



Australian
Nursing &
Midwifery
Federation
Tasmania

Tasmanian State Election Priorities 2018

We ask the major parties the questions
that are important to you!



Contact ANMF for information, support and representation • (03) 6223 6777
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Introduction



As the largest union and professional body representing nurses, midwives and care workers in Tasmania,

our strength comes from our collective power in numbers.

Nurses, midwives and care workers delivering treatment and care to community members in a variety of environments and sectors across the State are also well placed to understand the challenges of the Tasmanian Health System and recognise what the solutions need to be.

With the 2018 Tasmanian State Election fast approaching, ANMF members need to have confidence in making their decisions at the polls and have an opportunity to assess each of the political parties' solutions and policies for health in Tasmania. As such, we have compiled our State Election Priorities document. Here you will find responses from key political parties to questions put forward by the ANMF. These questions are member identified issues currently impacting on the Tasmanian Health System.

ANMF Tasmanian Branch is not affiliated with any political party but understand the importance of nurses, midwives and care workers having the opportunity to directly influence health policy in Tasmania.

The upcoming Tasmanian State Election is a opportunity for all ANMF members to directly influence the direction of health policy in Tasmania into the future. This document includes an objective overview of political parties responses to key member identified priorities but also contains links to their entire policy documents* which will also be on the ANMF Tasmania Branch website.

We hope that you find the document helpful in making your decision on the 3rd March 2018. If you have any questions or concerns surrounding the content of this document please contact our Member Support Team on (03) 6223 6777 or 1800 001 241 (if outside Hobart). Alternatively, you can email us at membersupport@anmftas.org.au.

Regards,
Emily Shepherd,
ANMF Branch Secretary

Liberal

\$757 million

The Liberal Party have committed \$757 million dollars to their Health Policy. The policy is a six year policy document. The Liberal Party have stated it is the biggest commitment to health in Tasmanian history.

Labor

\$560 million

The Labor Party have committed \$560 million dollars to their health policy. The Labor party have indicated that \$380 million of this commitment is for new funding commitments. The Labor Party have stated that health is their number one priority.

Greens

see policy

The Greens Party have costed individual elements of their health policy. See full policy for more details.

Jackie Lambie Network

The Jackie Lambie Network (JLN) have provided ANMF with a link to their online health policy.

You can read the full health policy here: www.lambienetwork.com.au/tasmania_health_system

**Please note: this is a summarised version of documents received. Please see the last page of this document for links to full responses.*

The funding of the Tasmanian Health System

Q1.

Discussions about funding often disintegrate into arguments about State/Federal responsibility. ANMF members are interested in knowing whether the State government will either fund, or argue for increased federal funding, for the following specific areas of the Tasmanian system.

a) Will the party fund hospitals to enable the re-opening of a minimum of 200 fully staffed acute beds across the state to; meet demand, facilitate a reduction in elective surgery waiting times to meet national benchmarks within three years and enable an acceptable time period to transfer admitted patients from Emergency Departments into ward beds?

Greens: The Greens have allocated \$92.53 million in the 2017/2018 alternative budget for beds. They have made a commitment to open an additional 200 hospital beds, phased in over 3 years as space becomes available. Additional permanent nursing staff have also been committed to in conjunction with the new beds.

Labor: Labor commit to funding the 250 beds for the Royal Hobart Hospital (RHH) redevelopment, 42 additional mental health beds, 10 mother and baby unit beds across the State, and also increase beds over the next 6 years. They commit to expanding transport services to seven days a week, including a fixed service between the West Coast, Burnie, Devonport and Launceston. Labor will invest \$75 million to reduce elective surgery wait times and increase elective surgery.

Liberal: The Liberals commit to fund and fully staff an additional 298 hospital beds as well as an additional 25 community mental health beds, over the next six years. Beds will include 250 new beds and 25 community mental health beds in the south of the state. 40 new beds on a new ward at the Launceston General Hospital (LGH) and eight beds in the north west of the state.

b) Will the party fund hospitals to run as seven day a week services including after-hours diagnostics, allied health, after hours ward clerks and hospital aides to support the delivery of safe patient care?

Greens: The Greens will be prioritising funding for the additional staff needed in Tasmanian hospitals. They will commit to working productively with the ANMF.

