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Branch Secretary Message



The last month has been a wonderful opportunity to celebrate the collective success of the ANMF Tasmanian Branch and recognise those that have been instrumental in achieving them. At this year’s delegates conference, we heard such inspiring stories from our workplace delegates and how they have been so tenacious in standing up for their colleagues and their individual wards and workplaces.

Celebrating our ANMF Workplace Representative of the Year, Irene McInerney and runner-up Sue Luke was an absolute highlight of the 2018 ANMF Annual Delegates Conference, as was welcoming Sue Darcy and Neroli Ellis as ANMF life members. Both our workplace representatives along with our newly inducted life members have made enormous selfless contributions to individual ANMF members and the broader nursing and midwifery professions in Tasmania and again we thank you all.

Last month has also seen significant industrial activity with Launceston General Hospital (LGH) Emergency Department members undertaking industrial action and daily vigils for well over a month. This action has triggered short-term funding announcements by the Minister for Health, yet no permanent staffed additional inpatient beds at LGH. ANMF commend members for their continued commitment to ensuring safe patient care and look forward to supporting them at the upcoming community rally in Launceston, Friday 31 August.

In a rather bitter end to the month, a large majority of the public sector nurses and midwives log of claims was not supported by the Tasmanian Government, who reaffirmed their commitment to a 2% wage cap for all public-sector workers, including all nurses and midwives. Naturally, this raises considerable concern for all members regarding retention of the current workforce and recruiting additional nurses and midwives. When workload concerns remain unresolved and with a 2% wage increase, Tasmanian nurses and midwives will be the worst paid in the country.

ANMF will be consulting with public sector members in the coming weeks extensively to hear from you the direction required to progress public sector negotiations to achieve a positive outcome for all members. In the meantime, ANMF will continue to work with our joint union colleagues to fight to see the 2% wage cap removed.

Emily Shepherd,
Branch Secretary



2018 Annual Delegates Conference

On the 5th and 6th of July, ANMF delegates from around the state joined together at the Hotel Grand Chancellor in Launceston to celebrate this year's Annual Delegates Conference (ADC). The conference is a great place for Workplace Representatives (also known as delegates) from all across the state to network with like minded colleagues, share experiences, and learn from a program of speakers and sessions designed to provide professional development and inspiration to all attendees.

Day one of the conference had the theme of change agents - inspiring change by challenging the norms. Delegates heard from ANMF Tasmanian Branch Secretary, Emily Shepherd who gave an overview of key campaigns and successes; ANMF Federal Secretary, Annie Butler and ANMF Assistant Secretary, Lori-Anne Sharp who gave an update on Federal actions and the National Aged Care Campaign.

Other speakers included Unions Tasmania Secretary, Jessica Munday who addressed delegates about the Change the Rules Campaign, Orange Sky who gave an inspiring presentation on 'Bringing a vision to life' - a journey from an idea to an Australia-wide movement, and Nigel Chong who discussed leading change - innovative teaching techniques in nursing.

Day two was focused on change makers - starting conversations and looking to the future. The day started with ANMF Industrial Manager, Shane Rickerby addressing delegates about professional indemnity insurance and what an ANMF membership can offer.

Colleen Johnstone, CEO of Palliative Care Tasmania presented delegates with an emotional but enlightening talk on how to lead the discussion on death and dying in your workplace and Grant Blake, Clinical Psychologist at ForensiClinic discussed the cost of being a change agent: self care and preventing burnout.

ANMF would like to thank all the delegates who attended this year's conference and made it the success it was. It was great to hear their stories and learn more about their unique workplace concerns and visions for the ANMF. Without their involvement ANMF would not be able to advocate for members as passionately or strongly.

