, real-world solutions — creating ripple effects across clinical education, patient care, safety and service design.

In 2026, supported by new partnerships, the ANMF (SA Branch) will award four scholarships of \$10,000 each, up from two in previous years. This expansion has been made possible through significant new sponsorship arrangements. The Leahurst

Nurses' Foundation has committed to sponsoring two scholarships for the next three years, providing long-term stability and support for members dedicated to advancing practice. Nurses & Midwives Health will sponsor another scholarship for 2026–2027, marking their first involvement in the program and strengthening their longstanding relationship with the ANMF (SA Branch).

These partnerships reflect a shared commitment across the nursing and midwifery community to uplift innovation, support professional growth and strengthen the health services that South Australians rely on.



Celebrating Past Winners: Innovation With Real-World Impact

Each year, the scholarship selection panel seeks projects that demonstrate clear innovation, practical relevance and the potential to improve care outcomes across diverse practice settings. Past recipients continue to highlight the transformative potential of the scholarship.

One example is 2024 recipient Vicki Nelson, a Prostate Cancer Nurse Consultant and Chemotherapy Nurse within the Northern Adelaide Local Health Network. Vicki used her scholarship to redesign patient education materials for chemotherapy and immunotherapy treatments.

Her updated, patient-centred booklet aimed to improve understanding, encourage help-seeking behaviour and enhance overall satisfaction, with potential for adoption across multiple SA Health services.

Another standout is 2025 recipient Erin Lord, Assistant Nurse Unit Manager at the Gumeracha Nurse-Led Clinic. Erin impressed the panel with her clarity, enthusiasm and commitment to strengthening the capability of rural nurses. In her application, she outlined the significant education gap faced by rural clinicians, who often must travel long distances or leave their communities to access training.

To address this, Erin proposed an innovative blended-technology education model combining virtual reality (VR) and artificial intelligence (AI) to deliver high-quality, immersive training onsite. Her proposal included:

- VR simulations replicating real-life clinical scenarios such as ALS, wound care and deteriorating patient management
- AI-supported clinical reasoning modules and patient-interview simulations
- Short, flexible training sessions that allow rural nurses to learn without disrupting service delivery or family commitments

Rob Bonner Scholarship sponsored by:



Leahurst Nurses' Foundation Incorporated

NURSES 
MIDWIVES
HEALTH

Caring for the carers

During her interview, Erin confidently explained how this model could uplift capability within the Gumeracha unit while offering a scalable framework for other rural — and even metropolitan — services.

These recipients exemplify the purpose of the Rob Bonner Scholarship: to invest in practical, scalable ideas that elevate care and improve experiences for both patients and staff.

What the Scholarship Supports

In keeping with Rob Bonner's vision, the scholarship supports projects that:

- Implement practice improvements or innovations with broad impact
- Improve access to high-quality, appropriate and safe services
- Strengthen care coordination and responsiveness to individual needs
- Enhance staff wellbeing and workplace culture
- Apply new models of care to advance nursing and midwifery practice

Applicants must demonstrate clear goals, measurable benefits and a commitment to professional excellence — qualities that have consistently defined the strongest submissions.

ANMF SA CEO/Secretary Adj Assoc Professor Elizabeth Dabars AM said the expansion of the scholarships reflects a deep belief in the potential of nurses and midwives to innovate and shape the future of the profession.

“Every year, we witness extraordinary ideas being brought to life — ideas that strengthen services, improve safety and ultimately enhance the care South Australians receive,” Ms Dabars said.

“By increasing the number of scholarships, we are investing not just in individual careers, but in a stronger, more compassionate health system for the future.”

Since its inception, the Rob Bonner Scholarship has grown in both reputation and impact. It has become a cornerstone of the ANMF (SA Branch)'s commitment to developing the nursing and midwifery professions, offering members the opportunity to turn good ideas into meaningful action. The consistently exceptional standard of applications reflects the depth of talent within the workforce and the appetite for fresh solutions to complex challenges.

With four scholarships now available, 2026 is set to be the biggest and most competitive year yet.

Further information.

For further information and to apply scan the QR code

SCAN FOR MORE INFORMATION



UPComing

2026

MAY

05

International Day of the Midwife

12

International Nurses Day

26

National Sorry Day

27-03

National Reconciliation Week

31

World No Tobacco Day

JUL

05-12

NAIDOC Week

28

World Hepatitis Day

30

International Day of Friendship

Reminder

AHPRA registration renewal due by May 31.

Achieve your 20 CPD hours with ease. Visit anmfsa.org.au/cpd-online

JUN

05

World Environment Day

15

World Elder Abuse Awareness Day

08

King's Birthday

15-21

Men's Health Week



The Rosemary Bryant AO Research Centre presents


Wildflowers at Dusk

ANNIVERSARY GALA
15 MAY 2026

Hosted by Adelaide University, with event partners:
The Australian Nursing and Midwifery Federation (SA Branch)
and the Rosemary Bryant Foundation.

The Rosemary Bryant AO Research Centre is celebrating ten years of impact with a special evening in the Adelaide Botanic Gardens. Guests will enjoy a three-course dinner with paired wines, inspiring impact stories, live entertainment, and fundraising for health research.

15 May 2026 | National Wine Centre
[Tickets via Humanitix](#)



Australian Nursing & Midwifery Federation
(SA Branch)

Keep up to date.
www.anmfsa.org.au/events

