AGED CARE QUALITY & SAFETY

We delve into the Aged Care Royal Commission ▶

DEMAND VS DOWNTIME
How to balance work and life ▶

ANMF BRANCH COUNCIL 2019
Introducing your ANMF Branch Council ▶

COVER: There’s laws to protect Ruby in childcare, but not in aged care - how will The Royal Commission change this
Your health matters
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Tasmania’s most prominent nursing and care worker conference is back in 2019.

TASMANIAN aged care
CONFERENCE 2019

LAUNCESTON
FRIDAY 12 APRIL

REGISTER ONLINE AT:
anmftas.org.au/ACC19

This year we will be heading north, with the Tasmanian Aged Care Conference being held in Launceston, Friday 12 April.

Bookings close 4 April 2019

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Correct as of 6 March 2019.
hello!

from Executive Director
Andrew Brakey

This edition of Infusion highlights current issues for nurses and midwives in both the private and public sectors including articles on the public sector enterprise agreement and the Royal Commission into Aged Care.

We also introduce our newly elected Branch Council which is made up of some familiar and some new faces but all with a wide breadth of experience. The ANMF still have some vacancies on Council, if you are interested, keep an eye out in your email after June for more information on the expression of interest process or contact us to have a chat.

The public sector nurses and midwife’s enterprise agreement Retain. Recruit. Recognise. campaign continued throughout 2019 with public sector members continuing to work to rule and participate in stop work actions. At the time of print, the Tasmanian Government had relaxed its two percent wages cap, but only if ANMF members agreed to give up certain conditions. This campaign looks set to continue until the Government can negotiate in good faith and present an offer that retains and recruits’ nurses and midwives to the state into the future.

The Royal Commission into Aged Care commenced earlier this year with ANMF Federal Secretary Annie Butler giving evidence on behalf of all ANMF branches and their members Australia wide. You can get an update of the Commission process in this edition of Infusion, including a timeline of proceedings and how you can participate and contribute your stories to the commission findings.

With workloads across all areas of the health sector becoming an issue for ANMF members, we are here to support you in advocating for your patients as well as safe working conditions. In the public sector the ANMF are currently running a number of grievances across different wards and units to help alleviate workloads. Learn how to raise workload concerns and the processes involved on page 15.

Finally, with all of the above in mind, we cannot forget that nurses, midwives and care workers are under immense pressure in their chosen industries at the moment. This is why it is important to ensure that you look after yourself and others. We hope that you explore some of the wellness articles provided in this quarter’s edition as well as the member profiles highlighting your peers career achievements and experiences. After all, we are all one big team!

Andrew Brakey, Executive Director

meet Andrew

Graduating as a registered nurse in 2004 from the University of Tasmania (UTAS), Andrew began his nursing career on ward 2BS at the Royal Hobart Hospital, where he developed an interest in neurological disorders and diseases.

Andrew has worked as a registered nurse, ANUM and clinical access coordinator at Melbourne’s Alfred Hospital, on stroke, neurology, renal, endocrinology and infectious diseases units. He returned to Hobart with his family and completed a Master’s in Business Administration at UTAS in 2018.

Andrew joined the ANMF team after enquiring about a position with Branch Council, however after a persuasive call with the Branch Secretary, he became an Organiser. Five years on and Andrew’s been an ANMF Organiser, Manager and Branch Director.

Finding a new passion in advocacy with the ANMF, he is proud to continue representing nurses, midwives and care workers in the future.
In his opening address at the preliminary hearing held on 18 January 2019, Commissioner Tracey summarised the purpose of the Royal Commission as follows:

“It is a once-in-a-lifetime opportunity to come together as a nation to consider how we can create a better system of care for elderly Australians that better aligns with the expectations of the Australian people. The hallmark of a civilised society is how it treats its most vulnerable people, and our elderly are often amongst our most physically, emotionally and financially vulnerable. Frail and elderly members of our community deserve to and should be looked after in the best possible way, and we intend to do our best to see that it happens.”

The government has instructed the Royal Commission to provide an interim report by 31 October 2019 and a final report by 30 April 2020.

What power does the Royal Commission have and what does this mean for you?

