

2018  
October

# IN FUSION

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## Feature

Workers  
Compensation Guide

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**Focus** Tasmanians Need a Pay Rise

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# Branch Secretary Message



This month’s edition of *Infusion* highlights challenges faced by nurses, midwives and assistants in nursing across the sectors. However, as with all challenging situations ANMF prides itself in offering support to members and carrying out actions to prompt innovative action from all nursing and midwifery employers.

Over the last month Tasmania public sector nurses, midwives and assistants in nursing have commenced industrial action after good faith negotiations have reached an impasse following the Tasmanian Government refusing to reconsider and improve their offer through industrial enterprise agreement negotiations for a new agreement.

Key issues the Government have not recognised in negotiations are the fact that the long awaited improved workload tool has still not been implemented and workloads remain at unsustainable levels. In addition, the wages offer of 2% will see nurses and midwives the worst paid and least competitive in recruitment in the country. As a result members have commenced industrial action revoking your goodwill and to make it clear to the Tasmanian Government that the nursing workforce need to be recognised for their hard work to ensure retention and recruitment both now and into the future. The action is attracting attention and ANMF will continue to support and guide members in their campaign till a positive outcome is achieved.

In addition, ANMF have joined with the Australian Education Union (AEU), Health and Community Services Union (HACSU), Community and Public Services Union (CPSU), United Voice and the United Fire Fighters Union (UFU) to stand in solidarity against a public sector wages cap of 2% for all public sector workers. A 2% cap will not only further disadvantage all public sector nurses, midwives and assistants in nursing in the public sector, it will also impact on members in the private sector as a continued 2% wages policy will only continue to drive down wages in this sector as well. ANMF are committed to the joint union campaign to scrap the cap once and for all and will continue to campaign till the Government recognises that their Tasmanian workers should be valued as much as those interstate with competitive wages.

Lastly, in amongst all the challenges it is wonderful to also acknowledge the highlights. I would like to acknowledge and congratulate Carol Nicholas who was awarded the Johnson and Johnson National Midwife of the Year from the North West Integrated Maternity Service and also congratulate both Lorraine Hills and Jillian Whyte, two retiring ANMF members on their long careers, we wish them all the best for their retirement.

**Emily Shepherd,**  
Branch Secretary

## Changes to *Infusion* and ANMJ Announcement

As we are sure you have read about in the past editions of ANMJ and *Infusion*, we are moving to quarterly publications. This edition will be the last before you receive your new look premium magazines in January 2019. Both publications will continue to keep members informed on professional and industrial matters relating to nursing and midwifery from January. Along with a new look and feel, there will be a new focus on feature stories from you, our members. We look forward to revealing more in 2019!

# Feature

## Workers Compensation Guide

The Member Support Team receive calls regularly from our members who have become ill or injured due to their employment. This can be a highly stressful and complicated time, and we are always happy to help members to navigate the system, and advise how to communicate with their employer and the employer's insurer.



**Article by**  
**Katie Creavin**  
*ANMF Member  
Support Team*

### What is it?

Compensation payable to a worker who has been injured or is suffering a disease that has arisen from or during their employment (Worksafe Tasmania, 2018).

### What is it for and what is the legislation?

In Tasmania, workers compensation is administered by an Act (legislation/law) called the *Workers Rehabilitation and Compensation Act 1988*. The purpose of this legislation (or Act) is:

- to recompense for lost wages and medical/other expenses while the worker is unable to work, [and to ensure any dependants of a deceased worker are duly compensated] and
- to return the worker back to their place of employment as quickly and as safely as possible.

### Are there any events not covered by this Act?

In general, the following are not covered:

- injuries occurring during travel between home and work
- injuries that happen during an absence from work
- injuries caused by serious or wilful misconduct by the worker (unless it results in their death or serious/permanent incapacity)
- injuries that are intentionally self-inflicted.

### How do you tell your employer that you are injured, or suffering a disease attributable to your workplace or employment?

A worker must tell their employer as soon as practicable after suffering a workplace injury or disease. They can do this verbally or in writing. The employer must then provide the worker with a 'Notice of Right to Make a Workers Compensation Claim' form within 14 days and must not impede a worker from making a claim for compensation.

### What information do you need to supply to claim compensation?

- a completed claim form (as above)
- a workers compensation medical certificate completed by a medical practitioner accredited by WorkCover Tasmania.

