

2017
February

IN FUSION

Focus

Public Sector
EBA Agreement



Plus

Member Benefits
CPD Calendar



your future, divided

On average, Australian women have
just over half the super of men.*

Maybe it's time to change that?

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Branch Secretary Message

Welcome 2017!

New graduates

The beginning of the new year is always an exciting time to welcome many new graduates commencing their nursing career. Congratulations to around 200 nurses, who have been successful in entering graduate programs in the public and private sectors. We look forward to your contribution to our profession and to improving health outcomes for our Tasmanian community, while consolidating your professional practice and confidence.

ANMF is here to support and assist and our Information Centre which is staffed by nurses, can answer any professional and/or industrial query, while our Continuing Professional Development program on pages 10-13 will help to inform your practice. ANMF Organisers and Representatives on each ward are available to assist with any local issue and provide guidance in your new working environment. Thank you to our more experienced members who will be providing valuable preceptorship and mentoring in addition to your busy workloads!

New Public Sector Agreement

ANMF is pleased to finalise the new 18 month Agreement, anticipating registration in the Tasmanian Industrial Commission at time of print. While the wage increases are disappointing, many of the outstanding conditions have now been addressed including the development of a new ratio hybrid model for Tasmanian and the introduction of around 300 new Grade 5 positions as Associate Nurse Unit Managers (ANUM), improvements to on call conditions and the professional development allowance and career structure.

There will be a clear focus on improving wage relativity during the next round of negotiations to ensure Tasmanian nurses and midwives have competitive salaries to not only retain but to be able to recruit to the increasing number of vacancies. Thank to all our members who supported the campaign to ensure the improved offer and final outcome.

Looking forward to a positive year with many new and exciting member benefits and improved services!

Neroli Ellis
Branch Secretary



— Focus Regional Updates

North West Roundup

A win for nurses in the North West

With the removal of birthing services at Mersey Community Hospital, the operating theatre nurses were no longer required to provide on-call services for after hours theatre cases. Members who had previously been rostered on-call, contacted ANMF and we were able to negotiate salary maintenance for those financially disadvantaged with the loss of on-call allowances. This was a big win for members, as when it was first discussed with the Tasmanian Health Service they said no compensation would be paid. The compensation payments were backdated to 1st November 2016.

Monitoring changes at the Mersey

The Joint Industrial Consultative Committee meetings for the North West Integrated Maternity Service have been continuing since inpatient and birthing services ceased at the Mersey Hospital on 1st November 2016. Midwife members now working at the new antenatal rooms at the North West Regional Hospital, contacted ANMF regarding a number of different issues. ANMF will continue to monitor and consult with the Project team and the Executive Director of Nursing for the North West.

Stop Work meetings a success

The Public Sector Nurses and Midwives Agreement had ANMF organisers busy on the ground during industrial action in December. This action forced the Tasmanian Health Service negotiation team back to the table with a reasonable offer. This would not have happened without industrial action driven by members at the four major hospital sites across the state. Over 75 members supported the Stop Work meetings held at the North West Regional Hospital and the Mersey Community Hospital.

Negotiations for private sector enterprise agreements

The ANMF Industrial and Organising team have been busy with a number of private sector enterprise agreements in the North West. Wynyard Care Centre is just one Aged Care Facility that has received a number of visits from ANMF over the last few months. ANMF is in negotiations with the employer for the already expired enterprise agreement. ANMF Organiser, Marita Meadows, will also be in contact with members at other sites across the North West whose enterprise agreements expire in 2017. Details of the commencement of negotiations and member surveys will be sent to members approximately 6 months prior to the expiry of an agreement.

Looking forward to 2017

ANMF North West Organiser, Marita Meadows, looks forward to another year supporting members in all sectors and worksites across the North West, meeting as many members as possible along the way. If you would like a visit to your worksite, please call our Hobart office on 1800 001 241 to make arrangements.

Northern Roundup

At the time of writing this *Infusion* we have just finished our Public Sector Nurses Agreement campaign. The campaign, which sees the inclusion of, amongst other things, a nurse patient ratio implemented into the public sector was well supported by members across the state. Northern members attended all meetings with great numbers, with all members endorsing industrial action to ensure the government would take seriously our employment concerns. It was fantastic to see everyone come together and be active in their industrial action, from refusal to be redeployed, undertake double shifts and the use of some fantastic



window writing. It was such a great atmosphere at the Launceston General Hospital when ANMF teams were doing their daily walk arounds during this campaign. We congratulate you all on your efforts, it clearly shows what unity and coming together can achieve.