The Royal Commission has broad powers to gather information to assist with its investigations and inquiries over and above those of ordinary Courts. These powers include:

• The power to summon witnesses to give evidence and produce documents
• The power to request a person give information or a statement in writing; and
• The power to issue search warrants

If you receive a summons or notice from the Royal Commission you should contact the ANMF immediately for advice. Similarly, if you are asked to provide information or a statement by an employer, family member or anyone else in relation to the Royal Commission, you should contact the ANMF before speaking with anyone else.

You are, of course, entitled to make a private submission as a relative or care giver of an elderly person but that is not part of your role as an ANMF member, although we would be willing to provide advice on any draft.
“[The Royal Commissioners] would be gravely concerned if any operators in the aged care sector or government bodies were to instruct their staff not to talk to the Royal Commission or to withhold information from us.”

Timeline of proceedings

The Royal Commission opened on Friday 18 January 2019 and held its first public hearing in Adelaide in February to hear about:

- The key features of the aged care quality, safety and complaints system, including how that system was operated, monitored and regulated prior to 1 January 2019 and how it is expected that the system will be operated, monitored and regulated following the establishment of the Aged Care Quality and Safety Commission.

- The changing demographics of the Australian population and the implications this has for the aged care system.

- The nature and meaning of ‘quality’ and ‘safety’ within the Australian aged care system, as those concepts are understood from a variety of national perspectives.

- Key issues affecting the functioning of the Australian aged care system identified from the perspectives of representative bodies, and from the experience of people receiving or seeking aged care services.

Future hearings will be conducted in all capital cities and a number of regional locations throughout 2019.

Contributing to the Royal Commission

The ANMF Federal Office (with input from the Tasmanian Branch) have made a submission to the Royal Commission, however you also have the right to make your own individual submission. As Commissioner Tracey stated “[The Royal Commissioners] would be gravely concerned if any operators in the aged care sector or government bodies were to instruct their staff not to talk to the Royal Commission or to withhold information from us.”

Submissions will be accepted until the end of June and these can be made anonymously through the Royal Commission’s website: agedcaresubmissions.lawinorder.com.au/#/.

AN AGED CARE Q&A

Mandy Clark, ANMF Member Communications and Engagement Officer, had a chat to registered nurse Helen Farmer at OneCare Bishop Davies Court to gather her thoughts around the current aged care ratios crisis. This is what she had to say:

Q: What would you like to see happen in the next 24 months to benefit staff and residents in aged care?

A: I would like to see mandated ratios in aged care, skill-mix issues addressed and education of extended care assistance reviewed. Also, a registration body or some form of registrar to govern care staff as it is for nurses.

Q: What would you like to see happen in the aged care sector as an outcome of the Royal Commission?

A: I would like to see the outcome to the commission be for ratios to be mandated, as it is in childcare. This would be the most important thing to come out of the commission. This outcome alone would make a huge difference in aged care facilities across Australia.

The registration for carers would also prevent elder abuse recurring.
Introducing your ANMF Branch Council - some new faces and some familiar ones!

PRESIDENT
James Lloyd

James, an after hours nurse unit manager at the RHH, has been an ANMF member for more than 27 years. He joined Branch Council 7 years ago to give a voice to members and initiate change. James would like to see the nursing and midwifery workforce respected, paid fairly and given safe working conditions in the future.

VICE PRESIDENT
Monica Werner

Monica is an associate nurse unit manager at the RHH, she works in the Day Chemo Therapy Unit. Monica has been an ANMF member for more than 35 years, and joined Branch Council in 2014. Monica says she wants to “see Tasmania become a state of nursing excellence with enviable conditions and high caliber specialists.”

EXECUTIVE
Andrew Ostler

Andrew has been an ANMF member since 1979 and on Branch Council for 19 years! That makes him our longest standing Branch Councillor. Andrew is a clinical nurse in the RHH Neurosurgery. He joined Council as a means to express the views of the nursing workforce to influence Government policy and effect change.

