

CEO/ Secretary's Report

2026 Worksite Representative/
HSR Conference



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

We Are Stronger Together.

www.anmfsa.org.au

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Contents

An Overview of 2025-26	4
Strategic Intent	8
Support	10
Protect	20
Benefit	28
Connect	32
Develop	42
Agreements Lodged	46
Corporate Reporting & Compliance	47



Support

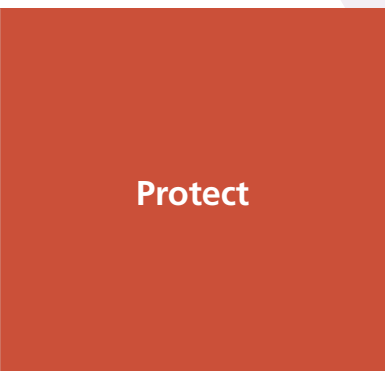


Connect

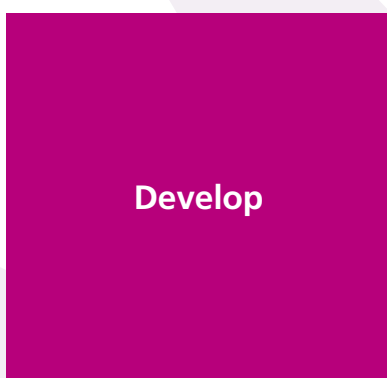


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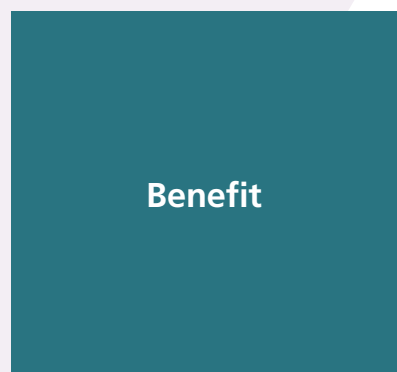




Protect



Develop



Benefit



Stronger Together



| CEO/Secretary's Report



Why This Year Was Different

It is with immense pride and gratitude that I present the 2025/2026 CEO/Secretary Report on behalf of the ANMF (SA Branch). This year has been defined by the tenacity, passion and continued determination of the federation's members, each playing a role in historic demonstrations of solidarity.

The ANMF (SA Branch) continues to protect and advance the interests of nurses, midwives and personal care workers in the state to empower them to deliver high-quality care to the communities they serve.

Throughout this year, we have continued to make tremendous progress in the public and private sectors, championing the efforts of hard-working staff and successfully securing much-needed change in matters big and small.

Our Industrial Officer (IO) team has fought for fair outcomes in over 680 Ahpra, payment or disciplinary cases, supporting our members during particularly challenging times. We are committed to delivering respect, recognition and equity for each and every member of our organisation.

Notably, the ANMF (SA Branch) had a significant win for public sector workers on a six-day rosters, securing recognition as equivalent to seven-day staff with regards to public holiday entitlements.

We have similarly campaigned for those in the aged care industry to be paid what they are entitled to following a determination made by the Fair Work Commission. We have put providers on notice and worked with them to address discrepancies and correct any outstanding payments.



Worksite Representatives gathered at the 2025 WSR/HSR Annual Conference.

Why This Year Was Different



Elizabeth Dabars addresses the crowd at an PS EB Mass Rally for Respect.

ANMF SA officers have — as always — continued to focus on advancing safety and wellbeing within workplaces across the state, including successfully advocating for the establishment of a new 'code black' team for the Southern Adelaide Local Health Network.

Negotiations for the new Enterprise Bargaining Agreement (EBA) for nurses and midwives working in the public sector resumed following the re-election of the Labor Party in South Australia.

In early 2025, our EBA team undertook extensive consultation with members to develop their Log of Claims, which reflects the key priorities for the upcoming agreement.

Protracted negotiations saw the necessary need to commence industrial action. Two mass rallies were organised throughout the year, attended by thousands of passionate nurses, midwives and members of the community and frequently showcased by every major media outlet in the state, all demanding one thing: respect.

These historic scenes across South Australia were milestones for the federation and a testament to the power of solidarity, with frontline workers loudly and proudly standing with us on the steps of Adelaide's Parliament House and at Hindmarsh Square.

Through this collective effort, we have shifted the state government much further than they ever intended to go, securing a revised and respectful offer in June 2026 that the ANMF can confidently recommend to members for acceptance.

While we acknowledge it was not everything we were asking for, the offer now before members is significantly better than where negotiations started and contains important gains that were only achieved through the collective action of members.

We acknowledge that members' opinions and voting intentions vary, but we must recognise the immediate need to retain nurses and midwives, along with establishing a precedent for future negotiations in 2028. The latest revised offer and guarantees a significant wage increase amid the cost-of-living crisis.



A second mass rally for Respect was held on February 5.

As per last year, our education arm, the Australian Nursing and Midwifery Education Centre (ANMEC), has continued to grow and innovate, helping students in SA get started with their careers and learn valuable skills for the future.

We also proudly hosted a series of successful member events across the year, attracting hundreds of members to foster connections and learning. Our Annual Professional Conference received extensive praise, and the popular family favourite Evening at the Zoo event proved a great success for members and their families.

Our membership community grew in 2025/2026, exceeding 26,000 hard working nurses, midwives and personal care workers across the state, reflecting our strength, unity and prominence within SA.

As we look to the future, we do so with a deep sense of purpose. We remain committed to building on our proud legacy and continuing to strive for a fairer, safer and more sustainable health system.

Thank you, sincerely for your continued support, passion and service to your communities. I look forward to what we will accomplish in the year ahead.

We Are Stronger Together.

Yours sincerely,

**Adj Assoc Professor
Elizabeth Dabars AM**
CEO/Secretary,
ANMF (SA Branch)

Strategic Intent



Vision

Stronger together, protecting, developing, and empowering nurses, midwives, and personal care workers at work and in practice. Our voice is a powerful and credible force for change.

Purpose

To grow a united collective of voices who advocate to protect and improve the working and professional lives of nurses, midwives and care workers and create a better future by shaping important decisions that impact our professions and communities.

Values

Unity

We work collaboratively as a team and with mutual respect to achieve our vision, mission, and objectives. Individuals accept accountability for their work and actions, and the organisation wisely utilises our human, material, and infrastructure resources.

Passion and compassion

We are passionately committed to delivering quality services and advocacy to members and quality educational experiences to students and learners. Staff will enter into each interaction in a way that respects and values member or student needs for respect and appropriate support as well as achieving the best outcome for their matter.

Excellence

We strive to deliver the best, most effective, outcomes and achieve the highest quality in every aspect of our work. We strive to energise the organisation through innovation utilising the creative ideas and unique talents of each employee and our membership.

Respect

We respect all our clients and stakeholders by providing a caring organisation based on openness, fairness, and mutual trust. We recognise that with rights come responsibilities to ourselves, our members, and other stakeholders.

Integrity and justice

We act responsibly and honestly in all we do and respect our members' confidentiality and need for appropriate and evidence-based advice and information.

Diversity

We promote intercultural awareness and understanding of our diverse community through authentic experiences, both within the ANMF membership and the broader Australian and global community.

Organisational growth

We act to innovate, with the aim of maximising membership value, achieving a stronger and more sustainable organisation and creating positive impact.

ANMF SA Values Snake Artwork

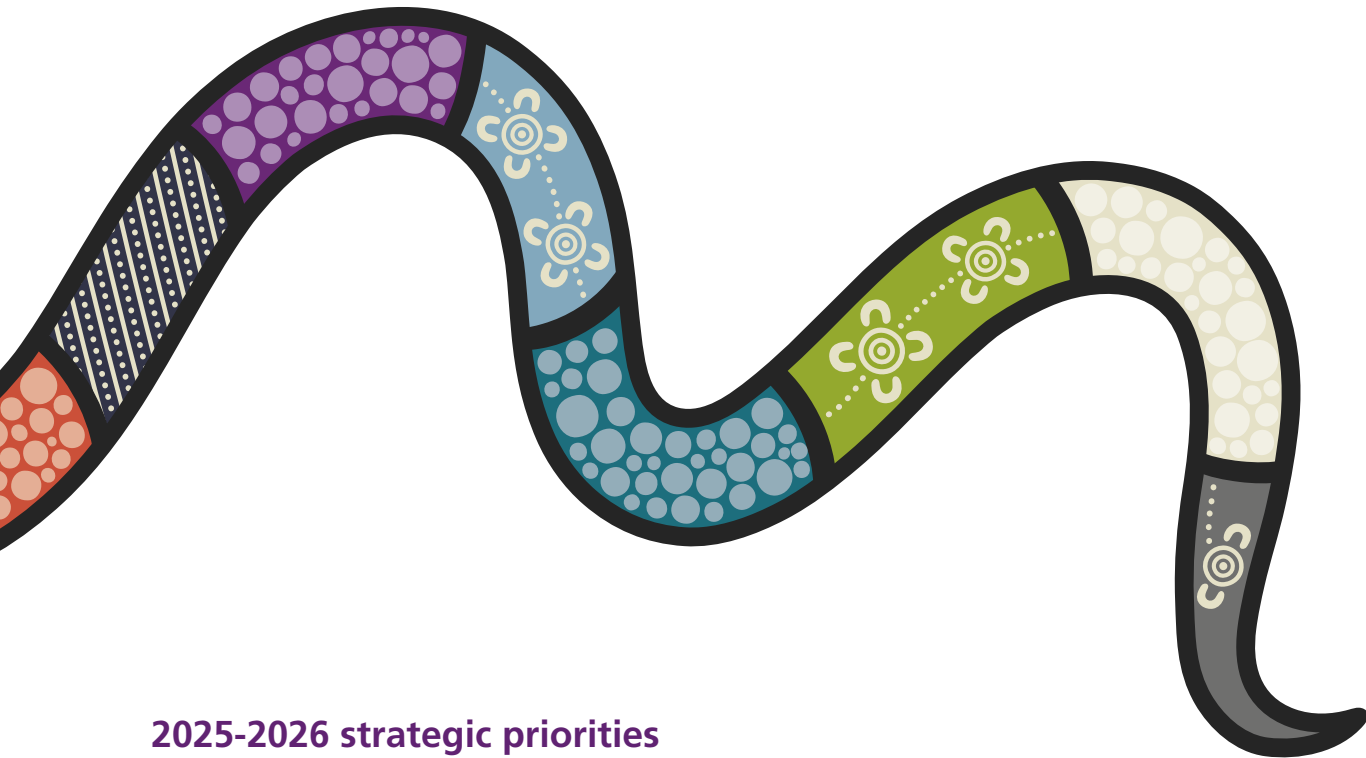
The artwork represents the ANMF (SA Branch)'s relationship with members and the wider community. The ANMF SA is depicted as the large snake spreading across the artwork while the seven smaller meeting places within the snake represent the values of Unity, Respect, Diversity, Passion and Compassion, Integrity and Justice, Organisational Growth and Excellence.