In addition to the above campaign, the Northern teams have been busy with numerous other private sector agreements, in particular the Calvary Health Care Agreement. There have been numerous workload grievances lodged due to the increased acuity of some areas, short falls in baseline rosters and inability to recruit appropriately skilled nurses' to the positions. Out of these grievances we are now looking to benchmark some new areas for the first time, this will ensure a mandated minimum staffing level for these areas.

We look forwards to continuing to support you throughout the year, ANMF are conducting regularly visits and walk arounds in all areas of the northern public, private and aged care settings, talking to members and updating the notice boards. If you see the ANMF team in your workplace please come up and have a chat to us.

Southern Roundup

Southern Public Sector EBA campaign

The public sector EBA went to ballot in early January with a revised offer from Government. All ANMF members who took part in industrial action and stop work meetings should feel proud that they pushed the State Government to put forward an offer that will ensure that nurses in the state have improved conditions over the life of the agreement.

The Royal Hobart Hospital stop work meeting was a huge success with an estimated 250-300 nurses taking part. Martin Godard spoke about the State

Government's underspend of GST revenue on health in Tasmania. A copy of his paper 'The Health of Health 2016' can be found on the ANMF website.

The EBA will be in place for 18 months and is due to be re-negotiated in July of 2018. ANMF look forward to working with members to continue to improve the pay and conditions for nurses, midwives and AINs in the public sector.

ANMF would like to thank all their workplace representatives across the South who pulled together to make the 2016 campaign such a success. Without their ongoing commitment to nursing this outcome would not have been possible. If you are interested in becoming an ANMF workplace representative to help support nurses in your work area please contact ANMF on 6223 6777.

Save the Royal Campaign

ANMF members have been taking part in the joint ANMF and AMA campaign at the Royal Hobart Hospital. The campaign was started when ANMF and AMA members raised concerns about bed capacity at the hospital once all wards were moved out of B-Block and it was demolished to make way for the building of K-Block.

ANMF members have been discussing their concerns with the public and wearing badges that outline the worries of nurses and doctors in regards to bed shortages. This action has led to hospital management working to analyse the number of beds that will be available now the B-Block has been emptied and finding an operational plan that will ensure all Tasmanians can continue to receive timely and safe care at the Royal Hobart Hospital.





Focus Enterprise Agreements

As you would now be aware, ANMF and its members have been involved in negotiations for a new Public Sector Enterprise Agreement since October last year. Together we endorsed and commenced an industrial campaign in December and, as a direct result of your support and participation in this action, Government made an improved formal offer, which following a successful ballot is due to be registered in the Commission at the time of print.

The new Agreement addresses most of our claim and specifically enables a hybrid staffing model to be developed which encompasses ratios and important aspects of the current model, Nursing Hours per Patient Day. While addressing safe patient care through safe staffing levels and improvements in a range of conditions, the new Agreement aims to improve retention and recruitment of nurses and midwives in Tasmania.

Conditions of the new Agreement are outlined below:

Safe staffing

- Ratios — a review of the current NHppD and ratio framework to develop a hybrid staffing ratio model for Tasmania.
- Implementation of Associate Nurse Unit Managers (Grade 5) on all wards/units on all shifts. To be recruited after one month of registering the new Agreement.

Career structure and workforce planning

- Review of pathways for nurse educators, research nurses and nurses working in primary health. To include revised classification descriptors within 6-12 months of new Agreement and a scoping of the role of Advanced Enrolled Nurses. The Grade 7–9 descriptors and matrix to be reviewed and registered.
- Enrolled Nurse who upgrade to RNs will commence at Grade 3, Year 3.
- Commitment to additional graduate Nurse Positions in 2017.
- Access to Grade 4 progression for from Grade 3 Year 4.

On call arrangements

- On call arrangements improved to include a callback for nurses/midwives rostered on call and required to work greater than one hour overtime at the end of their shift; an eight hour break at the end of the call back period, review of oncall requirements to include a higher callback allowance for employees who have been rostered greater than 250 hours of on call.

Wages and allowances

- A 2% pay increase for FFPP 1 December 2016 and 2017.
- Professional Development Allowance to be doubled for full time staff to \$650 per annum and to be paid in full to part time staff working greater than 0.4 FTE. Employees working less than 0.4 FTE will receive \$325 pa.
- Nurses/Midwives at Grade 3, Year Four will now be able to apply to progress to Grade Four.



- Grade 3 Nurses/Midwives will also have the “In Charge” allowance increased to \$23.20 per shift. Grade 4 nurses, (in the absence of a Grade 5 nurse) will be entitled to increased allowance from 1 July 2017.