The above documents can be given to the employer in person, or via mail (you should keep copies of ALL documentation). An employer must, within three working days, of receiving a claim for compensation notify the employer's insurer of the claim.

### Are there time limits for making a claim?

Generally, a claim must be made within 6 months of the date of injury. If the claim is because of a disease then you must make your claim within six months of first becoming incapacitated by the disease.





If that is not known then you must lodge the claim within six months of the day the medical practitioner certifies you as first being incapacitated.

If a claim is not made within these timeframes then it does not automatically exclude the legitimacy of the claim if a mistake was made, if (for example) you were absent from Tasmania or if reasonable cause for the delay can be shown.

Although you have six months to lodge your claim, if you lodge your claim:

- within 14 days of your injury, weekly payments must be paid from the date of injury
- more than 14 days after your injury, you are only entitled to be back paid weekly payments to 14 days before the date you lodge your claim.

### **When does compensation commence?**

Once a claim is received, then the employer needs to:

- start making weekly payments to you if you have been certified (by medical certificate) as being totally/partially incapacitated for work
- start paying for medical/associated expenses up to \$5000, unless they believe the expenses are unreasonable or unnecessary.

These payments are to commence whether the employer disputes or intends to dispute the claim and are sometimes referred to as 'without prejudice payments' or on a 'no fault basis' because, even though the employer makes these payments it cannot be used against them as an admission of liability.

The employer (or their insurer) must give you written notice of the status of your claim within 28 days of receiving it.

### **Medical Investigations**

As a part of their investigation, the employer or their insurer will often require an injured worker to be examined by a doctor of the employer's choice as a part of their investigation of the workers compensation claim.

The employer or their insurer must discuss reasons for this with the worker's primary treating medical practitioner and inform the worker in writing of these reasons before the worker is obliged to submit to an independent medical examination. You also do not have to submit to more than one independent medical review in any three month period.

### **Can the employer dispute a claim for compensation?**

The employer can dispute liability for a claim and has 84 days to do so. This sits under *Section 81A of the Act*.

To dispute the claim, the employer must:

- serve you written notification that the claim is being disputed,
- inform you of the reasons for disputing liability, and
- refer the matter to the Workers Rehabilitation & Compensation Tribunal.

Once the matter has been referred to the Tribunal, the case will usually be heard within one week. At this hearing, the commissioner will not decide if the claim should be accepted or rejected but will instead determine if the employer has a reasonably arguable case to dispute the claim. For example, a reasonably arguable case could be based on fact/s or perhaps a difference in medical opinion. It is usually not difficult for the employer to satisfy this test.

A worker does not need legal representation at a tribunal hearing but both parties may wish to have a lawyer, union representative or support person present to assist them.

After hearing all the evidence, and if the Commissioner determines that a reasonably arguable case exists then they will make an order to this effect which will stop all weekly payments to you and any other benefits being paid effective from the date of the order.

Because a reasonably arguable case is very easy to demonstrate, the matter is often resolved by the worker 'consenting' to the finding being made. This can be a sensible step to take – particularly if you are nearly or totally recovered.

# Feature Continued

If you then want to dispute this decision and would like to exercise your right to pursue the claim further, the matter can be dealt with on merit. This requires a referral to the Tribunal. Here the onus is on you to 'prove' your claim. A referral remains a preliminary step in the dispute.

Even if payments have ceased, if you remain incapacitated and unable to return to work then workers compensation certificates should continue to be provided to the employer and records of all expenses kept.

If the employer does not dispute liability for the claim within 84 day timeframe then it is taken that they have accepted liability.

## Injury Management

The system of managing an injured worker in a sensible and safe manner to facilitate a sustainable return to work is referred to as injury management. Ideally, it should commence as soon as possible after the injury occurs as it is known that this will improve a worker's chance of recovery and safe return to the workplace. This ethos is further reinforced by the Act as there are requirements within the legislation that enforces these goals even if an employer is disputing liability for the claim.

Injury management involves the worker, the employer along with some or all the following people:

- the workers treating medical practitioner
- an injury management coordinator who oversees the entire injury management process for more serious injuries. They act as a single point of contact for all parties involved in the case
- a return to work coordinator (for workplaces with greater than 50 employees) who supports and assists injured workers at their workplace
- workplace rehabilitation provider who provides services such as rehabilitation counselling, job modification or retraining and functional capacity assessment of the injured worker.

