

JAN-MAR 2019

# INFUSION

THE OFFICIAL VOICE OF THE AUSTRALIAN NURSING & MIDWIFERY FEDERATION (TASMANIAN BRANCH)

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## FEATURE

Managing change or leading progress ▶

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Workers compensation advice from the experts ▶

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## THE FUTURE OF CARE IN TASMANIA

How Tasmania plans to retain, recruit and recognise nurses and midwives—a review of the 2018 campaign ▶

**ANMF**  
Tasmanian Branch

**COVER:** Launceston General Hospital staff attend public sector events in October 2018



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**ANMF**  
Tasmanian Branch

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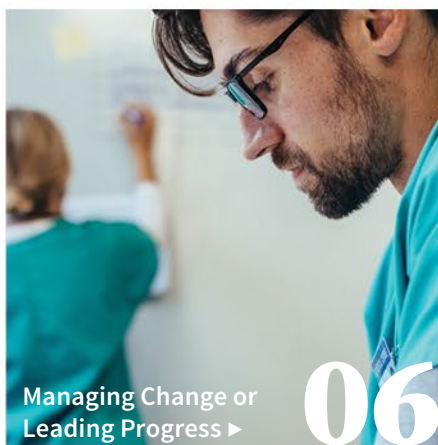
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Drop us a line at:  
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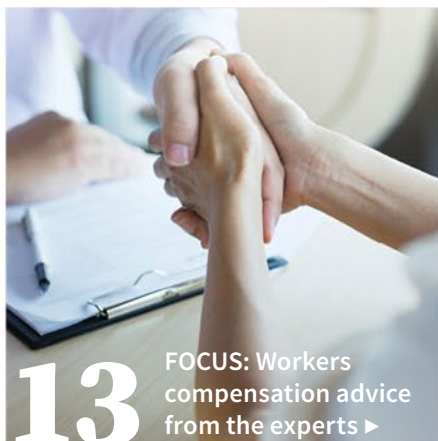
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Nick McKim (pictured with James Lloyd) made a pledge to the campaign in October 2018



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Correct as of 4 December 2018.



**TOP:** Secretary of the ACTU, Sally McManus, with Emily and James Lloyd at the May Day march in Hobart

**CENTRE LEFT:** Emily at UTAS open day with a nursing student

**CENTRE RIGHT:** Ross Hart MP supporting the LGH Bring Your Own Bed campaign

**BOTTOM:** Emily facing the media at a #RetainRecruitRecognise rally in October at the RHH

# hello!

*from Branch Secretary Emily Shepherd*

Firstly, I'd like to extend warm wishes, from the ANMF Tasmanian Branch, to all nurses, midwives and care workers for 2019, plus a big thank you for your collective efforts in 2018. We proved in 2018 how influential we can be, when we stand-up and advocate for our colleagues, patients and respective professions.

An example of the ANMF influence is the Ratios for Aged Care campaign. Launching in May 2018, the nation-wide campaign shed light on the crisis in residential aged care, including the financial and tax avoidance strategies used by for-profit aged care facilities. The ANMF commissioned a report, leading to a senate enquiry; the media exposed the lack of care workers and nursing staff for aged care residents; and a Royal Commission was announced into aged care safety and quality. The campaign continues to gain political support, making ratios in aged care a key Federal election priority in 2019.

Another display of member-led influence is the public sector campaign. After months of new enterprise agreement negotiations with the Tasmanian Government, and failing to produce an offer, our public sector nurses and midwives stood-up, taking action with the Recruit Retain Recognise campaign. The campaign is highlighting the need to recruit and retain nurses and midwives for the future of care in Tasmania. At the time of print, industrial action is currently underway, and the ANMF are looking forward to negotiating a positive outcome for members.

Our private sector nurses, midwives and care workers have come out in droves in support of the Change The Rules campaign. Designed to improve the *Industrial Relations Act* enabling better negotiating abilities, working conditions through enterprise bargaining, industrial action opportunities, improved wages, conditions and equality. On October 24, the ANMF Tasmanian Branch and it's members made the Change the Rules rally one of the largest in Australia.

Additionally, we're ecstatic seeing our Health Education and Research Centre (HERC) graduates make their way into the health care workforce following their December 2018 graduation ceremony. We wish them success in their careers!

Finally, I'd like to thank the ANMF Operational Team for their hard work in 2018. I'm looking forward to their continued support and advocacy of members into the future. As ANMF Secretary it's been a privilege to serve you this year. Early 2019, I'll be taking maternity leave, ANMF Executive Director Andrew Brakey, will lead the ANMF team in my absence, continuing to deliver our high-quality member services.

I hope you enjoy reading about the year that was and the direction we are taking in 2019 in our new look *Infusion*.