Changes to leave and roster entitlements

- Family Violence Leave of 10 paid days with further access to Carers leave.
- Maternity leave to increase from 12 to 14 weeks in the Award and Partner leave to increase from one day to five days with immediate access to 2 weeks accrued leave.
- Bereavement leave extended to include compassionate leave to enable employees to support immediate family members who are experiencing life threatening illness and injury (not only after death).
- Annual leave may be taken at employees request, at a higher rate than contracted hours and excess leave may be cashed out (provided a minimum of 4 weeks leave is retained).
- Two full consecutive days off must be rostered after night duty. These shall commence after a sleep day, which is the day finishing shift. Overtime rates to apply if this is not observed (except by request).
- Paid Study Leave (as per current policy) will be included in the Award to support further study including EN conversion to RN and post graduate study.
- Medical Certificate free days to be counted as five shifts and not 38 hours (ie 7.6 hours days x5).

Community nurses and midwives

- Wet weather gear to include a warm, waterproof jacket and protective outdoor clothing for community and outreach nurses and midwives.
- Remote Provisions for King and Flinders Islands to be included in Award by February 2017 with West coast consideration within 6 months.
- Community Mental Health Multidisciplinary allowance to ensure all nurses working in multidisciplinary teams receive allowance under clause 22.4 of Agreement.

Other commitments

- Midwifery Group Practice – separate Agreement is to be registered by 31 March 2017.
- Lactation breaks and facilities to be provided for parents in all workplaces.

Without your active campaigning and support, it is unlikely that the Tasmanian Government would have made this offer. ANMF would like to take this opportunity to thank all our members for their strong and vocal campaigning during this process. In particular, thank you to all our local ANMF Representatives and our articulate and passionate ANMF EBA negotiating team who presented compelling arguments on your behalf and worked well with the ANMF (Tas Branch) staff during this period. Thank you!



Public Sector Wage Table (2016/2017)

Level	Description	Annual – 1 Dec 2016	Annual – 1 Dec 2017
G1 Y1	Assistant in Nursing Yr 1	49,977	50,977
G1 Y2	Assistant in Nursing Yr 2	51,622	52,654
G1 Y3	Assistant in Nursing Yr 3	53,267	54,332
G1 Y4	Assistant in Nursing Yr 4	54,915	56,013
G2 YG	Enrolled Nurse Grd 2 Yr G	54,893	55,991
G2 Y1	Enrolled Nurse Grd 2 Yr 1	56,560	57,691
G2 Y2	Enrolled Nurse Grd 2 Yr 2	58,150	59,313
G2 Y3	Enrolled Nurse Grd 2 Yr 3	59,821	61,017
G2 Y4	Enrolled Nurse Grd 2 Yr 4	60,792	62,008
G3 Y1	Registered Nurse Grd 3 Yr 1	60,792	62,008
G3 Y2	Registered Nurse Grd 3 Yr 2	63,473	64,742
G3 Y3	Registered Nurse Grd 3 Yr 3	66,154	67,477
G3 Y4	Registered Nurse Grd 3 Yr 4	68,833	70,210
G3 Y5	Registered Nurse Grd 3 Yr 5	71,516	72,946
G3 Y6	Registered Nurse Grd 3 Yr 6	74,194	75,678
G3 Y7	Registered Nurse Grd 3 Yr 7	76,881	78,419
G3 Y8	Registered Nurse Grd 3 Yr 8	77,774	79,329
G4 Y1	Registered Nurse Grd 4 Yr 1	78,666	80,239
G4 Y2	Registered Nurse Grd 4 Yr 2	80,454	82,063
G4 Y3	Registered Nurse Grd 4 Yr 3	82,242	83,887
G4 Y4	Registered Nurse Grd 4 Yr 4	83,194	84,858
G5 Y1	Registered Nurse Grd 5 Yr 1	84,496	86,186
G5 Y2	Registered Nurse Grd 5 Yr 2	85,817	87,533
G5 Y3	Registered Nurse Grd 5 Yr 3	87,602	89,354
G5 Y4	Registered Nurse Grd 5 Yr 4	88,423	90,191
G6 Y1	Registered Nurse Grd 6 Yr 1	91,283	93,109
G6 Y2	Registered Nurse Grd 6 Yr 2	93,376	95,244
G6 Y3	Registered Nurse Grd 6 Yr 3	95,473	97,382
G6 Y4	Registered Nurse Grd 6 Yr 4	96,088	98,101
G7a Y0	Registered Nurse Grd 7a Yr 0	97,441	99,390
G7a Y1	Registered Nurse Grd 7a Yr 1	99,676	101,670
G7a Y2	Registered Nurse Grd 7a Yr 2	101,910	103,948
G7b Y1	Registered Nurse Grd 7b Yr 1	103,867	105,944
G7b Y2	Registered Nurse Grd 7b Yr 2	105,823	107,939
G7b Y3	Registered Nurse Grd 7b Yr 3	107,779	109,935
G8 L1	Registered Nurse Grd 8 Level 1	107,779	109,935
G8 L2	Registered Nurse Grd 8 Level 2	110,648	112,861
G8 L3	Registered Nurse Grd 8 Level 3	115,293	117,599
G8 L4	Registered Nurse Grd 8 Level 4	119,933	122,332
G8 L5	Registered Nurse Grd 8 Level 5	126,923	129,461
G9 L1	Registered Nurse Grd 9 Level 1	142,557	145,408
G9 L2	Registered Nurse Grd 9 Level 2	150,376	153,384
G9 L3	Registered Nurse Grd 9 Level 3	158,197	161,361

