



INFUSION

The Tasmanian nursing magazine for ANF Members

Fighting for our Health

also in this issue:
Welcome to our Graduates
DHHS Fixed Term Contracts
Next Generation Grant

2011
DECEMBER



Dear Minister,

It is difficult to begin this letter as we approach the festive season and realise some of our colleagues will be facing unemployment; the majority of our new graduates will not be employed on transition programs; and those completing their programs will have their careers cut short ...



Our graduates are our future and we will continue to fight to protect our next generation (page 8). There is hope for our graduates, and workforce planning demonstrates the rapidly approaching retirement age due to the age demographic of Tasmanian nurses. MyState Next Generation Grants worth \$1000 each recognise the value of our students and their nursing families (page 15).

It is quite incredulous that this minority Government is bulldozing through with these cuts, against the cries of health professionals, managers and the community. It really reflects on a Government who has lost touch with reality and is not prepared to listen to the experts or the voters. It is also clear that the ripple effect will be felt by Nurses and Care Workers in all sectors, GP practices, aged care, private hospitals and community. The pressure on these sectors will be as a result of the decision to close over 100 acute beds and the resultant boiling points, our public Emergency Departments.

On behalf of the ANF Branch Council and staff, I would like to wish everyone a Merry Christmas and a safe, happy and healthy New Year. 2012 will be filled with challenges and I guarantee everyone at ANF will do everything possible to support our members through this difficult time. ■

CHRISTMAS FOR MANY NURSES AND THEIR FAMILIES WILL BE A TOUGH TIME WITH THE MAJORITY OF BED CLOSURES TO OCCUR DURING JANUARY, WITH RESULTANT NON EXTENSION OF FIXED TERM CONTRACTS.

ANF is individually case managing members who are in the grey area of over 12 month's continuous employment on successive rosters. However the current environment has left many nurses considering a move interstate for career opportunities. The loss of many mental health qualified nurses, who have already packed their bags and given up on the Tasmanian public sector, will send us back 10 years from a workforce planning perspective.

This is part of the tragedy of this Government's short sightedness and the medium term loss is both our experienced specialised nurses and our new graduates, who have completed their transition program and are not being reemployed, or new graduates who cannot even get a position to commence their working career.

As always, our first priority will be safe patient care and ANF's priority will be protecting members. ANF commits to continuing to support the nursing team through this difficult period. Thank you to all members who have supported the Protect Frontline Health Campaign - it all makes a difference!

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Mental Health

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Dear Minister...

ANF MEMBERS AND COMMUNITY MEMBERS HAVE BEEN WRITING TO THE MINISTER, HONOURABLE MICHELLE O'BYRNE, WITH THEIR CONCERNS ABOUT THE BUDGET CUTS TO OUR HEALTH SYSTEM. IF YOU ARE CONCERNED ABOUT BUDGET CUTS TO OUR HEALTH SYSTEM THE ANF ENCOURAGES YOU TO ADD YOUR VOICE TO THIS IMPORTANT CAMPAIGN.

Dear Minister...

I have been employed at the RHH for 29 years. Over this period of time I have seen a marked deterioration in the standard of care being delivered to such patients, the last five years have been the worst, I know this because I am at the frontline, I am the one along with many others who are run off their feet day after day trying to meet the needs of others with limited resources.

Our time is spent apologising to the patients and relatives when their surgery has been delayed, consoling them when they feel they are being neglected, sympathising when they are sent home, often too soon, with pleas of "how am I going to cope". We are left feeling as though we have failed as their advocate because the system has let them and us down.

Over the years I have seen much waste within the walls of the RHH that it borders on criminal conduct. Wards moved and renovated only to be closed not long after, staff trained in specialist areas only to be redeployed elsewhere without care or thought to their career structures. CEOs come and go, those that are too vocal and not willing to toe the party line are seen to be moved on.

I am a staff member of a ward that is quite possibly going to be amalgamated with another surgical ward which will leave no doubt half of us being redeployed elsewhere, have you any idea the distress this is causing, we as a group have worked tirelessly over many years to improve our workplace and its surroundings and now to be told that our efforts are worth so very little is heartbreaking.

You and your colleagues will have to live with the legacy of contributing to the negative health outcomes of the lives of many Tasmanians. Shame on you all!

Dear Minister...

I am so disappointed with the Tasmanian Governments decision to cut frontline health services. Based in the far North West Coast of Tasmania I am a mature aged student, studying by distance education with Central Queensland University CQU (heading into my last year) who decided on a career change with prospects of securing a graduate position with the NWRH or SDH. And now what future do I have?