Labor: Labor commit to \$47.5 million in funding to ensure hospitals are run seven days a week. They will implement a discharge coordination nurse seven days a week in each hospital and commit to extending community health services to seven days a week.

Liberal: The Liberals commit to an additional 128 Allied Health Professionals and 182 administrative and operational staff, such as Ward Clerks to assist with seven day a week services. They will expand the Community Rapid Response Program to provide care in the community. More detail available in the full response (refer to link at end of document).

c) Will the party commit to improving capacity at all public hospitals across the state to ensure that flex capacity exists in the event of a seasonal fluctuation or in the event of an emergency/disaster situation?

Greens: The Greens commit to strategic planning to enable the Tasmanian Health Service (THS) to plan for the future. The long term plan is to support flex capacity for seasonal fluctuations.

Labor: Labor commit to reviewing and implementing (where not in place) flex capacity emergency response plans. They will seek agreements between public and private hospitals regarding the use of private facilities in the event of an emergency.

Liberal: The Liberals commit to 298 new hospital beds state-wide, these will help to increase flex capacity.

The funding of the Tasmanian Health System

d) Will the party commit to reviewing and funding Stage 2 of the Royal Hobart Hospital re-development so that outstanding issues and areas not yet considered (e.g. Cardiothoracic's environment and location at the Royal Hobart Hospital) can have a strategic plan in place as well as short term solutions to address current environmental concerns?

Greens: The Greens will develop rolling ten-year strategic plans for physical and staff resources.

Labor: Labor commit to advancing stage two of the RHH redevelopment. They will replace the old clinical school with a new hospital wing.

Liberal: The Liberals commit to the commencement of planning of stage two of the RHH precinct within 100 days of re-election. They commit to spending \$28.1 million over four years for redevelopment of existing wards at the RHH and the development of a clinical planning taskforce, incorporating clinicians, unions and consumers.

e) Will the party commit to funding and implementing hospital avoidance programs?

Greens: The Greens commit to working with the ANMF to extend the Community Rapid Response Teams currently operating in the north. They will work with the ANMF and nursing and midwifery sectors to provide appropriate intervention and coordination of Aged Care Nurse Practitioners to enable hospital avoidance where appropriate. They have committed \$8 million over the forward estimates for District Nurses towards Hospice at Home Services. They will reinstate \$3 million of funding to Palliative Care Tasmania. They will allocate \$9.82 million for a stand alone palliative care facility in northern Tasmania. They have committed to working with the ANMF to reestablish Hospital in Home services. They have committed to supporting community mental health services, while working with the ANMF to develop a long term policy.

Labor: Labor commit to implementing medi-hotels as an alternative for transitioning out of acute hospitals with a funding provision of \$20.2 million. They will staff medi-hotels in Hobart, Launceston and Burnie with nursing staff 24/7. Labor commit to addressing with the Federal Government the issue of appropriate intervention and coordination of aged care nurse practitioners to enable hospital avoidance. Labor commit to \$12 million to support community nursing services to deliver palliative care. They will support 1,000 Tasmanians a year to die at home. Labor also commit to reviewing current levels of acute, transitional and long term accommodation and services. They will build 12 individual homes state-wide to assist with mental health recovery in conjunction with Housing Tasmania, Mental Health Council of Tasmania and service providers. They will allocate funding provision of \$2.5 million.

Liberal: The Liberals commit to recurrent funding for the existing Community Rapid Response Service program in the north of the state. They also commit to additional staffing to roll out the program in the south and north-west of the state. There is no commitment from the Liberals for aged care specific nurse practitioners. The Community Rapid Response Service utilises nurse practitioners in residential aged care and the program will be rolled out in the south and north west. There is also no commitment to Hospital in the Home program to aid and facilitate early discharges from hospital. There is however a funding commitment to a state-wide Community Rapid Response Service.

The Liberals also commit to \$500,000 in funding per annum over two years to trial a Housing Accommodation and Support Initiative (HASI) in partnership with Colony 47. They commit to providing mental health patients with stable housing and linked psychological rehabilitation services. They will be opening 25 additional mental health beds in southern Tasmania, including 10 extra beds at Mistral Place. They will also be recruiting 26 nurses, two doctors and seven allied health professionals. The Liberals also commit to the creation of a Mental Health Taskforce with ANMF representation. The Liberals commit to opening and fully staffing an eight bed dedicated Adolescent Mental Health Unit at the LGH, once ward 4K is completed in 2019.