The Artist - Jordan Lovegrove,

Indigenous Artist, Dreamtime Creative

Jordan is a Ngarrindjeri man who combines intimate knowledge of Aboriginal communities and illustration skills to develop outstanding Indigenous artwork which is applied to a range of print and online communications.





2025-2026 strategic priorities and actions

Membership Value and Campaigning to Influence and Win

- Worksite Representatives (WSRs) are effective workplace leaders supported and enabled by our staff team
- Governments and communities respond positively to our campaigns and positions
- Our education and training of representatives and staff reflects the vital role of WSRs in how we work.
- Value proposition pitched to individual members/types and evaluation of benefits, events etc
- Our public communications are well executed and effective. Campaigning is targeted, capable and effective

Effective Representation and Advocacy

- We maintain effective support and advocacy systems for members in relation to professional practice, industrial, WHS, legal and compensation/rehabilitation matters
- Our media and communications reflect our policies and positions and have impact and reach
- Members utilise our communications and resources and engage actively with them
- Bargaining strategies are adapted to utilize the most effective approaches available to benefit members interests and grow power
- Growing Union Legal as a sustainable and high performing legal service to members and other customers

Facilitate professional growth and workforce capacity

- We will explore and develop innovative approaches which are underpinned by research and evidence-based practice in partnership with relevant research groups
- We will use our Best Practice Guidelines (BPG) / Evidence-Based Practice (EBP) program to become more focused on the aged care sector and other relevant organisations to meet demands and needs
- We will continue to develop high quality programs and services that meet workforce demands in partnership with stakeholders
- We will explore and develop CPD programs for delivery across the different CPD platforms avoiding duplication and enhancing offerings to meet the needs of members and potential members

Innovate, Grow Strength, Power and Show Good Practice

- Growth in membership and power
- We are committed to building the capability, accountability, and resilience of the staff of the organisation. Building a robust team and managing renewal
- Members receive high quality services and demonstrable value from their membership
- Our compliance and reporting systems operate effectively and in the interests of members and the organisation
- Members' fees are utilised in their interests and reflect an efficient and effective service delivered by a campaigning organisation



Support

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





Strengthening Health, Safety & Representation



324

Worksite Representatives

115+

Worksite Representatives (WSRs)/
Health and Safety Representatives
(HSRs) attended the 2025 WSR/
HSR Conference

8

HSRs have received training via
an inaugural, health-focused,
HSR Level 1 course in the
2025–2026 period

24+

Work Health and Safety (WHS) Right
of Entries (RoEs) were conducted
in the 2025 – 2026 period

20+

Professional Liaison Officers (PLOs)
and Industrial Officers (IOs)
have received training to conduct
WHS RoEs



SUPPORT

The Public Sector Enterprise Agreement Effort



Members with Elizabeth Dabars during one in a series of walkaround visits aimed at answering questions around Public Sector Enterprise Bargaining.

The ANMF (SA Branch) has amplified the voices of public sector nurses and midwives, following extensive consultation to develop members' Log of Claims and throughout ongoing negotiations over the Enterprise Agreement.

On December 10, 2025, the ANMF (SA Branch) wrote to the state government outlining what constitutes an acceptable offer to address competitive wages and conditions. A response was requested by December 22; however, the government sought an extension, which we granted in good faith.

Following the re-election of the Labor Party in March, talks with the employer resumed on the back of the ANMF (SA Branch) securing an interim and incremental six per cent increase in pay for public sector nurses and midwives. This included four per cent backdated to January 2026 and a further two per cent that will come into effect in the October of this year.

Throughout the 2025 – 2026 timeframe, members engaged in targeted industrial action and participated in two mass rallies organised by the ANMF (SA Branch); the first, in

October 2025, was attended by approximately 4,000 nurses, midwives and members of the community. The second, on February 5, 2026, had more than doubled in size, ballooning to over 7,000 forces for advocacy and activism marching from the steps of State Parliament House to Hindmarsh Square.

Our collective efforts to mobilise members, stand in solidarity with other frontline workers and travel throughout the state to unite over our shared desire to retain talent and attract more passionate, gifted, and caring workers have been seen across the nation.

ANMF (SA Branch) Councillor Natasha Billing stood alongside CEO/Secretary Adj Assoc Professor Elizabeth Dabars AM at each rally and had a unique perspective on the atmosphere among the crowd.

"I have been serving as a Worksite Representative (WSR) for seven years which has given me valuable perspectives on member mobilisation and advocacy," Ms Billing said.

"Through the training I did at the ANMF (SA Branch), we gained the tools to be able to advocate for our colleagues.

"Compared to the past Enterprise Bargaining Agreements, this round has seen an uptick in member participation and solidarity.

"The current environment seems to have heightened awareness and urgency, fostering deeper engagement as we are all fed up now with being disrespected.





Royal Adelaide Hospital nurses appeared in the media on the issue of internal ramping.

"However, we are still going above and beyond for our patients to make things safer for them and ourselves.

"Members have responded with remarkable enthusiasm and dedication.

"Their active involvement in discussions, rallies and advocacy efforts showcases a strong, collective, commitment to improving workplace conditions and getting a respectful pay offer that keeps us in line with the rest of the country.

"As we know, we are stronger together and we won't back down until we are finally respected for the work and additional work that we do on a daily basis."

We have not lost the momentum, the drive, or the ambition to achieve an agreeable, respectful, and just outcome. In May, the ANMF (SA Branch) Executive Board endorsed the resumption of industrial action in lieu of a respectful response and formal offer from the state government.

This raised the stakes and pushed the government to present nurses and midwives with the best offer to date in June, which is set to be voted on by members in July.

The ANMF SA is encouraging South Australian nurses and midwives to vote 'yes' to a new Enterprise Agreement, recognising it does not deliver every outcome sought but represents a significant, hardwon improvement that moves the state closer to fair and competitive pay.

The offer of 16 per cent over three years, along with key protections, was secured through sustained member action across the state.

ANMF SA CEO/Secretary Elizabeth Dabars said it represents the strongest and most secure outcome available in the current economic and industrial climate.

"While this offer is not where we initially set out to land, it delivers meaningful pay increases, protects core conditions and provides certainty during ongoing costofliving pressures," Ms Dabars said.

The agreement builds on the six per cent interim increase secured for 2026 ahead of the state election and reflects further progress toward closing the wage gaps with interstate counterparts.

Ms Dabars said ANMF SA had carefully weighed the risks of continuing industrial action, including the likelihood of the matter being referred to arbitration.

The tireless work of members' representatives and leadership at the federation is in service of what matters most to both parties at the negotiating table: the overall wellbeing and continued support of patients and people living in South Australia.

Broader Campaigns

The ANMF (SA Branch) has worked closely with the SafeWork SA Advisory Committee to develop a comprehensive South Australian Code of Practice addressing psychological hazards in the workplace.

This work has focused on ensuring that employers understand their obligations to identify, manage and eliminate the risks associated with psychosocial harm.

In addition, the ANMF (SA Branch) has been collaborating with Safe Work Australia and SafeWork SA on the development and implementation of a national Code of Practice specifically targeting psychosocial hazards and fatigue management. This includes contributing expert insight into the unique pressures faced by nurses and midwives, ensuring that the regulatory framework reflects the realities of frontline healthcare work.

We have also played a key role in national reviews undertaken by Safe Work Australia, providing detailed input into the revision of the Code of Practice relating to bullying and harassment, gender-based discrimination and sexual harassment, workplace environments, working in the heat and many more.

Our involvement has helped strengthen protections for workers and reinforce the importance of safe, respectful, and inclusive workplaces.

Alongside other unions, we have campaigned strongly for legislative reform to allow Work Health and Safety matters to be heard in the South Australian Employment Tribunal. This change ensures that workers have access to a more transparent, independent, and worker-centred avenue for resolving WHS disputes, rather than relying solely on outcomes determined by SafeWork SA.