The voice of the Tasmanian people will be heard and I have no doubt that the Labor/Green Government will be gone come next election.

Dear Minister...

I don't see any savage cuts happening to Politician's perks and the outlandish salary levels they have voted for themselves.

I don't see any savings by example. You are the Health Minister who said that no one will suffer because of budget cuts. I can see why people are saying you have blood on your hands.

I have been a hardworking nurse for the last 25 years. You are closing down the ward that has been my home for the last 17 years. A wonderful team of nurses has been stabbed in the back, and are absolutely devastated. We have spent our lives caring for those suffering and are deeply distressed by your complete lack of empathy for us and those we strive to care for.

Dear Minister...

Fair go to the people who pay your salary Michelle. We will remember at election time, we the people of our Third World State.

Dear Minister...

Health cuts should be the last thing the Government should be doing. I'm sure Ms O'Byrne, you must have private health insurance probably subsidised by the taxpayers, most of whom will now not be able to get an operation or a bed in a public hospital in our State without waiting for years.

Dear Minister...

Your actions and those of your party over the last month are despicable. To make AFL football more important than people's health is unforgivable. How do you live with yourself? Your Government is incompetent. You should hang your head in shame.

Dear Minister...

It seems to me that the politicians of this state have little regard for the lives of the large amount of people, both young and the elderly who in most cases have pain and are suffering. I am appalled that hospital beds are being closed for a short term fix. In the long run the cost will be far greater and not just in monetary terms.

For information on who to contact with your concerns, view the contact details listed on the back of this issue of **INFUSION**.



North West Rallies



FOLLOWING THE BUDGET CUTS IN THE NORTH WEST, MEMBERS AND OTHER HEALTH CARE WORKERS GATHERED OUTSIDE THE NWRH MAIN ENTRANCE ON 13 OCTOBER, TO COMMUNICATE THEIR ASTONISHMENT AT THE VICIOUSNESS OF THE CUTS TO THE SOLE REGION THAT HAS PREDOMINANTLY ACHIEVED BUDGET OVER THE PRECEDING YEARS.

This was followed by a community rally with an electric atmosphere in Burnie.

Early arrivals pitched in to help get the 'show on the road' and participants on the bus from the hospital added significantly to numbers about five minutes before the march. The anger and passion about the injustice of the health cuts enveloped the crowd and contributed to setting a cracking pace for the march, with the circuit being achieved in just 15 minutes!

Anger and discontent was also displayed when the same old rhetoric spilled from the Minister's mouth, with nurses, other

healthcare workers and community participants turning their backs on her. The absence of the local members Bryan Green, Brenton Best and Paul O'Halloran was also noted with anger by the crowd.

Melissa McGleenan, relative of a patient, delivered a powerful speech, followed by Robin Strugnell, Surgical West nurse, who symbolically gathered all her colleagues from the closed ward in front of her around the coffin which had led the parade. ■





Northern Community Rally



ON A COLD AND BLUSTERY SATURDAY MORNING ON 29 OCTOBER, IN EXCESS OF 1,500 NORTHERN TASMANIANS PARTICIPATED IN THE COMMUNITY MARCH AND RALLY AGAINST THE GOVERNMENT'S BUDGET CUTS TO THE HEALTH SYSTEM.

The march started at Princes Square at 10:30am and extended for two city blocks, arriving at Royal Square at 11:00am. The participants were extremely vocal during the march with chants ringing out throughout the Launceston CBD.

The community vocalised their extreme displeasure during the speeches made by Michelle O'Byrne Minister of Health and Kim Booth (Greens). The crowd overshadowed the speakers demanding the decision be reversed and the minority government was made accountable for the decision to close Ward 4D and the proposal to close a surgical ward and two operating theatres.

The march and rally were an extremely sensitive and emotional time for Ward 4D nurses. The theme for the march and rally, the 'Death of DHHS' and 'RIP Ward 4D',

was a poignant reminder of the years of hard work and dedication that had been invested into the development of Ward 4D and the sadness Ward 4D staff have to endure as their ward, colleagues, patients and families are displaced.

Many tears were shed during the speech by Ward 4D ANF Representative and Clinical Nurse Educator, Emily Shepherd. The solidarity of Ward 4D nurses was self-evident as they gathered together around a coffin signifying the death of Ward 4D. ■



the beat

On the Heartbeat for December, how do you think the Statewide rallies against Government cuts to the health budget will help our campaign?



Naomi Bayes - Northside

The rally was a great way to get a broad range of people to become involved and enthusiastic about our cause. It helps our campaign by showing the Government how passionate both healthcare workers and the public are about having a quality, functional and safe healthcare system which protects jobs and keeps services in place. We, the people of Tasmania, deserve at least that!



