

2017  
May

# IN FUSION

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## Penalty rates

What do the changes mean to you?

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## Plus

Superannuation

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Regional updates



# WHILE IT MAY NOT BE US TODAY, IT COULD BE TOMORROW.

ANMF condemn Fair Work's decision to cut Sunday and public holiday penalty rates.

Keep up-to-date with news as it comes to hand via eNews, Facebook and Twitter.

**#PENALTYRATESMATTER**

**ANMF**

Australian  
Nursing &  
Midwifery  
Federation  
Tasmania

<b>Branch Secretary</b>	Neroli Ellis Neroli.Ellis@anmftas.org.au
<b>Acting Branch Secretary</b>	Emily Shepherd Emily.Shepherd@anmftas.org.au
<b>Director – Operations &amp; Strategy</b>	Andrew Brakey Andrew.Brakey@anmftas.org.au
<b>Industrial Organising Manager</b>	Shane Rickerby Shane.Rickerby@anmftas.org.au
<b>Southern Organisers</b>	Sue Darcey Sue.Darcey@anmftas.org.au
	Norm Blackburn Norman.Blackburn@anmftas.org.au
	Tristan Streefland Tristan.Streefland@anmftas.org.au
<b>Member Engagement</b>	Mandy Clark Mandy.Clark@anmftas.org.au
<b>Northern and North West Organisers</b>	Phoebe Midson Phoebe.Midson@anmftas.org.au
	Marita Meadows Marita.Meadows@anmftas.org.au
<b>Information Officers</b>	info@anmftas.org.au
<b>Nursing Industrial Officer</b>	Caroline Saint Caroline.Saint@anmftas.org.au
<b>HERC Business Manager</b>	Fiona Huskinson Fiona.Huskinson@anmftas.org.au
<b>Marketing, Media and Publications</b>	Laura Paton marketing@anmftas.org.au

## ANMF Branch Council & Executive

<b>Emily Shepherd</b>	Branch President LGH 5D
<b>James Lloyd</b>	Acting President/Vice President RHH Central Coordination Unit
<b>Kim Ford</b>	Executive – RHH Outpatients/ Specialist Clinics
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<b>Erin Kemp</b>	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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182 Macquarie Street, Hobart, TAS 7000  
Phone (03) 6223 6777 or 1800 001 241  
(outside Hobart)

# Acting Branch Secretary Message



In February the Fair Work Commission handed down their decision to cut Sunday penalty rates for 700,000 retail, hospitality and pharmacy workers. Recently the ANMF's worst fears that this decision could extend to some nurses working in what were deemed 'non-essential' services, were confirmed.

Billion dollar healthcare employer Sonic Health Plus, which has over 50 worksites across Australia, including in Tasmania, threatened to cut their nurses' Sunday penalty rates from 75% to 50% during EBA negotiations. Following an immediate Australia wide media campaign by the ANMF, this decision was reversed by Sonic Health Plus, but sets a concerning trend for nurses in the private sector.

The ANMF legal advice on the Fair Work Decision suggests that in some instances nurses working in aged care could also be targeted, as their work could be considered not to be essential. The ANMF are resolute that the work of all nurses, midwives and care workers regardless of the sector are essential and will continue to lobby both at a State and Federal level to protect the penalty rates of the Nursing, Midwifery and care Workforce.

The aged care sector is continuing to suffer from the Aged Care Funding Instrument cuts which came into effect on 1 January 2017. ANMF are already seeing the detrimental impact on members working in aged care in terms of their pay and conditions, as well as on staffing levels and skill mix.

ANMF Tasmanian Branch will be joining with other ANMF branches across Australia to develop a campaign to address the risks these funding changes are having on the aged care sector. As well as addressing the funding shortfall and to prevent the loss of essential nurses and care workers from the aged care sector, ANMF will be lobbying, at a state and federal level, the need for mandated staffing levels in aged care to ensure strong nursing teams.

**Emily Shepherd**  
Acting Branch Secretary



# — Focus Regional Updates

## North West Roundup

### Ulverstone and Devonport community nursing

ANMF have been working collaboratively with members and management to ensure that concerns regarding the change proposal to cease the evening shifts at Ulverstone are heard. At these Joint Consultative Committee meetings solutions were put forward to respond to the concerns of members working from the Devonport Office. These included but were not limited to; staff having to work in unfamiliar areas late at night, family concerns of staff working later, and concerns around staff having to work individually to cover an increased workload. Solutions put forward included amending the evening shift time to allow for handover and earlier visits to clients, and an increase of hours for registered and enrolled nurses. At the time of print, feedback from members was positive in regards to the implementation of the Change Proposal.