EXECUTIVE
Astrid Tiefholz

Astrid has been a member of the ANMF since she signed-up as a student. She has been on Branch Council since 2017 and hopes that through her position she can help support the working rights and job security of nurses and midwives in Tasmania. As a registered nurse and midwife at the RHH, Astrid is a strong voice for our midwifery members.

EXECUTIVE
Sarah Hill

Sarah has been an ANMF member for 13 years. Sarah represents our North West members, working as a registered nurse at the Mersey Community Hospital and North West Regional Hospital. Through her role on Council, Sarah wishes to “assist the development of nurses and midwives working conditions to ensure safe and effective care for all Tasmanians.”

EXECUTIVE
Kylie Atwell

Kylie has been an ANMF member for more than nine years and on Branch Council for two. She works as an associate nurse unit manager in the RHH Department of Critical Care Medicine. Kylie wants to bring a sense of safety to the industry and increase awareness of member issues to create positive change. She wants future nurses and midwives in the state to be “safe, recruited, retained and recognised.”
Rosie O’Keeffe

Rosie has been an ANMF member for nine years and on Branch Council for three. She is a woman of many talents working as a clinical nurse educator in cancer services, and as an associate nurse unit manager in 9A at the RHH. She joined council to be actively involved with a union that cares and wants to “be in a position to make positive change, keeping nursing as the great profession it is and not just a job.”

Katherine Loader

Katherine signed-up to the ANMF as a student in 2015 and joined Council two years later. She is a registered nurse at the RHH working in the Emergency Department. Katherine wants nursing in Tasmania to be an attractive prospect. She “wants to see her colleagues happy and inspired at work, not burn-out.”

Anne Sands

Anne is an enrolled nurse working out of the Midlands Multi Purpose Health Centre at Oatlands. She has been a member of the ANMF since 1986 and on Branch Council for close to five years. Anne joined Council “to help voice the concerns and views of rural nurses and enrolled nurses.”

Helen Evans

Helen is a registered nurse and currently works at the North West Private Clinical Nurse Theatre. She has been an ANMF member for 13 years and on Council for more than six. Helen wants to be a voice for her colleagues in the private sector. She wants to see equality and a feeling of value for care professionals in the future.

Gracie Patten

Gracie is a new face to Branch Council since our last feature, but she has been an active ANMF member for more than five years. Gracie works as paediatric nurse for DHHS as well as a perioperative nurse for Healthscope. Gracie would like to see future nurses “feel appreciated by the Government and their employers. So much is expected of them for very little in return. Not even a pay rise!”

Tristan Streefland

Many of you will recognise Tristan’s face from his time spent as an ANMF Organiser. Last year he returned to nursing at the RHH as an associate nurse unit manager on the Assessment Planning Unit. Tristan wants Tasmania to be the state that leads the way in nursing. He hopes that this can be achieved by advocating for better working conditions and entitlements for nurses across the state, in all sectors.

Rosie O’Keeffe

Rosie has been an ANMF member for nine years and on Branch Council for three. She is a woman of many talents working as a clinical nurse educator in cancer services, and as an associate nurse unit manager in 9A at the RHH. Through her position on Council, Rosie wants to make a positive difference for the Tasmanian nursing workforce. After all... “Happy nurse, happy patient!”
FEATURE: MEMBER SUPPORT

The qualities that motivated you to join the nursing and midwifery professions can be the same ones that lead to burnout. Being driven to care, solve, fix and heal, often with a lack of adequate resources and support can be stressful. The cumulative effect of this may lead to job dissatisfaction, disillusionment and burnout. Burnout is a popular term for a mental or physical energy depletion after a period of chronic, unrelieved, job related stress characterised sometimes by physical illness.

Those who experience burnout are usually high achievers, with high standards. They often hold responsible positions, are key decision makers, and if they are unable to provide the service that is required by patients may start to feel a loss of job satisfaction over time.

The demands of the profession have increased over the years with more expectations including:

- Role diversity
- Increased workloads
- Constant changes in organisational structures
- Changes to roles and responsibilities
- Feeling helpless in the face of workplace change
- Poor consultation
- Limited opportunity to input into changes to systems and processes
- Limited career progression opportunities
- Increase in occupational violence.