The funding of the Tasmanian Health System

f) Will the party ensure that recurrent health funding increases to (at least) the national per-capita amount for all states and territories and takes into account the assessments by the Commonwealth Grants Commission of relative needs?

Greens: The Greens party have prioritised funding of \$92.53 million for 200 new hospital beds. The Greens party have indicated these beds are required to reach the national average benchmark of beds per 100,000 people, accounting for our older and sicker population.

Labor: Labor commit to appropriately funding the Tasmanian Health Service. They commit to argue at the Council of Australian Government Forum (COAG) for a fair funding model for health services from Canberra. They will not accept any change to GST that leaves Tasmania worse off.

Liberal: The Liberals commit to an increase of \$757 million over 6 years (average \$126 million per year).

g) Will the party support the maintenance and ongoing funding required of the improved industrial workload tool Nursing Hours Per Patient Day (NHPPD)/ratio hybrid to ensure safe patient/client care?

Greens: The Greens will support serious consideration of moving to a ratio system similar to that found in other states. They have committed to working with ANMF to support forward planning for nursing staff allocations and will implement rolling 10 year strategic plans for physical and staff resources.

Labor: Labor commit to negotiating in good faith. They will consider this as part of EA negotiations. They are committed to reviewing each individual unit to decide if this is the best use of the Associate Nurse Unit Manager (ANUM).

Liberal: The Liberals have made no commitment to this. They will consider this as part of the EA negotiations. The Liberal party commit to negotiating in good faith with ANMF and other unions in relation to the wages and conditions of nurses.

h) Will the party support funding of Psychiatric Emergency Nurses (PEN) in all Emergency Departments in the major regional hospitals (LGH and NWRH) to enable one per shift to be rostered?

Greens: The Greens commit to working in good faith with ANMF.

Labor: Labor commit to implement Psychiatric Emergency Nurses (PEN) on every shift at the RHH, LGH and North West Regional Hospital (NWRH) Emergency Departments. They will allocate a funding provision of \$8.58 million.

Liberal: No commitment to rolling out PENs in the north and north west of the state.

i) Will the party support and fund capital works to establish capacity to reinstate the 10 in-patient mental health beds at the Royal Hobart Hospital that were lost due to the Royal Hobart Hospital re-development?

Greens: The Greens have committed to replacing these beds.

Labor: Labor understand that in addition to more acute beds there is a need for more mental health services and accommodation in the community. They will build 12 individual homes state-wide to assist with mental health recovery in conjunction with Housing Tasmania, the Mental Health Council of Tasmania and other service providers.

Liberal: The Liberals commit to \$500,000 in funding per annum over two years to trial a Housing Accommodation and Support Initiative (HASI) in partnership with Colony 47. They commit to providing mental health patients with stable housing and linked psychological rehabilitation services. They also commit to opening 25 additional mental health beds in southern Tasmania, including 10 extra beds at Mistral Place.

The Liberals commit to rebuilding the Peacock Centre to provide an extra 15 subacute beds. They will also see the creation of a Mental Health Taskforce with ANMF representation.

The funding of the Tasmanian Health System

j) Will the party fund and implement at least 10 designated perinatal mental health beds across the State and adequate FTE per shift of inpatient perinatal mental health trained midwives (Grade 4 and above) to support appropriate prolonged inpatient care (including funding scholarships for training in perinatal mental health)?

Greens: The Greens support the provision of sufficient services for preventative mental health expert support.

Labor: Labor commit to implementing 10 public mother and baby unit beds state-wide, with beds in the south, north and north west. They commit to staffing each unit with qualified accredited midwives with additional qualifications in lactation consultancy and maternal and child health.

Liberal: The Liberals commit to considering perinatal mental health beds as part of the creation of 298 beds state-wide.

k) Will the party fund and instigate an integrated mental health and midwifery education model that allows for perinatal mental health to form part of a Graduate Diploma of Midwifery rather than a stand-alone unit qualification (via funding assistance for tertiary course offered in the State or via distance education)?

Greens: The Greens commit to the provision of sufficient services as above.

Labor: Labor commit to beginning discussions with the University of Tasmania regarding course design. They will seek to have this skill taught and recognised formally.