A special thank you also to those small Tasmanian businesses that kindly donated gifts to this year's delegates. These included Three Warriors Organic Australian-Made Scrub, Sweet-As Candy, and Palliative Care Tasmania. It is fantastic to have these businesses recognise and appreciate the hard work that nurses, midwives and care workers do for the community. ANMF would also like to thank all those sponsors involved including HESTA, Nurses and Midwives Health, Me Bank, Frequent Values and Tasplan. Their support is what allows conferences like these to continue.

Finally, we would like to send a big thank you to all the guest speakers and ANMF staff that continue to work hard to make conferences like this the best they can be year after year. This year, in lieu of speaker gifts ANMF made a generous donation to Orange Sky. The organisation provides much needed support to homeless people nationwide through innovative and inspiring solutions. You can learn more about this amazing organisation at www.orangesky.org.au

In 2019, the Annual Delegates Conference will be held in Hobart. If you are interested in attending and are not yet an ANMF delegate, you can learn more about becoming a Workplace Representative by calling our Member Support Team on (03) 6223 6777 or 1800 001 241 (outside Hobart area) or email membersupport@anmftas.org.au



ANMF Tas Branch Secretary, Emily Shepherd welcomes delegates at the conference.



Guest speaker Grant Blake, Clinical Psychologist, ForensiClinic discusses the cost of being a change agent: self care and preventing burnout.



Staff from the Launceston General Hospital (LGH) and community members rally together outside the hospital in support of the Bring Your Own Bed campaign.



Guest speaker Belinda Fettke, Nutrition for Life discusses her story about creating change in the healthcare industry.



Branch Secretary, Emily Shepherd presents a \$500 donation to guest speaker Robyn from Orange Sky.



ANMF Federal Secretary, Annie Butler discusses the National Aged Care Campaign.



Unions Tasmania Secretary, Jessica Munday and ANMF Tas Branch Secretary, Emily Shepherd, along with delegates, show their support to the Changes the Rules campaign.

ADC Roundup

South - Public

Scott Butler - Southern Organiser

This year's Annual Delegates Conference (ADC) was the perfect opportunity for organisers and workplace representatives from all around the state to network, swap stories and reinspire each other.

The theme and focus for this year's conference was inspiring change by challenging norms and being a change maker. Over the two days delegates heard from speakers who are making a difference every day. The stories they shared inspired our representatives to see how making a change can begin with just one person who has a vision or idea.

Highlights included speaker Colleen Johnston, CEO from Palliative Care Tasmania, who brought light to a topic that most don't like to talk about: death and dying. In her presentation she spoke about how we can lead these talks in the workplace. It was amazing to see how the words we use to describe death or dying can be interpreted and the confusion that it can cause. More specifically, how the avoidance and use of other words to describe death can be interpreted differently between people and cultures. Colleen gave the example of when the phrase 'she has gone to a better place' was used with a mentally disabled person and how this individual then spent a long time looking for their loved one and wondered how they could just leave them and why they couldn't go also. The message she left with many of us at the conference was that we can bring about these changes by how we choose to lead conversations. We all know everything has a life cycle, but we can make changes and not be afraid to lead the conversation.

An additional highlight was the workshop with workplace representatives and organisers interpreting workplace agreements and nursing awards. In the southern groups it raised some interesting conversations about how something written can be interpreted in many different ways and raised questions to further investigate and use all of the available resources including member support at the ANMF to ensure all members get their correct entitlements. The workshop upskilled and empowered delegates and with this knowledge they can take it back to the workplace and use it every day to support members in their workplace.

The workplace representatives are the most valuable people we have as our eyes and ears in the industry and being a voice for members. They help to lead positive change in every area of health.



Palliative Care Tasmania CEO, Colleen Johnstone.