However, just as providing timely care and treatment to your patients can prevent their condition deteriorating, so too can looking after yourself. Nurses are trained to look after others. We often put ourselves last, prioritising patient care and looking after our families above our own needs. But it is essential to be aware of our own personal needs and take care of them – you can’t pour from an empty cup!

Nevertheless, with so many systemic issues or issues out of the individual’s control leading to stress, solutions and options for self-care are not easy:

“The intertwining of stress-producing institutional factors (such as hierarchy, bureaucracy) and individual characteristics (such as RNs’ perceived powerlessness) complicates matters tremendously. Nurses know a lot about stress management. After all, we teach our patients relaxation, imagery, and other stress-relieving techniques. I argue, however, that simplistic stress management strategies will not work to address the disheartening work environment that nurses face today. Sorry, but deep breathing and muscle relaxation just won’t cut it”


Nurses, midwives and care workers work at the coal face of health care, aged care and community care 24/7. They face and manage traumatic situations, are placed in compromising situations, witness critical incidents and are increasingly exposed to occupational violence.
The ANMF assists and represents members in relation to professional as well as industrial issues. We are here to work with you, across various campaigns, to ensure your voice is strengthened by the unification of your fellow ANMF members. As much as we may want to be able to fight for you, it is much more effective to fight alongside you. All nurses, midwives, and care workers are entitled to a healthy and safe workplace. It doesn’t always feel right that you have to fight to receive such a basic workplace right, but we are here to provide you with guidance and support.

You are completely normal if you feel challenged mentally and emotionally by the current state of health in our state. Unfortunately whether it be aged care, private or public health systems, there are systemic issues everywhere. You have a right to protect your own health, and although our profession is one of commitment, compassion and altruism, you need to exercise self-responsibility and seek help when you need it.

**Good mental health involves managing your thoughts, feelings and behaviours. Incorporating self-care strategies into your everyday life can benefit all aspects of your health.**

Studies suggest that as nurses, midwives and care workers you can potentially be exposed to high emotional, psychological, cognitive and physical demands which may impact on your mental health.

If you are experiencing a mental health issue there is a risk it will affect your ability to competently and safely do your work. This could place you and the public at risk of harm.

If you would like to talk to the ANMF about issues effecting you at work, please call the ANMF Member Support Team on (03) 6223 6777 or 1800 001 241 if outside Hobart. Alternatively, you can email membersupport@anmftas.org.au

If you are worried about your mental well-being and would like to chat to someone you can call the Nurse & Midwife Support confidential support line 24/7 on 1800 667 877. This free telephone counselling service is there for you to discuss any health-related issues. They provide confidential advice and referral for nurses, midwives, students, employers, educators, concerned others and the public. Their telephone service will provide you with:

- Confidential and free support
- Someone who will understand and listen to your concerns
- Able to discuss national, state and local health support that may be available
- Strategies to help you achieve your goal, and
- Access to interpreter services for those from non-English speaking backgrounds

If you would like to talk to the ANMF about issues effecting you at work, please call the ANMF Member Support Team on (03) 6223 6777 or 1800 001 241 if outside Hobart. Alternatively, you can email membersupport@anmftas.org.au
I was recently seated at an airport, returning home from a workshop surrounding patient advocacy, when I checked the newspaper of the day for Hobart. Enclosed were two articles about our ANMF members, where the desperate steps we as nurses and midwives in Tasmania are having to take in the public sector to ensure there will be nurses and midwives in the future. An open letter to Tasmanians (and to the Government should they pause to read it) apologised that we were having to take industrial action. This heartfelt apology discussed the need for us to become visible so that our advocacy could be heard. We could no longer stand by with constant bed block and overcrowding hurting those we strive to serve. As the open letter stated:

“We are nurses, patient safety is at our core. Our industrial action is a sad necessity arising from being ignored”.

The other article spoke of the stop-work meetings, drawing attention to the intense pressure on the health system and increased workloads Tasmanian nurses and midwives face every day, and the sheer disappointment and sadness our members feel that the state of health has come to this.

In stark contrast, the Health Minister passed no comment on the poor state of healthcare provision under his portfolio, and only expressed his disappointment that industrial action was being taken and hypothesised what he perceived as a risk to the public.

