

2017
April

IN FUSION

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Andrew Ostler	Executive – RHH Neurosurgical
Monica Werner	Executive – RHH – Oncology 2A
Deanna Butler	RHH – DEM
Scott Butler	RHH – Surgical Main Theatre
Helen Evans	NWPH – Perioperative Theatre
Anne Sands	Midlands – MPC
Sarah Hill	Mersey – ED
Joanne Crawford	LGH – Northern Renal Unit
Kylie Atwell	RHH – Medical (ICU)
Peter Fraser	MHS (THS-S) – Older Persons Unit
Erin Kemp	RHH – Neurosurgical

Infusion is the official publication of the Australian Nursing and Midwifery Federation (Tasmanian Branch). Letters and articles are welcome.

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Branch Secretary Message



I am writing my monthly *Infusion* article as I commence Long Service Leave to begin my campaign for election as an Independent, in the Legislative Council seat of Launceston.

Recent interviewers have questioned why I am not standing for a political party. I am not affiliated to any party and ANMF is not affiliated. As individuals, we are from diverse backgrounds and personally support different parties. However, we have issues of common interest and that is why the political independence of the ANMF is so powerful. As a non-politically affiliated voice for nursing and midwifery, I have a proven record of representing your collective views and working with all politicians from all parties (including independents), serving the best interests of our members. This independence is important to be able to truly represent people in an unbiased position, free from party policy.

I am very excited about the opportunity to stand for election to broaden this ability to effect positive change whilst continuing my passion for health and community issues. I will be doorknocking the streets of Launceston and busy campaigning over the next months until election day on Saturday 6 May. No doubt some of the doors I knock on will be opened by nurses and I look forward to speaking with you.

During my leave, Emily Shepherd shall be acting as Branch Secretary. Emily has been the ANMF Tasmanian Branch President for the last 5 years. More recently she has been the ANMF Professional Officer. Prior to taking up the role of Professional Officer, Emily worked as the Nurse Unit Manager on the Medical/Oncology Ward at the Launceston General Hospital. Emily's nursing career has seen her work across the private and aged care sectors as well as a Clinical Facilitator and Clinical Nurse Educator and she understands the challenges nurses and midwives encounter on a day to day basis in the clinical environment.

Emily holds a Masters in Clinical Nursing and is a passionate advocate for nurses, midwives and care workers. Emily has a strong desire to effect change and positive outcomes for all ANMF members, the Nursing and Midwifery professions and health in general across Tasmania and is excited to lead the ANMF Tasmanian Branch as Acting Secretary till 6 May 2017.

She is supported by a well experienced and cohesive team and I wish Emily and the ANMF team all the best over the coming months.

Neroli Ellis
Branch Secretary

— Focus Regional Updates



Southern Roundup

ANMF at UTAS South O Week

ANMF had a great time talking with students at the University of Tasmania (UTAS) Domain Campus during O Week. It was fantastic to see the enthusiasm of the 1st year undergraduate students, hearing their reasons for choosing nursing as their career, and their interest in stories from those of us who have been nursing for many years, made it a very positive session.

For those of us that may sometimes question why we selected this career and why we are nursing; just spending a short time with this group of young, and not so young students, was a great reminder of the reasons we continue to be nurses and strive for the best future and outcomes for the health and wellbeing of our communities.

A huge number of students on the day joined as ANMF student members and were included in the draw for 2 prizes. Congratulations to Prudence Leder and Mikayla Isaac on winning, they received a stethoscope and range of ANMF goodies to use on the job.

The 2nd year students also had a display table on the day providing heaps of valuable information for the new students. It was great to see them sharing their valuable time with their new colleagues. We wish all students, new and old, a wonderful year ahead!

Northern Roundup

ANMF at UTAS North O Week

ANMF enjoyed attending the UTAS O Week in February 2017 at the Launceston campus. The opportunity was taken to talk with new nursing students and welcome them into the profession. It is great to see so many fresh faces that are excited about the health care profession and their future careers in the nursing industry that we at ANMF are all so passionate about.