## Return to Work and Injury Management Plans

A return to work plan is usually:

- simple, and required when a worker is likely to be incapacitated for work for between 5 and 27 days
- must be prepared within five days of the worker becoming incapacitated.

An injury management plan is:

- more comprehensive
- is required when a worker is going to be off work due to injury for longer than 28 days
- must be prepared within the same timeframe as a return to work plan.

## Does your job need to be kept open for you?

Yes, your job should be kept open for 12 months unless:

- there is medical evidence to suggest the likelihood of being able to return to the pre-injury job is unlikely, or
- the pre-injury job is no longer required.

If the employer intends to terminate your job for either of these reasons, then they must let you know in writing informing you of their reasons.

## What happens if you cannot return to your pre-injury job due to your injury?

If you cannot return to your pre-injury job, the employer must provide you with suitable alternative duties.

These duties must consider:

- the nature of your incapacity
- your pre-injury employment and skill set and,
- not be demeaning or classified as 'token' duties
- any medical advice or restrictions
- fit in with the return to work or injury management plans.

If reasonable alternative duties cannot be found, then the employer must inform the worker with the reasons for this in writing.

If you have experienced a workplace injury or illness, please contact our Member Support Team by phoning (03) 6223 6777 or 1800 001 24 if outside Hobart. Alternatively, email [membersupport@anmftas.org.au](mailto:membersupport@anmftas.org.au) for further information and assistance.

## References:

For further information, you can access the Worksafe Tasmania publications on Workers Compensation at [https://www.worksafe.tas.gov.au/resources/workers\\_compensation\\_publications](https://www.worksafe.tas.gov.au/resources/workers_compensation_publications), the Workers Rehabilitation and Compensation Tribunal at <https://www.workerscomp.tas.gov.au/home> and the *Workers Rehabilitation and Compensation Act 1988* at <https://www.legislation.tas.gov.au/view/html/inforce/current/act-1988-004>

# Member Profile

Do you have a story to tell?  
Get involved for your chance to WIN a double pass to the movies!



Carol Nicholas won the 2018 Johnson & Johnson National Midwife of the Year Award for Tasmania and also received the National Award! She shares her wonderful achievement with the ANMF.

Johnson & Johnson annually recognise the contribution midwives make to our communities by getting women to nominate a midwife who has made a significant impact on their childbirth experience. This year's national award was presented to Carol Nicholas of the North West Integrated Maternity Service (NWIMS) Midwifery Group Practice (MGP) team based at Latrobe.

"This is significant as it has been a difficult transition to the new maternity services and the loss of birthing services at Latrobe, for some people. MGP offers low risk women the opportunity to get to know their main care provider, someone to walk with them through their pregnancy, birth and two weeks post-partum. The MGP team consists of five midwives in the west pod and four midwives in the east pod. They cover from Smithton to Hawley beach, and inland to Sheffield. The women of the Latrobe/Devonport catchment have responded well to MGP which now has a waiting list," says Carol Nicholas.

Carol believes it was nothing special she was doing that earned her this award, but it was the women centred care being provided by MGP that earned her five nominations in the final fifty from all Australia. "It is wonderful that the north west of Tasmania received a national award and more importantly that Johnson & Johnson enable women to use their voice about services that matter to them," Carol said.

"To get this recognition for the service you provide is heartening but I am well aware you don't get something like this in isolation, and this award is in fact recognition for not only MGP but the whole NWIMS team" said Carol.

The ANMF would like to congratulate Carol on her award. The contribution midwives like Carol bring to Tasmanian families and the broader community is to be celebrated. We are proud to have Carol as an ANMF member and to share her story with you!

***Written by Carol Nicholas, Tasmanian Health Service midwife at the North West Integrated Maternity Service, in conjunction with the ANMF.***

If you would like to have your story published in *Infusion*, we encourage you to email us at [marketing@anmftas.org.au](mailto:marketing@anmftas.org.au). If your inspiring, unusual, funny or challenging story is published you will receive a double pass to Village Cinemas!

## Congratulations- Retiring Members



ANMF Tasmanian Branch Secretary, Emily Shepherd and ANMF Tasmanian Branch President, James Lloyd presented retiring ANMF members Lorraine Hills and Jillian Whyte with flowers during the August Branch Council in Hobart.