North West

Shane Rickerby - Industrial Organising Manager

The opportunity to work with and train our workplace representatives is always a welcome one. This year at ADC the opportunity extended not only to facilitating a workshop on understanding your award and agreement but being able to present an overview on ANMF's professional indemnity insurance along with the more important broader advantages of being part of a nursing/midwifery industrial and professional body. Beyond presenting, it was a great opportunity to work with representatives from the North West public sector during the workshop activity to access, evaluate and understand a clause from the *Nurses and Midwives (Tasmanian State Service) Award*. I was encouraged by their ability to work through and break down the chosen clause. The hope is that our commitment to providing workshop training at ADC, coupled with our other training opportunities throughout the year, builds our representatives capacity to deal with industrial issues presented to them during their working day.

The other highlight was the year in review presented by our Branch Secretary Emily Shepherd at the opening of the conference on the first day.

ADC Roundup

At times, as an official, you can lose sight of what is being achieved during the year due to a focus on the day-to-day member issues that you are presented with to resolve. It was refreshing and encouraging to hear a review of our key campaigns for 2017/18 and to look around the room and see Representatives who were at the forefront of these campaigns, who stood up when it counted to support their colleagues and the nursing profession.

North

Phoebe Mansell - Northern Organiser

It was great to see our Northern representatives at this year's ADC, being able to network and discuss the challenges they face within their workplaces. A highlight of the conference was the individual rep stories with our very own Launceston General Hospital Operating Room Suite Reps outlining their current workload issues, and explaining how they have committed to collecting their own data to assist with the resolution of their workload concerns. Both reps have been strongly advocating for their work colleagues to improve the working environment in the theatre and it was great to see them get an opportunity to present at this year's conference.

Aged Care

Mandy Woodorth - Organiser

This year's ADC was very well enjoyed by workplace representatives from aged care, they were inspired to advocate for change and better conditions, and to be leaders in this area.

Highlights included key speaker Nigel Chong who gave an outline of his career as a registered nurse and where it has led him from working as a paramedic to being an integral part of developing simulation training at the University of Tasmania, to then becoming a consultant in this area and providing education globally. Nigel now works as a life coach, entertainer, curriculum developer, and motivational speaker. Representatives enjoyed Nigel's humour and he was a great example for our theme this year of leadership and change.

Another highlight of the conference, was watching Federal Secretary Annie Butler present an update on the National Aged Care Campaign. This included an outline of how for-profit aged care providers are making huge profits but not providing this as a resource for staffing levels and resident care.

They called on ANMF Tasmanian members from all sectors to band together to support and fight for the working conditions of our nurses and carers in this vital specialty area of aged care.

As Branch Secretary Emily Shepherd stated our representatives are our 'eyes and ears' in the workplace, and therefore have a vital role in assisting us in fighting for better conditions in all health care sectors.

All members are encouraged to consider becoming a workplace representative. Do not hesitate to contact your organiser or ANMF Member Support by phoning (03) 6223 6777 or 1800 001 241 (if outside Hobart) or email membersupport@anmftas.org.au to find out more.



ANMF Industrial Organising Manager, Shane Rickerby addresses Workplace Representatives at ADC.



ANMF Rep of the Year

On behalf of the ANMF Tasmanian Branch we wish to convey our congratulations to the 2018 ANMF Rep of the Year Irene McInerney.

At the 2018 Annual Delegates Conference (ADC) Irene McInerney was named as the ANMF Representative of the year. Runner up Sue Luke was also announced on the night. Irene won the prestigious title of ANMF Representative of the year from a strong group of finalists. The 2018 finalists also included Helen Evans, Erin Webb, and Jennifer Cantley.

Irene has an incredible passion for aged care, the quality of life of residents, and working conditions for staff. Her energy and passion has inspired nurses to stop and think about the aged care campaign and the ANMF's role in supporting it.

Irene has been the face of the campaign for legislated ratios in aged care as well as fair pay conditions for both nurses and care workers. Irene has been an excellent role model for all members in her attendance at rallies including speaking to the media. Irene has had the courage to speak the truth about the real conditions that nurses and residents continue to experience. Her energy, bravery and resilience are an inspiration to all and she is a very worthy winner for this year's Rep of the Year award.