### Workload concerns

ANMF met with members in the public and private sectors who voiced workload concerns at their worksites. ANMF Organisers and Workplace Representatives met with members working on the Medical Ward at Mersey Community Hospital who had ongoing concerns regarding excessive workloads, which has at times resulted in unsafe Nurse to Patient numbers. A “Step 1” NHpPD Grievance was initiated with recommendations put forward to address the workload concerns. At a second meeting, the response from management was put to members. The response was unacceptable to members as it did not adequately address the patient safety and quality of care concerns raised in the step 1 Grievance. Members subsequently passed a further resolution to raise the grievance to a Step 2 NHpPD. On behalf of members, ANMF has sent a letter to the Executive Director of Nursing initiating a “Step 2” Grievance and requesting a convening of a specialist panel. ANMF continue to liaise with management and advocate for members, patient safety, and quality care.

### Aged care EA updates

With enterprise agreements expiring at a number of aged care facilities in the North West, ANMF Organisers have been busy attending meetings across the area. ANMF member meetings have been held at a number of sites to endorse the Log of Claims, which then will be presented to management at negotiation meetings. Organisers have enjoyed speaking with members at Tandara Lodge in Sheffield, Meercroft Home for the Aged at Devonport, One Care sites at Burnie and Port Sorrell, Southern Cross Care at Somerset, Wynyard Care Centre and Aged Care Deloraine over the last few months with more facilities to be visited in the coming months.

## Southern Roundup

### March Mental Health Industrial Consultative Forum

During March, ANMF Organisers attended the March Mental Health Industrial Consultative Forum, some of the issues discussed included:

- Staffing concerns at the Wilfred Lopes Centre which was reported ‘at crisis point’. A joint union meeting has been scheduled to identify the specific concerns of all union members.
- Vacancy lists conflicting with member reports in all areas. These will be redistributed with correct data.
- Increased clinician workloads due to accreditation needs impacting on direct patient care.

All outcomes surrounding these issues will be updated regularly via eNews.

### Mental health inpatient safe staffing working group

Meetings continue to be cancelled or postponed with very little progress. Currently the delay is due to difficulty in accessing data from the trial at Northside.

### PEN positions in RHH emergency

Psychiatric Emergency Nurse (PEN) positions have been advertised for RHH Emergency Department. ANMF has



reviewed the Statement of Duties and strongly disagrees with the classification of Grade 4 and is seeking a review.

### **Midlands Multi Purpose Health Centre**

ANMF met with members who raised concerns related to the action plan to improve recruitment and provide regular education to ensure nursing staff maintain the skills required to meet the needs of emergency care through to aged care services. An update will be provided following a meeting with DoN.

### **Calvary operating theatres**

Members working at Calvary Lenah Valley Campus operating theatres continue to work with extreme workload pressures including excessive overtime and no fatigue management strategies in place. ANMF will be meeting with members to discuss their rights to a safe working environment.

## **Northern Roundup**

### **Changes to the public health system**

Things in the North have been challenging as the public health system prepares to face lots of changes. These include the new structure of the Tasmanian Health Service (THS) and One service which is already experiencing the impact of the new THS structure is maternity service in the North, experiencing increased workloads as a result.

### **James Scott Wing**

ANMF members working in Scottsdale at the James Scott Wing (JSW) have had an interesting year with the THS moving to sell the JSW to private aged care provider May Shaw. ANMF have been heavily involved in ensuring that all members' industrial entitlements are maintained and in addition, appropriate compensation for the decreased wages and conditions in the private sector when compared to the public sector. As the transfer agreement progresses ANMF

will support members on a more individual basis regarding their future employment options.

### **Maternity services in the north**

Maternity services in the northern part of the state have been facing some significant challenges with the closure of public maternity services in the North West and the closure of Calvary Hospital admitting post natal women and babies. Moving forward, these two changes will significantly impact upon the already busy service conducted at the Launceston General Hospital (LGH). Another consideration is that future nurses wanting to train as midwives can no longer train at the University of Tasmania (UTAS), as this course is not offered. This means that training is now accessed via correspondence, this is obviously another mitigating factor that will impact upon the northern maternity services and in particular workforce planning moving forward. ANMF recognises the pressures workers face in these areas and we will continue to advocate for our members and the safety of their patients.

