

ANMF (Vic Branch)

Reflect Reconciliation Action Plan

October 2023 – December 2024



**RECONCILIATION
ACTION PLAN**

REFLECT



**Australian
Nursing &
Midwifery
Federation**
VICTORIAN BRANCH

Our business

ANMF (Vic Branch) core business is to engage with, advocate for and empower nurses, midwives and carers to maximize their influence over their professions, their working environments and the health care system for the benefit of their professions and the broader community. Additionally, the ANMF (Vic Branch) provides education and training services including nationally accredited qualification programs, short courses as well as continuing professional development (CPD) via face to face and online modes for registered and enrolled nurses, registered midwives and personal care workers through the ANMF (Vic Branch) Education Centre.

The ANMF (Vic Branch) is a Trade Union based in Victoria which currently has more than 100,000 members. Our organisation covers public and private sector nurses, midwives and carers throughout Victoria. We have 9 regional offices in Warrnambool, Ballarat, Geelong, Bendigo, Swan Hill, Morwell, Wangaratta, Horsham, and Shepparton.

The ANMF nationally represents in excess of 310,000 members. Our members are employed in a wide range of enterprises in urban, rural and community care locations in public and private health, community/primary healthcare and aged care sectors.

This Reconciliation Action Plan (RAP) is for ANMF (Vic Branch) of which there are 181 staff employed across its locations. We acknowledge the Traditional Custodians of the lands on which we operate. These include but are not limited to the Wurundjeri Peoples, Wadawurrong Peoples, Dja Dja Wurrung Peoples, Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagalk Nations, Gunaikurnai Peoples, Yorta Yorta Peoples and Eastern Maar Peoples.

We recognise their continuing connection to the lands, waters and cultures and acknowledge that sovereignty was never ceded. We pay our respects to their Elders past and present, and acknowledge the emerging leaders of these communities. We also acknowledge all Aboriginal and/or Torres Strait Islander peoples who are currently employed within the ANMF (Vic Branch), however note that while the number of Aboriginal and Torres Strait Islander staff is currently not known, we will work within this RAP to determine culturally appropriate ways to understand this.

The ANMF (Vic Branch) will improve its recruitment processes to attract Aboriginal and/or Torres Strait Islander applicants for positions that may arise.

CEO statement

Reconciliation Australia welcomes Australian Nursing and Midwifery Federation (Victorian Branch) to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Australian Nursing and Midwifery Federation Victorian Branch joins a network of more than 2,500 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types – Reflect, Innovate, Stretch and Elevate – allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Australian Nursing and Midwifery Federation (Victorian Branch) to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Australian Nursing and Midwifery Federation (Victorian Branch), welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine

Chief Executive Officer
Reconciliation Australia

Our RAP

ANMF (Vic Branch) values diversity, inclusion and respect and seeks to integrate these values into all member activities. We recognise the health impacts of discrimination including racism and commit to improving ability, opportunity, and dignity of Aboriginal and Torres Strait Islander peoples to participate in our community.

A key strategic objective is to contribute to economic and environmental sustainability and social justice ensuring an economic, environmental, and socially sustainable future within healthcare and for all communities. Specifically, we seek to contribute to reconciliation with and improving health outcomes with respect to life expectancy between Aboriginal and Torres Strait Islander peoples which is currently lower than that of non-Indigenous Australians through participation in appropriate initiatives including our commitments within our Reconciliation Action Plan. Our commitment to the reconciliation process has been incorporated into our staff Enterprise Agreement.

Our vision for reconciliation is health equity for Aboriginal and Torres Strait Islander peoples throughout Victoria. We believe our vision can be achieved through building relationships with Aboriginal and Torres Strait Islander nurses, midwives and broader communities, working together to identify and provide opportunities to build capacity and realise potential in nursing and midwifery healthcare.

We will work towards our vision by modelling respect for Aboriginal and Torres Strait Islander peoples; recognising and acknowledging the damaging impact and trauma of colonisation on First Nations peoples, and promoting truth-telling and a strong understanding of Aboriginal and Torres Strait Islander peoples rights and leading the nursing and midwifery professions in respect and shared knowledge with Aboriginal and Torres Strait Islander peoples.

We will adopt the principles of reconciliation, relationships, and reflection as part of our core work, and will model and encourage promotion of reconciliation throughout the nursing and midwifery professions. This RAP is the strengthening of a respectful and genuine pathway with Aboriginal and Torres Strait Islander peoples in our workplace. The ANMF (Vic Branch) RAP Champion is Madeleine Harradence, Branch Assistant Secretary.

The ANMF Federal office has endorsed their Federal Office RAP, and this provides a framework for ANMF (Vic Branch) to commence on our reconciliation journey via our own Reflect RAP. While we are a Branch of the Federation, the Branches have their own structures and effectively operate autonomously when determining strategy and making operational decisions to meet our member's needs.