Such a statement does little to address the gap in the provision of care.

It does nothing to address bed block, overcrowding, ever growing wait lists, and the burden on not only Tasmanians, but upon those who are on the front-line, providing care. It fails to realise that government policy (and inaction generally) presents a risk to the public.

That frontline is of many and varying faces. Some, like the theatre nurses, may be invisible to many patients. Some venture into people’s homes to ensure they are afforded timely care. Many more are in medical and surgical wards, birthing suites, mental health settings, prisons, quality and safety, and emergency departments. Those faces are weary and the stories behind their furrowed brows tell the tale of an overworked, increasingly stressed and under-appreciated workforce.

If nurses and midwives around Tasmania were acting purely out of self-interest, surely they could simply leave, move on to a different job or a different place. But at the heart of our action is a simple premise – we care about what we do and who we do it for.

“As a nurse, we have the opportunity to heal the heart, mind, soul and body of our patients, their families and ourselves. They may forget your name, but they will never forget how you made them feel.”

- Maya Angelou
Author, poet, and civil rights activist
A true testament to the bond between nurses and midwives and those they care for has been evident at various stages of this campaign. Stop-work meetings outside the hospital or marches through the streets, the Tasmanian public have come out in support. Many of us who bore witness to the public standing and applauding as we marched past them felt a sense of pride and sadness. Pride in our patient care and advocacy, and sadness that it should come to this. It will be a long time before those of us who were there will forget how the support made us feel and the stamina that gave our campaign.

We will not give up, we will be seen, and our voices will never be silenced.

If you feel that you need assistance with workplace issues, safety, or would like to become a workplace representative, please contact our Member Support Team on membersupport@anmftas.org.au or 03 6223 6777 or 1800 001 241 if outside Hobart.

If you are currently feeling stressed, or worried about your well-being, please contact the Nurse and Midwife Support Service (www.nmsupport.org.au), or 1800 667 877 for free, confidential and 24/7 support.
ENCOURAGING THE FULL POTENTIAL IN OTHERS

Fundamentally, my potential had also been recognised by others who encouraged me to pursue new opportunities.

Eighteen months ago, I became Branch President of the Tasmanian ANMF. My ascent to this role was through my desire to give a voice to those who lack one. My advancement to this point had been based on my capability; however, some of my career progress has been purely fortuitous.

My journey has been partly due to mentors who recognised potential that I did not see in myself. I became a nurse simply because a friend in college casually mentioned, “I reckon you would be a great nurse, James”.

I became an after-hours nurse manager because a colleague recommended me to a senior manager as future prospect for the role. I joined The ANMF Tasmanian Branch Council after another colleague recognised my passion for unionism. I have benefited enormously in my career because of what others saw in me that I did not see in myself.

Now, as a leader in my workplace and in the ANMF, I focus on discerning potential in others and empowering them to reach their full potential.

This recognition can be as simple as praising a colleague’s work performance or appreciating the latent skills in another and then actively enabling them to chart a new course.

Sometimes praise is given to people who don’t see their own talents or are too modest to accept approval. But don’t let that stop you – words can have profound impact, and your recognition can transform a career, or even a life.

Also remember – you don’t need to be in a leadership position to encourage another’s raw potential. Whether a grade 3 RN/RM precepting an undergraduate or student nurse, your praise of someone’s ability or simply stating that they will make a great nurse could have deep impact.

I have a burning memory of a charge nurse praising my capability after being in charge on my first night duty as a new qualified RN. Her simple recognition had a big effect on my confidence and self-belief.

We rarely acknowledge or are even aware of our own potential. If lucky, we succeed because of the encouragement, guidance and wisdom from our peers.

So when you see that untapped potential in another, say something! You may just transform their life – just like that friend of mine back in grade 12.
WORKLOADS - A GROWING ISSUE

The most commonly raised issue by members working in the state’s public hospitals are…you guessed it, WORKLOADS.

In 2019, members continue to report that their workloads are unmanageable and that patients presenting to the hospital have an increase in acuity and the quantity of nursing care required. This coupled with the increased requirement for documentation (as new forms appear to be added to patient files daily) is putting a significant strain on nursing staff.