Best Wishes,  
Emily Shepherd



*2018 was the year  
of activism and  
solidarity by ANMF  
members across  
all sectors*

Well done to ANMF members across all sectors for being such amazing advocates for your profession, your colleagues and your patients, clients and residents!

The past year saw many campaigns roll-out, achieving success with senate inquiries, royal commissions, massive media attention and enterprise agreement offers.

This show of strength by ANMF members, demonstrates to State and Federal Government that nurses, midwives and care workers will stand-up and fight back for their professions and patient safety.

Let's keep it up in 2019!



# MANAGING CHANGE OR LEADING PROGRESS

*Change is an inevitable part of life, especially within our workplaces. Sometimes change occurs smoothly, and at other times the process can be complex, difficult and stressful. Change Management refers to an approach to ensuring changes and implementation occur smoothly, and that individuals and organisations are supported throughout. Sounds simple enough – but what actually happens?*

The ANMF are often contacted by members who are distressed by changes in their workplace. Employers are required under various Awards and Agreements to consult with staff regarding major workplace changes. An example of the discussions that should be had, as per the *Modern Nurses Award 2010*, is:

- (a) give notice of the changes to all employees who may be affected by them and their representatives (if any); and
- (b) discuss with affected employees and their representatives (if any):
  - (i) the introduction of the changes; and
  - (ii) their likely effect on employees; and
  - (iii) measures to avoid or reduce the adverse effects of the changes on employees; and
- (c) commence discussions as soon as practicable after a definite decision has been made.

Significant effects can include: termination of employment; major changes in the composition, operation or size of the employer's workforce or in the skills required; loss of, or reduction in, job or promotion opportunities; loss of, or reduction in, job tenure; alteration of hours of work; the need for employees to be retrained or transferred to other work or locations; or job restructuring.

## *Successful Change Management should have three basic phases*

Whilst these are the aspects that have to be communicated to staff, there is another motivation for managing change – empowering staff with knowledge and genuine opportunity to influence the outcome means staff become part of the change, rather than having a change enforced upon them.

### *Successful change management should have three basic phases:*

1. The current time, where employers should ensure there is a proper awareness of the reasons for the change, and work towards building a desire in staff to support the change, including identifying 'change agents' (staff who can assist others)
2. The transition time, where employers need to impart knowledge as to how to change, as well as assessing strengths and areas for improvement within employee ability to implement the change, and ensuring employees are aware of communication tools
3. The future time, where employees are able to demonstrate the change, evaluation of the success of the change occurs, and employers provide reinforcement as to what is required to sustain the change.

Change occurs successfully when individuals change. This accumulation of change has the impact of transformation. When individuals are not supported to change, valuable staff may leave, demonstrate stress or fatigue, productivity declines, meaning the change ultimately fails.



### *So, how does all of this effect you if you are not a manager?*

Given that change occurs most successfully when individual perspectives and needs are considered and supported, you become a very important part. There are usually more individuals than managers and as a collective, you have an enormous influence.

If you have a keen interest in your work, and a good understanding of why things are done the way they are done, you may well be seen by others as a leader. Informal nurse leadership relies not on the position, but on process. Communication, collaboration, social responsibility and relationship building are the foundations for an informal nurse leader. This form of nursing leadership provides the connection to professional and ethical obligations and empowers those around them to make positive change.

The ANMF can assist you in holding discussions with members, communicating with management, and enhancing your skills so that you can positively influence those around you. You may also be interested in becoming an ANMF Workplace Representative, which formalises this role.

## DID YOU KNOW?

*There are usually more individuals than managers and as a collective, you have an enormous influence.*

If you feel you need assistance with workplace issues, or would like to become a Workplace Representative, please contact our Member Support Team on [membersupport@anmftas.org.au](mailto:membersupport@anmftas.org.au) or phone (03) 6223 6777 or 1800 001 241 (outside Hobart area).

If you are currently feeling stressed, or worried about your well-being, please contact the Nurse and Midwife Support Service for free and confidential 24/7 support. Phone 1800 667 877 or visit [www.nmsupport.org.au](http://www.nmsupport.org.au) ●

# ORGANISING SUCCESS FOR 2018

## Aged care

While ANMF oversaw Enterprise Agreement (EA) negotiations at both standalone aged care facilities and regional specific ones, a significant effort was also put into negotiations on behalf of members throughout 2018. A key negotiation on behalf of our care worker members occurred via the OneCare General Staff EA. ANMF were able to secure key improvements to wages and conditions, however the employers push to reduce certificate free personal leave days from 5 days to 3 ultimately saw ANMF members reject the offer. In a trend for 2018, employers continued to push for cuts to conditions.