Safety in the workplace

In the public health sector ANMF have been working hard to ensure that members are able to practice nursing in a safe working environment to enable them to provide an optimum standard of nursing care. We have been focusing on ensuring that there are adequate interim measures in place to guarantee that the workplace is safe, while we work with the Tasmanian Health Service (THS) to ensure there are long term measures considered for ongoing safe nursing practices.

On ward 40/4B at the LGH we have managed to secure the following measures,

- Additional hospital aides to be used after hours to assist with non-nursing duties
- Roster vacancies will be advertised continually until appointments have been made
- Guidelines will continue to be developed regarding newborns that require additional care in the postnatal ward

In the angiography suite we have managed to secure interim measures of a temporary clinical Nurse Educator for 3 months while work continues towards benchmarking the area.

Aged Care Enterprise Agreements in the North

Aged Care has been a focal point for the Industrial team in the North. Along with numerous Enterprise Agreements (EA) up for negotiation, we recognise that there are substantial workload issues across the sector. We are working to rectifying these into the future. In order to achieve safe staffing, ANMF Tasmanian branch is working with the Federal Office to campaign our politicians to reverse the current Federal Governments cuts to aged care. This work, along with negotiating EA's, and resolving day to day workload issue is something that the entire ANMF team is passionate about. We hope to work in conjunction with our members to secure adequate safe staffing across all aged care facilities in Tasmania.



North West Roundup

Aged Care Enterprise Agreements in the NW

February and March were busy months in the North West with EA negotiations happening in a number of Aged Care Facilities. ANMF attended meetings with members and facility managers to ensure members were represented industrially and professionally in the Agreements. Wage increases, shift work penalty rates, family violence leave clauses, maternity leave and Occupational Health and Safety were just a few of the entitlements and conditions that ANMF advocated for on the behalf of members. These meetings saw ANMF talk with members about the conditions they would like to see for their worksite. Workload concerns continued to be raised at these meetings with the pressure that is put on nursing and carer staff an ongoing issue. ANMF will continue to work with members to resolve issues as well as bargain for improved conditions during new and replacement enterprise agreement negotiations.

Workplace Representatives

ANMF workplace representatives play a vital role in bringing workplace issues to the attention of ANMF. An example of this is at the Mersey Community Hospital Medical Ward which has seen an increase in the acuity of patients being admitted to the ward. At the time of publication, meetings are being setup to address a workload grievance to improve the nurse to patient ratio and to have a supernumerary Grade 5 Clinical Coordinator. Due to the current Nursing Hours per Patient Day model and budget constraints, this position on an early shift currently has a patient load as does the in-charge nurse on late and night shifts. This then requires the nurse working alongside the Grade 5 and in-charge to have to look after those patients as well as their own, making it a 1 nurse to 7 patients ratio for parts of the shift. If you would like to help make a difference in your workplace by becoming a workplace

representative, please contact us on (03) 6223 6777 or 1800 001 241 if you are outside of Hobart, from here you will be put in touch with your local ANMF organiser.

Aged Care Roundup

Workload grievances in Aged Care

Members have increasingly contacted ANMF with workload issues at aged care facilities. The impact of Federal Government funding cuts is continuing to effect members in the workplace. The latest aged care home affected is Queen Victoria Care. A members meeting was held on 24 January to discuss the impact of a new model of care implemented to mitigate against funding cuts. Following this meeting ANMF met with the Queen Victoria Care Human Resources Manager to articulate concerns as raised by members. At the time of print ANMF are awaiting a response to the concerns and suggestions put forward by members.

Members have further advised ANMF that Southern Cross Care Tasmania, Onecare, Bupa and Island Care (formally St Ann's) are also engaging in workplace changes due to the Federal Government funding cuts. The changes at these facilities are also affecting our members, which in turn has a flow-on effect to the residents. Support for ANMF reps in these workplace meetings has been arranged. A report on these issues will follow in our next Infusion.