### **LGH operating theatre**

The LGH Operating Theatre is another area that has been facing some significant workload concerns. Such a busy fast paced environment, coupled with vacant positions and high levels of sick leave, is placing all members under unsurmountable pressure. We continue to support our members in this area to ensure they have adequate staffing levels and a safe working environment.

### **Aged care enterprise agreements**

It is a busy time for ANMF with numerous aged care enterprise agreements up for negotiation. ANMF will be more visible in aged care workplaces during this time. We look forward to having some engaging conversations with members. ANMF are currently involved in the following negotiations:

- Southern Cross Care
- Masonic Care
- OneCare



# Focus Regional Updates

Our members in the north continue to face some significant workload challenges with base line roster vacancies being difficult to fill, overtime increasing alongside sick leave and patient acuity, and the need for more nursing care on the rise. These trends continue to be apparent in the north and we will continue to advocate for our hard working members in both the public and private sectors.

## Aged Care Roundup

### State-wide issues continue in aged care

ANMF Organisers are dealing with workload challenges, roster vacancies and increasing demands on care workers and nurses due to the high acuity of residential care. Nursing homes are admitting residents who have been cared for in the home but come to facilities because of their higher care needs. This is putting greater pressure on clinical staff at most facilities. These statewide trends continue to be apparent and we will continue to advocate for our hard working members in both the public and private sectors.

### EA Agreements in aged care

It has been a busy time at ANMF with enterprise agreements in full swing. At the time of print, the following EA's are currently being progressed:

- **Corumbene**

Two negotiation meetings have been held at Corumbene. ANMF are negotiating on behalf of both nurses and carers in their separate agreements. Management made an offer to be presented to members for discussion. Keep an eye out for further member meeting notices.

- **Hobart Day Surgery**

The first negotiation meeting has been held in which a discussion about payment for public holidays took place. Due to the unusual hours worked, a formula has been set up to address the variable rosters worked and application of this to employees. Skill mix was also

discussed as members believe that there is insufficient acknowledgment of clinical expertise in the current agreement. Members also requested more workplace education and a new career structure to help retain employees for the organisation. ANMF will continue to fight to improve the conditions of nurses at the site.

- **The Gardens**

Negotiations have commenced with the new owners, Menarock. The Log of Claims for non-nurses general agreement has been endorsed. The bargaining process has commenced and ANMF raised concerns about potential loss of conditions for members.

If you have been involved in EBA negotiations at your site and would like to tell other ANMF members the experience through Infusion please contact ANMF marketing department at [marketing@anmftas.org.au](mailto:marketing@anmftas.org.au)

Please contact ANMF on 1800 001 241 if you would like to arrange an Organiser to visit your workplace to discuss any workload or industrial/professional issues.



## Focus

# Regulations for Nurses and the help available

Nurses are subject to regulation by the Nursing and Midwifery Board of Australia (NMBA). The NMBA is supported by the Australian Health Practitioners Regulations Authority (AHPRA). If you are the subject of a complaint about your practice it is likely that the first time you will become aware of this is when you receive a letter from AHPRA outlining the complaint and asking for your response.

Members are often concerned that a complaint will result in them becoming 'deregistered'. While loss of registration might be the end result of an investigation, the majority of complaints are addressed and resolved without such serious consequences. The primary obligation of the NMBA is to protect the public, not punish the practitioner. Clearly, if the NMBA require a practitioner to undertake further education; practice under supervision or conform with other restrictions, the practitioner may feel that they are being 'punished'.

There are isolated occasions where a nurse receives a complaint they believe has been lodged by an individual for the sole reason of 'getting the nurse into trouble'. Sometimes these complaints are related to problems within families or a vexatious complaint from colleagues. These types of complaints are relatively unusual but can be particularly distressing for the nurse involved.

Out of 1,435 notifications made (across Australia) about nurses and midwives in 2015/16, 620 notifications were made by other nurses. In part this is understandable as nurses work closely with colleagues and are well positioned to identify concerns with health or performance.



In addition, many of these notifications could have been submitted by employers (who are also nurses).