Key things to remember when considering workloads:

Are they sustained and unreasonable and do they occur on a regular basis?

Do they require nurses to perform unpaid overtime on a regular recurring basis?

Are members being consistently placed under the unfair burden of lack of professional guidance due to the workload or staffing skill mix?

Does the workload deny reasonable access to professional development?

If the answer is yes to one or more of the points, then call our Member Support Team to arrange an ANMF Organiser to conduct a meeting to advocate for your workloads.

Things to remember

- Workload concerns need to be raised to the appropriate hospital authority prior to engaging with the ANMF.
- Any issue that is posing a risk to the safety of our members or that of their patients needs to be brought to the attention of hospital management via their usual processes, i.e. safety learning reporting system (SLRS).
- The ANMF require concise data and specific examples of where there have been workload issues, the ANMF regularly use their own ANMF work overload form to encourage members to provide them with information on their workloads. ANMF officials need to drill down on what is causing the workload concern, it could be a number of the below points:
  - Excessive sick leave
  - Increased number of roster vacancies
  - Positions not being backfilled
  - Increased overtime/double shifts being worked
  - Working short staffed
  - Increased patient acuity
  - Skill mix of the area
  - Increase in the number of patients being booked into the theatre/clinic
  - Increase in the number of patients presenting to the emergency department and increased length of stay.

The ANMF are passionate about advocating for safe manageable workloads. These enable our members to perform their nursing care to the best of their ability without the imposition of any of the above-mentioned restrictions. These restrictions create an unsafe working environment for our members and can compromise patient care outcomes. The ANMF will continue to advocate on behalf of our members, with the goal being that Tasmanian nurses have the best staffing levels in the country. Thank you for all that you do and keep up the good work!

ANMF Member Support Team

If you have concerns, contact the ANMF Member Support Team on (03) 6223 6777 or 1800 001 241 if outside Hobart. Alternatively, email membersupport@anmftas.org.au for expert advice and guidance from qualified nurses.
The commencement of an enterprise bargaining agreement within the current Fair Work Act framework, is always approached with some concern. ANMF officials and members are no different, because we’re often fighting to maintain employment conditions. Let alone seeking improvements for members on how they work and how they need reasonable renumeration or benefit from a condition, where they are providing significant output for their employers leading to safe and timely care of residents. With Toosey Aged Care (TAC) this process was a breath of fresh air.

Following a member survey and an endorsement of their log of claims (LOC) at a member meeting in March 2018, ANMF set-up a meeting to start the bargaining process with TAC. On presenting our 15-point claim that included items such as; a 5% wage increase, an increase to the in-charge allowance, increases to overtime meal allowance; nauseous work allowance; non-primary parental leave increase; preceptor and buddy shift allowance increases, it was clear that TAC was genuine to hold good faith negotiations. Typically, at the front-end of negotiations employers are looking to detail cuts from current conditions before negotiations start in respect of an ANMF LOC, TAC was positive about hearing the rational around our claimed items and were prepared to act in relation to their employees who the ANMF were representing. At the end of the first meeting TAC had provided an offer in relation to 8 of the 15 claimed items and were going away to consider a further three, the offer consisted of:

- All current agreement conditions are to be maintained unless varied by improvements made during bargaining.
- Wage offer of 3.5% from July 2017 (already paid to employees), 3.0% from July 2018 and 3.5% from July 2019.
- Allowances expressed as a percentage of a base rate will increase in line with wage increases.
- In charge allowance will increase from $20 to $25 per shift.
- Overtime meal allowance will increase to $12.62 for overtime worked beyond the first hours and $11.37 for work exceeding 4 hours of overtime.
- Nauseous work allowance will be extended to nursing staff working night duty.
- Parental leave for non-primary carers will increase to 2 weeks.
- To give further consideration regarding the ANMF claim for an increase of the preceptor allowance from $2.00 to $3.00 per hour. Along with including a $2.50 per hour buddy shift allowance.