We would like to once again thank Irene for her amazing efforts and congratulate her on being Rep of the Year in 2018. A big congratulations to all the finalists this year also. We appreciate all your hard work and dedication.

Congratulations

Congratulations to Neroli Ellis and Sue Darcey who both received life memberships to the ANMF Tasmanian Branch at our recent ADC. We are so lucky to have these amazing and dedicated women as part of the extended ANMF family.

Neroli was the ANMF Tasmanian Branch Secretary for close to 16 years and Sue was a Southern Organiser for many years.





ANMF Resolutions

Each year at the Annual Delegates Conference, delegates propose resolutions that set out the agenda and direction Branch Council will take in the future. This process is governed by the *Australian Nursing and Midwifery Federation (ANMF) Rules, Section 76 - Annual Delegates Conference*, that are certified under section 161 of the *Fair Work (Registered Organisations) Act 2009*.

Resolutions are submitted to ANMF Tasmanian Branch prior to the annual conference commencing. Workplace representatives develop or receive resolutions through consultation with members in their wards, areas or workplaces. The aim is to ensure that the agenda of the Branch is inline with what members want. Typically the ANMF make a formal request for written resolutions, with the procedure or 'guidelines' sent to workplace reps each year prior to the scheduling of ADC.

Resolutions are to be moved and seconded by ANMF Workplace Reps who are attend ADC. Resolutions give ANMF the authority to act on behalf of members and are a great way to put change in motion.

Examples of 2018 Resolutions that were passed include:

1. Casual work on parental leave

Lobby the State Government to provide the option for staff on parental leave to temporarily join the casual pool without ending their parental leave or disrupting their continuity of service and to provide support prior to return to work in the form of paid study time to ensure mandatory competencies are up to date.

2. Zero tolerance to violence

Lobby the Government to put measures in place that ensure that health workers across the state (particularly in emergency departments) as well as the patients and visitors to our public hospitals and health services are kept safe from acts of aggression and violence by implementing practical strategies in each workplace to minimise this risk (e.g. personal duress alarms, security cameras, security presence and environmental improvements).

3. Paid union leave for private and aged care sectors

Develop a state-wide enterprise bargaining strategy for the private sector that aims to provide terms for paid union activities, inclusive of professional development and union operations (such as Branch Council) in all agreements ANMF is a party to.

4. Access block

Lobby the Government to open more beds for patients in order to alleviate access block and increase flow within Tasmania's public hospitals.

5. Designated child and adolescent mental health services

Lobby for designated child and adolescent mental health services, available 24-hours-a-day, 7-days-a-week, in all regions, that are well resourced and staffed by employees who are trained in dealing with these specific patients.

If you want to be involved in setting the agenda and direction of the ANMF Tasmanian Branch for 2019, we strongly encourage you to speak with your current workplace rep or ANMF Organiser and become a workplace rep yourself. Who knows, you may just think of the next big thing in protecting and/or improving workplace rights and conditions for nurses, midwives and carers in Tasmania!

HERC CPD Update

The Nursing and Midwifery Board of Australia (NMBA) outline various requirements for Continuing Professional Development (CPD) in the NMBA Registration Standards. CPD should be contextual to areas of practice, be 'new' learning, formal and informal learning, varied and reflective.

CPD is part of the lifelong arena of learning and should assist a nurse or midwife to maintain competency. CPD is cyclical and involves personal reflection. As the nursing and midwifery professions are always evolving, staying current with evidence-based best practice does require continual learning.

The Health Education and Research Centre (HERC) of ANMF Tasmanian Branch is currently undertaking a review of our CPD. Just as individuals need to plan their learning needs, so do we, to ensure we are accommodating member feedback and making the CPD opportunities beneficial to you.