Individual nurses are also often concerned, particularly if they wish to take advice about changing poor habits (especially in relation to drug or excessive alcohol intake), that they may find themselves reported to the NMBA by their health practitioner. Under section 141 of the Health Practitioner Regulation National Law 2009, a health professional who forms a 'reasonable belief' that an impairment may be 'notifiable conduct' because the use of substances (or a health problem) has the potential to place the public at risk. A nurse can also 'self report' their health issue.

The NMBA recognises that working as a nurse or midwife can be stressful and in order to provide support for nurses and midwives they have funded a National Health Support Service. The service DOES NOT report back to the NMBA and is run by a third party. The website contains general information which may be of use.

**Nurse and Midwife Support is now live and provides 24/7 confidential support. To access this support, call 1800 667 887 or visit [www.nmsupport.org.au](http://www.nmsupport.org.au).**



# HERC Diploma Graduates

ANMF and our Health Education Research Centre (HERC) are committed to making a positive difference to Tasmania's health care by providing a centre of excellence that delivers high quality Vocational Education and Training (VET), professional development and related research for health professionals in Tasmania.

There is a rising gap of enrolled nurses in the Tasmanian workforce due to limited supply and increasing demand, particularly in the aged care services. Change is being sought to increase the proportion of enrolled nurses as a share of the total nursing workforce, this means the demand for qualified and quality enrolled nurses will grow rapidly over the coming years. This can only be satisfied with an increased supply of Diploma of Nursing graduates. HERC are committed to supplying staff to ease this gap through quality education and support.

### The year so far

On the 23rd April 2015, 20 students commenced the inaugural Diploma of Nursing course (HLT51612) at HERC. On Monday March 6th 2017, this group commenced their final 3-week clinical placement prior to course completion. HERC staff were extremely pleased with the personal and professional development each student demonstrated and achieved throughout the 2 year course. A number of these graduates are now employed as AINs/sitters within the public health sector and are looking forward to advancing their nursing careers within aged care, community care and the acute care sectors as graduate enrolled nurses (EN).

The graduate students worked well, both individually and as part of the wider team to support each other

throughout the course. They enjoyed a variety of learning opportunities which included classroom sessions, contextualised simulated activities to represent the work environment, group work and a variety of clinical placements. The students expressed appreciation for the experiences and knowledge that the HERC team afforded to them and were excited about obtaining registration with AHPRA prior to commencing their roles as Enrolled Nurses within the wider health care industry.

The second Diploma of Nursing cohort is in its final months and the students are looking forward to their upcoming final clinical placements. These students will be seeking registration with APHRA towards the end of 2017.

### The year ahead

HERC commenced the latest Certificate III in Individual support (Ageing and Home & Community) (CHC33015) course on the 26th of April 2017. Staff are excited to see a new group of students take the first steps towards their new careers. We will continue to keep you updated on the achievements of these students and the overall progress of HERC.

Further information can be obtained by contacting HERC on (03) 62236777 or visiting [herc.tas.edu.au](http://herc.tas.edu.au)

HERC will be running their next Diploma of Nursing course later this year.

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**For more information on this course or any others, visit [herc.tas.edu.au](http://herc.tas.edu.au), email [educationassist@anmftas.org.au](mailto:educationassist@anmftas.org.au), or call (03) 6223 6777 or 1800 001 241 if you are outside Hobart.**

HERC offer a range of supportive, inclusive and diverse education opportunities and encourage you to get in contact and arrange a chat today.

# Penalty rates

## 24-hour care should be paid what's fair



Nurses, midwives and carers around the country are working tirelessly to provide quality care to the Australian public.

The provision of 24/7 care comes at a significant personal cost, not just to the wear and tear on our own health, but also to our personal lives as we miss out on time with family and friends. Despite a '24 hour economy' few workers actually work 24 hours across the clock: nurses and care staff do.

ANMF Tasmanian Branch strongly supports our members' right to penalty rates and recognises that a loss, or major reduction, of penalty rates would:

- Significantly reduce nurses, midwives and carers 'take home' pay (On average could reduce weekly pay by 22%)

- Fail to recognise, value and compensate the sacrifice nurses, midwives and carers make in providing 24/7 care,
- Potentially lead to refusals to work rotational shift work.

Recently, media attention has focussed on some industry wage deals where unions have participated in enterprise bargaining agreements which have resulted in less than industry award pay rates.