The ANMF (SA Branch) continues 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. Work Health and Safety (WHS) Entries

Over the 2025 – 2026 financial year, the ANMF (SA Branch) conducted more than 25 Right of Entry (RoE) investigations and resolved over 50 issues raised to management without needing to enter.

The RoEs took place across multiple South Australian health and aged care settings and targeted serious breaches of Work Health and Safety obligations, particularly in relation to Regulation 55 of the WHS Regulations (psychosocial Risks) and systematic failures in Safe Systems of Work.

The ANMF SA has conducted several WHS entries throughout this financial year and has mitigated the escalation of concerns raised by members through prompt action, direct lines of communication and the timely resolution of concerning incidents.

Following the passage of the new codes of practice for Managing Psychosocial Hazards at Work and Sexual and Gender-Based Harassment, combined with the off-site resolution of issues raised to management, the ANMF SA is proud to have fewer WHS RoEs than the previous 2024 – 2025 period.

However, the ANMF SA is committed to actively pursuing ongoing investigations and resolutions, whether newly raised or previously reported.

Royal Adelaide Hospital (RAH) – Internal Ramping

A Right of Entry was conducted in July 2025 under section 117 of the WHS Act — due to imminent danger posed to members (potential psychological damage and manual handling risks).

The ANMF SA has urged the Minister for Health and Wellbeing to formally respond to this matter following the death of an internally ramped patient, given the lack of a definitive outcome and is awaiting correspondence, before determining whether the federation's grievances need to be escalated to the South Australian Employment Tribunal (SAET).

Yorke and Northern Local Health Network (YNLHN)

The ANMF SA raised outstanding WHS concerns at Yorketown and Maitland Hospitals following violent incidents dating back to 2024.

The employer has advised the matters have been resolved or are being progressed.

The ANMF continues to seek assurance that appropriate controls, including specialising and access to restraint-trained security personnel where required, are in place.





The ANMF will continue to monitor implementation to ensure staff and patient safety in these regional small hospitals, noting the limited access to wraparound services compared with larger metropolitan hospitals.

Yorketown and Northern Local Health Network (YNLHN) completed a site security review of Maitland Hospital and will consult with workers to determine how to improve WHS concerns.

Additionally, the YNLHN Governing Board has approved works to improve the ambulance bay and replace the currently 35-year-old doors with new and secure doors that can be accessed remotely.

Calvary Community Care

Significant WHS concerns were raised relating to unsustainable workloads for community-based nursing staff. These escalating demands are contributing to increased risks of psychological harm, with minimal response or action from organisational leadership.

Since the previous financial year, several changes have occurred. The employer is currently consulting on proposed amendments to nurses' roster times aimed at improving workflow by providing additional time to prepare for client rounds, addressing previous concerns where nurses were required to commence at 8am while also being scheduled to attend clients at that time.

Consultation is also underway regarding the introduction of an additional 10am – 6pm shift to better support client demand and service delivery requirements.

St Andrew's Hospital

Exposure to 'SoluScope' chemical substances raised concerns about the adequacy of current WHS controls. The ANMF SA initiated a RoE investigation in the 2024 – 2025 period to ensure new chemical handling protocols and ventilation requirements were being implemented. Following the RoE, management coordinated with the ANMF SA to develop a new safety policy to ensure secure storage of the chemical compound.



Members at the Queen Elizabeth Hospital during a site rally.

SUPPORT

Broader Campaigns



Elizabeth Dabars with members at Flinders Medical Centre.

Eastern Community Mental Health Services (ECMHS)

The violent incident identified in the previous CEO Report led to an inspection conducted by SafeWork SA and a risk assessment undertaken by the Central Adelaide Local Health Network (CALHN).

CALHN has updated its internal processes for managing threats to staff and potential violence. If there is an immediate threat, like the one the ANMF SA raised, the site will lock its doors and move reception staff to a designated safe area. Duress alarms are in place and South Australia Police will be contacted if needed.

Additionally, members reported a longstanding history of poor team dynamics, chronic short staffing and a hostile working environment.

Concerns included frequent incidents of staff speaking to each other in a disrespectful manner, including raised voices and confrontational interactions, contributing to a significant psychological risk in the workplace.

These issues at the ECMHS were well known across South Australian community mental health services and had contributed to a high rate of staff turnover.

An ANMF SA officer had been advocating for an external psychological review of the service for some time, which was finally agreed upon in late-2025.

Following the review, the service has commenced team-building activities aimed at repairing working relationships and fostering a more respectful and supportive team environment.

Northern Health Services (NHS)

Following escalating levels of violence within the emergency department and a RoE investigation conducted in the previous financial year, ongoing advocacy from the ANMF SA has led to the creation of a dedicated Code Black Team and four restraint guards assigned to the ED.

Gumeracha Hospital

As a result of the WHS RoE, capital funding for a new lift to replace a decommissioned lift has been sourced. Construction works are planned to start in mid-2026. The decommissioning of the lift had dramatically affected patient, staff and services access and egress between the aged care facility and the hospital.





Thousands of members gathered in the march in February.

The ANMF SA also followed up on a WHS incident involving a bariatric patient who was aggressive. Staff didn't have the correct equipment to safely manually handle this patient. This patient has now been transferred out of the hospital, and the Barossa Hills Fleurieu Local Health Network has changed its policy and procedure around bariatric care.

Barossa Hills & Mount Barker Hospital

The ANMF SA is actively advocating for Patient Services Assistants in the three peri-urban sites (Gawler, Mt Barker and Southern Fleurieu Health Services).

We have advocated for a dedicated resuscitation team at Mt Barker and a dedicated phlebotomist/blood nurse.

Yorcktown Hospital

Following an incident in late 2024, significant upgrades to physical security infrastructure were made after consulting the affected staff members. Improvements began in early 2025 based on priority and risk mitigation, such as zone control, electronic access control and barrier protection.

Further security measures were approved on April 1, 2026, such as the creation of a security door between the nurses' station and the network will now engage with contractors to complete these works.

Murray Bridge Soldiers Memorial Hospital

In May 2025, ANMF SA officers conducted a WHS RoE at the Murray Bridge Soldiers Memorial Hospital (MBSMH) in response to ongoing concerns regarding insufficient staffing in the ED.

This followed repeated member reports of excessive workloads and associated psychological impacts.

During the RoE, Root Cause Analysis (RCA) documentation was obtained, which identified a failure to implement a dedicated Triage Nurse in line with Recommendation 1.

Following correspondence from the ANMF SA, the MBSMH has acknowledged the need for increased triage support.

The MBSMH has committed to enhanced triage coverage across the following shifts: weekends and public holidays (11am – 7:30pm), Monday to Friday early shift (7am – 3:30pm), and Monday to Friday late shift (3pm – 11:30pm).

SUPPORT

Broader Campaigns



Members showed solidarity at two mass rallies held during the year.

ACH Small Home Living Model

The ANMF SA is currently engaged in consultation regarding the proposed Small Home Living Model of Care at Highercombe Residential Home. Following initial concerns regarding inadequate consultation and a request for further information, the employer has since provided additional detail and invited the ANMF SA to attend on-site consultation meetings to raise member concerns and support ongoing collaboration.

ACH — Group Aged Care and Housing

Following consultation on proposed changes to on-call arrangements for Community Nursing staff, the ANMF SA highlighted safety concerns related to after-hours lone home visits. As a result, ACH Group confirmed that staff will not be required to undertake in-person on-call visits until appropriate duress alarm systems and safe systems of work are implemented.

The ANMF SA requested ACH Group update its on-call procedures to include specific reference to duress solutions and confirmed that work is underway to identify and implement a suitable system, with staff training to follow.

Additional updates have also been made to strengthen safe work practices, including ensuring home safety risk assessments are completed for all clients and that relevant risk alerts are documented. ACH Group has also sought input from the ANMF SA on suitable duress alarm options.

Noarlunga Hospital

Following two humidity breaches at the Noarlunga Hospital operating theatres, impacting the availability of sterile equipment, ANMF SA officers met with management and a building assessment was conducted.

After ongoing staff concerns regarding mould and air quality, requests were made to the employer for relevant reports.

ANMF SA officers formally advised that if information was not provided within a specified timeframe, the ANMF would conduct a RoE under Section 120 of the WHS Act.

The employer subsequently acknowledged the request and provided the required documentation, enabling reassurance to be given to staff.

Throughout the process, infectious diseases advice was sought, and risks were continuously assessed to ensure any potential mould exposure was professionally monitored and evaluated.





Members at Hampstead Rehabilitation Centre.

The reports found no evidence that staff or patients were exposed to mould levels above accepted environmental health standards and no unreasonable risk to health and safety was identified during the assessment period.

SALHN demonstrated a commitment to improving environmental conditions and maintaining a safe workplace, with practical measures implemented to address and mitigate the identified issues.

The inclusion of engineering reports and testing results provided a clear audit trail and accountability.

Women and Children's Hospital Adolescent Ward

A RoE was conducted on May 8, 2025, following reports of sexually, physically and emotionally violent behaviour. The ANMF SA wrote to management, and a meeting was held to address the situation.

Angaston and District Hospital

On April 10, a RoE investigation was conducted by ANMF SA officers in response to concerns from members about a routine lack of GP coverage on weekdays that had not been communicated to the community.

The ANMF SA wrote to management and sought to rectify the situation, prompting the LHN to address the GP shortages over social media, along with extending the usage of virtual health services and establishing a RN requirement during night duty in the ED.