Liberal: The Liberals commit to establishing a dedicated Health Recruitment, Retention and Workforce Planning Unit, to help recruit an additional 802 nurses funded as part of our election platform. They also commit to considering ANMF's position on perinatal mental health training for midwives.

l) Will the party continue to fund the implementation of 'Magnet Principles' across the State's major hospitals, rolled out over the term of office?

Greens: The Greens commit to working in good faith with ANMF, however, no specific commitment in regard to Magnet Principles has been received.

Labor: Labor commit to Magnet Principles as everyday practice to build on good workplace operations.

Liberal: The Liberals commit to continuing to support the implementation of Magnet Principles.

m) Will the party commit to funding capital works to develop infrastructure to increase current and future capacity in the states acute health system?

Greens: The Greens commit to working in good faith with ANMF however, no specific commitment to capital works.

Labor: Labor commit that the RHH masterplan will include a timeframe to advance stage 2 of the redevelopment and will include replacing the old clinical school with a new hospital wing. They will implement a Launceston Health Precinct alongside the LGH which will establish links with primary, acute, and specialist clinics and a co-located private hospital with more car parking and links with public transport. They will review the NWRH masterplan and update it with discussions about ante and post natal services as well as where birthing services will be located once the contract expires.

Liberal: The Liberals commit to beginning planning for the next stage of the RHH health precinct with \$250,000 provided to support this task. This will commence within 100 days of re-election. They also commit to establishing a Clinical Planning Taskforce, led by the Department of Health and Human Services (DHHS), with representation from senior doctors and nurses, professional organisations, unions, as well as health consumers. The Liberals have also committed funding of \$28.1 million for the redevelopment of existing wards at the RHH and the Repatriation Hospital. Additional funding outlined as per page 10 of the Liberals' full response.

The funding of the Tasmanian Health System

n) Will the party fund capital works to establish increased in-patient infectious disease isolation rooms across the State?

Greens: The Greens will develop long term strategic planning for physical resources across the state.

Labor: Labor's committed \$250 million Future Hospital's Project will map the future demands on the hospital system and fund major infrastructure improvements right around the state.

Liberal: The Liberals commit \$87.3 million to the redevelopment at the LGH, \$28.1 million for ward upgrades to support the establishment of new 250 beds at the RHH, and the \$35 million on Mersey Community Hospital, will have a focus on single rooms and better infection control.

o) Will the party commit to the following works at the Launceston General Hospital:

- *Immediate commencement of capital works to establish and staff more in-patient capacity?*
- *Works to establish and staff a dedicated location for a discharge lounge to improve patient flow and bed access?*

Greens: The Greens commit to 200 additional beds across the state with an additional increase in nursing staff to accommodate this. They commit to working with the ANMF in good faith to develop long term strategic plans for physical resources across the state.

Labor: Labor's committed \$250 million Future Hospital's Project will map the future demands on the hospital system and fund major infrastructure improvements right around the state. Labor will work with the health workforce, clinicians, unions, University of Tasmania, patients and the community to increase the capacity of our hospitals to meet current and future demand. Labor will implement a Launceston Health Precinct alongside the LGH which will establish links with primary, acute, and specialist clinics and a co-located private hospital with more car parking and links with public transport.

Liberal: The Liberals commit to 32 new beds to be fully staffed and opened on Ward 3D, opening in 2023. They commit to a new women's and children's outpatient service to be built as an additional level to ward 4K, with the current space being developed into a new 32 bed ward. They also commit to establishing a patient transport lounge at the LGH as part of the \$20 million improved patient transport commitment.

p) Will the party allocate funding to enable building of a purpose built antenatal clinical in Burnie to support the North West Integrated Maternity Service?

Greens: The Greens commit to working with ANMF in good faith to develop long term strategic plans, however, no specific commitment to a purpose built antenatal clinic in the North West has been received.

Labor: Labor commit to consultation on the masterplan. This will allow discussion to take place about things such ante and post natal services, as well as plan for where birthing service will be located when the contract with the private hospital expires.

Liberal: The Liberals commit \$2.1 million to a purpose built antenatal clinic at the NWRH.



Primary Health Care

Q2.

