



# NSW Nurses and Midwives' Association STRATEGIC PLAN

# 2024 | 2026

Australian Nursing and Midwifery Federation NSW Branch

## Vision

The New South Wales Nurses and Midwives' Association exists to be a **strong** and **influential** union of members, that is **respected** as a **contemporary leader** for its **innovation** and **achievements**.

## Mission

To **win better pay and conditions**, and **improved health and aged care** services for our communities, by **increasing the collective power** of nurses and midwives' voices.

## Values



## Strategic Pillars

### PAY



#### PAY STANDARDS

Nurses and midwives in NSW deserve fair pay that reflects their valuable contributions to the health and aged care systems. Pay rates in NSW are not competitive enough with those in other states, and there is a gender pay gap that disadvantages the female-dominated nursing and midwifery professions.

**Our goal is to win pay rises that reflect the value of the work of nurses and midwives across all sectors, and allows NSW to recruit and retain a sustainable workforce, to act on housing affordability, and superannuation reform.**



### CONDITIONS



#### JOB CONTROL

Nurses and midwives need job control in the form of roster flexibility, job sharing, and other flexible arrangements to ensure appropriate work/life balance. There is a workforce shortage in NSW, and many nurses and midwives are working under stressful conditions with limited control over their working conditions.

**We will advocate for members to have access to enforceable job control clauses.**



#### RATIOS/CARE MINUTES

Nurses and midwives need safe staffing levels delivered through ratios and care minutes to provide quality patient/resident care.

**We will ensure members in private hospitals, public hospitals and aged care are operating under functional, compliant ratios/care minutes.**



#### MIDWIFERY

Midwives play a critical role in providing high-quality maternity care. There is a critical shortage of midwives in NSW, which can limit access to care for women and families.

**We will win policy changes to grow the number of midwives in NSW.**



### VOICE



#### ACTIVE MEMBERS

An active, engaged and growing membership is essential for us to achieve our goals and strengthen our collective voice.

**We will grow our power by achieving density targets in our key sectors and work to increase member participation and engagement.**



#### DIVERSITY / INCLUSION

We are committed to creating a diverse and inclusive organisation that reflects the communities we serve. We will strive to ensure our structures and leadership reflect the diversity of our membership, including our culturally and linguistically diverse (CALD) members.

**We will ensure our structures (branches/networks) are representative of our CALD membership.**



### SOCIAL JUSTICE



#### UNIVERSAL HEALTH CARE

We believe in a universal healthcare system that provides equitable access to quality care for all Australians.

**We are committed to closing the health gap between Aboriginal and Torres Strait Islander peoples and the wider Australian population.**

**We will advocate for transparency in public funding for privatised healthcare, ensuring taxpayer dollars are used effectively and efficiently.**



#### CLIMATE / ENVIRONMENT

Climate change poses a significant threat to public health.

**We will advocate for strong government action on climate change, highlighting the health impacts and the need for sustainable healthcare practices.**

## How we will win

**+** Focus intentionally on **building powerfully unionised workplaces and strong networks** of active and engaged members.

**+** **Build confidence in the power of collective action** to win change and enforce workplace rights.

**+** Ensure **our members have seats at the table** where they can influence policy and decision makers.

**+** Be a **well-resourced financially sound union** that can invest in winning campaigns.

**+** Position the NSWNMA as a **trusted and leading voice** on nursing, midwifery and health.