Protect

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





Representing Your Best Interests



4756

Member Assist queries resolved

10,664

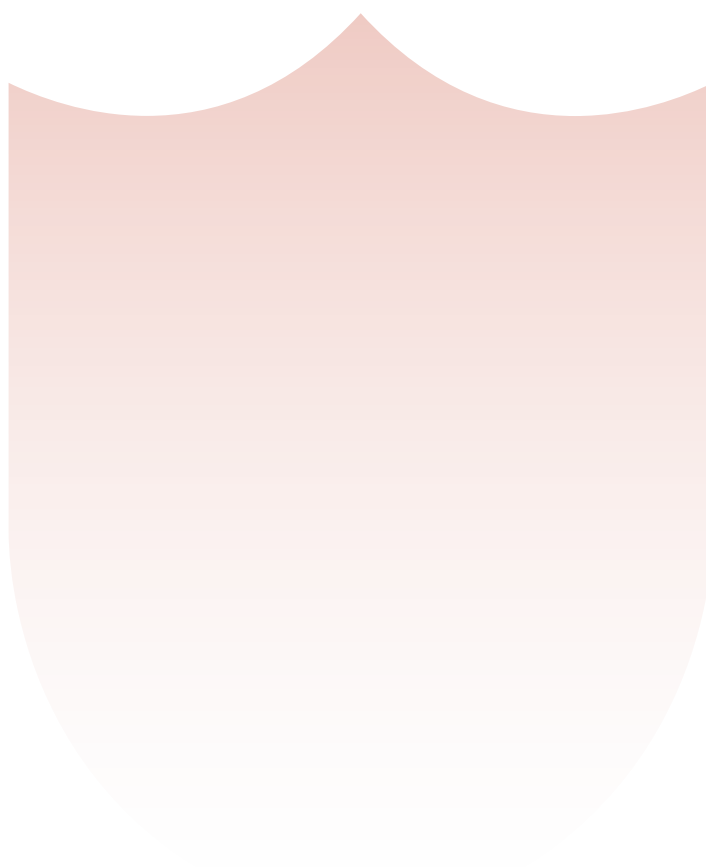
Total phone calls to the enquiry
phone line

41

Average number of calls per day

192

Number of members joining with
preexisting concerns



Representing Your Best Interests

Member Assist Overview

The Member Assist service continued to provide consistent and accessible support to members across a broad range of employment, pay, and professional matters. Contact volumes remained stable overall, while patterns of enquiry reflected predictable seasonal influences and periods of increased complexity. Additionally, a new phone system is set to be introduced in July, which will better support the MA service.

Member Engagement

The service recorded **3,566 member enquiries** between July 2025 and April 2026, averaging approximately **357 contacts per month**. Members engaged purposefully with the service, selecting contact channels that aligned with the urgency and complexity of their concerns. Telephone enquiries remained the primary channel for timesensitive matters, while email usage increased during periods of complex or systemrelated enquiries.

This pattern indicates strong member awareness of available support pathways and confidence in accessing assistance when required.

Nature of Enquiries

MA related matters accounted for the majority of member contacts, comprising approximately **two thirds of all enquiries**. This consistent demand underscores the central role of MA services as a trusted source of advice, advocacy, and issue resolution for members.

Payrelated enquiries represented the most significant secondary driver of contact activity, accounting for approximately **14 per cent of total enquiries**. These matters showed clear clustering around known pay cycle events, award changes, and post-holiday processing periods.

Seasonal and Event-driven Trends

Member contact volumes followed established seasonal patterns. Activity declined during the December holiday period before increasing sharply in January, with **February and March** representing the highest demand months of the year. These increases coincided with heightened pay enquiries, referral activity, and followup matters.

Public holidays and system disruptions did not reduce overall demand for assistance. Instead, enquiries were deferred and re-presented in subsequent periods, resulting in shortterm increases in contact volumes.

Complexity of Member Needs

Over the course of the year, there was a gradual increase in enquiries relating to preexisting or ongoing matters. This trend reflects a rise in the complexity of member issues requiring multiple points of contact or extended resolution timeframes.

Referral and Escalation Pathways

A portion of enquiries required referral to specialist pathways, including Industrial Officer and PLO/Professional Team support. Referral volumes varied by month in line with issue type and complexity, ensuring members received appropriate escalation and specialist advice where required.

This structured referral approach supports high-quality outcomes while maintaining clarity and transparency for members.

Service Continuity and Reliability

Despite periods of increased demand, public holidays, and systemrelated challenges, the MA service maintained reliable access for members throughout the reporting year. The ability to absorb predictable surges and manage more complex enquiries demonstrates the resilience and responsiveness of the service.

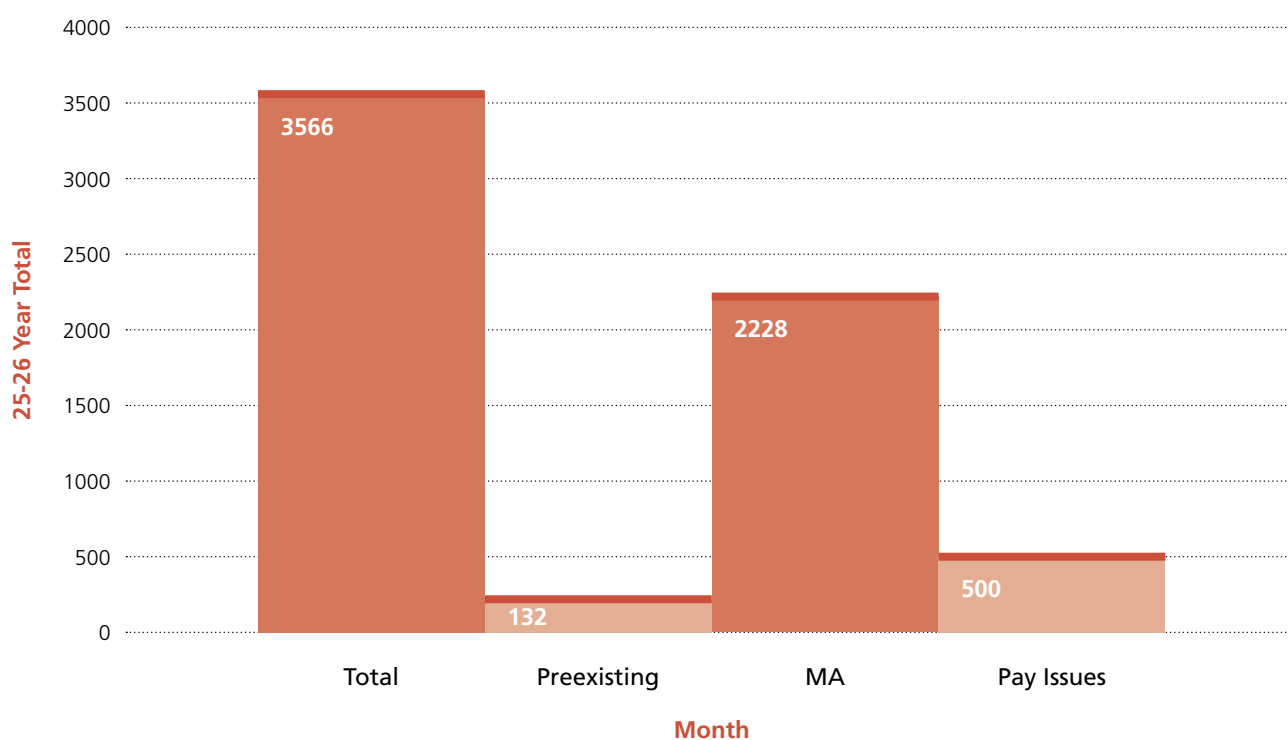
Key Outcomes

- Continued high demand for MA services, reflecting strong member trust
- Predictable contact trends aligned with pay events and seasonal factors
- Increasing complexity of enquiries managed through structured support pathways
- Ongoing accessibility and service continuity during peak demand periods





25-26 Year Total



Month	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	25-26 Year Total
Total	357	356	337	374	375	217	389	417	393	351	3566
Preexisting	9	15	18	8	8	4	9	16	25	20	132
MA	312	272	307	221	198	120	205	188	212	193	2228
Pay Issues		76	69	82	42	28	52	14	86	51	500

Bargaining Overview

The advent of a dedicated Bargaining Team from early 2025, with all positions filled in the latter half of 2025, has allowed for the majority of Enterprise Bargaining to be allocated outside of the Industrial Officer Team.

This strategic change reflects a commitment to strengthening our bargaining capacity while ensuring more focused support for industrial matters.

The ANMF SA has successfully negotiated wage increases of 12 per cent over three-years through agreements at Western Adelaide Private Hospital, Integrated Clinical Oncology Network (ICON) and Port Lincoln Aboriginal Health Service.

These increases continue to demonstrate the effective work being accomplished by the ANMF in its broader push for fair and equitable remuneration across the healthcare system.

The Bargaining Team has started challenging those employers who require provision for 'shut down' periods in their Enterprise Agreements, where members are expected to shoulder the full burden of leave required over those periods. We are seeking safeguards to be written into their agreements that limit the amount of accrued leave members are expected to utilise to meet the Employer's business decision.

The ANMF is a party to 147 EAs, including the public sector and two ANMF agreements.

This number fluctuates as new providers come into the SA market: Eastwood Private Hospital, Avive Private Mental Health Hospital and Arcare Aged Care.

From May 1, 2025, to now, the total number of agreements that have been approved is 18.