Robust primary health care services are essential in improving health care services in Tasmania. Too often there is an over reliance on acute health services and ANMF members believe this can be addressed by investment in the primary health sector. ANMF members are seeking the parties commitments to the following primary health priorities.

a) Will the party increase funding to ensure community mental health services are available through coordinating, mapping and implementing integrated IT and record systems to meet community demand and reduce unnecessary hospital admissions?

Greens: The Greens commit to supporting community mental health services, coordinating, mapping and implementing integrated IT and record systems.

Labor: Labor have committed \$1 million to delivering projects in conjunction with Mental Health Carers Tasmania to support carers in the community. They commit to delivering \$1.8 million to support Rural Alive and Well to deliver community services in rural and remote areas. They will develop a user friendly mobile accessible service directory, enabling members of the community to easily and accurately find the right service for their needs at the time they need it with a funding commitment of \$720,000.

Liberal: The Liberals commit to establishing a taskforce with the Mental Health Council, Australian Medical Association (AMA), ANMF and other key stakeholder groups to establish a plan for mental health service integration in southern Tasmania. This will include IT and records systems.

b) Will the party ensure that primary health facilities are better resourced to reduce emergency department presentations with a Nurse Practitioner and an increase in nursing staff positions to enable walk in clinics?

Greens: The Greens commit to supporting community mental health services.

Labor: Labor commit to working in collaboration with the medical workforce to consider models that maintain high quality services and prioritises patient safety. The use of nurse-led clinics has worked well in ACT (adjacent to hospital) and in conjunction with GP services.

Liberal: The Liberals commit to the permanent retention and roll out of the Community Rapid Response Teams into the south and north-west. They commit to undertake a feasibility study into establishment of Urgent Care Centers including the use of nurse practitioners in the south and north of the state.

c) Will the party fund an increase in Nurse Practitioner positions (an additional 10 in the south, 8 in the north and 5 in the north west) to work in general and specialist services and fund Nurse Practitioner candidate positions to enable nurses to work towards a higher scope of practice?

Greens: The Greens commit to funding additional staff, however, Nurse Practitioner positions have not specifically been addressed.

Labor: Recognises Nurse Practitioners could be better utilised.

Liberal: The Liberals commit to establishing a Workforce Recruitment and Retention Planning Unit. They also commit to considering additional nurse practitioners, as well as the roll out of the Community Rapid Response Team.

Primary Health Care

d) Will the party fund a dedicated public northern Hospice Unit to support those patients who do not wish to die at home but are also inappropriate to be in the acute care facilities?

Greens: The Greens commit to establishing a stand alone palliative care facility in northern Tasmania with \$9.82 million in dedicated funding.

Labor: Labor commit to consider inclusion of a palliative care unit incorporated into the final design of the Launceston Health Precinct.

Liberal: A re-elected majority Liberal Government have allocated \$132,000 over two years to Palliative Care Tasmania (PCT), to improve community access to palliative care support.

e) Will the party commit to the continued roll out of school nurses in every school with those in lower socio economic areas implemented immediately?

Greens: The Greens commit to working in good faith with ANMF however, no specific commitment to supporting the continued roll out of school nurses has been received.

Labor: Labor commit that school nurses will perform sight and hearing checks on every Tasmanian student aged between five and nine. They will work with Catholic Education and other private schools to provide the program through a shared funding model.

Liberal: Liberal have made no commitment for further roll out of school nurses. An extra \$4 million was allocated in the 2017–18 budget for the school nurse program (total FTE 29.7).

f) Will the party commit to ensure Correctional Primary Health Service is funded to alleviate the pressures on the system caused by ever increasing numbers, increased acuity and an aging population of inmates?

Greens: The Greens commit to long term strategic planning and strategic workforce planning, however, no specific commitment to correctional primary health services has been received.

Labor: Labor commit to working across Government agencies to identify how the need for more services at Correctional Primary Health Services can be met.

Liberal: The Liberals commit to building a new 270 bed northern prison, and a new 70 bed remand centre. They also commit to working with health stakeholders in the development of the two new facilities.



Promotion, retention and recruitment

Q3.

Nurses and midwives are the largest single occupational group in the health system. There is a nursing shortage of permanent nursing and midwifery positions and nurses and midwives in Tasmania. Attractive conditions of employment are required if nurses are to be retained and encouraged to commence within the Tasmanian health system.

a) Will the party commit to provision of the most competitive nursing and midwifery wages in Australia in order to recruit and retain workers?