Before releasing the 2019 CPD calendar, it's a good time to highlight the ANMF Federal Office Online Education Programs at www.anmf.org.au/pages/online-education-programs

The ANMF Online Education Program offers four training rooms:

1. Aged Care Training Room – learning designed with the clinical context of residential or community aged care settings with over 60 activities, this virtual room not only provides for your CPD requirements for the year, it also provides additional learning and resources, a log of learning for auditing, included in the subscription.

- 2. Body Systems Training Room** – this learning can include an entire library of body systems, or select individual body systems packs, choosing from over 55 courses. The comprehensive learning covers anatomy and physiology, disease and disease management, and medical procedures.
- 3. Online Clinical Simulations for Nurses and Midwives Training Room** – this learning is across 32 modules, offering 3D interactive simulated learning. The modules allow you to learn or review clinical procedures at your own leisure, without the higher cost associated with attending face-to-face training.
- 4. Continuing Professional Education Training Room** – this learning is across 61 best-practice modules, covering many workplace mandatory competencies, and also further learning in midwifery, mental health, telehealth, critical care, and a wide variety of general nursing courses.

All of these online CPD resources are heavily discounted for ANMF members (some of them are free).

As an ANMF member if you are utilising the online CPD, you also receive a free ANMF professional development portfolio, where courses undertaken through the website are automatically entered on completion of assessments.

There is also provision for CPD undertaken outside of the website to be entered manually by you to create a comprehensive portfolio for NMBA audit requirements. This can then be printed off easily if you are audited.

We are looking forward to releasing our new CPD calendar in 2019, and if you have any suggestions, we would love to hear from you, phone 03 6223 6777 or 1800 001 241 (if outside Hobart). Alternatively, email us at: marketing@anmf.org.au

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

Member Profile



Kate Fennell shares her inspiring story with the ANMF. One career, a thousand opportunities. Reflections on 40 years of nursing.

Kate is currently a Lecturer in Health Systems at the University of Tasmania where she coordinates postgraduate units in the Master of Leadership Health and Human Services degree program.

“I am not one who always wanted to be a nurse but soon after I commenced as a student nurse at the Royal Hobart Hospital (RHH), I felt instinctively I had made the right choice. I think my main source of inspiration came from an innate desire to help people and care for them when they need it most. I look back fondly on my years of training and as a beginning practitioner but I am also grateful for the opportunities that nursing has given me, and continues to give, me. I am a person who thrives on challenges and looking for new goals to achieve so nursing is a perfect fit.

Initially I worked in clinical practice honing my skills across the health spectrum from acute care to the community and even remote nursing on the west coast where we often had no doctor in the town! I think most nurses could write a book about the funny/sad/inspiring/moving moments in their practice and this is what makes our career so special.

Clinical practice was deeply rewarding but I also felt that I wanted to have influence in the wider health system. Nursing gave me a valuable skill set that is transferable, flexible and mobile through which I have been able to pursue many rich and diverse roles.

My roles have included Nursing Policy Officer, Nurse Educator, Project Manager designing and developing secure mental health units, Policy Advisor, State Manager of Mental Health and Correctional Health Services, Clinical Care Coordinator and Clinical Advisor.

I have worked across many sectors including acute care, palliative care, community health, mental health, correctional health, child protection, youth justice, disability services, aged care and education. Nursing can really take you anywhere!

I have seen many changes and will continue to see more. Perhaps the greatest change has been the increased use of technology and computerisation. My word of advice would be that technology is a tool and does not transcend the need for caring. The true essence of nursing is the care that we provide

Perhaps one of my greatest delights was when I undertook the role of Adjunct Professor of Nursing in Nanjing, China. Not only was this culturally challenging but I had to get my head around a completely different health system. Working with the students reignited my love for nursing and it is with sheer joy that I see where they are now.

I believe that nurses play a pivotal role across the whole health system – from the provision of care to the shaping of health policy. Nursing is not for the faint of heart but it is truly a universal and global profession and one which I am proud to be a part of.