With further consideration of:
- Increases to penalty rates for afternoon shifts, night shifts and public holiday shifts.
- 14 weeks’ paid parental leave for all primary carer employees.
- 3 days’ paid union delegate leave.

At the return meeting held in early June, TAC were prepared to consider an increase of two-weeks paternity leave for carers, up from six-eight weeks, and a modified clause (from the ANMF claimed clause) within the agreement to deal with paid union training leave.

It remains we did not achieve all our intended bargaining outcomes (specifically a nurse to resident ratio), we have significantly built on the existing agreement, without the need to make cuts to current conditions. ANMF looks forward to commencing negotiations for a new agreement with TAC, on behalf of our members in early 2020, with a positive approach to bargaining this employer and the desire to realise nurse to resident ratios.

While not all negotiations are as streamline as this, ANMF continue to advocate for members in their workplaces whether these be public, private or aged care.

If you have any questions about your workplace enterprise agreement or log of claims, please contact our Member Support Team on (03) 6223 6777 or 1800 001 241 if outside Hobart. Alternatively, you can email membersupport@anmftas.org.au.

Stay up-to-date with the EA

Did you know that our fortnightly eNews has a full list of current EA updates? If your workplace is currently in negotiations this is a great resource for getting up to date information.
INTRODUCING OUR NEWEST TEAM ORGANISERS!

Keep an eye out for our newest Organisers as they introduce themselves to members and get familiar with individual and workplace concerns. If you would like to touch base with James or Kylie, please contact the ANMF on (03) 6223 6777 or 1800 001 241 if outside Hobart.

James King | ANMF Southern Organiser
(Nurse, Father, Mediocre Athlete, Appalling Singer, Average Bloke)

James is a lifelong local of Hobart’s eastern shore and found his way into nursing after finishing college.

“I honestly didn’t know what to do with myself after year 12, but fortunately a couple of people suggested to me that I should look at nursing because they thought it might be a natural fit for me. Thankfully, they were pretty on the money and I’ve been enjoying the diversity and energetic nature of the job ever since” said James.

Graduating in late 2011 from Hobart’s fast-track UTAS program, James took a year off before commencing his career in Launceston in 2013.

“I began as the greenest grad-nurse on record in Ward 5D of the LGH. I was pretty lucky to have the perfect mix of experienced heads and youthful enthusiasm to surround myself with and I still feel they were my happiest days in nursing...I think the LGH helped me appreciate that while nursing is a profession, there is plenty of time and space to make it your own, and let the person you are, define the type of nurse you want to be, not the other way around.”

Returning to Hobart in 2015, James worked at Ward 8A (Outpatient Oncology) at the RHH for two years before the opportunity with the ANMF presented itself.

“I found myself taking more of an interest in industrial matters...The opportunity to take an active role within the organisation was too good to pass-up. I’m looking forward to getting as involved as possible!”

Kylie Stubbs | ANMF Northern Organiser
(Wife, Mother, Nurse, Foodie, Wine Lover, Try Hard Gym Goer)

The ANMF are excited to welcome Kylie Stubbs to our northern office as the newest organiser to join the growing team.

Many of you may be familiar with Kylie’s name and face as she has been involved with the ANMF for a number of years as a workplace representative and more recently, Branch Councillor.

“I am a registered nurse with 25 years of clinical nursing experience. I have worked in a variety of clinical settings, but most recently in the peri-operative environment in the roles of a peri-anaesthesia nurse and post anaesthetic care unit nurse,” said Kylie.

“In February 2018, I took on the role of an ANMF Workplace Representative, and also served on Branch Council for six months prior to taking up my current role as northern organiser.”

“It was during my role as a workplace representative I developed a strong commitment for advocating on behalf of and representing members in the workplace. I firmly believe in the principles and values of the ANMF and am extremely committed to developing my skills as an organiser and supporting Tasmania’s nurses, midwives and care workers.”
I love practice nursing. It is such a dynamic environment, I practice so many nursing skills. Some of these include wound care, mental health, emergency assessment and chronic disease.

There are elements of autonomy and great team work. I love communicating with the general practitioners and working with them to give patients the best care. I’m passionate about preventative healthcare. Empowering patients and encouraging them to be confident with management of their own health.