Megan Doyle - 4D LGH

I don't think the rally will stop bed closures but it will help to increase community awareness of the crisis in Tasmania's health system.



Emily Shepherd - 5A LGH

The rallies will not reverse government decisions but it gives the health care workers an opportunity to voice their collective opinion, that the decisions of the Government, in this case, are not supported.



Helene Blacklow -
Rosebery Community Hospital

I hope that the rallies will galvanise communities across the State. These cuts have a huge impact on our clients that will restrict their ability to access the health care they need. I don't think the Minister understands the long term implementations. In some cases our clients will simply opt out - a decision that will impact on their health and the community.



Leonie Reid - Nursing Graduate

I really hope that these rallies help get the reality of what's happening across to the public and the Minister. Sometimes it is all too easy to forget the human impact. No-one seems to know what's going on, we were told earlier that there would be 18 positions for graduates and now we are being told there will be none.



Charmaine Reid - NWRH and Yaraandoo

I hope that the rallies will at least get the Government to commit to transparency in how these cuts are to be implemented and what the future holds. I want to know what the long term plan is. At the moment we seem to lurch from one crisis to the next.



CAT Trialling a Service Prioritisation Plan

Jill Stewart, CATT

CONGRATULATIONS TO ALL THE MEMBERS WHO ATTENDED THE LAUNCESTON RALLY ON SATURDAY 29 OCTOBER. WHAT A WONDERFUL UNITED FORCE WE ARE FOR OUR PATIENTS AND WORK COLLEAGUES.

The CAT Team in the north is still trialling our Service Prioritisation Plan, which is at times challenging due to the current economic environment. We are receiving good support from some of the management team; however health cuts are still impacting on backfill of sick leave and annual leave.

This means extended waiting times for outpatient appointments, assessments in the Department of Emergency medicine and our community response time. Our OH&S report for office space has recently been made available to staff on the CAT Team, and could possibly raise some issues as CAT are constantly looking for space for their team members. Staff are looking forward to working cooperatively with management to resolve ongoing issues around this report. ■

Pressure to do More with Less

Ros Gorrie, Gavitt House (MHS)

OVER RECENT MONTHS ANF HAS BEEN SUPPORTIVE OF A NUMBER OF RALLIES ACROSS THE STATE, SPECIFICALLY TO RAISE THE ISSUES OF THE CUTBACKS IN FUNDING FOR MENTAL HEALTH SERVICES.

All the rallies have been well attended and they have become, and will continue to be, a place to unite and fight for the retention of staff and services for clients and families of the mental health community.

In the south, staff who have contracts have had to accept that they will not be renewed and positions are not being filled in all teams. There is ongoing pressure and anxiety for all as DEM closes its short stay unit.

ECATT has been lost as a separate team. Beds are being lost in PICU and DOP, and what will happen with Campbell Street that houses and supports our most fragile of clients?

We all continue to work and live in very uncertain times. The pressure to do more with less and less to meet our clients' needs, means there is little time to even try and raise our voices about the cuts, as what is cut in



one area has a flow on effect in another.

We will see ongoing bed blocks, waiting time in DEM rising, and clients and families having to deal with the fact that services, no matter what is the rhetoric, will be reduced.

The problem continues that some of the cuts are reactive and it is hard to see the plan. Bans on oars and web fleet are currently in place until members feel that true consultation and accountability is being met. ■

NWRH Theatre - Focus on Planning

THE HEALTH CARE PROFESSIONALS THAT MAKE UP THE THEATRE TEAMS AT THE NORTH WEST REGIONAL HOSPITAL ARE TAKING THE BULL BY THE HORNS WHEN IT COMES TO MINIMISING THE IMPACT ON PATIENTS AND STAFF FROM THE STATE GOVERNMENT'S SAVAGE HEALTH BUDGET CUTS.

Team Leaders and the Nurse Unit Manager have been working together to adapt, evolve and attribute much of their success to implementing sound communication within the unit, reducing risk, cost and promoting sound planning amongst the team. Bill Kerr, Nurse Unit Manager, is extremely pleased with the team's performance during a stressful period in health care.

Bill and Mick Parker (Theatre Floor Manager) acknowledge that the North West was in a good position to meet the requirements placed on it in relation to cost cutting. Prior to the cuts that have resulted in the loss of 20 beds, opportunities to retain experienced casuals, and a reduction in the number of post graduate opportunities in the hospital, theatre lists for elective surgery in the North West were some of the best in the country. Longer term cuts and restrictions will be hard to balance and it would be a travesty if the good work done in previous years was undone and the community's access to quality health care impacted.