If there are workload issues at you workplace please contact our information line to arrange a workplace visit by one of our organisers.



— Focus Associate Nurse Unit Managers



ANMF understands there is some misinformation and concern relating to the introduction of the ANUM role. This information is provided to assist in clarifying the situation and to provide some background on the evolution of the role.

Background

ANMF negotiated a Grade 5 Clinical Coordinator role in 2010 with an expectation this role would be rolled out across the state in all wards/units. However, budget constraints resulted in less than 40 being implemented and only then where a business case was successful. However, where the role has been implemented, there has been very positive feedback.

Consultation

As part of the 2016 EBA Log of Claims:

- A ratio model was considered by members which included Associate Nurse Unit Managers at Grade 5 to “coordinate” each shift.
- This ratio model, which included 5 FTE of ANUM per ward, has been in Victoria for many years and is a cornerstone of their ratio model.
- The ratio document outlined the proposed role of the ANUMs and the ratios are reliant on this position to be “in charge”/manage each shift.
- ANMF conducted a membership survey; held meetings with NUMs, other senior nurses as well as membership meetings to obtain endorsement for the Log of Claims. ANMF held follow up meetings during the negotiations and at the conclusion asking members to vote in principle for the Government offer. A ballot of ANMF members was also undertaken.

During negotiations for the new EA, the Government offered to introduce ANUMs to wards where the “in charge” position did not have a patient load and not to other areas. ANMF sought the ANUM to be rolled out to all areas to ensure equity, noting the status quo remained that where the “in-charge” did have a minimal patient load that would continue. Hence, the FTE neutral component of this clause. However, the position will not be cost neutral and funding will be provided as it is a Government obligation.





ANMF's position has been, and will continue to be, that the ANUM position should not have a patient load on Early and Late shifts. It is expected that initially some ANUMs will continue to have a patient load and they will therefore not be able to undertake the additional duties of the role due to this. The development of a ratio model is underway and needs to be finalized by October this year. The ANUMS are not in lieu of the ratio model but in addition.

It should also be noted that senior nursing members (including Susan Gannon) sat at the negotiating table and supported introduction of the ANUM role. The ANUM role will ensure a consistent and clear leadership voice for nursing on individual wards and units.

Where to from here

The new Enterprise Agreement is registered and does include the roll out of funded Grade 5 ANUM positions (unlike 2010). It is clear and ANMF agreed on transcript, that many areas with Clinical Coordinator's will have unique requirements and the Grade 5 Clinical Coordinator role may be more appropriate rather than the ANUM. Where the Clinical Coordinator role is different to the ANUM role (and needs to be for meeting the specific needs of the ward/unit) these areas will be individually managed with discussion and agreement of the parties.

Additionally, the positions will be advertised and open to all nurses and midwives to apply. Grade 4's who decide not to apply will still be able to be in-charge to cover ANUM's periods of leave, sick leave and receive HDA. Alternatively, some areas may decide to have a rotational FTE to enable Grade 4's to gain experience as part of the leadership team. Grade 4's will continue with clinical, not management portfolios.

ANMF Organiser's will continue to be around the worksites to answer your questions and seek further feedback. The introduction of over 200 funded Grade 5s to our system will enable a career pathway for many, while the hybrid ratios model is developed. ANMF will ensure your voices are heard and work with each ward/unit to ensure acceptable outcomes.

For further information about the EA please contact ANMF on (03) 6223 6777 or 1800 011 241 if you are outside Hobart, or email info@anmftas.org.au. More information can also be accessed online at anmftas.org.au/ratios



Introducing ANMF's exciting brand update

As some of you may have noticed from our latest communications, the style of ANMF has been developing and evolving. Some months ago we began the process of evaluating and reviewing the ANMF brand. In February, after much consultation with Branch Council and ANMF staff, a new direction was determined and a revised logo decided upon.