# Feature

## Wage Freeze: Nurses & Midwives

**ANMF** **RETAIN. RECRUIT. RECOGNISE.**  
TASMANIAN NURSES AND MIDWIVES

As members are aware the Government has indicated that they are determined to maintain the 2% cap. They have advised ANMF that such a policy is in line with other jurisdictions. This is clearly incorrect. Wage increases in other states have not been limited to 2%.

The position of the government also fails to take into account the starting salary levels in other states. Tasmanian nurses and midwives, doing the same work as their interstate colleagues, are falling further behind while Tasmanian house prices and costs of living continue to increase. In addition, wards and units across Tasmania continue to be underfunded with not enough beds to meet demand, especially in our major public hospitals. To ensure that patients receive safe and timely care nurses need to do double and extra shifts.

Percentage wage increases elsewhere include: 2.5% NSW July 2018; 2.5% Queensland\* April 2018; South Australia 1 October 2018; NT\* 3% April 2017; ACT\* received 1.5% BUT every 6 months, WA received the lowest increase at 1.5% BUT the starting salary for a nurse/midwife was higher in every other state and territory. In Victoria adjustments are being made next year to rates of between 4-26%. Those increases are on top of a 3.25% wage increase on 1 April 2018.

If the 2% is maintained then, in real terms, nurses and midwife salaries will decrease.

Membership meetings have been held around the state throughout late August and September to relay the governments offer to members. Members across the state unanimously voted that industrial action was required to push the government into providing a sensible resolution to the log of claims ANMF presented on behalf of members.

**On the day that this publication has gone to print we applaud members across the state for having unanimously agreed to endorse industrial action in the form of a campaign. This will commence at 0800 on 10 September 2018.**

This action is directed at the Tasmanian Government and the Premier Will Hodgman to show them that nurses and midwives in Tasmania are serious about fighting for a package that will keep their patients safe, enable them to provide quality care and see competitive wages and conditions to facilitate recruitment and retain nurses in the state.

Despite ongoing issues with retention and recruitment across the state, the Government has refused to consider a number of improvements to nursing conditions put forward by ANMF members, that would see a considerable improvement in the working conditions of nurses, midwives and assistants in nursing in Tasmania.

If you have not been involved in the campaign to date, we encourage you to get involved now! This will be a fight that will need power in numbers and as many feet on the ground as we can. We encourage all members to:

1. Let us know if your details have changed
2. Regularly check eNews for campaign updates and event information
3. Sign up to follow @ANMFTasmania on Facebook, Twitter and Instagram for the latest news and info
4. Add our campaign page: [ea.anmftas.org.au](http://ea.anmftas.org.au) to your favourites so you can regularly check in
5. Sign our Megaphone campaign by visiting our website and following the links
6. Contact the Premier and let him know your thoughts about the state of Tasmania's health system and future of recruitment and retention of nurses and midwives by email, letter or social media. You will find all his contact details on the website above.





## Focus

# Tasmanians Need a Pay Rise

Tasmanian unions have always worked together when they believe that the power of working collaboratively can result in better outcomes for their members. This is currently the case across the public sector in Tasmania, due to unprecedented timing, all public sector agreements are due for negotiation allowing strength of all unions and their members to collaborate to achieve better outcomes for all Tasmanians.

With this in mind, ANMF recently joined the Australian Education Union (AEU), Health and Community Services Union (HACSU), Community and Public Services Union (CPSU), United Voice and the United Fire Fighters Union (UFGU) to launch the Tasmanians Need a Pay Rise Campaign calling on the Tasmanian Government to scrap the 2% cap holding public sector workers wages down.

Since 2011, the Tasmanian Government has capped the wages of Tasmanians working in the public sector, like nurses and teachers to just 2% per annum and Premier Will Hodgman plans to continue this until at least 2023.

It is time that our public sector workers were valued for the work that they do, "Tasmanians should not be earning less than other Australians and our standard of living shouldn't be falling when the economy is booming," says Branch Secretary Emily Shepherd.

All Tasmanians who work should have a job that pays them enough to meet the costs of living and our members working in the public sector are no different.