Greens: The Greens will not decrease wages, they will retain all current conditions and will negotiate in good faith.

Labor: Labor commit to negotiating with the health workforce in good faith and will consider these matters as part of EA negotiations.

Liberal: The Liberals commit to negotiating with nurses and midwives on their wages and conditions. They have provided no commitment to increase nurses and midwives wages above the current 2% Liberal Government wage policy. They do commit to establishing a dedicated Health Recruitment and Retention and Workforce Planning Unit, for recruitment of staff to the committed 298 new beds state wide, and creation of a 20 year future health workforce plan.

b) Will the party seek a moratorium on nursing and midwifery employees working in excess of 12 months without the offer of permanency and offer permanency to these employees (at average of the FTE worked during the preceding 12 months) at the employee's discretion?

Greens: The Greens commit to increasing additional permanent positions and will prioritise funding for additional staff needed in Tasmanian hospitals.

Labor: Labor commit to negotiating with the health workforce in good faith and will consider these matters as part of EA negotiations.

Liberal: The Liberals commit to working closely with ANMF on the issue, they recognise that permanency is an important part of retaining nurses and midwives in Tasmania.

c) Will the party commit to ensuring no reduction to the wages, terms and working conditions of nursing and midwifery employees for the life of the next Government?

Greens: The Greens will not decrease wages, they will retain all current conditions and will negotiate in good faith.

Labor: Labor commit to negotiating with the health workforce in good faith and will consider these matters as part of EA negotiations.

Liberal: The Liberals commit to not reducing the wages, terms and conditions of nursing and midwifery employees over the next term.



Promotion, retention and recruitment

d) Will the party commit to ensuring productive negotiations for the next Enterprise Agreement including that the negotiation team includes people with the required level of authority to remove the adversarial nature of previous negotiations?

Greens: The Greens commit to working in good faith with ANMF.

Labor: Labor commit to negotiating with the health workforce in good faith and will consider these matters as part of EA negotiations.

Liberal: The Liberals commit to negotiating in good faith with ANMF and its members. They will discuss in advance in regard to negotiating terms.

f) Will the party commit to the Safety and Quality Structure being appropriately resourced including resources to provide support at the local level in addition to the staff that have a statewide focus?

Greens: The Greens commit to additional permanent staff, however, no specific commitments in regard to Safety and Quality Structures have been received.

Labor: Labor commit to negotiating with the health workforce in good faith and will consider these matters as part of EA negotiations.

Liberal: The Liberals commit to working with ANMF on the issue.

e) Will the party commit to support the implementation of the career structure to recognise and value nurses and midwives with advanced clinical skills and broader scopes of practice (i.e. nurse practitioners and nurse practitioner candidates, clinical nurse consultants, clinical nurse educators and clinical nurse specialists)?

Greens: The Greens commit to working in good faith with ANMF.

Labor: Labor commit to negotiating with the health workforce in good faith and will consider these matters as part of EA negotiations.

Liberal: The Liberals commit to consulting with ANMF and its members on the best model to allow for local decision making, including decisions on the best structure of safety and quality at the local level.

g) Will the party commit to support additional nursing graduate positions in Tasmania via Transition to Practice Program?

Greens: The Greens commit to prioritising funding for additional staff needed in Tasmanian hospitals.

Labor: Labor commit to providing an additional 25 graduate positions each year, above the current 118 minimum. A funding allocation of \$6.5 million is included in this commitment.

Liberal: The Liberals commit to an extra 30 graduate nurse positions per year for six years (total of 180). This includes offering positions at rural and regional sites, and major public hospitals.

h) Will the party fund a minimum of one (1) FTE nurse educator for all wards/units (prioritising the primary health sites, rural and remote areas, community/forensic mental health, palliative care and community nursing and casual nursing pool) and clinical facilitators, who do not carry a patient load, on every shift to support an increased number of full time equivalent graduates?

Greens: The Greens commit to prioritising funding for additional staff needed in Tasmanian hospitals.

Labor: Labor have given no commitment to additional clinical nurse educators, instead commitment to more transition to practice places.

Liberal: The Liberals have made no commitment to fund 1 FTE of nurse educators for all wards and units across the state. They do however, commit to working with ANMF and its members on the need for more clinical nurse educators and clinical facilitators as part of the commitment to increase graduate nurses.