We will actively work toward reconciliation by building relationships with Aboriginal and Torres Strait Islander nurses, midwives, carers, relevant representative bodies and the broader community. By working together, we aim to identify opportunities and support the growth of First Nations nurses, midwives and carers which will in turn contribute to better outcomes for First Nations patients/consumers/clients as well.

Our RAP Working Group consists of 8 ANMF staff members, including one staff member who identifies as an Aboriginal and/or Torres Strait Islander person, and one external First Nations representative from Nyikina Country. RAP Working Group ANMF staff members' job titles are as follows: Assistant Branch Secretary (Chair and RAP Champion), HR Manager, HR Administrator, Professional Officer x 2, Organiser x 2, and Communications and Publications Officer.



Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	a) Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	October 2023	Lead: Assistant Secretary Support: Professional Officer
	b) Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	November 2023	Assistant Secretary Support: Professional Officer
	c) Consult with local community stakeholders about partnerships and conduct conversations with mob in local communities in which the ANMF has physical presence.	May 2024	Assistant Secretary
2. Build relationships through celebrating National Reconciliation Week (NRW).	a) Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff and members.	May 2024	Lead: Assistant Secretary Support: HR and Communications and Publications Officer
	b) RAP Working Group members to participate in an external NRW event.	27 May – 3 June 2024	Assistant Secretary
	c) Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. Add dates and event details to Branch staff calendar.	27 May – 3 June 2024	Assistant Secretary
3. Promote reconciliation through our sphere of influence.	a) Communicate our commitment to reconciliation to all staff and members and work with members through our various publications like The Handover, e-News and On the Record and also social media.	October 2023	Assistant Secretary
	b) For all Branch events consider inclusion of First Nations leaders and representatives.	October 2023	Assistant Secretary
	c) Identify external stakeholders that our organisation can engage with on our reconciliation journey.	October 2023	Lead: Assistant Secretary Support: Professional Officer

Action	Deliverable	Timeline	Responsibility
	d) Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	May 2024	Lead: Assistant Secretary Support: Professional Officer
	e) Identify current or potential First Nation led campaigns that address health and social inequities for First Nations peoples.	May 2024	Lead: Assistant Secretary Support: Professional Officer
	f) Review and consider developing cultural safety training for existing nurses, midwives and carers in collaboration with Aboriginal and Torres Straight Islander Peoples	June 2024	Lead: Assistant Secretary Support: Professional Officer
4. Promote positive race relations through anti-discrimination strategies.	a) Research best practice and policies in areas of race relations and anti-discrimination.	November 2024	HR Manager
	b) Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs including cultural awareness and safety training.	November 2023	HR Manager
	c) Provide education for staff and leaders on effects of racism in the workplace	November 2024	HR Manager



Respect

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	a) Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	November 2023	Lead: Assistant Secretary
	b) Conduct a review of cultural learning needs within our organisation and work with our Aboriginal and Torres Strait Islander stakeholders, to deliver cultural safety training and/or modules for staff	February 2024	HR Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	a) Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational areas including regional areas.	October 2023	Lead: Assistant Secretary Support: HR and Communications and Publications Officer
	b) Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	October 2023	Assistant Secretary
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	a) Raise awareness and share information amongst our staff and members about the meaning of NAIDOC Week.	June 2024	Lead: Assistant Secretary Support: HR and Communications and Publications Officer
	b) Introduce our staff and members to NAIDOC Week by promoting external events in our local area.	June 2024	Lead: Assistant Secretary Support: HR and Communications and Publications Officer
	c) RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2024	Assistant Secretary
	d) Remove barriers and make allowances for First Nations Staff to attend NAIDOC Week events.	June 2024	Assistant Secretary
	e) Facilitate at least one internal NAIDOC week event annually.	First week in July 2024	Assistant Secretary



Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	a) Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	June 2024	HR Manager
	b) Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2024	HR Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	a) Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	October 2023	Support Services Manager
	b) Investigate Supply Nation membership.	October 2023	Support Services Manager



Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	a) Maintain a RWG to govern RAP implementation.	April 2024	Assistant Secretary
	b) Review Terms of Reference for the RWG.	April 2024	Assistant Secretary
	c) Maintain and strengthen Aboriginal and Torres Strait Islander representation on the RWG.	April 2024	Assistant Secretary
11. Provide appropriate support for effective implementation of RAP commitments.	a) Define resource needs for RAP implementation.	April 2024	Lead: Assistant Secretary Support: HR Manager
	b) Continue to engage senior leaders in the delivery of RAP commitments.	April 2024	Lead: Assistant Secretary Support: HR Manager
	c) Maintain a senior leader to champion our RAP internally.	April 2024	Assistant Secretary
	d) Define appropriate systems and capability to track, measure and report on RAP commitments.	June 2024	HR Manager
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	a) Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June 2024	HR Manager
	b) Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey	1 August 2024	HR Manager
	c) Complete and submit the annual RAP Impact Survey to Reconciliation Australia	30 September 2024	HR Manager
13. Continue our reconciliation journey by developing our next RAP.	a) Register via Reconciliation Australia's website to begin developing our next RAP.	November 2024	HR Manager