ANMF saw this further in negotiations at Masonic Care Tasmania and Boulton Clark, where at the time of print bargaining was continuing and all efforts were being made to prosecute a case for no loss of conditions and improvements in line with the endorsed ANMF member Log of Claims. On a positive note ANMF confirmed with members that the Fair Work Commission (FWC) had approved the Respect and Southern Cross Care agreements from 2017.

“Overall negotiations in the Aged Care Sector have been difficult throughout 2018 with employers citing cuts to funding as reasons to make reductions to existing conditions and/or rule out any improvements to conditions, seeking only minimal wage increases, with these often below rising costs of living. However, the ANMF look forward to the challenge that 2019 brings and continuing to fight for our members, their rights and their enterprise agreements,” said Shane Rickerby, Industrial Organising Manager.

## South

**Department of Psychiatry:** ANMF members in the Department of Psychiatry (DoP) have raised workloads concerns for some time. Despite meetings between the ANMF and management, workloads remained unreasonable and unsustainable. On behalf of members, ANMF lodged a dispute with the Tasmanian Industrial Commission (TIC). Upon receipt of the dispute the employer agreed to advertise 4.5 FTE in DoP, indicating they will employ individuals with training in the area. Workload monitoring continues for the purposes of completing the Nursing Hours per Patient Day (NHpPD) benchmarking.

**Ambulatory Care Centre at Royal Hobart Hospital:** Early 2018, ANMF members employed as day workers in the Ambulatory Care Centre but working extended hours to cover the services, received a back payment to correct an award breach. The Tasmanian Health Service (THS) and Department of Health (DHS) have since indicated an intention to enter into a Workplace Flexibility Agreement with these employees, extending their normal hours of work to cover the service required. The agreement is currently being drafted. Once finalised, and signed, the agreement will provide certainty for ANMF members, showing how standing-up for workplace rights can lead to direct workplace change.

**2A Surgical Ward – Royal Hobart Hospital:** ANMF members on 2A surgical at the Royal Hobart Hospital (RHH) raised a grievance regarding nursing workloads in early 2018. Previous cuts to ward clerk hours in 2011/2012 left nurses on the ward carrying out duties

afterhours, such as answering phones, tracking patient movements, IT systems, and organising transport for patients to-and-from hospital areas.

Members on 2A resolved to put bans on duties usually done by ward clerks. The action led to hospital management agreeing to carry out a trial, where ward clerks would be placed on the wards afterhours and weekends, assessing the impact on workloads. A business case submitted to the RHH Executive outlining how increasing ward clerk hours afterhours will improve the ward efficiency, patient safety and nursing workloads.

## North

### **Bring Your Own Bed Campaign at Launceston General Hospital:**

Throughout 2018 members at the Launceston General Hospital (LGH) Emergency Department (ED) took a stand, fighting for relief from bed block, ensuring patients received the care they deserved. The campaign was the result of a sustained lack of inpatient beds, bed blocking, ambulance ramping, risks and concerns continually raised about patient and staff safety.

ANMF members had been raising these concerns with the THS and directly with the Minister for Health for some time. Members became increasingly frustrated with the lack of action from the Tasmanian Government and continued the daily vigils until a solution to relieve bed block was forthcoming. At the time of print, members continue their action and daily vigils. The 1st January 2019, will mark day 181 of their vigils standing outside of the LGH ED.



*The past year was filled with great diversity. Issues for ANMF Organisers ranged from individual representations, enterprise agreement negotiations, campaigns, worksite issues, and more. With support from ANMF colleagues and members, our Organisers faced different sectors - public, private and aged care, and the needs of our members working within them. Highlighting the collective successes we can achieve when we work together, the following is a reflection on the achievements of our Organisers and members from around the state.*

### **Launceston General Hospital**

**Workloads:** Throughout 2018 members working at the LGH in different wards and areas continued to raise workload concerns with the ANMF. These workload concerns were generally due to increased overtime, increased sick leave, increased patient acuity and inadequate staffing levels. Over the past 12 months, ANMF have raised multiple Step 1 Workload Grievances with a handful of Step 2 Grievances and one Step 3 Grievance resulting in a conciliated resolution at the TIC.

“In 2018 the ANMF have been committed to resolving our members workload concerns. We look forward to working towards a resolution in 2019. We encourage all members to please get in contact with us if you have any workload concerns or issues you’d like to work through,” said Phoebe Mansell, Northern Organiser.

**Calvary Health Care:** 2018 started off on a high note for members working at Calvary Health Care North. The FWC approved their EA, ending a long-standing disparity of wages between nurses in the North who historically received less than their Southern counterparts.