Whilst ANMF is aware that EBA bargaining can mean certain proposals are made to enable changes to conditions, we would assure our members that EBAs we have bargained, which have been accepted by a vote of our members, have ensured pay rates far higher than the Modern Nurses Award.

Some examples for comparison are located below:

Employer	Day shift (flat rate)	Late shift loading	Night shift loading	Saturday loading	Sunday loading	Public holiday loading
Modern Nurses Award Loading		\$12.5%	15%	50%	75%	100%
RN Level 1, pay point 8	\$26.99/hr	\$30.36/hr	\$31.04/hr	\$40.49/hr	\$47.23/hr	\$53.98/hr
THS Loading		15%	27.5%	50%	75%	150%
Grade 3, Year 8	\$39.21/hr	\$45.09/hr	\$49.99/hr	\$58.82/hr	\$68.62/hr	\$98.03/hr
Calvary Health Care South Loading		15%	25%	50%	75%	150%
RN Level 1, Year 7	\$40.61	\$46.70/hr	\$50.76/hr	\$60.91/hr	\$71.07/hr	\$101.53/hr
Freemasons Homes of Tasmania Loading		15%	17.5%	50%	100%	100%
RN Level 1, Year 8	\$36.50/hr	\$41.98/hr	\$42.89/hr	\$54.75/hr	\$73.00/hr	\$73.00/hr

# Cuts to penalty rates Who's next?



Examples in comparison to the Aged Care Award 2010 for our Carer members still show hourly rates (and loadings) which are higher than in the underlying Award:

Employer	Day shift (flat rate)	Late shift loading	Night shift loading	Saturday loading	Sunday loading	Public holiday loading
Aged Care Award Loading		10–12.5%	10–15%	50%	75%	150%
Aged Care Employee Level 4	\$20.61/hr	\$22.67–\$23.70/hr	\$22.67–\$23.70/hr	\$30.92/hr	\$36.07/hr	\$51.53/hr
BUPA Care Services Tasmania		15%	17.5%	50%	75%	150%
Aged Care Employee Level 4	\$21.62/hr	\$24.86/hr	\$25.40/hr	\$32.43/hr	\$37.84/hr	\$54.05/hr
Freemasons Homes of Tasmania Loading		14.5%	16%	50%	100%	150%
Aged Care Employee Level 4	\$20.96/hr	\$24.00/hr	\$24.31/hr	\$31.44/hr	\$41.92/hr	\$52.40/hr

As we reported last year, the Productivity Commission recommended a “two-tier” penalty rate system. Those working in retail and hospitality have faced the first penalty rate cuts. More recently it has been suggested that hairdressers will also have penalty rates reduced: the threat is increasing.

ANMF federally has sought legal advice, that the “tier” system of penalty rates may leave those who work in “aged and health care (particularly non-essential care) and nursing, where it isn’t deemed to be an ‘essential service’, at the highest risk of further penalty rates decisions.

ANMF Federal Office has recently advised Federal Parliament of the anxieties nurses, midwives and carers around the country are facing. The prospect of reductions in take-home pay is causing reassessments of daily life, and long term planning for matters such as home loans. If cuts similar to those in the recent Fair Work Commission decision are made to areas such as Aged Care, Federal Office has estimated;

A Registered Nurse (RN) stands to lose around \$2000, with an AIN losing \$1200. It’s little wonder that our members are so concerned and why they’re questioning if they will stay in the profession.

Nationally, ANMF has over 259,000 members, and as the industrial and professional voice for nurses, midwives and cares in Australia, will be lobbying for what is best for our members, the profession, and safe provision of care. We cannot do it without you and the strength of your collective voice.

ANMF Tasmania stands side by side with all other ANMF branches and unions in fighting these cuts.



We call on the Prime Minister to step-up and stop cuts to penalty rates before there's an exodus from our professions. We will continue to keep you updated as information comes to hand.

Make your opinion count by registering at [www.protectourpenaltyrates.org.au](http://www.protectourpenaltyrates.org.au)

Keep an eye on the ANMF (Tasmanian) and ANMF (Federal Office) websites and Facebook pages to stay up-to-date with campaign strategies and how you can participate to protect our penalty rates and the penalty rates of your family members (particularly those just entering the workforce).

If you believe your penalty rates are not being correctly applied please don't hesitate to call the ANMF Information Centre on (03) 6223 6777 or 1800 001 241 (outside Hobart area), or email us at [info@anmftas.org.au](mailto:info@anmftas.org.au) for advice.