Promotion, retention and recruitment

i) Will the party fund the pivotal nurse unit manager positions to attend leadership and management programs?

Greens: The Greens commit to prioritising funding for additional staff needed in Tasmanian hospitals.

Labor: Labor have proposed no change.

Liberal: The Liberals commit to continue to support leadership and management training for nurse unit managers.

j) Will the party fund administrative and business support for nurse unit managers across the state?

Greens: The Greens commit to prioritising funding for additional staff needed in Tasmanian hospitals, however, no specific commitments in regard to business support for Nurse Unit Managers has been received.

Labor: Labor have proposed no change.

Liberal: The Liberals have made no commitment to fund administrative support for nurse unit managers, however they have committed to funding 178 operational and administrative staff, and committed to ensuring nurse unit managers will be supported to carry out their job.

k) Will the party provide funding for Healthy@Work culture within DHHS and THS and review the Workplace Health and Safety outcomes within six (6) months of being elected (e.g. re-opening RHH gymnasium)?

Greens: The Greens commit to long term strategic planning.

Labor: Labor commit to providing on the job training mental health checks for Tasmanian public sector employees and improving workplace culture.

Liberal: The Liberals have committed to continuing their Healthy Tasmania Workplaces five-year strategy including the App launched last year and have indicated that they are happy to discuss options regarding the RHH gymnasium during the redevelopment.

l) Will the party fund a project position to develop a THS Nursing and Midwifery Workforce Plan and provide funding to implement the Plan, which includes:

- *Provision of scholarships to complete identified Post Graduate courses to meet workforce shortages in specialty nursing both actual and predicted?*
- *Development and funding for re-entry courses with University of Tasmania that enables Tasmanian Nurses and Midwives to re-enter the nursing and midwifery professions?*

Greens: The Greens commit to developing long term strategic workforce plans. They are committed to working in good faith with the ANMF during this process.

Labor: In order to fill the vacancies that currently exist across the health system and recruit to fill new jobs, Labor will work with unions, clinicians and the Department to develop workforce plans. Labor commit to developing a stronger relationship with the University of Tasmania to discuss entry points for health professionals looking to re-enter the workforce or re-train.

Liberal: The Liberals commit to establishing a dedicated Health Recruitment and Retention and Workforce Planning Unit, will be tasked with developing a plan for current future training and recruitment, re-training and post graduate training and recruitment process. This will include the use of innovative recruitment/retention incentives.

Promotion, retention and recruitment

m) Will the party fund, support and re-implement Nursing and Midwifery Workforce Units at RHH, LGH and NWRH hospitals to enable efficient recruitment?

Greens: The Greens commit to developing long term strategic plans. They are committed to working in good faith with the ANMF during this process.

Labor: Labor commit to working with Unions, clinicians and the Department to develop workforce plans. They commit to review and include the demographic of the current workforce; ways to recruit workers; develop stronger relationship with the University of Tasmania to discuss entry points for health professionals looking to re-enter the workforce or re-train and the opportunity for better course design and the potential for new courses in professions such as allied health.

Liberal: The Liberals commit to establishing a dedicated Health Recruitment and Retention and Workforce Planning Unit, they will be tasked with developing a plan for current future training and recruitment, re-training and post graduate training and recruitment process. This may include provisions for re-entry programs.

o) Will the party commit to working with ANMF to develop and implement strategies that will streamline the recruitment process and avoid excessive delays?

Greens: The Greens commit to developing long term strategic workforce plans.

Labor: Labor commit to working with ANMF to develop and implement strategies that will streamline the recruitment and process.

Liberal: The Liberals commit to establishing a dedicated Health Recruitment and Retention and Workforce Planning Unit, tasked with preparing a 20 year Future Health Care Plan. The plan will look at recruitment processes, ensuring a streamlined process to avoid delays.

n) Will the party commit to addressing vacancy issues within the nursing and midwifery workforce and fund and use innovative recruitment/retention incentives to fill vacancies with Tasmanian nurses and midwives as well as attracting interstate and international nurses and midwives to Tasmania, particularly to fill 'skill facilitation' roles that help develop junior staff?

Greens: The Greens commit to employ more permanent staff and prioritising funding for additional staff needed in Tasmanian hospitals.