Pam and Julie are two theatre nurses with a fantastic amount of experience. Both nurses specialise in day surgery and have noticed a difference in the types of procedure that are presenting at theatre, the focus moving from complex joint replacements to quicker surgery such as colonoscopies, arthroscopies and laparoscopic procedures. Both nurses feel the change of focus has benefits for the community, stating that patients who had been on waiting lists for a considerable period of time were now being seen.

The focus has been on reducing waste and reigning in expense which has allowed the unit to retain its staffing levels and skill mix. Mick felt that a planned period for emergency surgery each day had been extremely successful. This, coupled with flexibility in working hours, had been excellent in reducing overtime and theatre call-back whilst promoting goodwill amongst the teams. ■



Sad Patient Reality

"We are writing in support of actions with regard the bed closures in Tasmanian hospitals.

I am the registered medical guardian for an 88 year old patient in Launceston Hospital who has late stage Alzheimer's, and is waiting placement into a care facility. As you will understand he is extremely concerned as he lacks the clarity into what is going to happen to him, and he phones us in Melbourne three or four times a day in a distressed state, as he has no family in Tasmania. His ward, 4D, is one of the wards to be closed.

It is often said people deserve the Government they get – are you that bad? If you live in Hobart and follow football I guess the answer is yes. We cannot speak highly enough of the staff at the hospital. They are exceeding our expectations in the care given our friend and the help they have given us.

It is hoped that the bureaucrats making these decisions were equally as dedicated and hard working." ■



Graduates - Needed & Wanted

Caroline Saint, ANF Industrial Consultant

FIRSTLY, CONGRATULATIONS ON COMPLETING YOUR QUALIFICATION. WELCOME TO YOUR PRIVILEGED POSITION AS A NURSE.

The past years of hard toil should soon become a dim memory. Of course that is not to say that your times of learning are behind you – in many ways your journey of learning is just beginning. New challenges and clinical skills will constantly arise during your work as a nurse: you will never stop learning (and if you do it might be time to try something else!).

It is perhaps unfortunate that you find yourself looking for jobs while the Tasmanian Government has slashed funding for a transitional graduate year. But this is **not the end of the line**. You will have plenty of opportunities to develop your new skills and build on your qualification. I understand it is disappointing to feel you are not wanted but that is far from the truth. Australia, like most countries across the globe, is desperately short of nurses. **You are needed and wanted.** You will be able to get a position somewhere. Any clinical position will give you skills in time management, communication and leadership. More than anything else it will give you confidence. Never be afraid to ask for direction and assistance.

Once you have some experience under your belt there will be many different opportunities available. There is potential to specialise in many different clinical areas.



You might choose to work as a nurse in a remote community, in heavy industry, on a cruise ship or at a resort! Nursing allows you to travel nationally as well as internationally. You may want to undertake further study. As your career develops you might discover an interest in mentoring, supporting and educating staff; or want to develop management skills. You may decide to continue with the most important job of all – clinical nursing – whether at the bedside or in the community.

Having been a nurse for nearly 30 years (a bit of a shock to realise that) I have been able to come into and out of nursing while I have

followed new interests and further study. I still enjoy clinical work.

As a result of national registration you may seek employment outside Tasmania. If you do: great! Go out, experience different systems and ideas and then, when the Tasmanian Government recognise their shortsighted ways, I hope you will head back to Tasmania bringing new ideas with you: the public (and we ageing nurses) need you here!

All the best in your new career – while it might have commenced under a cloud, things will improve: of that I am absolutely certain! ■



NurseLine can help registered nurses and enrolled nurses affected by the government budget cuts!

We have casual shifts available now.

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To join NurseLine or to find out more about our agency, call **Ruth Lawson** in Launceston or **Miren Echaburu** in Hobart on **1800 688 180** or visit nurseline.com.au to forward your resumé.

NurseLine would like to thank all its staff and clients and wish them a merry Christmas and safe and happy New Year.

NURSELine 
a searsonBUCK company

Q AND A

Q I HAVE BEEN WORKING ON A FIXED TERM CONTRACT WITHIN THE DHHS – SOMEONE HAS MENTIONED THAT I SHOULD APPLY FOR A PERMANENT POSITION. IS THIS SOMETHING WHICH I AM ENTITLED TO AND IF SO, HOW DO I GO ABOUT DOING THIS?

A Under the *State Services Act 2000* (Tas), applications to convert from fixed term employee status to permanent employee status can be made by either:

- i. Head of Agency (CD 1 (11)); or
- ii. Fixed term employee themselves (CD 1 (12)).