## **North west**

### **The North West Integrated**

**Maternity Service:** North West Integrated Maternity Service (NWIMS) members achieved commitments addressing concerns following a restructure of the service. Including a review of the service; additional space; developing workload tools and establishing a Joint Consultative Committee to progress solutions.

Through this case members, alongside the ANMF, learned about the consequences of poorly planned and implemented change and the importance of clinician input into change proposals. Most importantly, members learned about the power of collective action to positively influence change and focus the THS attention on identifying solutions. NWIMS members deserve to be congratulated for their patience, perseverance, and professionalism throughout 2018.

### **Child Health and Parenting**

**Service - North West:** Throughout 2018 members at Child Health and Parenting Service (CHAPS) in the North West achieved some great outcomes

in response to lodging a workload grievance. Congratulations to all those who worked toward successfully obtaining the following; the retention of an administrative assistant position; agreement to develop a workload tool and agreement to the establishment of a joint industrial consultative committee. The ANMF, alongside members learned the importance of consultation and open communication during this process.

### **Central Coast Community Health Nursing and Home Care Service Integration Change Proposal:**

This proposal was influenced by members’ input and ultimately led to management reviewing the model of care through the allocation of physical resources and the commencement of the integrated service. By working together in a consultative forum, it was possible to influence decisions related to change proposals.

“There is still work to be done in all of the above sites, however, the ANMF are confident that all services discussed are in a better position now thanks to the input of the ANMF, our members and Workplace Representatives,” said Anoni Morse, North West Organiser. ●

## **Still here, still standing and caring**

“This has to be considered a major achievement given the environment in which many of us work. On a bad day, it can seem like the working environment is characterised by, never ending restructures and change, incompetent and uncaring organisations, dysfunctional teams and imperfect individuals. It’s a miracle that people receive any care at all. But it is no miracle; it is the dedication, passion, skill and work ethic of nurses, midwives, and care workers that ensures people receive care despite the environment they work in. Nurses, midwives, and care workers continue to care even when their hearts and backs are breaking. They continue to care even when the personal costs of caring affect their health, family and friends. Congratulations on surviving another year. My hope is that in 2019, nurses, midwives, and care workers get the recognition they so rightfully deserve.”

– **Anoni Morse, North West Organiser**

# THE FUTURE OF CARE IN TASMANIA

*It was a big year for public sector nurses and midwives in Tasmania with a large-scale industrial campaign taking up the best part of 2018. Many of you will recognise the Retain.Recruit.Recognise branding in your workplaces, and we hope by now you have been to an event or two. At the time of print, the campaign is still underway. We encourage all members to support the Tasmanian nursing and midwifery professions by getting behind the campaign! For now, here is an overview of the year, and where we are heading to next.*

The Public Sector Enterprise Agreement, Retain.Recruit.Recognise campaign kicked-off in early 2018. Prior to, and during the campaign, the ANMF have actively consulted with members across the state. The 2018 Log of Claims (LOC) contained key priorities for a new *Nurses and Midwives Agreement* seeking to future-proof the Tasmanian nursing and midwifery workforce. The LOC was served on the Government and the Tasmanian Health Service (THS) in April.

In a sign of things to come, it took the Government and THS six weeks to commence negotiations. The first meeting was held on 31 May. It was here that the ANMF presented in good faith, our members LOC highlighting the urgency for an agreement to retain and recruit the current nursing workforce.

By June, the THS and Government had held a copy of the ANMF LOC for two months. Yet, the Government had no clear strategy to deal with our claim. As a gesture of good faith, the ANMF pressed-on with negotiations through to July, clarifying many points for the negotiating team.



Finally, in August the Government negotiating team declared their hand, that most of the ANMF claim items were either rejected or sitting in working groups with little progress being made. To make matters worse, a 2% wage offer was confirmed. All this, despite the efforts of the ANMF, and Workplace Representatives, who highlighted that nurses and midwives were working double shifts and overtime in record amounts, to the tune of 7.5 million dollars a year. Without a decent wage increase, it will be difficult to attract and retain nurses and midwives during a time of a national workforce shortage. A 2% wage increase would leave Tasmanian nurses and midwives the worst paid in Australia, members were angry and mobilised!

Disappointed with this outcome, ANMF members endorsed commencing 'Work to Rule' industrial action. But despite this, on 4 October, no formal offer was made, and the bargaining parameters had not changed.

In a show of strength, members turned out in record numbers to stop work meetings across the state. Determined to be heard, ANMF members voted to escalate industrial action implementing a ban on forced overtime in operating theatres and cancelling non-urgent surgery cases.

Nearly six months have passed since negotiations commenced with no signs of an offer on the horizon. ANMF members have been holding it together, despite increasingly difficult conditions. But the lack of a Government offer is taking its toll on morale. Members are beginning to ask what they can do next.