Practice nursing allows me to take the time to educate patients and explain things to them, allowing them to advocate more confidently for themselves. Often, in the general practice setting we are treating multi generational families and that is such an honour and a blessing. We watch people and families grow and change. It is amazing. Each patient is different, each day is different and I love it!

Carolyn Hynes

REPAT STOP WORK

Sometimes, it’s difficult working as a nurse at an off-site facility. At times you can feel isolated from your peers at major hospitals. In February, the ANMF held it’s first stop work action on site at the Repat Centre in Hobart. This action was part of the public sector enterprise agreement Retain. Recruit. Recognise. campaign. There was a large turn-out, with nurses standing on the corner of Davey and Barrack Street, holding signs and supporting their fellow colleagues.

The public were very supportive, making us feel valued, acknowledged, and reassured that we were not asking for too much. It was great to have such a good turn-out for our first stop work action, as too often nurses are unable to participate due to heavy work loads, being short staffed and putting everything else before ourselves. I look forward to continuing to work with the ANMF in recognising the invaluable contribution of nurses everywhere in the public sector across the state.

Lauren Clark, Associate Nurse Unit Manager - Acute Rehabilitation Ward

CONGRATULATIONS

Margaret

Branch Secretary, Emily Shepherd and Branch President, James Lloyd presented retiring member Margaret Playsted with flowers at the December Branch Council meeting.

Margaret has been a valued ANMF member for 35 years. We wish Margaret well for her future and an enjoyable retirement. All the best, from the ANMF Team!

WELCOME STUDENTS

The ANMF recently welcomed University of Tasmania students at o’week events across the state.

Joseph Stringer was the lucky winner of the ANMF hamper in Launceston. We welcome Joseph and all of the student nurses who signed-up to the ANMF at o’week. To all those students starting their nursing studies in 2019 we wish you all the best!
Autumn CALENDAR

Check out our 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

05-07 April - SUPERCARS TYREPOWER TASMANIA SUPERSPRINT - Launceston

06 April - SHANNONS TAKE YOUR TOPS OFF FOR BREAST CANCER RESEARCH 2019 - Hobart

07 April - WORLD HEALTH DAY

11-14 April - FLINDERS ISLAND FOOD & CRAYFISH FESTIVAL - Flinders Island

12 April - TASMANIAN AGED CARE CONFERENCE - Launceston

13-28 April - SCHOOL HOLIDAYS - Tasmania

16-21 April - KIDS IN THE PARK - Burnie

19 April - GOOD FRIDAY

20 April - EASTER SATURDAY GHOST ROCK EASTER EGG HUNT & FAMILY PICNIC - Northdown

AUTUMN SPECTACULAR - Burnie

21 April - EASTER SUNDAY

21-27 April - INTERNATIONAL MURAL FEST - Sheffield

22 April - EASTER MONDAY

23-29 April - WORLD IMMUNISATION WEEK

25 April - ANZAC Day

28 April - CONVICTS AND WENCHES BEACH RUN - Greens Beach

29 April- 04 May - TARGA TASMANIA - Launceston

01-04 May - THE AUSTRALIAN CERAMICS TRIENNALE TASMANIA - Hobart

05 May - INTERNATIONAL MIDWIVES DAY

07 May - WORLD ASTHMA DAY

12 May - INTERNATIONAL NURSES DAY

16-19 May - TASMANIAN BREATH OF FRESH AIR (BOFA) FILM FESTIVAL - Launceston

19-25 May - NATIONAL PALLIATIVE CARE WEEK

23 May - AUSTRALIA’S BIGGEST MORNING TEA

30 May-02 June - LUMEN FESTIVAL - Sheffield

02 June - GIVE ME 5 FOR KIDS

07-23 June - DARK MOFO - Hobart

15 June - WORLD ELDER ABUSE AWARENESS DAY
We’ve been awarded a 15 year platinum performance rating from Australia’s most respected super research company, SuperRatings.

That means we’re not only one of the largest super funds in the country, we’re also one of the best.

“I want a super fund that’s an expert at managing money.”

Vindhya Mendis, HESTA member