* The Australian Nursing and Midwifery Federation prepares these pay sheets as a guide to assist members. Whilst we attempt to ensure rates are correct, ANMF does not guarantee and accepts no liability whatsoever arising from or connected to, the accuracy, reliability, currency or completeness of any material.





Member Benefits New Rewards Announced

Here at ANMF we understand that our members are at the heart of everything we work for and we would like to say thank you for your ongoing support by giving back. We are excited to announce that we will be launching our much-anticipated Member Benefits Program in March 2017.

The free to members program provides access to a huge range of exclusive discount services Australia wide. With 4,500 businesses involved offering value deals from restaurants, retailers, accommodation and much, much more, we are sure you will get great use, and savings, from the program!

In March you will receive your Member Benefits booklet in the mail, here you will find a range of exclusive vouchers that you can start using immediately. Also in the pack, you will find login details for the Members Benefits website, we encourage you to explore online where you will find even more discounts. And if that doesn't sound like enough, ANMF will be sending out a bimonthly email with exclusive member only promotions.

To allow this program to proceed, ANMF requires members to release their name and address details for the mail out of Member Benefits information. We ensure you that this information will be used solely for this release and is inline with our privacy policy which can be found on our website anmftas.org.au/disclaimers-privacy-2/.

If you would like to know more about the launch, are unsure about releasing your information, or would like to opt out of the Member Benefits Program, please contact us on 6223 6777 and press 1 to speak to our membership department. Alternatively, you can email us at membership@anmftas.org.au. Like all of ANMFs programs, you are free to opt out at anytime. It should also be noted, as part of the implementation of Member Benefits, we will no longer be providing Journey Insurance to members as of March 2017.

We can't wait for the Members Benefit Program to be launched, we know it will be hugely rewarding for all our members and hope that you are as excited as we are.

Changes to *Infusion* distribution — ANMF looking to go green with bimonthly publication

During the months of February (this edition), March and April 2017, ANMF will be providing members who have not already opted out of receiving a hard copy of *Infusion*, both a digital and hard copy of the magazine. After the April edition members will be required to 'opt in' to continue receiving hard copies of the journal. More information can be located on website at anmftas.org.au. Please keep an eye out for our fortnightly e-news for more information and up-to-date news.

CPD

Planner Jan–June 2017

The ANMF Tasmanian Branch and their education division, Health Education and Research Centre (HERC), are pleased to announce the Continuing Professional Development (CPD) program for the first half of 2017.

ANMF Tasmania understand the need for life long learning as a nurse or care worker. The nursing profession is constantly changing in order to keep inline with evidence based research and practice recommendations to ensure patients receive safe, quality care. ANMF Tasmania are committed to ensuring that nurses, midwives and care workers have access to quality, continuing professional development.

ANMF Tasmania in conjunction with the ANMF Federal Branch have your CPD needs covered. Free on-line learning is available for ANMF members via anmf.org.au/pages/online-education-programs and face to face, practical sessions including simulation, are offered at a reduced rate for ANMF members across Tasmania.

This CPD calendar provides an overview of the face to face sessions that are being offered for the first half of 2017. So don't delay, plan your CPD today and book now.

- **Mandatory Training**
- **Venous Access**
- **Basic Life Support**
- **Respiratory Failure**
- **ANMF Aged Care Conference**
- **Wound Care Workshop**
- **CPR & Anaphylaxis Management**
- **Renal Failure**

Who will these workshops benefit?