The following criterion must be met irrespective of who lodges the application:

- a) Employee was selected and satisfied a merits test
 - Employee selected on merit following advertisement; or
 - Employee part of State Service recruitment program (as per s 18(l)(j) of the Act)
- b) Expectation of ongoing and continuous or indefinite employment
- c) Duties are of an ongoing and continuous nature
- d) Employee has pre-requisites to be permanent employee
- e) Employee has qualifications to undertake duties
- f) Employee has completed more than 2 years of employment
- g) Duties carried out during the employment period where considerably the same

Where all criteria are not met, the Head of Agency may still submit their application providing that 'special and compelling circumstances exist' (and

they have evidence supporting this).

Where the request is from the Head of Agency a Form 5 ('Application for Change of Employment Status by a Head of Agency') is submitted.

Where the request is from the fixed term employee a Form 6 ('Application for Change of Employment Status by an Employee') is submitted. Once submitted the Commissioner will consult with the Head of Agency which includes establishing their support or opposition of the application although their view is not determinative.

- Supporting documentation relating to fulfilling the 'merit principle' must be submitted with either Form 5 or Form 6; employee will need to include job advertisement and past and future rosters and contracts.
- Where application for permanency is successful the employee may be employed without a probationary period providing past performance has been satisfactory.

Those who have finished a 12 month contract or a combination of contracts exceeding 12 months and/or their working hours have extended beyond the contracted hours but not beyond two years (or have worked regularly over this period), may be considered for industrial permanency. If you fit into this category, please contact the ANF Info Line to discuss your individual situation. ■

Changes to Medication Endorsements on AHPRA Registration Certificates

FROM 1 JULY 2010 REGISTRATION CERTIFICATES FOR ENs SENT OUT BY AHPRA NO LONGER NOTE WHETHER THE EN IS 'MEDICATION ENDORSED'.

However, there will be a notation on the Registration Certificate that an EN is *not* 'Medication Endorsed' if he/she has not completed that component it will read '*Does not hold Board-approved qualifications in administration of medicines*'. ■



Opportunity for Nurses at ANF



ANF IS SEEKING A NURSE TO JOIN OUR TEAM AS AN INFORMATION OFFICER (FULL OR PART TIME), PROVIDING INFORMATION, ADVICE AND SUPPORT TO OUR MEMBERS ON A WIDE RANGE OF ISSUES.

The Information Officer provides expert professional and industrial advice on any work related matter, including wages and conditions of employment and classifications.

This is an exciting opportunity to develop new skills on general advocacy and industrial law. You will need to be well organised and have highly developed written and oral communication skills.

Further information: Lisa Grosser, Senior Information Officer: lgrosser@anf.tas.org or 0418 122 425. Application and resume: Confidential Application, ANF: manager@anf.tas.org or 182 Macquarie Street, Hobart TAS 7000 by 12 December 2011.



North West Report

North-West Area Health Service (NWAHS)

NWAHS is in crisis mode as is the rest of the Health Department in Tasmania. Slashes have been made to NWRH with 20 bed ward, Surgical West, closing and one theatre session slashed every day. Staff were shocked from the swift implementation of this move. ANF detected flaws in the process and was able to maintain a status quo for an extra week while further consultations and risk assessments were made. Initially, fixed term contracts were going to be terminated with two week's notice. However, this was renegotiated to ensure all contracts would be honoured. This was vital for graduate nurse positions to ensure they fulfil the

requirements of the programme. Permanent staff will be redeployed to other areas of the hospital.

Given that 50% of emergency admissions to Surgical West are emergencies, nurses hold grave fears for the welfare of the community. ANF is still awaiting vital information on bed management strategy and amended risk assessment following ANF input to the original risk assessment.

Nurses in Hospital in the Home (HITH), Pre-admission and Governance of WACS are awaiting completion of reviews and outcomes in their respective areas, which is causing angst and low morale.

Primary Health cuts have not yet been announced but it is believed there will be an impact to rural hospitals.

ANF acknowledges the distress caused to members by these actions of the Government and urges members to contact ANF if they are unsure of their employment status.

Umina Park

ANF met with members following the implementation of the restructure. Staffing levels are at an all time low with sick leave making a significant impact, plus the restructure positions not yet all being filled. A recruitment process is in place, however the rostering system and process for asking staff to do extra and double shifts is flawed; with nurses and carers sometimes receiving several calls about the one shift. Management made a commitment to investigate the system and make improvements. ■

THE ANF NORTH WEST OFFICE HAS MOVED. OUR NEW ADDRESS IS 22 KING EDWARD STREET, ULVERSTONE 7315.