After final development and review, we are excited to launch the logo in this edition of *Infusion*. This launch coincides with the roll out of Member Benefits throughout April and the recent growth in membership numbers to 7,000 statewide - an achievement that many years ago we felt was almost beyond our reach.

While this is an ongoing process, you will over the coming months start to notice our brand changing and new logo appearing throughout your workplace. We feel that this logo has more impact than previous and stands up against other branches and unions nationally. It is confident and strong and is more versatile both in print and digital communications than before. We believe the new logo speaks to the attributes of ANMF as a union, these being;

- clear and concise
- welcoming and approachable
- trustworthy and reliable
- respected and recognised
- knowledgeable and understanding

We hope that you feel the enthusiasm and energy that ANMF has for the industry and its members through our communication. We are excited about the changes ahead and look forward to continuing to provide the same quality support and services to our members.



Changes to *Infusion* and *ANMJ* distribution

We are going green! During the months of March, April and May 2017, ANMF will be sending members digital and hard copies of *Infusion* and *ANMJ* (unless otherwise indicated). From June onwards, you are required to have opted-in to continue receiving hard copy journals.

For further information, or to opt-in, please visit the ANMF website (anmftas.org.au). We hope you understand that this is an important move towards reducing our environmental footprint. Please keep an eye out for our fortnightly e-News for up-to-date information.

Focus

Our new look ANMF Tasmania Branch Council



As of 2017 we have had some changes to how the Tasmanian ANMF Branch Council looks. Below is a list of councilors, new and old. Here you will find a snippet about where they have come from and what being on Branch Council means to them.



James Lloyd
Branch Vice President

James is the Branch Council Acting President. He is an After Hours Nurse Unit Manager and has been an ANMF member for 27 years.

James joined the council 6 years ago to have a voice and initiate change. Solidarity and supporting his colleagues is what being an ANMF member means to James.



Kim Ford
Executive Member

Kim has been an ANMF member for 38 years and on Branch Council for 10 years.

Kim currently works as the Clinical Program Manager for the THS/DHHS Telehealth Expansion Project. Kim joined the Branch Council for the opportunity to influence the health care sector and other professional issues. Security and professionalism is what ANMF means to Kim.



Angela Manion
Executive Member

Angela has been an ANMF member for 17 years and a Branch Councillor on and off over this period.

Angela joined ANMF to be part of the bigger picture and provide a contribution to the nurses of Tasmania. Angela believes that we are stronger together and that we can achieve better outcomes for each other, the Tasmanian community, and ourselves if we work together.



Andrew Ostler
Executive Member

Andrew has been an ANMF member since 1979 and a Branch Councillor since 2000.

Andrew currently works as a Clinical Nurse in Neurosurgery at the Royal Hobart Hospital. He joined ANMF for the security it provides and became involved in Branch Council to project his views, and the views of his colleagues in a forum that has influence over government policy to improve working conditions for nurses in Tasmania.



Monica Werner
Executive Member

Monica is an Oncology Nurse at the Royal Hobart Hospital. She has been a union member for her full 36 year career.

Monica joined Branch Council to give a voice to colleagues both in her immediate work area and globally to ensure fair and safe work conditions that enable a high standard of care to all patients.



Anne Sands
Branch Council Member

Anne has been an ANMF Tasmania member since 2003 and a Branch Councillor for 3 years.

Anne currently works at the Midlands Multipurpose Health Centre in Oatlands. Anne joined Branch Council to give rural and remote nurses a voice. For Anne, being an ANMF member means having the knowledge and security of having someone on your side.



Scott Butler
Branch Council Member

Scott has been an ANMF member for over 6 years. He currently works in the Main Theatre at the Royal Hobart Hospital as a Circulating/Instrument Nurse.