At the time of print, the campaign is far from over! ANMF members are encouraged to engage with the community, to spread the word and rally the public to support the campaign. We are stronger together and have the greatest impact as a collective. Explaining #RetainRecruitRecognise is not only about better pay, but about Tasmania being competitive with wages when compared with other states, as a whole. ●







# #RetainRecruitRecognise

## IT'S NOT TOO LATE!


GIVE YOUR VOICE TO THE CAMPAIGN!

If you have not already, we urge you to support and follow the campaign. It's easy, here's a few simple ways you can make a difference:

 Learn more on the campaign website: [ea.anmftas.org.au](http://ea.anmftas.org.au)

 Sign the petition: [megaphone.org.au/p/EA18](http://megaphone.org.au/p/EA18)

 Follow us on social media @ANMFTAS

 Get in contact with Tasmania's Premier, Will Hodgman

 Attend our events

 Get some FREE campaign collateral via our website

# RETAIN. RECRUIT. RECOGNISE.



TASMANIAN NURSES AND MIDWIVES



# AGED CARE CAMPAIGN

*On the 12th May 2018 the ANMF launched its Ratios for Aged Care Campaign with a National Day of Action. Looking back at 2018 we can't help but feel proud of the steps this campaign has made.*

Since May, ANMF Tasmania have actively promoted the campaign across the state to members, care workers, residents, the community and politicians. There is still much work to be done, however, we would like to reflect on the achievements from the past 12 months.

**Signups and support:** From day one of the campaign the ANMF were focused on educating members and the community about the issues facing care workers and residents in aged care. The importance of ratios and skill mix are integral to providing quality care and safe working conditions. Our Organisers, Workplace Representatives, and even Life Members took to stalls, markets, shopping centres, and social media ensuring the message reached far and wide. At the time of print, nationally 18,876 people have signed-up to the Ratios for Aged Care Campaign for ongoing updates.

**Greater awareness:** Building support wasn't enough. ANMF needed to show the daily issues care workers and residents face. Following the harrowing two-part TV special on ABC *Four Corners*, exposing the appalling situation in aged care facilities Australia-wide, we conducted a random audit of sites in Julie Collins electorate in southern Tasmania. The audit revealed shocking results. Of the five facilities targeted, only **one** provided more than one hour of care to its residents over the afternoon shift. A shift that normally runs from 2pm to 11pm. Despite being provided with evidence of poor ratios in her electorate, Ms Collins remains unsupportive of our plight to improve aged care. Jump online and send Julie Collins a letter asking her to support the campaign, it is easy and can be done in two minutes! Visit [morestaffforagedcare.com.au](http://morestaffforagedcare.com.au)

**Political influence:** However, other politicians have been far more willing to pledge their support to the campaign and stand with us to improve conditions. We would like to thank Senator Nick McKim, Independent member for Denison Andrew Wilkie, and Federal Labor member for Bass, Ross Hart for their support. More than 43,010 Australians have sent letters to politicians through the campaign website, calling on them to support ratios in aged care.



**Royal Commission:** After the continued pressure the campaign put on the Government highlighting the crisis in aged care, Prime Minister Scott Morrison announced in September 2018, the Government will establish a Royal Commission into Aged Care Quality and Safety. Accordingly, ANMF will be submitting to the commission.

**Our members:** In recapping, to date the ANMF campaign has resulted in a Senate Inquiry into the Financial and Tax Practice of For Profit Aged Care Providers; a significant media focus on residential aged care and staffing levels; a Royal Commission announcement; and a growing movement that this behaviour and treatment of our elderly is not acceptable any longer. These are significant outcomes for the aged care sector and our members should be proud. You have been instrumental in driving this campaign and achieving such positive outcomes. ●

## MORE INFO?

Contact our Member Support Team on  
(03) 6223 6777 or 1800 001 241 (if outside Hobart)  
or email [membersupport@anmftas.org.au](mailto:membersupport@anmftas.org.au)

They can help with campaign information or any concerns you have around staffing levels.

Or if you would like to learn more about the Ratios for Aged Care Campaign, sign up, or share the message please visit

[MoreStaffForAgedCare.com.au](http://MoreStaffForAgedCare.com.au)



# IMPORTANT ADVICE FOR MEMBERS CLAIMING WORKERS COMPENSATION

*Our legal advisor Robert Phillips has advised us that if you have suffered a workers compensation injury and have ongoing entitlements to compensation and are planning to relocate to another State or Territory in Australia it is important you obtain legal advice before planning the move.*



**I**n an important and recent decision of the High Court of Australia the Court determined that an administrative tribunal cannot determine the rights of those who are resident in different States.

