

NURSES AND MIDWIVES: WORTH IT

ANMF
TASMANIAN BRANCH

Your 2013 EBA claim

ANMF public sector members have endorsed this Log of Claims which includes negotiation of a 12 month Agreement. This claim reflects your issues through returning the online survey, Branch Council, ANMF Representatives and Special Interest Group meetings, through our annual ANMF Delegates Conference, and contact with our ANMF Organisers and Information Centre.

The Log of Claim has four key pillars as set out below. The rationale underpinning this claim is to ensure that nurses and midwives are able to provide quality holistic care to achieve improved health outcomes for the Tasmanian community.

Building on the career structure

A new career structure was introduced in the Nurses and Midwives Heads of Agreement 2010 which was designed to create a professional career pathway from novice to expert, which included a commensurate wage progression along a single spine. Although there were some positive outcomes from the new structure, it promised more than has actually been realised. The claim includes a stronger career pathway for all nursing and midwifery streams and aims to build on the career structure in the new Agreement.

Patient care – workloads and safety at work

The Nursing Hours per Patient Day (NHPPD) model has provided a valuable tool to ensure safe staffing, protecting safe patient care. The claim includes annual benchmarking as well as developing specific benchmarking tools for specialist areas such as midwifery and mental health.

Improving quality through professional development

ANMF understands the importance of professional development as a key requirement for all nursing and midwifery staff. Not only does it ensure a higher level of skilled staff but it also impacts directly and positively on health outcomes. The claim seeks to improve professional development and mandatory training entitlements.

Wages and conditions

The ANMF is seeking a wage increase relative to interstate nurses with no loss of current conditions embedded in a one year Agreement.

We look forward to bargaining in good faith in a timely manner.

Yours sincerely



Neroli Ellis
Branch Secretary

ANMF
TASMANIAN BRANCH

 www.anmftas.org.au
 enquiries@anmftas.org.au
 1800 001 241
 [facebook.com/ANFtas](https://www.facebook.com/ANFtas)

Australian Nursing & Midwifery Federation (Tasmanian Branch)

Hobart
182 Macquarie Street
Hobart TAS 7000

Launceston
76 York Street
Launceston TAS 7250

Devonport
22 King Edward Street
Ulverstone TAS 7315

Authorised by Neroli Ellis, Secretary, Australian Nursing & Midwifery Federation (Tas Branch), August 2013.

DRAFT CLAIMS AT A GLANCE

The rationale underpinning this claim is to ensure that nurses and midwives are able to provide quality holistic care to the Tasmanian Community – resulting in improved outcomes for patients.

The key aim of this one year agreement is to:

- ✓ Resolve outstanding issues arising from implementation of the new career structure;
- ✓ Improve nursing workloads and safety at work;
- ✓ Improve patient outcomes by provision of access to professional development;
- ✓ Provide a wage increase relative to nurses in other States; and
- ✓ Maintenance of all current conditions.

1 Career Structure

The claim seeks to build on the nursing career structure by introducing career pathways in clinical, education, management and research/projects/policies streams. Unfortunately few clinical promotable positions were implemented through the life of the previous Agreement and the claim addresses this skill mix and mandates additional Nurse Practitioners and candidates, CNE and Clinical Co-ordinator roles.

Key issues in the claim include:

- Moving away from a single spine structure to recognise the value of clinical, education, management and project/policy/research career pathways. Overlapping increments should also be removed;
- A promotable position in Grade 4 in addition to access through Formal Capability Assessment at any year of Grade 3 and one day per month for portfolios;
- Removal of additional progression hurdles and progression of one increment every two years based on annual PDA;
- Community Nurses to be protected and previous experience recognised;
- Formal acknowledgment of Primary Nurse specialists roles: e.g. Family Child Health, Palliative Care, CATT nurses, Community Mental Health and Rural District nurses;
- Additional Clinical Co-ordinators, Clinical Nurse Educators, Nurse Practitioner candidates and Nurse Practitioners;
- NUMs as Grade 7B and NUM review recommendations to be implemented;
- Speciality Statewide DON positions to ensure clinical governance – e.g. Palliative Care;
- Review of Classification Descriptors;
- All outstanding classification reviews to be completed before signing a new EBA;
- Workforce planning, specific to the nursing team, needs to be undertaken. This includes support of nurses who are nearing retirement as well as employment of 50 additional FTE of new graduates.

2 Patient care – workloads and safety at work

It has been demonstrated that the employment of an appropriate skill mix of nurses promotes quality patient care and safety. The claim includes the requirement to have wards re-benchmarked every year and for safe staffing to be based on nursing hours required. The claim identifies new areas/settings where benchmark tools have to be implemented within six months of a new agreement being signed.

- Reduce workloads and increase safety by using the NHPPD to benchmark all areas/wards annually.
- Implement relevant benchmark tools for specialist areas e.g. Birthrate Plus.
- Review of positions not working as direct patient care hours to be indirect.

In order to ensure safety at work for nurses the problem of excessive working hours (double shifts and on-call) needs to be addressed. This includes better management of relief factors enabling nurses to take annual leave entitlements.

Stand alone nurses need better communication tools. There needs to be real action, not just lip service given to the management of bullying and harassment as well as a zero tolerance to violence.

3 Improving quality through professional development

Professional development claims are included to ensure a highly skilled nursing and midwifery workforce for the present and future needs of Tasmanian patients.

- Mandatory training hours to be paid whether undertaken at work or online.
- An annual entitlement to paid days of PD leave (maximum five and minimum three).
- Increase in the professional development allowance to \$500.
- Rural and remote nurses to have access to annual CRANA or equivalent courses in paid time.
- Payment of Post-Graduate Allowance for Honours qualification.

4 Wages and Conditions

Tasmanian nurses seek a wage increase relative to interstate nurses from 1 December 2013. The Government was slow to implement some of the items 'agreed' in the previous round of discussions. Where there is late implementation of an agreed payment a penalty payment should apply.

Maintenance of current conditions and implementation of solutions to some of the problems identified by members. These include:

- a paid meal-break when a nurse is unable to leave the work area for clinical and/or OHS reasons;
- increase casual loading to 25%. Casual employees to be paid 250% of loaded rate for Public Holidays worked;
- ability to elect on a shift by shift basis (a) payment, or (b) payment + accrual of leave, for hours worked on a public holiday;
- shift workers to receive 38 hours of additional annual leave;
- accrual of additional leave for those working an on-call roster as well as eight hours rest after finishing an on-call shift;
- day workers to receive double time for call back; and
- recruitment & Retention incentives for Rural and Remote areas.

REMEMBER ...

This is YOUR claim. The Australian Nursing & Midwifery Federation (Tasmanian Branch) needs YOUR support to promote YOUR requests.

PLEASE ATTEND MEETINGS AND BE ACTIVELY INVOLVED IN THE EBA PROCESS.