For Scott, ANMF membership means great benefits as well as being part of an organisation that protects member rights. This is Scott's fourth year on Branch Council, he is also a Workplace Representative. Scott Joined the Council to be part of the bigger picture for health and to represent nurses both locally and state wide.



Helen Evans
Branch Council Member

Helen is currently a Clinical Nurse in the North West Private Hospital Theatre. Helen has been an ANMF member for 11 years and is also a Branch Councillor and ANMF Representative.

Helen joined the Council to be a voice for members, particularly those within the Private Sector. Being on Branch Council has given Helen the knowledge and understanding to be involved with the development and debate of the EBA at North West Private Hospital.



Deanna Butler
Branch Council Member

Deanna has been an ANMF member for over 15 years and currently works as a Navigator/ Clinical Coordinator for the Royal Hobart Hospital Emergency Department.

Deanna has been a Branch Councillor for 5 years and is also the ANMF Representative for the Royal Hobart Hospital Emergency Department. Deanna joined the Council to be more involved in the union processes and to represent members thoughts and feelings on current issues. Deanna enjoys being part of a group that provides a voice for nurses and midwives.



Sarah Hill
Branch Council Member

Sarah currently works in the Emergency Department at the Mersey Community Hospital.

She has been an ANMF member for 10 years. As well as being on Branch Council, Sarah is also a Work Place Representative. She joined the Council to be a voice for members. For Sarah, being an ANMF member means being part of a large organisation that works to benefit nurses, midwives and the greater community.



Joanne Crawford
Branch Council Member

Joanne has been a member of ANMF for over 10 years and a Branch Councillor for 2.

Joanne works at the Launceston General Hospital in the Renal Dialysis Unit. Being on Branch Council gives Joanne a broader understanding of what happens behind the scenes and allows her to have a voice in the direction of policies and procedures.



Kylie Atwell
Branch Council Member

Kylie has been a ANMF member for 7 years.

Kylie worked at ICU DCCM as a Grade 4 Registered Nurse. Kylie is new to Branch council, being elected at the end of 2016. Kylie joined the Council to increase awareness of member issues along with the opportunity to participate in change. Being a member to Kylie means great member benefits, workplace representation and support when she requires it.



Peter Fraser
Branch Council Member

Peter has been an ANMF member for 34 years and currently works with the Older Persons Mental Health Community Team as a Case Manager.

For Peter, being an ANMF member means having an industrial support network, having a voice in the profession and connecting with like-minded nurses.



Erin Kemp
Branch Council Member

Erin is new to Branch Council this year, but has been an avid ANMF member for 9 years.

Erin works on the Neurosurgical Unit at the RHH and is a Grade 4 Registered Nurse. Erin joined the Branch Council to have an impact on policies and the decision making process. Being a member of ANMF is an important part of being a nurse for Erin, it gives her piece of mind and also allows her access to further education opportunities.

Highlight Continuing Professional Development



The ANMF's (Tas Branch) Continuing Professional Development Calendar is well under way with the Mandatory Training Day's and Basic Life Support Sessions being held around the State with great success.

The CPD calendar commenced with Mandatory Training Day's being held in Launceston and Hobart. Participants were able to complete their Mandatory Training for Medication Management, Basic Life Support, Hand Hygiene, Aseptic Technique, Manual Handling and Fire and Emergency Awareness. These sessions had nurses and midwives attending from a variety of practice settings including acute, community, aged care and private sectors.

These sessions allowed all participants to refresh their knowledge and also understand the latest developments in best practice standards for all mandatory subjects, while also having the opportunity to put their learnings into practice.

A large group of participants with a broad range of experiences made this a wonderful networking opportunity for all the nurses and midwives involved and made for an interesting and motivating day.

Basic Life Support sessions have also been held in Burnie, Launceston and Hobart with many nurses and midwives taking the opportunity to focus on updating and practicing their basic life support skills.