The High Court of Australia has said, as a result of provisions contained within the constitution, only a Court of a State can determine rights of residence of different States.

The Tasmanian Workers Rehabilitation and Compensation Tribunal has exclusive jurisdiction to determine workers compensation matters in Tasmania.

It has recently been held that the Workers Rehabilitation and Compensation Tribunal is an administrative Tribunal and is not a Court of the State of Tasmania.

This means that if a person is employed by:

- A natural person;
- A partnership;
- A Trust; or
- The State of Tasmania, or one of its agencies e.g. the Department of Health and Human Services

and the injured worker goes interstate to reside, the injured worker has no right to have any matter determined in the Workers Rehabilitation and Compensation Tribunal and there is no Court of Tribunal in this State or elsewhere that can hear a matter.

This means that if there are disputes about payments there is nothing you can do if you take up residence in another State.

The Government of the State of Tasmania is aware of the problem and has been lobbied to resolve the issue but because the issue revolves around the constitution of the Commonwealth of Australia resolving the issue will take time ●

# The ANMF Member Support Team HERE IF YOU NEED US

*The ANMF Member Support Team receive a wide variety of member queries every day. Ranging from relatively straightforward entitlement queries to the more complicated, such as AHPRA notifications or coronial inquiries. It was a busy year, with many complex cases in 2018.*

*With dedicated specialists in individual case management supporting ANMF members, there were some fantastic wins throughout 2018 and the Member Support Team have all enjoyed the experience of helping members navigate these difficulties.*

## What can we do to help support you?



### INDUSTRIAL

As a member of ANMF we can provide you with contemporary advice and workplace relations assistance on a wide range of employment issues including wages, conditions, workers compensation, award and enterprise agreement entitlements and grievance resolutions.



### PROFESSIONAL

We have specially trained staff with extensive experience in supporting members who are subject to AHPRA notifications. ANMF understand that members who have found themselves in this situation have found it to be exceedingly stressful. The Member Support Team is able to guide and support members through the process every step of the way. We can provide advice and/or support in relation to your work environment, conduct and standards of care, consultation, workplace investigations, application of policies and coronial inquiries (where relevant).



### REPRESENTATION

Assistance and support in relation to industrial issues including workplace complaints or grievances, occupational health and safety, return to work, disciplinary matters and AHPRA notifications.

## We'll be back in 2019

We know many of our members may not need to contact us however, if required, our Member Support Team will be here for your peace of mind, ready to help protect your rights and entitlements. To all our nurses, midwives and care workers, thank you for being a part of the ANMF and making a difference in health.

If you require assistance please don't hesitate to call the ANMF Member Support Team on (03) 6223 6777 or 1800 001 241 (outside Hobart area) or via email at [membersupport@anmftas.org.au](mailto:membersupport@anmftas.org.au)

In order for us to be able to provide you with optimal assistance, it is vital you contact us as soon as possible once a problem or issue arises. Don't think you have to 'go it alone', you don't!

## WE ARE HERE FOR YOU

(03) 6223 6777  
or 1800 001 241 (outside  
Hobart area)



## Team highlights of 2018:



### **Katie Creavin | Senior Member Support Officer**

In my first year working with the ANMF, it's been satisfying to help navigate our members through different employment situations. Providing advice and support with guidance, ensuring they have the right information available from the start.

As a team we offer our members a variety of experience and knowledge. I love coming to work each day knowing that we can provide positive and helpful advice.

This year I have helped members with performance and disciplinary concerns, workers compensation, redundancy matters and unfair dismissal claims, plus helping them through the complexity of their Enterprise Agreement and to pursue their individual rights and entitlements as an employee.



### **Amy Boon | Team Leader**

2018 marked my third year working with the ANMF. I have become increasingly proud to be associated with such a dedicated team and it has been rewarding seeing them grow.

The Member Support Team comprises of a small, but supportive group of nurses, who have lived and worked with the pressures that many of our members face. We pride ourselves on our professional and industrial knowledge, assisting members who are often facing various stressors at work.



### **Allyson Pyne | Senior Member Support Officer**

We've had a busy year in the Member Support Team. So have our members, particularly with the state-wide industrial action over the course of 2018. Additionally, our members have sought advice on a huge range of other issues.

It is an invaluable experience to help a member on their career journey. Offering advice that can often affect them both personally and professionally. For example, issues such as performance management and AHPRA notifications may be one of the most stressful times a health practitioner faces. I am grateful when members say we have helped them through the most difficult time in their professional careers.

### **Norm Blackburn | Member Support Officer**

Working as part of the Member Support Team can be stressful. Sometimes you can't help but take on the anxiety that our members feel.