"If the wage cap remains it is projected that by 2019 Tasmanian public sector nurses and midwives will be the lowest paid in the country. To expect an agreement on a further 2% demonstrates that the government is at best, completely out of touch, and at worse, dismissive of the hard-working public sector workers who make up essential services in our community."

"To continue the 2% wage cap that has been in place for the past seven years until 2023, despite drastic increases in living costs, is an insult to public sector workers."

"When the Tasmanian Government decide to underpay their hardest working employees, everyone suffers. The cap will hold down the wages for all Tasmanians. The government can afford to give a reasonable wage rise with projected cash surpluses for the next four years," said Ms Shepherd.

We encourage our members to get onboard with the joint unions campaign. There are a number of ways in which this can be done:

1. Visit the website to learn more: [www.tassineedsapayrise.org.au](http://www.tassineedsapayrise.org.au)
2. Sign the petition: [www.megaphone.org.au/petitions/tasmanians-need-a-pay-rise](http://www.megaphone.org.au/petitions/tasmanians-need-a-pay-rise)
3. Like and share on social media: [www.facebook.com/tasmaniansneedapayrise](https://www.facebook.com/tasmaniansneedapayrise)
4. Follow @ANMFTasmania on facebook, instagram and twitter
5. Read our fortnightly eNews to get the latest news and information.

## Focus

# Tasmanians Need a Pay Rise



Tasmanians need a  
**pay rise**

As discussed in the previous article, in late August ANMF, alongside fellow Tasmanian Unions, HACSU, AEU, CPSU, United Voice and the UFU joined together to support Tasmania's public sector workers in calling on Premier Will Hodgman to scrap the 2% wage cap. The campaign launched with a three day blitz across the state. Below is a highlight of activities.

### North West

On Tuesday 21 August, day one of the campaign, the ANMF participated in a number of Joint Union events in North West of the state. ANMF Branch Secretary, Emily Shepherd and Organiser, Noni Morse braved the morning chill to wobble board on the corner of Steele Street and Formby Road in Devonport. The aim of the activity was to create curiosity about the campaign for the coming days activities. The message was simple - Tasmanians need a pay rise'. There was plenty of community support demonstrated by the consistent friendly toots from the morning commuter traffic.

This was followed by combined activities with other unions including joint Workplace Rep meetings at the North West Regional Hospital (NWRH) and the Mersey Community Hospital (MCH). Campaign activities were outlined with lots of opportunities for Workplace Reps to be actively involved in encouraging the current government to reconsider their position. The ANMF also participated in the city march in Burnie before finishing the day with wobble boarding in the afternoon. "It was inspiring to see what is possible when individuals work together for a worthwhile cause," said North West Organiser, Anoni Morse about the campaign.

### North

On Wednesday 22 August, day two of the campaign commenced in the north of the state. ANMF staff and members attended a number of activities in solidarity with our union colleagues. With morning wobble boarding waking us up, we moved on to the Launceston General Hospital for joint Workplace Rep meetings to launch the ground campaign for health. Workplace Reps were briefed before hitting the streets for a city walk in the CBD where union officials and union members handed out information fliers to the public outlining the key components of the campaign. The day finished with wobble boarding and solidarity drinks at the pub in which unions were able to reflect on the days activities and discuss actions moving forward.

### South

On Thursday 23 August 2018, day three of the campaign, Tasmanian unions, public sector workers and community members join together in Hobart to support the campaign in the form of a street walk, rally and a number of other activities.

The day started with some brisk morning wobble boarding in and around key traffic routes in Hobart. Once thawed out ANMF and HACSU Organisers met with Workplace Reps at the Royal Hobart Hospital to discuss the campaign and collect pledges from supportive members before making our way to the health street walk and rally. "It was great to make our way through the wards to gather as many able and available bodies to join a combined union walk from the city to Parliament house.

After some cool afternoon wobble boarding to round-off the campaign, supporters made their way to the pub for a celebratory drink and talk from Jessica Munday, Secretary for Unions Tasmania. The night ended with a rendition of 'Solidarity forever' lead by members of the Tasmanian Grassroots Union Choir.





# Financial Wellness

This content is provided by Tasplan

With house prices in most states continuing to rise, and wage growth nowhere near keeping up, breaking into the property market is getting tougher and tougher for young Australians.