Written by Kate Fennell, Unit Coordinator and Lecturer in Health Systems; School of Medicine, College of Health and Medicine, University of Tasmania.

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

Feature

Nursing Advocacy & Unionism



As we discussed in our last edition, advocacy is a requirement of registration as a nurse or midwife, as under the International Council of Nurses and Confederation of Midwives principal element, “the nurse advocates for equity and social justice, access to health care and other social and economic services.” Whilst we all advocate for the individuals in our care, advocating for the community can be difficult for any person to do alone - we need the power of collaboration.



Article by Amy Boon
*ANMF Member Support
Team Leader*

You may have seen media reports of a decline in union membership – and per capita, this is mostly true. However, an interesting trend has been that the number of union members who listed their occupation as ‘professional’ now exceeds that of the traditional blue-collar worker (ABS, 2016). This includes many ANMF members and indicates a changing face of unionism.

In my younger days, prior to becoming a nurse, I had an image of what a ‘unionist’ was – and it involved being a militant blue-collar worker, barricading outside of a building site, seeking to improve their own conditions. I wasn’t alone with this image; however, time has proved I was wrong.

Since joining the nursing workforce, and the ANMF, I’ve learnt that being a member of the ANMF, at the very least, ensures that I have access to advice, assistance and protection in times of adversity. Outside of my individual needs, I have also seen just how we can use our collective power to be politically assertive – that is, to promote the advancement of nursing as a profession, to promote the better education and training of nurses, and to use our strength to demand better for our patients.

We don’t make these demands blindly. As professionals, we use evidence. We use the evidence that we live through every day. We use the evidence of academics from across the world. We use this evidence to ensure that as a workforce we can provide safe and quality healthcare to our local populations and that our local populations can access healthcare when and where they need it.

When nurses make a demand, we do not make it lightly. We make it because we cannot continue to work within a system that jeopardises patient care.

Let’s look at an example.

A state of Australia had a shortfall of nurses. Many more were leaving the profession because of frustration, injury, and retirement. Hospital waiting lists were growing, wages were stagnating, career structures were oppressive, and the nurses had fallen way behind other states in terms of pay parity.

The state was not Tasmania in 2018. The state was Victoria, and the year was 1986. For 50 days, 20,000 nurses went on strike – one of the longest strikes in Australian history, led by women, and these tenacious nurses challenged a system (which was under then Prime Minister Bob Hawke, then Victorian Labor Premier John Cain and then-ACTU president Simon Crean) which they saw as harming their patients. The media attacked with phrases such as “Nurses are killing patients”, and as the then Branch Secretary of the Victorian Branch of the Royal Australian Nursing Federation states, “The strike was sensitive, as nurses cared for people whose lives were at stake. There was a moral pressure. Ghost staff worked the ER rooms and not one single person died [due to the strike] during the strike” (James, 2016).



This was not a popular strike amongst other unionists, however the public responded very positively, regardless of the media, with 80% public support. The nurses stood resolute – as Irene Bolger (Then Victorian Branch Secretary) repeated to the picket lines “We will win because we care about each other and we care as nurses”. Much was made at the time by other industrial organisations and the Victorian Government that nurses, as women in the majority, should not be able to earn more than trade workers, and that it was not dignified for female workers to use ‘blue-collar’ tactics. However, the campaign worked, the Government backed down, and the nurses won the battle. The nurses had stood in strength together, with skeleton staffing to ensure safety of patients in the interim, with a goal of long-term patient safety.

There have been many examples of successful ANMF rallies around the country since, protesting staffing cuts, supporting human rights, staffing ratios, zero tolerance to violence and many more. Part of the reason these are so successful is because as nurses, midwives and care workers, we combine our passion for our patients, with our experience and knowledge.