## Hobart Honk-a-thon

In Australia penalty rates were introduced in 1947, when unions argued in the Arbitration Commission that people should be compensated for working unsociable hours or working outside of normal hours. People pay a social, psychological and physical cost when they are cut off from their families and friends on a regular basis, this is the case for shift workers.

It is of great concern for ANMF that if the current cuts to penalty rates are bedded down in some industries, it will only be a matter of time before front line services will be hit and this includes nurses, midwives and carers. Already in Victoria private sector aged care EA's are being negotiated to reduce weekend penalty rates.

ANMF staff were more than eager to show their support for our Union colleagues in the retail and hospitality industries at the 'honkathon' protest last month. We will continue to fight for all those workers who are about to have their wages dramatically reduced with a cut to penalty rates.

The response from passing motorists on the day was overwhelming. The constant sound of 'honking' car,



motor bike, and bus horns clearly demonstrated the very strong public support for this low paid group of employees.

ANMF encourage members to be very mindful of what cuts to penalty rates would mean for them and their take home pay. Ask yourself the question: Would I continue to work on weekends and public holidays for no additional benefit?

### Susan Thompson, MMPHC

"I would not be happy to work public holidays and weekends without penalty rates. It would be hard to work this without the incentive of penalties –these make the job more attractive – especially with the workload and education requirement in our industry."

### Jacque Rowbottom, MMPHC

"I would not be willing to work weekends and public holidays without penalty rates. I believe that this will create a nurse shortage during weekend and public holidays."

# Focus

## Aged Care under attack

ANMF are extremely concerned about a number of attacks upon the aged care sector and the impacts this may have on nurses and care workers working within it.

Recent changes to the Aged Care Funding Instrument (ACFI) and indexation freeze have seen a significant reduction in funding to the sector. This is having a flow on effect to nurses and care workers in terms of their pay and conditions, as well as on staffing levels and skill mix. Further reductions in funding could challenge the ability of nurses and care workers to provide safe quality care to their residents due to a lack of resources.

ANMF are equally fearful that penalty rates in the sector may be targeted following the Fair Work Commission's announcement to cut penalty rates for retail and hospitality workers. ANMF legal advice has highlighted that this decision may extend to nursing care in the aged care sector, as work in some instances may be considered to be 'non-essential'.

ANMF are dismayed that any work performed by nurses and care workers could be considered 'non-essential'. ANMF are firmly of the view that care delivered by nurses and care workers in the aged care sector is absolutely essential and that any reduction in penalty rates would be short sighted.

ANMF understand that nurses and care workers in the aged care sector are already some of the lowest paid nurses and care workers in Tasmania. Reducing penalty rates would cause further disadvantage. The workforce would risk losing skilled staff to other sectors leaving our elderly, who require essential nursing care, vulnerable.

ANMF are committed to addressing these issues faced by nurses and care workers in aged care sectors. We are working on developing a campaign that will be launched soon. This campaign will address the issues outlined above at both at a state and Federal level.



ANMF will do their best (federally and locally) to ensure that our nursing teams in aged care are protected.

ANMF are dedicated to standing strong to protect the rights of not just nurses, but the entire aged care team, including care workers. Nurses and care workers can stand strong together under the ANMF banner to ensure their residents receive the care they deserve.

We encourage all nursing and care staff to ensure that your concerns and rights are heard by joining the ANMF today. If you are not already a member, or know someone who is not, we encourage you to contact your workplace ANMF Representative or Organiser to ensure you and your colleagues are represented in our campaign.

**For further information visit [anmf.as.org.au](http://anmf.as.org.au) or call (03) 6223 6777 or 1800 001 241 if you are outside Hobart.**

# Introducing Tristan Streefland

ANMF would like to introduce our new Southern Organiser for the Royal Hobart Hospital, Tristan Streefland.

Born and raised in Launceston, Tristan moved to Hobart in 2011 to complete his Bachelor of Nursing degree at the University of Tasmania.

Tristan was first attracted to nursing as a profession as it combined many of the qualities he was looking for in a career.

“Nursing is an ever changing, fast paced working environment, it provides a continued opportunity to learn and most importantly, we get the privilege of providing care to those who need it most” said Tristan.

Upon completion of his studies in 2013, Tristan was lucky enough to gain a graduate position on the Neurosurgical Unit at the Royal Hobart Hospital where he worked for 4 years. During this time he worked on developing and consolidating his clinical skills under the guidance of some amazing colleagues.