So, to help make things easier for first home buyers, the Federal Government has introduced the First Home Super Saver Scheme which will allow first home buyers to save for their first home within the tax-friendly environment of their super fund.

## How will it work?

From 1 July 2018, eligible first home buyers became able to access some of the money they've personally contributed to their super since 1 July 2017 to help with a house deposit.

## Is there a limit on the amount that can be contributed?

The maximum amount you can contribute to your super for a home deposit using the scheme is \$15,000 each year, and \$30,000 in total. These contributions must be within existing concessional or non-concessional contributions caps.

## How much can I access?

You can only access voluntary contributions made into your account since 1 July 2017 which include salary sacrifice contributions and personal contributions.

You can apply to access a maximum of \$15,000 of your voluntary contributions from any one financial year and up to \$30,000 across all years. You'll also receive an amount of earnings that relate to those contributions.

## Are there tax benefits?

Due to the lower-taxed environment of the super system, you could boost your first home savings by at least 30%.<sup>1</sup>

## Can the money be used to buy an investment property?

You must intend to live in the premises as soon as possible after purchase and live there for at least six months of the first twelve months that you own it.

The money can't be used to purchase a houseboat, a motor home, vacant land or any premises not capable of being lived in as a residence.

## When can you apply?

When you're ready to withdraw the money from your account under the First home super saver scheme you'll need to apply to the Australian Taxation Office (ATO). For more information go to [ato.gov.au](http://ato.gov.au). You can apply online using your myGov account linked to the ATO.

## Want to know how much you've personally contributed to your Tasplan super since 1 July 2017?

To see how much you could potentially be eligible to access for the First home super saver scheme, simply log in to Tasplan Online. While you're logged in, you can also check your super balance, update your contact details, view your investment options and check your current insurance cover. Alternatively, you can call us on **1800 005 166**.

## Is the First home super saver scheme a good thing for all first home buyers?

It's important to note that this new scheme is not for everyone. When making any major financial decision, it's always a good idea to get advice. If you'd like to have a chat, you can call your super provider or Tasplan on **1800 005 166**.

To see how much you could potentially benefit from this scheme, check out the Government's online estimator at [homeownership.gov.au/first-home-buyer](http://homeownership.gov.au/first-home-buyer).

1. Reducing Pressure on Housing Affordability [http://budget.gov.au/2017-18/content/glossies/factsheets/html/HA\\_14.htm](http://budget.gov.au/2017-18/content/glossies/factsheets/html/HA_14.htm) This article contains information or advice that's intended to be general in nature and which was prepared without taking into account your personal objectives, financial situation or needs. Because of that, before acting on any information or advice in this article, please consider whether it's appropriate to your personal circumstances, talk to a financial planner and consider the relevant **Member guide**, available at [tasplan.com.au](http://tasplan.com.au) or by calling **1800 005 166**, before making a decision about whether to acquire the products.



# Regional Roundup

## North

### LGH Bring Your Own Bed Campaign

ANMF members working at the Launceston General Hospital (LGH) Emergency Department (ED) have been fighting for relief from constant bed block to ensure that their patients get an appropriate level of care. They have resolved to implement industrial action including daily vigils. These actions will remain in place until the Tasmanian Government takes action to ensure ANMF members have a safe work place and that the ED can return to working as a functional emergency department and not a bed blocked space.

At the time of print ANMF members are gathering support from the community with regular attendance at the vigil by members of the community. At the end of August 2018 members joined with their ambulance, cleaning, support officers, hospital aides and administrative staff colleagues as well as the community in a walk and gathering at Princes Square in Launceston. Despite weather conditions being wet, more than 100 people attended on the day to show their support for the campaign and solidarity for our LGH ED members and their colleagues.

To show your support for the campaign please sign the online Megaphone petition at [www.megaphone.org.au/petitions/lgh-bring-your-own-bed](http://www.megaphone.org.au/petitions/lgh-bring-your-own-bed), like and share your photos with us, using #BringYourOwnBed and tag @ANMFTasmania on Facebook, Instagram or Twitter.

### LGH 4D

The ANMF attended the Tasmanian Industrial Commission (TIC) on Monday 30 July 2018 on behalf of our members working at the LGH ward 4D. ANMF requested that the Tasmanian Health Service (THS) open and permanently fund the ward to maximum capacity of 29 beds.