Currently, 43 agreements are being negotiated, ranging from negotiations that have just been initiated to those sitting in the Fair Work Commission pending approval.

Between the work of the ANMF SA's team of Industrial Officers and the efforts of the Bargaining Team, several key highlights have emerged from the 2025 – 2026 financial year.

Eldercare

The Eldercare Nursing Employees Enterprise Agreement 2025 – 2028, has only just been approved by the Fair Work Commission. This agreement includes a five per cent annual increase to wages, as well as a commitment by Eldercare to pass on the full dollar amount of the Aged Care Work Value case.

This agreement has established a benchmark in respect to wage increases across the aged care sector in South Australia.

While wage improvements represent a step forward, staffing levels and workload pressures remain dominant concerns raised consistently by members throughout the negotiation process. To date, employers have shown limited willingness to address these issues meaningfully.

Western Adelaide Private Hospital

Western Adelaide Private Hospital (WAPH) staff have secured a landmark enterprise agreement win, with the hospital becoming the first private facility in South Australia to enshrine a worker-first reproductive health leave entitlement put forward by the ANMF (SA Branch) bargaining team.

Under the agreement, employees are now entitled to up to three days of unpaid leave per calendar year for reproductive health needs not covered by existing leave provisions — setting a significant new precedent in the private hospital sector.

Reasons relating to reproductive health may include:

- menstruation-related conditions, such as endometriosis;
- menopause and perimenopause symptoms;
- fertility treatment or assisted reproductive procedures, such as IVF;
- termination of pregnancy, whether medical or surgical;
- vasectomy and reversal procedures;
- prostate or testicular-related reproductive procedures;
- menstruation, menopause, fertility treatment, miscarriage, termination and other reproductive procedures or diagnoses affecting any gender.

WAPH staff must, if requested, provide evidence of the reason for their leave that would satisfy a reasonable person.

The ANMF SA has been advocating for this clause to be incorporated into a variety of new enterprise agreements, and its recommendation has been widely celebrated by members.





The inclusion of this clause as part of an approved enterprise agreement follows a similar win for SHINE SA staff in 2025, signalling a growing trend of gender-affirming leave entitlements.

Aged Care Work Value Case

The ANMF recognises that a valued workforce with the right skills and knowledge is critical to the delivery of quality care for older Australians. This starts with fair wages for workers, a supportive workplace and recognition of the complex — often undervalued work involved.

Through our landmark Aged Care Work Value Case at the Fair Work Commission (FWC), the ANMF sought to improve award wages for aged care workers by highlighting the historic gender-based undervaluation of nursing and midwifery care work. This critical advocacy led to a historic outcome to increase minimum wages by 25 per cent for aged care employees, under the three awards (Nurses Award, Aged Care Award and SCHADS Award).

In 2025 – 2026, Stage 2 and 3 of the Work Value Case wage increases were provided to nurses and personal care workers with a further tranche for nurses due in August 2026. This resulted in significant wage increases for the sector.

The ANMF has diligently monitored aged care providers to ensure the Work Value Case funding was passed as per The Department Health, Disability and Ageing's expectations. To date, over 90 per cent of aged care providers have complied for both nurses and personal care workers. The ANMF is currently taking action on behalf of members whose providers have failed to pass on wage increases to nurses and we will continue to monitor when the August 2026 wage increase for nurses is due.

Thank you so much for your response. I thought this might have been the case, but it is great to get it confirmed by you.

Paid parental leave query

Recognition for six-day workers

Public sector nurses and midwives working sixday rosters will now receive public holiday entitlements equal to their seven-day colleagues, following a significant win by ANMF (SA Branch) in the South Australian Employment Tribunal (SAET).

The issue was first raised by members at Hampstead Dialysis, who identified that sixday roster workers were excluded from the NMEA and therefore denied payment for public holidays not worked — an entitlement their seven-day counterparts received. When ANMF (SA Branch) approached SA Health seeking fair recognition for these workers, the employer refused, prompting the matter to be escalated to the SAET. A hearing followed, resulting in a ruling in favour of the workers.

As a direct outcome of the case, SA Health has agreed to immediately introduce an administrative entitlement ensuring nurses and midwives on sixday rosters receive public holiday pay consistent with seven-day workers. Both SA Health and ANMF (SA Branch) have agreed that this entitlement will be included in the Log of Claims and formally incorporated into the new Public Sector Enterprise Agreement 2025.

Thanks once again for your awesome support, professionalism and belief in being able to support me. You have taken me from the depths of despair to having hope, though I am not expecting miracles, what will be, will be. I am just glad I have someone like you in my corner.

Member feedback to Industrial Officer

PROTECT

Safe Staffing/ Compliance



The legislating of Nurse/Midwife to Patient Ratios ratios was a significant milestone.

To ensure compliance is achieved with agreed safe staffing levels as per Appendix 2 of the Nursing/Midwifery (South Australian Public Sector) Enterprise Agreement (NMEA) 2022, regular monitoring occurs.

The required reporting of Nursing Midwife Hours Per Patient Day (NMHPPD) is balanced over 7 days for all health unit sites and is monitored closely. These reports are submitted quarterly by each LHN and a detailed analysis is performed.

Members also inform the ANMF of any instances of non-compliance to safe staffing levels on a day-to-day basis.

Strategies for Maintaining Safe Staffing/Compliance

Several strategies are in place to manage instances of non-compliance, depending on the frequency or severity of each case.

Minor occasional non-compliance: Monitor closely to ensure they are not becoming an acceptable pattern.

Minor regular non-compliance: The LHNs are provided with formal correspondence stating the ANMF (SA Branch) is monitoring closely and if instances of non-compliance continue, will request plans and strategies to be implemented to prevent future episodes of non-compliance.

Major non-compliance: LHNs are provided with formal correspondence requesting plans and strategies that have been or will be implemented to prevent future episodes of non-compliance.





Members from the Women's and Children's Hospital.

Transition to Nurse/Midwife to Patient Ratios

Ratio legislation has been drafted and undergone the Parliamentary approval process. The *South Australia Nurse and Midwife to Patient Ratios Bill 2025* is now awaiting a proclamation date for when it will come into effect.

The Bill includes a two-year moratorium period from November 2025 where the minimal staffing in the NMEA 2022 will be upheld during the transition period from NMHPPD to ratios. Full compliance with the ratio legislation will be required from November 2027. The legislation contains a dispute resolution process to ensure safe staffing compliance.

The ANMF (SA Branch) and SA Health have formed a Ratios Implementation Working Group. The group is working collaboratively to provide expert input to ensure the smooth implementation of the *Nurse and Midwife to Patient Ratios Bill 2025* in South Australian public hospitals.

Business Rules Reviews (BRR)

The BRR process continues according to the Nursing/Midwifery (South Australian Public Sector) Enterprise Agreement 2022.

The following BRRs were completed in the previous 12 months resulting in the creation of, or an increase to, the NMHPPD:

Central Adelaide Local Health Network (CALHN)

QEH

- Cramond Open Mental Health – from 4.74 to 6.58 ES

Southern Adelaide Local Health Network (SALHN)

Noarlunga Hospital

- Myles General Medicine, Rehab, Aged and Palliative Care – from 6.33 to 7.28 ES

Women's and Children's Health Network (WCHN)

- Adolescent Unit – from 7.25 ES to 7.50 ES
- Newland Surgical – from 8.00 ES to 8.20 ES
- Antenatal / Gynecology – from 5.15 ES to 6.20 ES
- High Dependency Special Care Baby Unit – from 8.65 ES to 9.10 ES



Benefit

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





Giving You Expert Legal Advice



603

603 Files opened
(332 files were for ANMF SA members)

245

Wills

12

other areas including
personal injury,
superannuation claims,
medical negligence

82

Industrial/ Employment
(including Ahpra) matters

37

Family Law matters

26

Conveyancing matters

180

Workcover files

15

Probate/Letters
of Administration

6

Criminal matters

BENEFIT

Union Legal SA



Union Legal SA team members.

Union Legal SA is owned by the ANMF SA and is the first law firm to be launched by a union in South Australia.

The firm has been created to give members access to high-quality but affordable legal services delivered with care and compassion. Unlike other law firms, they have decades of experience and knowledge of the nursing and midwifery professions and a proven track record of technical and legal excellence.

Union Legal SA began in 2016 as a private law firm initially to assist ANMFSA members and their families. Over the years the firm has expanded and in their stand-alone premises at Woodville, they provide services not only to nurses, midwives and personal care workers, but also the general public.

You can trust Union Legal SA to deliver strong and affordable legal support across a broad range of legal matters including:

- Worker's Compensation
- Personal Injury
- Ahpra/Disciplinary

- Traffic and Criminal Offenses
- Family Law
- Conveyancing
- Wills, Enduring Powers of Attorney and Advance Care Directives and
- Deceased Estates, Probate and Letters of Administration.

Exclusive member offerings include:

- Free 30-minute consultation with a Union Legal SA lawyer on any legal matter
- Save \$1,500.00 in legal fees relating to Worker's Compensation matters
- Save \$5,000.00 in legal fees relating to Ahpra/Disciplinary proceedings
- Save \$5,000.00 in legal fees relating to Coroner's Inquests
- Save \$850.00 in legal fees relating to criminal matters
- Save \$550.00 in legal fees relating to Probate/Letters of Administration matters
- Heavily discounted Wills, Enduring Powers of Attorney and Advance Care Directives
- Affordable conveyancing services.