In Queensland, in 2016, a major victory occurred in the Ratios Save Lives campaign, when a Bill was passed in Queensland parliament making the state the fourth place in the world to have legislated minimum staffing ratios for nurses and midwives. This remains a long-term campaign, with a push to expand the Act coverage, and the first stage was successfully won through nurses and midwives standing together. The Queensland Nurses and Midwives Union also utilised best-practice knowledge and researchers such as Dr Linda Aiken (a Professor from the University of Pennsylvania) to demonstrate to the Queensland Government just how vital nurse staffing levels were to patient outcomes (Keast, 2016).

This use of best-practice, research and advocacy is the same as the skills every nurse and midwife employs across the country – it is just on a much bigger scale because of the collective strength of ANMF Members. The ANMF is not an organisation external to our Members – it is our Members. ANMF staff includes nurses, midwives and care workers, all with a diverse range of skills and experience. Our staff are passionate about working with Members and empowering them to realise the potential of their collective strength. As was shown in Victoria the influence of a passionate and skilled workforce should not be underestimated.

Studies from around the world have assessed patient outcomes against nurse union memberships. Dube et al (2016) found that hospitals with high-density nurse union membership outperformed in terms of quality health care outcomes. A major factor in these sorts of study results is that around the world, nursing unions with a high member density understand the internal struggle of many nurses. As Clark et al (2006) states “nurses are socialised to be selfless caregivers and advocates for patients’ well-being” therefore the notion of taking action can feel at odds with this. Much like the 1986 action in Victoria, nurses and midwives will act when we feel that safe and quality care is in jeopardy. Nurses understand, and act upon the knowledge, that in any bargaining with an employer, there is a third stakeholder- the patient. When we take action, we do so with advocacy for the patient at the forefront of our minds and hearts.

Feature Continued

Close to home, Tasmania is in such a situation. The knock-on effects of several years of stagnating public sector wage caps has seen private sector wages similarly stall. These stalled wages across the state have made it difficult to recruit staff to the state, or to retain staff or new graduates. Many worksites are experiencing skill-mix issues, operating short-staffed, with double shifts, overtime, fatigued staff, violence against staff, and increasing burnout issues. Even with the best of intentions, many staff out there are not coping, and they know it is affecting patient care. Within Aged Care, the staffing issues are most evident, however no worksites in Tasmania have a legislated staffing requirement.

As challenging as it can feel, when the quality of the care each of us is able to provide is affected, that is when it is time to advocate for our patients. That is the time to start talking to your ANMF Workplace Representative – or better yet, nominate to become one. Our workplace representatives provide a vital communication link between the worksite and the ANMF Member Support Team and ANMF Organisers, that allows for specific focus on workplace and individual issues.

The ANMF provides representative training, helping workplace representatives to feel assisted. This includes not only an understanding of the industrial structures within Tasmania, but also leadership, empowerment and resilience, and how to invigorate your workplace. You can also become part of a network of workplace representatives, working with your ANMF Organiser. The collective power of our members, beyond a particular workplace, means our members can work together.



ANMF Workplace Representatives often become informal leaders in the workplace. They may not be in an allocated position of power, but can utilise their personal knowledge (from the workplace, their own history, and that from the ANMF) to influence others to accomplish common goals.

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. In nursing, this form of leadership provides the connection to professional and ethical obligations and empowers others to make positive change. At a worksite level these informal leaders can mentor others, assist management to rectify issues or empower staff to challenge environmental culture, energise those around them, impact unit performance, and generate awareness of the potential for organised groups to form, act and influence change.

These are emotional times, as we grow increasingly fatigued, seeing story after story in the media about various health crises around the state, and farewell colleagues who have reached retirement or grown too weary to continue. The much heralded THS UK recruitment strategy failed – even with relocation costs to be paid, no one took up the offer. The UK has many known issues with its own workforce, but Tasmania did not offer an attractive alternative. The overall lack of capacity in our health system is causing additional stress to nurses, midwives and care workers – and also to the Tasmanian public.

Now is the time for us to advocate for our patients, standing together as one.