Through the TIC the ANMF have been able to secure an additional Clinical Nurse Educator position, an additional Registered Nurse rostered on late shifts and weekends to allow the Associate Nurse Unit Managers to be supernumerary, and additional social worker hours.

The business case for increased bed numbers, with options on Ward 4D will be presented to the THS Executive at their next meeting on 12 September 2018. The THS have committed to report back the outcome of this meeting to the ANMF by close of business 14 September 2018. The ANMF will continue to advocate for ward 4D to be permanently opened to full capacity of 29 beds.



ANMF Industrial Organising Manager, Shane Rickerby & ANMF Organiser, Phoebe Mansell at the LGH walk and community gathering in Launceston.

### LGH – Workloads

The LGH has been an extremely busy place during the winter period with members feeling the pressure as admissions increase with patient acuity.

The ANMF were very active advocating for members needs to increase staffing levels via workload grievances and trying to ensure areas are re benchmarked as this is our agreed process via the industrial agreement. The areas that have current workload grievances are: 4D, Operating Theatre, Specialist Clinics, 4O/4B, Northside, Community Nursing, Queen Victorian Outpatients Department and Angiography.

If your area is experiencing sustained and unreasonable workloads or any other industrial or professional concern, please contact your local ANMF Organiser to conduct a worksite members meeting.

## North West

### OneCare Rubicon Grove

Members continue to express concerns about management issues at OneCare Rubicon Grove. Members are encouraged to document their concerns. ANMF Workplace Representative, Sandie Meech and Organiser, Anoni Morse are working together to identify solutions.

### Central Coast Community Health Nursing

A change proposal has been received by the ANMF outlining the proposed integration of the Ulverstone Community Health Nursing team into an urban service based mostly at Devonport.

# Regional Roundup

A smaller percentage of the service will be integrated into the service located at Burnie. A Joint Consultative Committee (JCC) has been formed and will meet weekly to discuss the implementation of this proposal. Members are concerned about the impact on the clients of the service and are advocating for the retention of a Primary Nursing model of care. The THS has offered to provide a workshop to discuss the current models of care being used. Members are also concerned at the impact on individual members with changes to rosters and an increase in costs associated with transport, child care and parking. The ANMF will support members at individual meetings and at the JCC.

## **North West Integrated Maternity Service**

Despite agreement between senior managers and the ANMF that the status quo will remain in relation to the Resident Medical Officer (RMO) roster, ANMF members presented to work on August 6 to find that there was no RMO. As a result, members resolved to commence industrial action comprising a postcard and media campaign on 16 August.

The THS has convened a JCC to discuss issues confronting the service and to identify solutions. ANMF members met to discuss progress towards solving the issues in late August. At the time of print, industrial action was still underway.

## **North West Child Health and Parenting Service**

ANMF attended morning teas at the North and North West Child Health and Parenting Service (CHAPS) communication meeting on 8 August. It was pleasing to note that the Administrative Assistant role has been filled. The Director of Nursing (DON) has agreed, in principle, to establish a JCC to consider a workload monitoring tool and the proposed Programme Support Structure.

## **North West Private Hospital**

ANMF Organiser Anoni Morse attended the JCC on 9 August. It was reported to the Director of Nursing (DON) that staffing in the operating theatre does not comply with ACORN standards. A meeting was held for theatre members on 22 August. Unfortunately, the ANMF Organiser, Anoni Morse missed speaking to most members, so another meeting will be scheduled. The Director of Nursing and the Nurse Unit Manager (NUM) are committed to staffing the theatre suite according to Australian College of Operating Room Nurses standards, recruiting to the Floor Coordinator/Educator role as soon as possible and will cancel lists if necessary. ANMF members are asked to document any concerns using Riskman.

Some North West Private Hospital (NWPB) members reported concern at being redeployed to specialist areas where they may not have the necessary competence. Members are encouraged to raise concerns with the manager prior to accepting any redeployment. There have been some issues with the electronic delivery and non-receipt of pay slips. Workplace representatives will raise this issue with the Chief Executive Officer.

## **South**

### **Royal Hobart Hospital (RHH) 2A Surgical Unit**

ANMF have been working with members on 2A Surgical Unit in relation to a Step 1 Grievance raised on 13 April 2018. Members on the unit reported increased acuity, workloads, and poor skill mix as issues along with inadequate afterhours support staffing.