The theory component of these sessions addressed the latest evidence based research from the Australian Resuscitation Council on basic life support. The Australian Commission on Safety and Quality in Health Care Standard – Recognising and Responding to Clinical Deterioration was reviewed and discussed along with its link to basic life support training.



All of the nurses and midwives present were able to share experiences and reflect upon past practices and understand how new updates would impact upon them and their practice in a variety of different practice settings.

Following the theory sessions a practical session incorporated skill development and consolidation in effective compressions; using an Automated External Defibrillator and managing a patient's airway during basic life support.

Role plays then allowed all of the nurses and midwives present to implement all the skills and knowledge learned into a scenario whereby all elements of basic life support were utilised, which was a great way to finish such a dynamic session.

The feedback from all participants have shown how valuable these CPD sessions have been and with many more events and conferences on the CPD calendar all nurses and midwives are encouraged to book early to secure their spots at the upcoming ANMF CPD events. To see what is coming up visit: anmftas.org.au/cpd-education_home.

Focus

Searson Buck Health



Many of our members will be familiar with the work of Nurseline – a well-known temping agency for nurses and carers across Tasmania. They have a large database of employers and employees seeking last minute cover and casual placement in the public and private sectors including acute and aged care settings.

But do you know that they also provide employment and training opportunities to a wide range of healthcare workers statewide? In 2016 Nurseline and its parent company, Searson Buck expanded their reach into the health care industry by launching Searson Buck Health. While Nurseline continues to provide a range of employment opportunities to nurses and carers, under Searson Buck Health they now cover recruitment for all areas of health from the mind to the body. They provide job opportunities in a range of hospital, aged care facilities, doctor's surgeries, and community settings amongst others.

“What we have found is that with the current state of the health system in Tasmania the dollar is tight, facilities are trying to meet their staffing needs and the needs of the patients and residents without overspending on staffing and recruitment” said Searson Buck Health State Manager, Cathy Beswick. “We have to look at new and innovative ways or staffing”.

“We know the health system and understand the client needs. We would love for everybody to come to us as a first step in the process, to tell us what their problem is and let us navigate a solution” said Cathy. “We can be the first stop for health care professionals seeking employment, maybe they recently moved to Tasmania, or are looking for a career change.”

Searson Buck Health have a permanent recruiter who is available to meet with all potential employers and

employees. This means those health facilities seeking staff no longer have to spend large amounts of time and money on advertising and recruitment and the health professionals seeking employment can have easy access to on demand and often exclusive job opportunities.

Searson Buck Health has a team of 7 staff including recruiters with a background in nursing and health. They offer understanding and knowledgeable advice to all candidates. “We have a 24 hour service line for those on placement, and any concerns workers may have is directed to our skilled and trained staff” said Cathy. Nurseline and Searson Buck Health believe in providing quality advice and support to all their workers. “We encourage workers to speak to us during or after their shifts if they need to, we want them to feel comfortable in all working environments” said Cathy.

Nurseline and Searson Buck Health also understand the importance of ensuring all employees are highly skilled and undergo regular training to meet industry needs. They offer opportunities for workers to further their skills through their relationship with organisations such as ANMF. They run regular PD sessions and in some instances even offer reimbursement for training sessions.

Nurseline and Searson Buck Health understand the importance of having high quality, trained health workers in the Tasmanian health care system. They believe providing support and opportunities to not only workers, but also new graduates, is the best way to achieve this. Nurseline run a fantastic nursing graduate program, with over 10 new nurses selected to be involved each year. “We mentor them closely and provide them with ongoing support at every stage” said Cathy.

Whether you are a new graduate, employer looking for part time, casual or full time staff, or a health care professional looking for a career change, it can all start here. If you would like to speak with Cathy, give her a call on 1800 688 180 or visit Nurseline at www.nurseline.com.au.