However, the close working relationship within the team enables you to stay focused. We work to ensure that procedural fairness is afforded to our members. When a favourable outcome is received it is great to know that you have done the very best.

One of the most rewarding outcomes of the year was assisting a member who had made an application for maternity leave several months prior but had not received her payment and was due to go to hospital the next day. The employer initially stated that due to the end of the year they were too busy to process a one-off payment. After navigating much bureaucracy, payment was achieved, and the member was able to proceed to the hospital and bring a new life into the world whilst no longer having to worry about non-payment. ●

# HERC – 2018 IN REVIEW

*HERC had a busy and productive 2018. The past year has seen new faces within the team, adding a variety of nursing experience. This has brought a new depth of knowledge to the melting pot within the education arm of the ANMF (Tasmanian Branch).*



**Siobhan Grady | HERC  
Business Manager**

It's been a satisfying year finding my feet in the role. I've enjoyed collaborating with my team and seeing students grow into confident Tasmanian health care members, something ANMF (Tasmanian Branch) is proud of. Our students have high post-graduation employment rates. HERC is regularly approached by employers asking to send our new graduates their way.

Another highlight has been working with industry and developing those relationships. Ensuring the education HERC provides is relevant, and graduates continue to be knowledgeable in the Tasmanian health care sector, meeting community needs.

In 2018 HERC enrolled two cohorts of the 18-month HLT54115 Diploma of Nursing, a new cohort starting every six months. Delivering the CHC33015 Certificate III in Individual Support to four cohorts of students and in 2019 planning the same. 2018 has seen encouraging growth within our RTO and we are excited for 2019, the sky is the limit!



**Heidi England |  
Student Support Officer**

It is great to see so many students achieve their qualifications, and it is great to be able to support them on their chosen paths.



**Ashley White |  
Diploma of Nursing  
Course Coordinator/  
CPD Coordinator/  
Nurse Educator**

It has been such a pleasure to watch the students grow as a group and develop into the enrolled nurses of the future. I love this time of year and all the festivities and I hope everyone enjoys a well-deserved break.



**Jude Mullane |  
Nurse Educator**

The last year has been enjoyable in every way. The HERC team worked hard to deliver a program of excellence for our students. I look forward to 2019 and continuing to work in HERC with the amazing people here.



**Katie Stevens |  
Nurse Educator**

I love training the Certificate III, seeing the students develop, putting theory into practice and going into the aged care facilities for work placement. HERC have received good feedback on the student's performance and knowledge while in placement. ●



**OUR  
STUDENTS  
TELL IT  
BEST!**

*“The best bit about HERC is the atmosphere. The whole place has a level of calm and this makes my study non-threatening. I also love that we learn as a group. The class discussions we have are great.”*  
Nathan Blyth, HERC student

*“The best thing about studying at HERC is the thing that brought me here in the first place; small class sizes, more personal contact, an inviting atmosphere and accessibility. I would not have done it anywhere else”.*  
Teresa Cooper, HERC student

# what's news

## A message from a member

I would like to thank the ANMF Tasmanian Branch for providing me with an educational grant. The grant contributed towards the cost, allowing me to attend the Forensic And Medical Sexual Assault Clinicians Australia (FAMSACA) Symposium in Perth on 14-16 September 2018. It was fantastic to be part of this conference with such experienced and passionate members; especially important when dealing with such vulnerable members of society. All speakers displayed exceptional knowledge and spoke effortlessly on what updates they are currently undertaking in their state.

Involved in this conference were health professionals from all over Australia with a range of different careers that are all involved in dealing with sexual assault cases. This included doctors; sexual assault nurse examiners, police investigators, forensic scientists and the Director of Public Prosecutions. As you can imagine the conference covered a range of topics by professionals in all fields mentioned above, from updates on STI's and HIV prevention to the unreliable witness, legal defence strategies and tactics used in adult sexual assault cases, to improving management of strangulation in sexual assault cases.

The case studies and interactive sessions were beneficial and very interesting especially as each state in Australia has different legislation under which they can practice; every topic discussed was informative and relevant to my work place. From my attendance at the Perth symposium I will be able to apply the knowledge provided by all speakers to improve our much-needed service here in Launceston, Tasmania.

Again, thank you ANMF for the opportunity to attend the FAMSACA Symposium.

*Rachael Boucher,*  
ANMF Tasmania Member

*If you are interested in an educational grant or scholarship with the ANMF, get more info at [www.anmftas.org.au/grants-scholarships](http://www.anmftas.org.au/grants-scholarships)*

## Thanks Denise!

In the November sitting of ANMF Branch Council, Denise Wilson joined the meeting. Branch Secretary Emily Shepherd and Branch President James Lloyd congratulated Denise on her recent retirement. Denise has been an ANMF member for 42 years and spent this time at the Launceston General Hospital. Denise looks forward to travelling in 2019 and spending her retirement with her grandchildren.