The service provided was very helpful and reduced the stress I was experiencing. Thank you.

Everything was very clearly explained and the legal advice and help was exceptional.

The service is invaluable. Whether members or non-members — the opportunity for access to a variety of legal services is money well spent.

A faultless service, very much appreciated.

I found the staff explained everything thoroughly and gave us a timeframe to completion. Thoroughly professional and easy to deal with. Have recommended to colleagues.

It pays to be with Union Legal. They are dependable and safe. The service we received was outstanding.



Connect

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





Spotlight on Attendance

259

Annual Conference

53

Support Coach Workshop

57

Difficult Conversations Workshop

33

WHS for Leaders Workshop

185

Retirement Ready Workshop

51

Difficult Conversations Workshop

37

How to Lead a Supportive Workplace Workshop

94

Aged Care Workshop

110

Nursing the Mind 'virtual' Mental Health Workshop

Keeping You Up to Date

Rosemary Bryant AO Research Centre Update

The Rosemary Bryant AO Research Centre has attracted more than \$11 million in leveraged research funding to date from over 90 grants in its first nine years. Publication count is 371 manuscripts (44% in Q1 journals).

In May 2026, the Centre celebrated 10 Years since its formation in collaboration with the Rosemary Bryant Foundation. This marks a significant milestone for nursing and midwifery research and its impact on healthcare.

There are 80 staff affiliated with the Centre, including 22 Higher Degree Students.

There are eight flagship research programs across five research labs: workforce lab; co-lab; clinical lab; performance lab and digital lab.

Dr Nadia Corsini was awarded the SA National Science Week — Unsung Hero of Science Award 2025.

Prof Marion Eckert was a finalist in the Australian of the Year 2026 Awards (South Australia).

On January 1, 2026, the University of South Australia and the University of Adelaide formed a new university called the Adelaide University.

Health Policy Position Statement

The ANMF (SA Branch) launched the 2026 Health Policy Position Statement (HPPS) in January, outlining a roadmap for reform ahead of the South Australian State Election in March.

The comprehensive suite of statements in the HPPS highlight the ongoing pressures facing members across South Australia's health system. They outline clear priorities for strengthening and sustaining the workforce, improving access to safe, high-quality care, and supporting the ongoing advancement of the nursing and midwifery professions.

The ANMF SA is proudly impartial and unaffiliated with any political party and guards that independence fiercely.

Representing more than 26,000 members, we are committed to shaping health policies that support our professions and strengthen the wellbeing of all South Australians.

As ANMF SA CEO/Secretary Adj Assoc Professor Elizabeth Dabars AM noted, "Our focus is — and always will be — on advocating for a health system that is safe, sustainable and centred on the needs of the community."

Following the release of the HPPS, ANMF SA formally approached all major political parties, seeking clarity on their health policy commitments and their level of support for the priorities identified by members. We received responses from the major parties, and those responses are available online via the News Hub portal.

Rosemary Bryant Foundation

This year marked a record number of grant applications, with an exceptionally high standard of proposals. This reflects strong sector engagement and the growing impact of our grant program. It also demonstrates a significant need for funding to support nursing and midwifery research.

From previous grant funding rounds, there are currently five projects are underway, with two scheduled for completion by the end of the year. All projects continue to make good progress.

In addition, a refreshed branding and donor-engagement strategy is underway to strengthen our visibility, grow support, and ensure the long-term sustainability of our programs.





Annual Professional Conference 2025

Our proud history of 120 years of strength, advocacy and shaping our health system to suit an evolving landscape was celebrated during this year's Annual Professional Conference (APC).

More than 250 people attended APC on August 8, 2025, with this year's theme, 'Honouring the Past, Igniting the Present, Shaping the Future,' explored through experts speaking on a wide range of topics from Aboriginal and Torres Strait Islander nursing history to nurse influencers and Artificial Intelligence's impact on the industry.

Premier Peter Malinauskas was met by a sea of 'Respect' t-shirts when he addressed the crowd — which were donned to send a powerful message amid ongoing Enterprise Bargaining for the upcoming Public Sector Nurses and Midwives Award.

ANMF SA CEO/Secretary Elizabeth Dabars AM asked Premier Malinauskas at the conference to acknowledge that our public nurses and midwives are as valuable as their interstate counterparts, by offering a fair and respectful pay increase.

Ms Dabars said, "We are asking of you, Premier, the same energy and commitment that has driven your other achievements", having cited the government's recent move to save disability provider Bedford from closure through a loan and purchase of its site in Clapham.

Keynote speaker Dr Odette Best PhD RN, an Aboriginal researcher and nurse, educated the crowd on Aboriginal and Torres Strait Islander history, illustrated through the fascinating story of Queensland nurse and midwife Muriel Stanley (1918 - 1979) who fought against prejudice to be admitted to study.

Attendees also heard about protection and professionalism regarding social media and the fast-evolving online world, as well as the implications of AI in the workplace. During a panel discussion we heard from our passionate TPPP graduates regarding their careers, hearing stories from their first year of practice and were inspired by their commitment to patient care, and their passion for nursing and midwifery.

Professor Marion Eckert shared a snapshot into the findings of the 2025 Climate and Wellbeing Survey, which offered up invaluable, concerning, but poignant insights into the core of our workplaces.

We also heard from Professor Erin Morton on the need for menopause to be considered a critical issue in the workplace that deserves action and attention.

This is particularly relevant in nursing and midwifery, with more than 95 per cent of the nursing and midwifery workforce identifying as female.

Adj Assoc Professor Elizabeth Dabars said the conference was growing every year, thanks to an intriguing and relevant lineup of speakers and the opportunity to learn and network.

"The Annual Professional Conference continues to grow in stature and significance each year, and 2025 was no exception," Ms Dabars said.

"The calibre of speakers, the breadth of topics and the depth of discussion reflect the evolving complexity of our professions and the passion of nursing and midwifery.

"It's a powerful opportunity to honour our legacy, engage with current challenges, and shape the future of nursing and midwifery together."

The ANMF SA's Annual Professional Conference (APC) is held on the Thursday of the first week of August each year.

News and Information

Rob Bonner Scholarship

We are pleased to share that ANMF (SA Branch) worked closely with several partner organisations to secure sponsorship for the upcoming 2026 Rob Bonner Scholarships.

This year marked an exciting milestone, with four scholarships valued at \$10,000 available. Two organisations have stepped forward to support these opportunities, helping us expand the reach and impact of the program.

We are delighted to announce a new three-year partnership with the Leahurst Nurses' Foundation who have committed to sponsoring two of the four scholarships.

The Leahurst Nurses' Foundation was established in 2020 following the closure of the Leahurst Home for Aged Trained Nurses. Guided by a board of past and current nurses and midwives, the foundation is dedicated to advancing the professions in South Australia. Its mission includes providing financial support to nurses, midwives and students undertaking undergraduate and postgraduate study.

Dr Anita De Bellis, Chairperson of the Leahurst Nurses' Foundation Board said "The board was very happy to sponsor these grants and support innovation in nursing and midwifery."

We sincerely thank the Leahurst Nurses' Foundation for their generous commitment and the meaningful opportunities their support will create for our members.

We are also pleased to announce that Nurses & Midwives Health will also sponsor a scholarship for 2026/2027.

Nurses & Midwives Health is health cover for nurses and midwives and, just like your union, they exist to look after you. They're proud to support the health and wellbeing of nurses, midwives, care workers and their families with great value health cover.

Nurses and Midwives Health have been a long-standing partner of the ANMF SA, and we are proud to have them join us as scholarship sponsors for the first time.

ANMF (SA Branch) CEO/Secretary, Adj Assoc Prof Elizabeth Dabars AM said it is incredibly exciting to offer four Rob Bonner Scholarships this year in partnership with organisations that share our commitment to advancing nursing and midwifery.

"These scholarships give nurses and midwives the chance to explore innovative practice and introduce meaningful change in their workplaces, something that ultimately strengthens our professions and improves care for the community," she said.

The Rob Bonner Scholarship aims to strengthen the future of the healthcare sector by recognising the next generation of leaders and backing their visions for the future with the funding they need to affect change.

In August, the scholarships were awarded to Erin Lord, Zoe Hewitt and Jessica Hely, who were all announced as the 2025 recipients.

Erin will use her scholarship to look at incorporating virtual reality (VR) and artificial intelligence (AI) technology into rural nursing education models.

For Zoe and Jessica, their scholarship will help them improve the care provided to people living with dementia in acute hospital settings through immersive and innovative educational sessions and tools.



Elizabeth Dabars with the 2025 Rob Bonner Scholarship winners, Erin Lord (left), Zoe Hewitt and Jessica Hely.



Stakeholder Communications

The ANMF SA maintained and grew a positive media presence, with a strong focus on highlighting our strength in numbers and wins in the public, private and aged care sectors.

Mass media outlets prominently featured and followed the ongoing public sector enterprise bargaining agreement negotiations and the federation's campaign.

The ANMF SA marketing and communications department has amplified both attendance records and the visibility of several mass rallies, staged across South Australia and engaging several thousand members to participate in targeted industrial action.

Print, radio, television and online platforms have helped us to raise community awareness and progress our key goals, including the betterment of working conditions and wages for nurses and midwives in SA.

In response to the overwhelming feedback from our members throughout this nationally observed campaign and with each new update that we have been able to provide, we have diligently worked to respond to enquiries as they arrive.

We recognise the intersection between social media dialogue and a general multimedia presence, actively posting to our website, Facebook page and on both LinkedIn and Instagram.