Financial Wellness

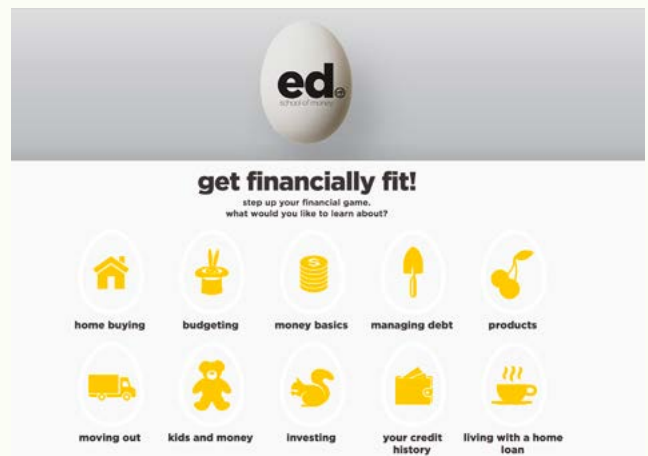


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Knowing more about your money means making better decisions, and being more financially secure in the long run. Learn the basics of buying a home, creating a budget, getting out of debt, managing your home loan and much, much more.

Best of all, you can set your own pace – dip in whenever you like, and come back whenever you have the time.



How do I get started?

Head over to ed, the free online school of money, brought to you by ME. Visit online: www.mebank.com.au/ed get schooled with ME.

Prefer ed to be delivered to your employees in the workplace via an education session?

Contact Relationship Manager, Stephen Tully at Stephen.Tully@mebank.com.au or phone 0467 726 568. Stephen will help you learn more about your finances and how to get ahead.

Got further questions?

Get in touch with Relationship Manager, Stephen Tully at Stephen.Tully@mebank.com.au or phone 0467 726 568. Alternatively contact ME on 13 15 63, Monday to Friday 8am – 8pm or Saturday 9am–5pm (AEDT).

Note: when you click the 'get schooled with ME' link above, you'll leave the ANMF website and enter ME's website. ANMF is not responsible for any content on ME's website and doesn't make any endorsement of it.

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Aged Care Conference 2017

Consumer Directed Care Exploring choices for the Aged.

Held in Launceston, this conference will deliver high quality professional development to nurses and aged care staff. Focus will be on issues affecting care delivery to the elderly in residential aged care, the community, and also the acute care setting. To the right is a list of key note speakers, for the full program visit anmftas.org.au.

Date Friday 7th April 2017
Venue Tailrace Centre, Launceston

Consumer Directed Care

Consumer Directed Care: Impact on the aged person and care providers for the future Lee Curran RN, Anglicare Clinical Care Management and Coordination, Home Based Care

Nutrition requirements in the elderly Renee Du Plessis, Senior Dietician, LGH

Ethics and Education

The Tasmanian Voluntary Assisted Dying Bill 2016: How will this impact on nurses and care workers? Cassy O'Connor MP

The Wicking Teaching Aged Care Facilities Program Professor Andrew Robinson, Wickings Research Centre Hobart

The Politics of Aged Care

How Federal and State Politics influence aged care policy and funding Political Panel: Julie Collins MP, Senator Peter Wish Wilson, Rebecca White MP, Kerry Finch MLC

Nurses Leading the Way

The pathway from Acute Admission to Residential Aged Care: How to improved the experience for the patient and families Natalie Smith, A/NUM – HALT/TCP LGH, Schon Robertson, Aged Care Transition Coordinator LGH and Rebecca Eizsele RN, Southern Cross Care

Community Rapid Response Service Reducing Emergency Department Presentations in the Elderly Meredith Prestwood – NP and Bridget Brown, Project Nurse, Community Rapid Response Service

Wound Care in the Elderly: Practice innovation and latest recommendations on wound care Juliet Scott - NP, Wound Innovations, QLD

Registration

To register online visit anmftas.org.au
Or register in person at the HERC office,
182 Macquarie Street, Hobart
More information (03) 6223 6777 or
1800 001 241 (outside Hobart)

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