Southern Report

Southern Tasmanian Area Health Service (STAHS)

The STAHS has proposed a restructure of nursing management structure for the Huon, Channel and Bruny Island Services.

In response to a letter from ANF, STAHS have advised that following initial consultation with staff in the three affected community nursing services, only one response was received by STAHS Management requesting that the status quo remain.

STAHS Management further indicated that other responses raised concerns related to change process, operational and work management related issues.

To further address these concerns STAHS Management has indicated that a frequently asked questions sheet will be developed. ANF continues to have concerns associated with the effect that such a change process may have upon members.

To support this process ANF has requested the formation of an Industrial Consultative Committee be set up to enable full consultation between Management and Staff.

RHH Cost Savings Strategies

Following discussion with Branch Councillors, Workplace Representatives and Members, ANF has responded to the CEO's correspondence regarding proposed changes to meet budget savings, the main concern being that the major impact will be on the wellbeing of our community and the inability for people to receive appropriate treatment in a timely manner.

Peacock 2 Proposed Closure

The announcement that Peacock 2 will be closing has been met with extreme disappointment by all who work there.

The main reason used to support the closure is that there is an ongoing increase in the number of patients being transferred between RHH and Peacock.

There are criteria for admission to Peacock and if this was adhered to the amount of transfers would be minimised to those whose condition deteriorates following transfer from RHH.

Department of Psychiatry (DoP)

ANF has been informed that it has been

proposed that the nursing hours on the unit will be reduced. ANF verbally advised MHS South management that this is not acceptable and members are considering lodging a NHpPD Grievance.

Campbell Street

Management considered an alternative option to maintain Campbell Street accommodation under MHS in preference to it being taken over by a Community Sector Organisation (CSO).

The consideration continues with the tendering process for a CSO, with the provision of a time limited clinical consultant and nursing clinical resources, by MHS. The inclusion of nursing resources will come from the current community teams.

Millbrook Rise

The proposed cost savings strategies include changes to the current skill mix, including the replacement of unplanned nursing absences with a Ward Aide.

Management also state that all staff are in agreement with this proposal. ANF has been contacted by members who are concerned about the proposed changes to current skill mix and will be scheduling meetings to further discuss this proposal. ■

Northern Report



LGH

LGH DEM has now been relocated. DEM remains extremely busy with the Acute Medical Unit (AMU) now operating as DEM overflow, with eight beds and an option of 12 if required, occupied with short stay patients. AMU is being staffed by Pool staff with DEM staff overseeing care.

ANF members in DEM are increasing the public's awareness of budget cuts by displaying posters in the DEM waiting rooms.

Bed Closures

Four beds on Ward 4D were closed early in October due to safe staffing concerns. Staff were also briefed at that time that the ward would be closed by 1 January 2012 as a result of Northern Area Health Services (NAHS) budget cuts.

The 4D staff have been active and passionate in protesting against this decision. ANF Member, Emily Shepherd, spoke at the Launceston rally and clearly articulated the impact the ward closure will have on the community as well as the staff.

Aged Care

The aged care sector have been extremely supportive of their colleagues in the public sector in this time of health crisis, signing petitions and displaying flyers in their facilities. Their attendance and participation at the Launceston rally was appreciated by all.

Mental Health Services

NORTHSIDE

Benchmarking meetings will resume in December whilst more up to date data is collected. Two temporary contracts are to be filled to increase the establishment as the high number of call-ins and casuals demonstrate the need for a larger FTE.

As per best practice, a Registered Psychiatric Nurse (RPN) will be rostered for each shift and HDU patients will be nursed according to their Observation Category.



LGH DEM communicating the new reality



ANF Members collecting petition signatures in the Launceston Mall - Camille Fox, Chanea Ralston, Madeleine Smith



LGH 4D - Victoria Simmons, Tegan Tonks, Melita Meadows, Yennie Beams, Susan Payne

Crisis Assessment Triage Team (CATT) and Adult Community Mental Health (ACMHS)

A joint meeting of ANF and HACSU membership occurred in October to gather information to determine if any of the budget cuts impacted on staff or clients. The Case Managers are well staffed at present with two new staff members commencing shortly. CATT remain short staffed with recruitment proving difficult, however a Workload

Prioritisation Plan allows staff to prioritise workload and feel more reassured about what 'work' gets left undone.

Calvary

The first Workload Management Consultative Committee (WMCC) has been held. Terms of Reference have been developed. ANF Reps and Management are pleased these meetings have recommenced and are looking forward to having successful outcomes. ■



2011 winners, left to right: Zena Coffey, Paul Esplin and Amanda Klahr

Do you know a remarkable nurse?