Additionally, we have continued to publish exciting new content in our quarterly INPractice magazine and our online News Hub portal.

Publications

Quarterly INPractice magazine distributed to members

4

quarterly INPractice magazines delivered to members

Reach

32,692

news hub readership

1.1m

website page views

Social Media

21,084

Facebook followers

4,042

Instagram followers

2,361

LinkedIn followers

Growing Stronger Together



26,227

nurses, midwives and personal care workers members. Total of full members.

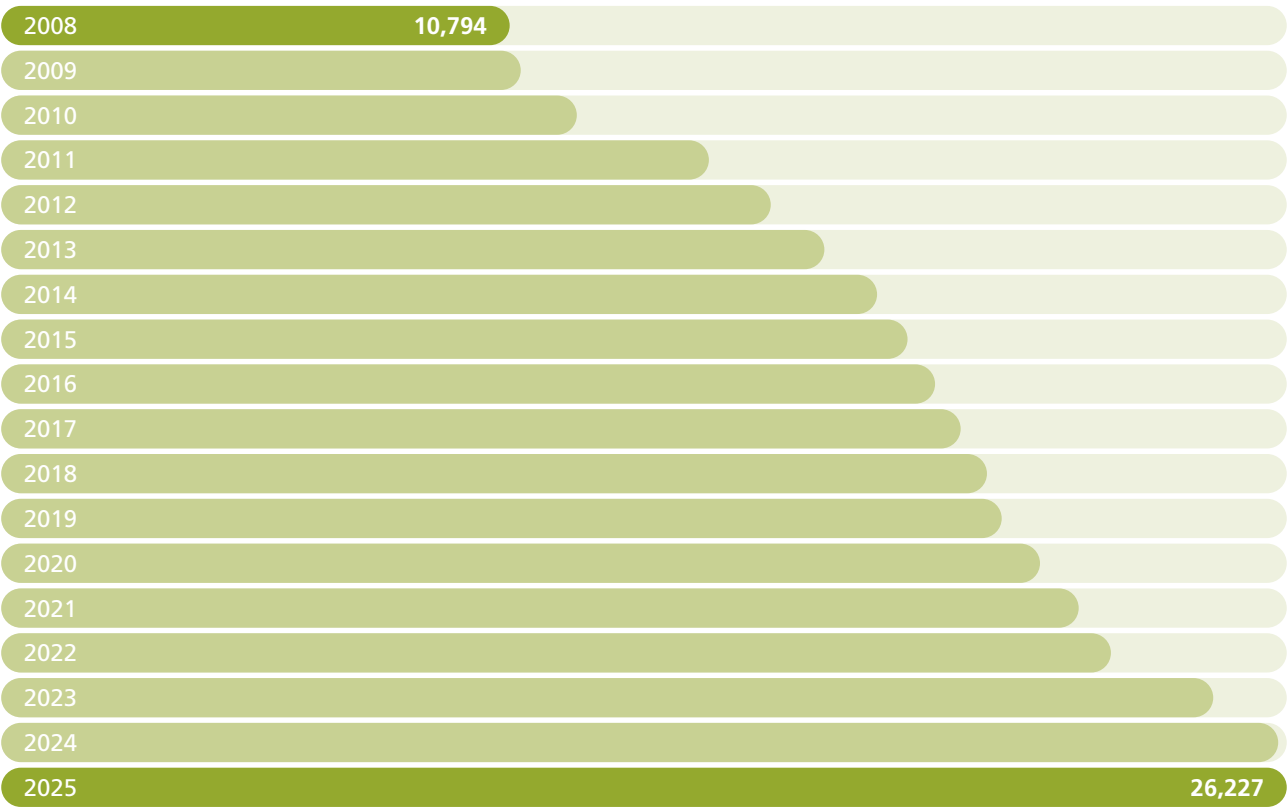
143%

Growth in membership since 2008, when we had 10,794 members

4.33%

increase in membership

Membership Growth





Membership Information

Member Benefits

There are a vast range of membership benefits enjoyed by ANMF SA members covering support, protection, and professional development.

Protect

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

\$10 million Professional Indemnity Insurance (PII) including 24/7 Good Samaritan Cover.

Journey Accident Insurance (JAI), protecting your income, for travel to and from work.

Connect

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

Access to numerous ANMF SA conferences, highlighting 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.

Develop

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

Professional Development Support - Access to 270 free Continuing Professional Development (CPD) online tutorials, ANMF conferences highlighting innovations in nursing and midwifery with discounted rates for members, plus face-to-face CPD to achieve your 20 hours CPD annual requirement

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.

Support

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

Expert industrial advice in bargaining for better wages, conditions, career structures and workloads.

Comprehensive Professional, and Legal advice and representation including representation for Coronial and Nursing and Midwifery Board Inquiries, and Return to Work cases.

Member Assist Portal - providing you with one-on-one support, with 24/7 online access to lodge any personal or group issue.

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.

Summary of submissions, enquiries, and consultations

The following lists detail the feedback and input we have had into submissions, inquiries and consultations for both state and federal government matters during this financial year.

State

- We have reviewed consultation documents in relation to the Local Health Networks and the SA Ambulance local procedures to implement the Ambulance Transport and Handover Policy, with feedback provided to Deputy Chief Executive of Clinical System Support and Improvement Robyn Lindsay at the Department for Health and Wellbeing on July 30, 2025.
- There was a review of the SA Health Nursing & Midwifery Policies: Credentialing and Defining Scope of Practice for Nurses Policy, Credentialing and Defining Scope of Practice for Midwives Policy and Midwifery Prescribing

and Ordering of Diagnostic Tests in Public Health Services in South Australia Policy, with feedback provided to Principal Midwifery and Nursing Advisor, Clinical Care and Innovation on January 14, 2026.

- A review of the draft Mental Health and Wellbeing Bill 2025 resulted in feedback provided to Chief Psychiatrist Dr John Brayley of the Office of the Chief Psychiatrist for the Department for Health and Wellbeing, on February 12, 2026.
- ANMF SA representatives attended the National Maternity Workforce Strategy Consultation Webinar on February 11, 2026, and feedback on the draft of the strategy was provided to the National Maternity Workforce Strategy on February 19, 2026.
- We reviewed the proposed SA Health Nurse Designated Registered Nurse Prescribing Policy and supporting templates, with feedback provided to Interim Chief Nurse and Midwifery Officer on March 5, 2026.
- A review of consultation documents relating to the 2026 Occupation Shortage List (OSL) Stakeholder Survey was conducted, and we provided feedback to the OSL government team on March 19, 2026.



Members and their families enjoyed the ever-popular ANMF SA Evening at the Adelaide Zoo.





Federal

- We conducted a review of the ANMF's draft response for the NMBA Preliminary Consultation of the RN and EN standards, and feedback was provided to the ANMF Federal Office on July 23, 2025.
- A review took place of the consultation papers from the Australian Commission on Safety and Quality in Health Care for the third edition of the NSQHS standards, and feedback was provided to the ANMF Federal Office on August 12, 2025, to assist in drafting the ANMF submission.
- We reviewed the consultation papers relevant to the Regulation Standards and Practice Committee and feedback was provided to the ANMF Federal Office on September 18, 2025, to help the ANMF Federal Office draft a submission to Ahpra on the Developing Professional Capabilities (public submission).
- A review was conducted of the draft submission to Ahpra on Sexual Misconduct and the National Law, with feedback provided to the ANMF Federal Office on September 26, 2025.
- The ANMF SA reviewed the Nursing and Midwifery Workforce Survey Review Submission, and feedback was provided to the ANMF Federal Office on November 5, 2025.
- We reviewed the draft response to the NMBA preliminary consultation on the safety and quality guidelines for privately practising midwives, and feedback was provided to the ANMF Federal Office on December 8, 2025, advising that the draft was supported as presented.
- The ANMF SA reviewed the documents relating to the Health Legislation Amendment (Prescribing of Pharmaceutical Benefits) Bill 2025, and feedback was provided to the ANMF Federal Office on January 20, 2026, to assist them with drafting a submission.
- A review was conducted of the final draft submission for the Domestic, Family & Sexual Violence & Suicide consultation, with feedback provided to the ANMF Federal Office on February 2, 2026, advising that it is an excellent submission and we have no further feedback.
- We reviewed the draft of the Rural, Regional and Remote Medicare Access and Funding submission, with feedback provided to the ANMF Federal Office on February 6, 2026, thanking them for including our initial feedback in the draft submission and advising we have no further feedback.
- The ANMF SA reviewed the draft submissions of the 'Review of Enrolled Nurse Standards for Practice' and 'Review of Registered Nurse Standards for Practice', and feedback was provided to the ANMF Federal Office on February 19, 2026.
- We reviewed the draft letter relating to the Maternity Models of Care and provided feedback to the ANMF Federal Office on February 25, 2026, noting we have no further comments to make and thanking ANMF Federal for including our initial feedback in the drafted letter.
- A review was conducted of the draft submission papers, 'Review of Registered Nurse Standards for Practice' and 'Review of Enrolled Nurse Standards for Practice,' and feedback was provided to the ANMF Federal Office on March 3, 2026.
- The ANMF SA reviewed the draft 'Collective Nursing and Midwifery Submission to the Joint Standing Committee on Aboriginal and Torres Strait Islander Affairs regarding the Inquiry into Racism, Hate and Violence Directed at Aboriginal and Torres Strait Islander Peoples', with feedback provided to the ANMF Federal Office on April 28, 2026.