Labor: Labor commit to fill 246 vacancies across the Tasmanian health system, provide an additional 25 nursing graduates each year with a funding allocation of \$6.5 million. They commit to working with Unions, clinicians and the Department to develop workforce plans.

Liberal: The Liberals commit to establishing a dedicated Health Recruitment and Retention and Workforce Planning Unit, they will be tasked with developing a plan for current future training and recruitment, re-training and post graduate training and recruitment process. This means more localised provision of workforce units at each of our public hospitals.

p) Will the party provide funding for rural and remote areas to provide accommodation assistance and other identified incentives e.g. THS subsidising utility bills to support and assist with recruitment and retention to these areas?

Greens: The Greens commit to working in good faith with ANMF, however, no specific commitments for rural and remote assistance has been received.

Labor: Labor commit to working in partnership with the workforce to ensure that a state-wide health system can operate with the full confidence of those who are engaged in it daily.

Liberal: The Liberals commit to building dedicated nurse and health professional accommodation on King Island and Flinders Island.

Supporting systems

Q4.

Having supportive systems to enable nurses, midwives and care workers to carry out their work effectively and safely is imperative. ANMF members are interested to know that the parties will commit to the identified system request to offer support to them in their work.

a) Will the party adopt and enforce a Zero Tolerance Policy and Operational Plan in relation to violence against nurses and fund the roll out of this policy and associated systemic resources to prevent aggression, violence and injury in the first instance?

Greens: The Greens commit to rolling 10 year strategic plans for physical and staff resources.

Labor: Labor commit to a safe workplace culture and environment that looks after staff and patients. They will focus resources on keeping people safe and working to prevent aggression, violence and injury in the first place.

Liberal: The Liberals commit to funding a hospital-wide nurse call/duress system to replace the current aging systems at Mersey Community Hospital. They also commit to working with ANMF and its members to identify ways of protecting nurses and midwives from aggression, violence and injury.

b) Will the party support investment in statewide interfaced Information Technology systems and relevant training for all users to improve efficiency, including mobile technology and communication systems?

Greens: The Greens commit to supporting the strategic planning capacity needed to enable THS to plan for the future. They commit to planning for physical resources across the state.

Labor: Labor commit to strengthening communication between acute hospitals, rural hospitals, providers of primary health services, aged care, private hospitals, mental health and disability services. They will support the continued transition to electronic health records. Labor commit to providing telehealth services and patient care where the patient lives.

Liberal: The Liberals commit to \$18 million for health information and communications technology (ICT) priority in infrastructure upgrades and new infrastructure as part of the RHH redevelopment.

c) Will the party commit to review the Industrial Relations Act and broaden the right to appeal decisions through the TIC to all decisions handed down by the Commission?

Greens: The Greens commit to working in good faith with ANMF, however, no specific commitments have been received in relation to reviewing the Industrial Relations Act.

Labor: Labor commit to a broad review of the Industrial Relations Act, Workplace Relations Act and the Workers Rehabilitation and Compensation Act.

Liberal: The Liberals have made no commitment to amend the industrial relations act. However they are open to receive evidence as to why the act should be amended.

d) Will the party maintain State Service Payroll deductions for union members?

Greens: The Greens commit to working in good faith with ANMF, however, no specific commitment has been received in regard to maintenance of payroll deductions.

Labor: Labor commit to maintaining state service payroll deductions for union members.

Liberal: The Liberals have made no plans to change arrangements to payroll deductions.



Resources

The ANMF appreciate feedback given by the major parties. To read their full responses to our questions and their broader health policies please see the below links:

Liberal

<http://anmftas.org.au/wp-content/uploads/2018/02/Letter-to-Emily-Shepherd-ANMF-Tasmanian-Branch.pdf>

Labor

<http://anmftas.org.au/wp-content/uploads/2018/02/ANMF-2018-Tasmanian-State-Election-Priorities-for-Health-Questionnaire-Labor-Answers.pdf>

Greens

<http://anmftas.org.au/wp-content/uploads/2018/02/ANMF-2018-Tasmanian-State-Election-Priorities-for-Health.pdf>

Jackie Lambie Network

www.lambienetwork.com.au/tasmania_health_system



**Australian
Nursing &
Midwifery
Federation**
Tasmania

Contact ANMF for more information regarding the 2018 State Election

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