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- ★ Nurse of the Year
- ★ Innovation in Nursing
- ★ Graduate Nurse of the Year

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29 February 2012

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Private Sector EAs

Aged Care Deloraine Inc

A three year Agreement covering all employees at the Aged Care Deloraine Inc Enterprise Agreement 2011 has been approved by FWA with the following:

IMPROVEMENTS

- Wage Increase – 9% cumulative
- Improved classification for non-nursing employees
- Allowances to increase at same time and percentages as wage rates
- Shift Penalty – afternoon shift increase for Nursing Staff from 12.5% to 15%
- Night shift increase for all staff from 15% to 20%
- Sunday shift increase for nursing staff to 200%
- Paid meal break entitlement of 30 minutes
- Public Holiday rate – Shift Worker at 250% and Casual Worker at 200%
- Long Service Leave pro-rata entitlement after 10 years of service
- PPLS in addition to 14 weeks paid maternity leave
- Uncapped Redundancy
- Union Delegates Rights clause with option to apply for paid union training leave

REDUCTIONS

- Personal Carer's leave reduction of entitlement from 20 to 10 days paid leave
- No entitlement to Post Graduate Allowance
- No entitlement to Preceptor Allowance
- No entitlement for EN upgrade to RN Level 1 Yr3 ■

Tasmania Board Panel

THE NURSING AND MIDWIFERY BOARD OF AUSTRALIA (THE NATIONAL BOARD) IS SEEKING ENROLLED NURSES AND MIDWIVES INTERESTED IN MAKING A POSITIVE CONTRIBUTION TO HEALTH REGULATION.

As part of the National Registration and Accreditation Scheme, the role of the National Board is to protect the public by:

- registering health practitioners and students
- developing standards, codes and guidelines for the professions
- investigating notifications and complaints
- where necessary, conducting panel hearings and referring serious matters to Tribunal hearings
- assessing health practitioners who trained overseas and who wish to practise in Australia and
- approving accreditation standards and accredited courses of study (in conjunction with accredited authorities).

The Tasmania Board of the National Board works locally to support the implementation of the National Scheme.

The Tasmania Board works closely with the Australian Health Practitioner Regulation Agency (AHPRA) Hobart office to ensure the regulation of local nurses and midwives is managed effectively.

Registered nursing and midwifery practitioners in Tasmania as at 1 November 2011 were made up of: 7 midwives, 7410 nurses and 705 practitioners with dual registration as a nurse and midwife.



Engagement between the national and state boards and AHPRA ensures there is national consistency in the application of the professions' standards, codes and guidelines.

The Health Practitioner Regulation National Law Act (the National Law) requires that at least half, but not more than two thirds of state and territory board members, must be practitioner members and at least two must be community members.

The Tasmania Board includes various panels which hear disciplinary action and impairment matters in the state.

AHPRA would like to hear from enrolled nurses and midwives interested in becoming a member of a Tasmania Board panel. Expressions of interest should be registered with the AHPRA Hobart office by phoning (03) 628 17901. ■

For more information

- Follow the Board on Twitter: NurMidBoardAust
- Visit www.ahpra.gov.au under Contact us to lodge an online enquiry form
- For registration enquiries: 1300 419 495

Acknowledging Long Term Membership

ANF ACKNOWLEDGED BETTY HANSON AND ELIZABETH CORDWELL AT RECENT BRANCH COUNCIL MEETINGS FOR THEIR LONG TERM MEMBERSHIP.

Betty, an EN, joined the ANF in May 1976 and worked at the Smithton District Hospital.

Elizabeth worked for over 30 years as a Child and Family Health nurse, based in Kingston for most of this time.

Congratulations to Betty and Elizabeth on a long and fulfilling career, and all the best in their retirement. ■



Julie Driver, Elizabeth Cordwell, Neroli Ellis



Neroli Ellis, Betty Hanson and Julie Driver

Wound Management

Carol Baines, RHH

BRIONY (BEBE) BROWN AND I RECENTLY ATTENDED THE AWMA QLD STATE WOUND MANAGEMENT CONFERENCE IN TOWNSVILLE. WE WERE LUCKY ENOUGH TO RECEIVE ONE OF THE ANF EDUCATIONAL GRANTS FOR 2011, WHICH CONTRIBUTED TOWARDS OUR REGISTRATION COSTS.

The conference was held over two days and drew in excess of 200 delegates from all corners of Australia.

The keynote speaker was Professor Keith Harding, who is a well respected guru in the field of wound management, and his presentations that were delivered with enthusiasm and wit did not disappoint.

A well designed trade display was very organised and informative, so much



so that Bebe and I have brought home several new products that have just come onto the market and will hopefully benefit our patients.