Develop

Equipping nurses, midwives and personal care workers with the resources you need to progress your careers.





Learn From the Leaders in Health



24,056

Online Modules completed

84

Statements of
Attainment issued

314

Certificates issued

652

Total enrolments across
SA & Tasmania

208

participated in VET
in Schools program

212

Undertook face to face
CPD at ANMEC

Australian Nursing and Midwifery Education Centre (AMNEC)

ANMEC continues to have a strong year with increasing numbers of students and classes. Viability is good and the quality of education is outstanding. Our students report a high level of satisfaction with training, especially in relation to the quality of our educators.

ANMEC delivers the following accredited courses:

- Diploma of Nursing
- Certificate III Sterilisation Services
- Certificate IV Sterilisation Services
- Administer and monitor medicines and intravenous therapy as a standalone unit for Enrolled Nurses.
- Certificate III in Individual Support
- Certificate III in Allied Health Assistance

Vocational Education and Training (VET) for Schools

VET for Schools is now a significant program which has continued to build over the last 5 years. ANMEC this year is delivering training to 225 students from 54 schools across the public and independent sectors, delivered on and off site. When students come to ANMEC, they are part of mixed groups of students, promoting inclusivity, diversity and interpersonal skill development. ANMEC has three off site campuses.

We have a strong commitment to supporting this initiative as a valuable pathway for young people — many of whom are expressing a clear interest in pursuing careers in nursing or an allied health profession. Students now view vocational education in the school space as a legitimate career pathway, rather than an 'easy option' for students to take.

We are also delivering courses at two technical colleges in Findon and Port Augusta.

Continuous Professional Development (CPD) — face to face

Our programs continue to thrive, driven by demand and tailored to meet emerging needs in clinical education across various sectors. This year alone, we delivered 212 Continuing Professional Development (CPD) sessions.

192 people attended ANMEC in person we also ran sessions in rural areas which 33 people attended.

As a provider of face-to-face hands-on skills, ANMEC delivers wrap around CPD to both aged care and hospitals. All of our CPD is delivered on site and with occasional remote delivery, this year we travelled to Port Lincoln and Whyalla. These services have a direct impact on the lives of patients and residents, preventing people from going to hospital or experiencing unpleasant adverse reactions. We are delivering the following courses:

- Indwelling Catheter Insertion
- Venipuncture and Peripheral Intravenous Cannulation
- Nursing Skills Refresher Course

Transition into Professional Practice for Aged Care (TPP-AC)

The ANMF (SA Branch) continues to receive funding for the Transition to Professional Practice for Aged Care (TPP-AC) program from the federal Department of Health, Disability and Ageing. The program is provided to equip registered and enrolled nurses with the skills to provide specialised high-quality care to older people and encourage more dedicated nurses into aged care.

The program is designed to ease the pathway into an aged care nursing career for enrolled and registered nurses, as well as nurse practitioners, looking to step into the industry with confidence and practical skills.

ANMEC is proud to offer the program in a unique, face-to-face capacity, which allows participants to obtain practical skills in simulated environments.

Since commencement, ANMEC has enrolled 74 new nurses in the program and commenced delivery in both Port Pirie and Naracoorte.

ANMEC has continued to provide high-quality training programs to students in both South Australia and Tasmania. ANMEC recognises and acknowledges the support and valued contribution from our partners in health, aged care and disability sectors that make this possible.





This year we have students from 44 schools (including 28 public schools and 16 independent schools) taking part in the program, attending at ANMEC and at three other sites.

Award Winning

In May 2026, ANMEC, along with partners Kalyra Aged Care and the Action Learning Institute, were finalists in the Innovation Transforming Aged Care (ITAC) awards. With hundreds of applications for four awards and only three finalists per category, this was a significant achievement.

New programs and initiatives

Upskilling aged care workers

ANMEC received \$345,259.00 in funding to build on an existing initiative to trial a work-based model for the Certificate III in Individual Support. The project applies an action learning approach that recognises and builds on existing skills of aged care workers. The initiative addresses several key challenges in aged care including significant workforce shortages, the need for rapid upskilling, and barriers that existing workers face when engaging in traditional training. The trial is embedded in workplace learning. Key to this trial is the partnership approach between ANMEC and the Action Learning Institute.

Providing additional resources for students

Skills SA have also provided funding for ongoing roles:

- Foundation Skills Coordinator — critical to the success of our students; this role provides additional support to students whilst learning.
- Education Support Educator — works with students in simulated environments; an additional resource in assessment, providing more intensive skills assistance.

Our new website was launched in July.

Continuing Professional Development (CPD) online

Online CPD usage continues to grow and remains a highly valued service for our members. Our CPD partner, HealthStaffEd, develops new modules, with branches contributing based on member recommendations. This year has seen the introduction of a range of new topics, including perioperative care, anatomy and physiology, breastfeeding, and paediatrics, among others.

- 19,021 members registered to use online CPD.
- 22,881 modules accessed equating to 37,111 CPD hours
- New courses added: 31
- Number of courses available: 332



ANMEC team members, with partners Kalyra Aged Care and the Action Learning Institute, were finalists in the Innovation Transforming Aged Care (ITAC) Awards.

Agreements Lodged 2025/2026 Financial Year

Aged Care Sector Agreements (10)			
Eligible Employees	Nominal Expiry Date	Lodgement Date	Agreement
310	24/07/2028	10/07/2025	Application for approval of ACH Group Nursing Employees Enterprise Agreement 2024
510	30/06/2027	27/09/2025	Southern Cross Care (SA, NT & VIC) Inc Nursing Employees - ANMF (Aged Care) Enterprise Agreement 2025
135	30/06/2028	02/12/2025	Boneham Aged Care Services Inc Aged Care Sector Employees ANMF-SA & United Workers Union Enterprise Agreement 2025
897	30/06/2028	05/12/2025	Opal HealthCare (South Australia) Enterprise Agreement 2024
481	30/06/2028	23/01/2026	Eldercare Australia Ltd Nursing Employees Enterprise Agreement 2025-2028
15	30/06/2029	19/03/2026	Dunbar Homes Inc Nursing Employees (Aged Care) Enterprise Agreement 2026
486 (All employees)	30/06/2026	10/12/2025	City of Holdfast Bay (Alwyndor Aged Care) Enterprise Agreement 2025
90	30/06/2028	01/06/2026	Mid Murray Homes for the Aged Inc Aged Care Employees, ANMF and UWU Enterprise Agreement 2025
24	30/06/2028	29/05/2026	Mid Murray Homes for the Aged Inc Nursing Staff & ANMF Enterprise Agreement 2025
568	3 Years since approval	11/06/2026	Resthaven Inc Nurses Enterprise Agreement 2026

Greenfields Agreements (Aged Care) (1)			
Eligible Employees	Nominal Expiry Date	Lodgement Date	Agreement
0	01/07/2029	29/04/2026	Arcare Pty Ltd, Aged Care Services, South Australia Greenfields Agreement 2026

Federal (National) Agreements (1)			
Eligible Employees	Nominal Expiry Date	Lodgement Date	Agreement
TBC	30/09/2029	27/04/2026	Monash IVF Group Nurses Enterprise Agreement 2026





Agreements lodged by ANMF South Australian Branch for the period July 1, 2025, to June 30, 2026

Private Sector Agreements (Non-Aged Care) (7)			
Eligible Employees	Nominal Expiry Date	Lodgement Date	Agreement
74	30/09/2027	16/08/2025	Healthscope - SA - Nurses Enterprise Agreement - 2025
Not Available	30/06/2028	20/10/2025	Partnered Health Medical Centres and ANMF Practice Nurses Enterprise Agreement 2025
101	07/01/2028	05/03/2026	Western Hospital Nurses Enterprise Agreement 2025
50	30/06/2028	25/03/2026	Integrated Clinical Oncology Network Pty Ltd T/A Icon Cancer Centre and ANMF South Australian Nurses Enterprise Agreement 2025
54	30/06/2028	30/03/2026	Port Lincoln Aboriginal Health Service Enterprise Agreement 2025
424	02/10/2027	09/04/2026	Burnside Hospital Nursing and Midwifery Employees ANMF Enterprise Agreement 2025
80	30/04/2028	29/04/2026	Glenelg Community Hospital Nursing Employees and Australian Nursing and Midwifery Federation Enterprise Agreement 2026

Corporate Reporting and Compliance

Over the past financial year, following a review and update of the organisation's Risk Management Framework to ensure the Risk Management process was in line with the latest accreditation standards, all organisational risks have now been reviewed and adjusted to reflect the current status and inform our operational planning and priorities going forward.

Policy and procedure review and revision are embedded as a crucial part of an effective ANMF SA policy and procedure management plan.

Many corporate-related policies and procedures have been reviewed over the course of the year to ensure our organisation is up to date with regulations, technology and industry best practices and that they are consistent and effective.

There has also been a strong focus on ensuring our key information systems are upgraded and protected from cyber-attacks as we have successfully transitioned to an upgraded payroll version and implemented strengthened cybersecurity capability.

There has also been a strong emphasis on protecting our assets as we address ongoing facilities maintenance requirements and explore asset development opportunities going forward.

From a financial perspective we continue to ensure sound financial management practices, operating within budget and utilising ongoing audit processes to drive continuous improvement.

We continue to diligently manage our reporting obligations to members and to various authorities.



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

We Are Stronger Together.

www.anmfsa.org.au

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