Tristan joined the ANMF as a graduate nurse. At the time he didn't fully understand the importance and impact the union had in the nursing field. It was only during the 2016 enterprise bargaining agreements that he saw the power ANMF had in representing a united front.

“I didn't really grasp just how much the ANMF advocated for us nurses. So, when the opportunity presented itself to apply for the position as Southern Organiser at the ANMF, I was excited but also quite apprehensive; this was a step out of the clinical field into the unknown realm of industrial relations. I am passionate about the ensuring that our workforce's voice is heard and acted upon. Having been on the frontline, and seeing what pressure and conditions our workforce can be under, this will help me to be a positive advocate for the rest of the nurses out there.”



Tristan is excited to get out there and meet the rest of the ANMF family. He will be coming around the RHH in the coming months. Say hello if you see him!

Contact Tristan by calling (03) 6223 6777 or 1800 001 241 outside Hobart area. Alternatively email **Tristan.Streefland@anmf.tas.org.au**.

From everyone here at ANMF,  
we welcome Tristan. It is great to  
have you on board!

# — Interview

## Opportunities for nurses



ANMF have always highlighted the opportunities a nursing qualification can give an individual: charity and aid work, to participating in ground breaking research are just some of the interesting pathways taken by ANMF members.

ANMF Branch Secretary Neroli Ellis, currently on long service leave, is exploring a different path and agreed to an interview.

*Nurses have the opportunity to lead varied careers in a wide range of settings, can you give an overview of your nursing career?*

Opportunities that have arisen throughout my career have been unexpected but have all enriched me professionally and personally. I didn't expect to do nursing but returned back mid-year (July), following a year on a USA school exchange. I had aspired to study Law but my return coincided with the August Preliminary Training School (PTS) at the Royal Hobart Hospital (RHH). So I joined some of my friends who were nursing. I immediately loved nursing and I was fascinated with healthcare. The rest is history.

I have been fortunate in my career pathway and, at 24 years, was appointed as Charge Nurse of Ward 3D, a RHH surgical ward. I worked in a variety of RHH wards post training and transferred to the Launceston General Hospital (LGH) to work in Education, then was NUM of Pool. I commenced with ANMF (then ANF) as an Industrial Officer and had a stint as the Employment Advocate in the Launceston Legal Centre.

Like many nurses, I have continued my education including completing a Masters of Business Administration. (MBA)

I have also had experience in governance on superannuation, credit unions and community boards. Currently I am a Board Director of Tasplan Super, which is

a Tasmanian based industry super fund managing around \$7.6 billion.

*Did you ever imagine you would end up running for the Legislative Council and has your experience as a nurse and as ANMF Branch Secretary prepared you for this role and if yes, how so?*

No, I didn't expect to last past 6 months PTS in nursing! None of my career pathway was planned but there were many sliding door moments and I have always taken risks.

Despite being immersed in the political world for 15 years as ANMF Secretary; lobbying, advocating, negotiating and campaigning for improvements to nursing and healthcare, I had not intended to try to enter politics. I now feel confident that I have the experience and desire to influence change. I feel as if I am in the right place at the right time.

I am independent politically and have never been a member of any political party. The six year term of the Legislative Council for the Launceston seat, is up for election in 2017 and, as an independent with a passion to make a difference, the opportunity and timing seems perfect.

If I am fortunate to be elected I will be able to bring the vast array of skills, experience and education gained through my role as ANMF Branch Secretary, to the role.

*If elected do you envisage you will still be able to advocate for the Nursing and Midwifery professions and what would be key issues you would address to begin?*

Legislative Council members have the ability to negotiate directly with the Government of the day. As a member, I would receive briefings, commence enquiries, participate in Committees and ask questions in the Legislative Council pertaining to health and other related issues.

I am and always will be passionate about nursing, midwifery and healthcare and ensuring sustainable funding for a quality Tasmanian public health care system.

# — Focus Superannuation

Currently, if you earn more than \$450 a month, legislation requires that your employer put money into your superannuation account. The current minimum contribution is equivalent to 9.5% of your salary.