A prolonged delay in resolution of this issue led a meeting with ANMF members on the 17 July 2018. At this meeting members unanimously passed two resolutions. The first was to raise the matter to a Step 2 Grievance, with a specialist panel to be convened. With the second to instigate workplace bans, with no non-nursing duties being carried out at times when no ward clerks or ward aides were rostered on. This action prompted THS management to request a two-week period to implement an acceptable outcome for members by 1 August. Nurses in a demonstration of good will agreed to place workplace bans on hold.

In a huge win for nursing staff on the unit, THS management acknowledged that undertaking clerical duties and responding to visitor's issues had placed a considerable demand on nursing staff. It was agreed that ward clerks would be reinstated between 1600-2000 week days, and a dedicated ward clerk would be placed on the unit on Saturdays and Sundays.

ANMF are happy to report that this was implemented and continues to be in place. The response given from members of 2A is that the increase to ward clerk hours has made a positive difference with their workloads after hours, and consequently provided more time for direct patient care.

ANMF and members will continue to work with 2A, HR and THS management to review the workloads on this unit. ANMF acknowledge the amazing efforts of the Workplace Representatives and staff on 2A, as this positive outcome would not have been possible without their willingness to stand up for their workplace conditions and patient safety.

# Regional Roundup



ANMF Organiser, Mandy Woodorth at Northgate shopping centre.

## Aged Care

### National Aged Care Campaign

ANMF are actively promoting the Aged Care Campaign through pop-up stalls please come and visit us at:

- Eastlands Shopping Centre 8 October from 9am
- New Norfolk Woolworths Shopping Centre 24 October from 9am

We will also be commencing door knocking soon in local areas to engage with community members to discuss the campaign and answer any questions.

If you would like to keep up to date with all the latest campaign information or request campaign assets, sign-up to the mailing list by visiting:  
[www.MoreStaffForAgedCare.com.au](http://www.MoreStaffForAgedCare.com.au).

### Menarock - The Gardens

ANMF conducted a member meeting in September where members reported that Menarock have had a Group Operations clinical team in attendance for the past four weeks reviewing all clinical systems and processes. They also reported that there has been a Registered Nurse in attendance at all times, as per Tasmanian Legislation requirements. This is a very positive outcome for our members, staff and residents at The Gardens. ANMF congratulate members on this outcome and will continue to monitor the situation. Please contact the ANMF Member Support Team if you have any further issues or concerns.

### Aged Care EA negotiations in the North

Enterprise bargaining continues to be the focus for aged care in the North of the state. Following the issuing of a bargaining order ACSAG/Japara management finally convened the second negotiation meeting of the enterprise bargaining process. ANMF was able to seek clarification and make further submissions regarding our claim and ACSAG/Japara's wage offer. ACSAG will now provide a response to ANMF submissions with the third bargaining meeting scheduled for Monday 24 September.

Preparation is in full swing for the 2018 Masonic enterprise bargaining process for both Nurses and General staff across the state. At the time of print Log of Claim surveys have been sent to all members, with endorsement meetings scheduled for early September for the Northern sites.

It is understood that Masonic management are looking to make a state wide combined agreement this time around. ANMF will be working with both our Nurse and Carer members to achieve a fair and reasonable wages and conditions offer. EA are meetings at this stage are tentatively scheduled for 25 September, 18 October, 30 October, 9 November and 19 November. In due course ANMF will be in touch with key workplace representative to sit in on the bargaining process.

### Proposed Workplace Rep Meetings in the South

ANMF are looking at organising bi-monthly meetings with Workplace Representatives in the Aged Care sector. This is to enable brainstorming and discussion around current issues, as well as provide an opportunity for experienced Workplace Representatives to mentor others, and work together to plan, action, and find resolutions.

It is also an opportunity for a forum in which to provide education sessions regarding the role of the ANMF Workplace Representative role, and its focus on supporting and empowering ANMF members in the workplace.

We have had a few Reps express an interest in these sessions which is encouraging, if you are interested, please contact ANMF Southern Organiser Mandy Woodorth on (03) 6223 6777 for further information and to register your interest.



**23 NOV 2018**

**SAVE THE DATE**

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# ACUTE CARE

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*For more info or to register:*  
[www.anmftas.org.au](http://www.anmftas.org.au)





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