If you would like to report a workplace issue, have a suggestion for action, or become a workplace representative, please contact the ANMF Member Support Team on (03) 6223 6777 or email membersupport@anmftas.org.au.

If you would like to learn more about the 1986 Victorian Strike, a digital exhibition launched by the ANMF (Victorian Branch) on the 30th anniversary of the historic Victorian nurses' and midwives' strike can be viewed at www.anmfvic.asn.au/86strike/

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Regional Roundup

Public Sector Update

Negotiations for the *Nurses and Midwives Tasmanian State Service Agreement* are continuing. ANMF members Log of Claims outlined several improvements to wages and conditions that members believe will aide recruitment and retention of nurses, midwives and assistants in nursing.

At the time of print, ANMF had just received a formal wage offer for public sector nurses and midwives of a 2% increase per year. If only a 2% increase is tabled this will see Tasmanian public sector nurses and midwives the lowest paid in the county by April 2019.

Negotiations to this point have focused on progressing a new workload tool for safe staffing in the Tasmanian public sector, the conversion of fixed term contracts into permanent positions for nurses within the service, the permanent appointment of graduate nurses during their graduate year. ANMF have also requested an increase in graduate numbers with appropriate educational support in place to facilitate this.

At this point in time no formal offers or agreements have been reached by the parties and negotiations continue. ANMF will be holding mass membership meetings across the state once the Government has tabled a final offer. These meetings will give members the opportunity to consider the governments offer and decide on a way forward. To ensure you receive the most timely information regarding the campaign, please ensure your details are up to date by contacting our membership department on (03) 6223 6777 or 1800 001 241 if outside the Hobart area.

North - Bring Your Own Bed Campaign

ANMF members are currently undertaking industrial action at the Launceston General Hospital (LGH) Emergency Department (ED). Members are fighting for improved patient flow and relief from bed block to ensure a safe and appropriate level of care can be provided to the community presenting for treatment. Bed block causes admitted patients to stay in the ED, often for days on end. This leads to ambulance ramping and then not being available to attend emergency calls. Unwell patients are forced to wait for hours in overcrowded waiting rooms.

ANMF members who are the front-line staff in the department have provided the Tasmanian Health Service (THS) with several solutions to resolve these concerns.

However, these solutions are not being considered with the THS providing no commitment to implement any of the proposed strategies of their own to resolve this dispute. Instead they would appear to ignore the problems possibly in the hope that an adverse outcome does not occur.

ANMF members are now escalating their current industrial campaign. This escalation will remain in place until an adequate resolution to their concerns is forthcoming. We commend our members working in the LGH ED, who have shown strength and commitment through their dedication to advocate a positive outcome for their patients and the broader community in the north of the State.

Aged Care Campaign

ANMF have been promoting the ANMF National Aged Care Campaign state-wide. Including discussions at member meetings, pop-up stalls in shopping centres, facebook updates, and presentations at community centres.

There is an incredible amount of community support for the campaign, and for our members working in aged care, who provide amazing care to their residents. There's been acknowledgment of the lack of staff available in aged care facilities from community members who either volunteer in aged care facilities, or who have family members in residential care, with people commenting 'I don't know how they do it'.

ANMF members are encouraged to continue supporting the campaign to legislate for 'Aged Care Ratios NOW', by signing up to the campaign online at MoreStaffForAgedCare.com.au

Contact ANMF on (03) 6223 6777 for further information, and if you have any concerns regarding staffing levels please contact our ANMF Member Support Team via email: membersupport@anmftas.org.au.

Announcement

ANMF have announced that their monthly magazine will be changing to a quarterly distribution from October 2018. *Infusion* will also be moving to a quarterly distribution. ANMF Tasmanian members will receive a final *Infusion* in October 2018 before a new look premium *Infusion Magazine* is launched in January 2019. Keep an eye out for more information.



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Rachael Sydir,
HESTA member

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