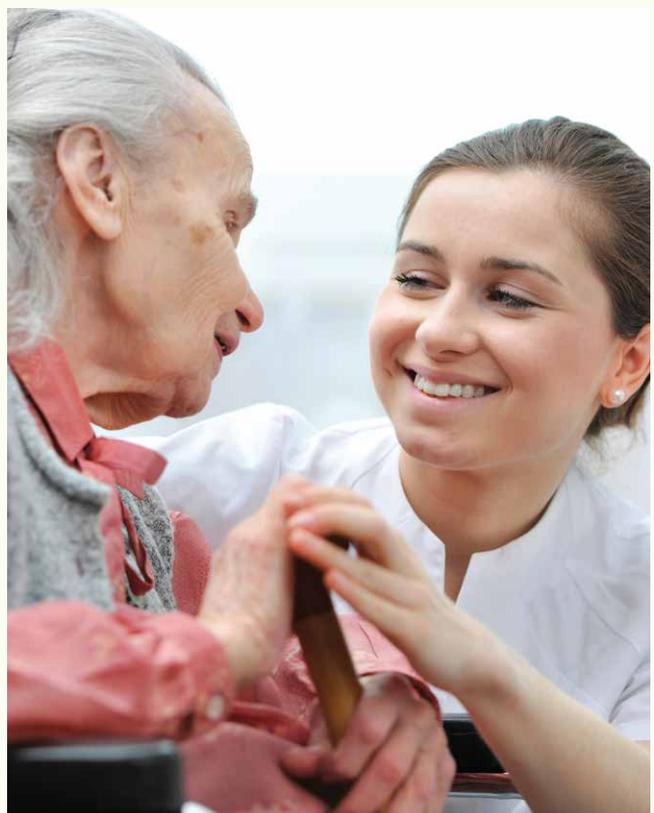
This money is yours, you have earned it. The benefit to you is delayed as you cannot access the money until you retire. However it is important that money be put into your superannuation fund regularly so that you obtain the advantage of compound interest over the life of your investment. This is particularly important for those who take breaks from the workplace in order to care for family or to study.

Despite the legislative requirement it has been estimated that as many as 30% of employees could be missing out on their correct superannuation entitlements, with the average loss to a worker around \$1489<sup>1</sup>.

Employers can legally delay putting money into your fund until a month after the end of each quarter so, even though your pay slip may say you have been 'paid' \$180 in superannuation in January this may not be sent to your fund until April. If you are not sure whether you are being paid the correct amount of superannuation you can check by using a tool at the ATO website: [www.ato.gov.au/calculators-and-tools/estimate-my-super](http://www.ato.gov.au/calculators-and-tools/estimate-my-super)

It is important that you check to ensure that regular deposits are being made into your superannuation fund. While you may get statements via the post or email you can usually arrange online access to your account so that you can check your statement at any time and know that payments are being made.

If you find that your superannuation payments are not being made you should first approach your employer and raise the matter with them. If payments are still not made you should contact the ATO for assistance.



**Please note this is general not financial advice, for personal advice in relation to your superannuation contact your fund or financial planner.**

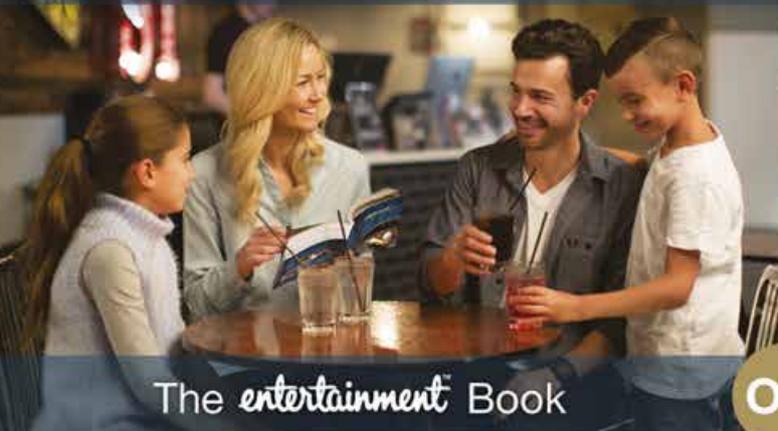
## References

1. [www.industrysuperaustralia.com/campaigns/httpwww-industrysuperaustralia-comassetsuploadsfinal-unpaid-super-january-2017-pdf](http://www.industrysuperaustralia.com/campaigns/httpwww-industrysuperaustralia-comassetsuploadsfinal-unpaid-super-january-2017-pdf)

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