## INTRODUCING Rowena



*Meet our new Industrial Organiser in Southern Tasmania, Rowena Macdonald. Rowena brings with her experience in union and advocacy.*

Rowena hit the ground running, visiting worksites and working with our organising team on strategies to get the best for our members.

“In 1997 I moved to the Northern Territory to work on a remote cattle station. I fell in love with the NT and spent the next 10 years living in Darwin. In 2004 I started work with the Community and Public Sector Union (CPSU) Darwin, and developed a lasting passion for the union movement” said Rowena.

Working with CPSU, Rowena had some special moments, “I had the privilege of travelling to Kalkarindji, to celebrate the 40th anniversary of the 1966 Wave-Hill walk-off. A campaign led by Vincent Lingiari, supported by unions Australia-wide, in a fight for equal pay for Indigenous workers. The action led to the indigenous land rights movement and the defining moment when then Prime Minister Gough Whitlam poured soil into the hand of Mr Lingiari, handing back the land to the Gurindji people”.

This experience influenced Rowena. “Hearing from people involved in that ground-breaking campaign was a humbling experience, demonstrating the power of collective action in achieving social justice”.

Since returning home to Tasmania, Rowena continued to work for unions before doing a law degree in 2011. “I have gained invaluable experience as an industrial lawyer in private practice for several years, however I am now delighted to have returned to the union movement as a member of the ANMF Tasmania team. I look forward to working with you to improve working conditions, supporting you to advocate for patients and elderly Tasmanians in your care, ultimately building a stronger and better community for all Tasmanians”.

On behalf of the ANMF team, we welcome Rowena to the role and look forward to her influence and advocacy. ●





# summer CALENDAR



Check out facebook or website to keep up-to-date. If you have any events you would like us to highlight in the future, drop us an email: [marketing@anmftas.org.au](mailto:marketing@anmftas.org.au)

25 December - Christmas Day ▶

26 December - Boxing Day ▶

26-31 December  
ROLEX SYDNEY HOBART YACHT RACE  
Constitution Dock ▶



28 December 2018-3 January 2019  
THE TASTE OF TASMANIA  
- Princes Wharf, Hobart ▶

29 December 2018-1 January 2019  
THE FALLS MUSIC AND ARTS FESTIVAL  
- Marion Bay ▶

31 December - New Year's Eve  
SKYFIRE DEVONPORT NYE  
CELEBRATIONS! ▶

1 January 2019 - New Year's Day  
NEW YEAR'S DAY ▶

5-6 January 2019  
BURNIE LILIUM SHOW - Burnie ▶

6-12 January 2019  
HOBART INTERNATIONAL - Hobart ▶

11-13 January 2019  
CYGNET FOLK FESTIVAL - Cygnet ▶



13-20 January 2019  
MONA FOMA - Launceston ▶

19 January 2019  
BARNBOUGLE POLO - Bridport ▶

26 January - Australia Day  
A DAY ON THE BEACH KINGSTON ▶  
AUSTRALIA DAY ON THE BELLERIVE  
BOARDWALK ▶  
THE GOODS SHED ▶  
HENLEY-ON-MERSEY ▶

February 2019

OVARIAN CANCER AWARENESS MONTH ▶  
DON'T WAIT UNTIL IT'S TOO LATE -  
BOWEL CANCER AWARENESS MONTH ▶

1-3 February 2019  
FESTIVALE - City Park, Launceston ▶



8-11 February 2019  
AUSTRALIAN WOODEN BOAT  
FESTIVAL - Hobart ▶

23 February 2019  
VILLAGE FAIR AND NATIONAL PENNY  
FARTHING CHAMPIONSHIPS - Evandale ▶

25 February - 03 March 2019  
WORLD HEARING DAY AND HEARING  
AWARENESS WEEK IN AUSTRALIA ▶

8-11 March 2019  
TEN DAYS ON THE ISLAND - North West ▶

11-18 March 2019  
MULTIPLE BIRTH AWARENESS WEEK ▶

13-19 March 2019  
BRAIN AWARENESS WEEK ▶

15-17 March 2019  
TEN DAYS ON THE ISLAND - North East ▶

21 March 2019  
UN WORLD DOWN SYNDROME DAY ▶

22-24 March 2019  
TEN DAYS ON THE ISLAND - South ▶

26 March 2019  
PURPLE DAY - EPILEPSY FOUNDATION ▶







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a super  
fund that  
understands  
my industry.”**

Anne Mitchell,  
HESTA member

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