



NEW SOUTH WALES NURSES AND MIDWIVES' ASSOCIATION
AUSTRALIAN NURSING AND MIDWIFERY FEDERATION NEW SOUTH WALES BRANCH



POLICY ON ELDER CARE

Re-Endorsed by Annual Conference 2021

NSW Nurses and Midwives' Association
50 O'Dea Avenue Waterloo NSW 2017

P 02 8595 1234 (metro) • 1300 367 962 (regional)

www.nswnma.asn.au

Policy on Elder Care

THE NSW NURSES AND MIDWIVES' ASSOCIATION RECOGNISES THAT:

The number of frail older people being cared for by family members in the community has reached historically high levels and will continue to grow. The provision of work-based elder care is necessary to enable nurses to successfully combine their professional and carer roles.

THE NSW NURSES AND MIDWIVES' ASSOCIATION ADOPTS THE POLICY THAT:

1. Employers should offer flexible and 'family friendly' working arrangements to enable nurses and midwives to effectively integrate caring obligations and work schedules and commitments.
2. All nurses and midwives should have access to elder care services that are affordable and responsive to the needs of frail older people and their carers.
3. Elder care services should accommodate service requirements of nurses and midwives, i.e. 24-hours, 7 days/week.
4. The number of places available should reflect demand.
5. A range of elder care services should be available, including but not limited to, day care, extended hours care, occasional care and respite care. Respite services can sustain the carer in their caring responsibilities and support the caring relationship¹.
6. Elder care services must:
 - 6.1 provide quality holistic care that attends to the individual needs of elderly people and their families;
 - 6.2 be inclusive and respectful of, and able to provide for: cultural, linguistic and individual diversity needs;
 - 6.3 be accredited and comply with all regulations and standards;
 - 6.4 be designed to integrate into wider community services.
7. All new health facilities and those being refurbished must incorporate the provision of work based elder care facilities in planning and design.

REFERENCE:

1. [Australian Institute of Health and Welfare \(2019\), *Informal Carers*. Accessed 12 January 2021](#)