Thank you ANF as your financial support has enabled this expensive professional development to be achievable for us. ■

ANFs Cert III Delivered by Nurses

AT THE END OF OCTOBER, ANF TAS BRANCH'S THIRD GROUP OF CERTIFICATE III IN AGED CARE STUDENTS COMPLETED THEIR 17 WEEKS OF TRAINING; BRINGING THE TOTAL TO DATE OF SUCCESSFUL COMPLETIONS TO 42. ON WEDNESDAY, 15 NOVEMBER, THEY WILL BE PRESENTED WITH THEIR CERTIFICATES AT AN AWARD CEREMONY.

students enrolled to commence their Certificate III in Home and Community Care training in mid-November.

This training comprises 13 weeks of classroom based theory; four weeks 'on-the-job' at an aged care facility for the aged care qualification; and two weeks doing community

based work plus two weeks at an aged care facility for the home and community care qualification – putting into practice what they have learnt in theory. The great advantage for students enrolled with the ANF Education Centre is that the training is delivered by nurses. ■

As with the previous two groups, the training has been funded by the Australian Government's Productivity Places Program – Certificates III in Aged Care and Home and Community Care are on the Government's 'Priority Qualifications List' – developed in consultation with industry.

The majority of students from the three groups have secured employment as Extended Care Assistants in aged care facilities, an area identified as experiencing a shortage of workers.

The ANF Education Centre has 17



Certificate III Aged Care Students

Get organised for 2012

ANF Nursing Diaries and Wall Planners are available from your Organiser or any ANF Office
Wall Planners are free and diaries are \$5 (or free for ANF Reps)

Only while stocks last



Newly Elected Reps

Andrew Muskett – Wilfred Lopes
Suzanne Hutcheon – Wilfred Lopes
Jade Jubb – NWRH Paediatrics
Kiona Chisholm – NWRH Paediatrics
Cathy Jacklyn – NWRH Paediatrics
Lisa Hutchin – NWRH Pre Admission
Susan Payne – LGH 4D

MyState and the Australian Nursing Federation

Caring for Tasmania together

MyState is excited to continue its partnership with the Tasmanian branch of the Australian Nursing Federation.



Next Generation Grants

In partnership with the ANF, MyState will once again provide two \$1,000 Next Generation study grants to up-and-coming Tasmanian nurses.

“The Next Generation Grants will help to ensure that tomorrow’s nurses follow in today’s nurses’ footsteps. We are extremely excited to work with MyState Financial to support our members, future nurses and the community.”

ANF Tasmanian Branch Secretary Neroli Ellis

Is someone from your family interested in a nursing career?

Help them kick start their RN, EN or Care Worker studies, entries are now open.

For more information on the Next Generation Grants, and to nominate, please visit anftas.org

ANF Member Benefits

In addition to the Next Generation Grants, MyState is proud to offer ANF members discounts and benefits on our products and services.

- No establishment fees on any consumer personal loan or home loan.*
- The lowest home loan rate offered for loans of \$150,000 or more.
- Mobile Business Development Managers.
- A discounted loyalty rate on any secured personal loan.
- An additional 0.25% interest on selected term deposit products.
- A free financial planning consultation.

“At MyState, we are proud of our Tasmanian heritage and are committed in our support for the community and the growth of our future generations.”

MyState Managing Director John Gilbert

To take up any of the member benefits, please contact:

Aisha Williams	John Walker
Business Development Manager South	Business Development Manager North
(03) 6222 6424 0417 371 859	(03) 6336 1239 0418 134 270
aisha.williams@mystate.com.au	john.walker@mystate.com.au

MyState

PROTECT Frontline Health

If you are concerned about budget cuts to our health system the ANF encourages you to add your voice to ours.

**Honourable Michelle O'Byrne,
Minister for Health**

Postal Address: GPO Box 1470, HOBART TAS 7000
Ph: 6336 2685
Email: Michelle.O'Byrne@parliament.tas.gov.au

**Honourable Cassy O'Connor,
Minister for Human Services**

Level 9 Marine Board Building, 1 Franklin Wharf,
HOBART TAS 7000
Ph: 6233 6756
Cassy.oconnor@dpac.tas.gov.au

Your local politician

Editors of Tasmania's major newspapers:

The Advocate: letters@theadvocate.com.au
The Examiner: editor@examiner.com.au
The Mercury: mercuryledletter@dbl.newsltd.com.au

ABC talkback radio

1300 222 936



STOP threatening patient care
STOP nursing cuts
STOP the crisis management

ANF
TASMANIAN BRANCH