- Enrolled Nurses
- Registered Nurses
- Student Nurses

Across all practice settings

Mandatory Training

This study day is focused on core nursing practice and is designed to meet the basic mandatory training requirements expected by the healthcare industry. Topics covered and skills that will be assessed on the day are hand hygiene, aseptic technique, medication management, basic life support as well as fire and emergency awareness.

FD Full day

This study day is required to be a full day to enable completion of all basic mandatory training requirements. The morning will focus on the 5 moments of hand hygiene along with a theory based session on the concept of aseptic technique, followed by safe manual handling principles. The afternoon will include practical activities involving medication management and basic life support, followed by assessments of both. Fire and emergency awareness procedures will also be covered.

Location and date

Launceston

Monday 30 January

9.30am – 4.00pm
ANMF HERC Training Room
19 Brisbane Street, Launceston

Hobart

Monday 6 February

9.30am – 4.00pm
ANMF HERC Training Room
182 Macquarie Street, Hobart

Venous Access

Improve your knowledge and skill base in relation to venous access by attending this workshop. The theory underpinning appropriate phlebotomy technique will be discussed along with appropriate selection of a venous access devices, before applying the theory and techniques in practical sessions using simulated veins.

AM Morning session

Review the anatomy and physiology related to the venous system relating to phlebotomy. The theory of phlebotomy and related essential knowledge, including aseptic technique will be covered prior to a practical phlebotomy session.

PM Afternoon session

Review the theory related to cannulation, including the anatomy and physiology and appropriate device selection. This will be followed by a practical session on cannulation technique.

Location and date

Launceston

Friday 3 February

ANMF HERC Training Room
19 Brisbane Street, Launceston

Hobart

Friday 17 March

ANMF HERC Training Room
182 Macquarie Street, Hobart

Basic Life Support

This workshop provides an opportunity to update your knowledge on the latest evidence and recommendations for basic life support. It will also provide an opportunity to refresh the practical application of CPR, along with an assessment.

AM Morning session

The Australian Resuscitation Council's guidelines for basic life support will be reviewed and discussed. Participants will have the opportunity to apply basic life support skill before being assessed in a simulated scenario.

Location and date

North West

Wednesday 15 February

Rural Clinical School (RCS),
Brickport Road, Burnie

Hobart

Thursday 16 February

ANMF HERC Training Room
182 Macquarie Street, Hobart

Launceston

Friday 17 February

ANMF HERC Training Room
19 Brisbane Street, Launceston

Respiratory Failure

This study day has been designed to provide a comprehensive overview of the underlying pathophysiology of respiratory failure and associated treatment modalities. Sessions on useful nursing practices will increase skills and knowledge on how to provide quality nursing care to patients with respiratory failure.

AM Morning session

This session will cover type 1 and type 2 respiratory failure causes and pathophysiology before moving to covering different treatment modalities. Humidification will also be covered as an important aspect of treatment therapy.

PM Afternoon session

Managing non-invasive ventilation will be covered from a nursing perspective and provide helpful hints to use when caring for a patient receiving this therapy. A guide to interpreting arterial blood gases from a patient with respiratory failure will also be presented.

Location and date

Launceston

Monday 3 April

ANMF HERC Training Room
19 Brisbane Street, Launceston

ANMF Aged Care Conference

The ANMF Aged Care Conference will be a wonderful opportunity to learn about a range of issues and current evidence affecting nurses caring for the elderly across all healthcare sectors. The conference will cover topics from consumer directed care and latest evidence on several key clinical practice areas, to the impact of health policy and funding on aged care.

FD Full day

This conference has been designed to provide quality professional development to all nurses and care workers working with the elderly in a range of settings, including acute care, community based care and also in residential aged care. The conference will cover a variety of relevant topics that affect both the elderly and those providing care to the elderly. A variety of presentations will be delivered including current research affecting clinical practice, discussion panels on aged care policy and funding arrangements and the potential impact of voluntary assisted dying legislation on healthcare workers.

Location and date

Launceston

Friday 7 April

Launceston, venue to be announced

Wound Care Workshop

This workshop is aimed at all enrolled nurses, registered nurses and midwives who care for patients with wounds across all healthcare settings. The workshop will refresh knowledge on up to date evidence around wound healing and best practices for wound cleansing and dressing. Wound dressing options and products will also be explored to assist with improving knowledge on wound product selection.

AM Morning session

This session will explore the anatomy and physiology of wounds and their healing processes. Hear from a clinical expert on complex wound issues on how best to manage them and best practice standards on wound dressing techniques.

PM Afternoon session

This session will explore a variety of wound care products and the clinical information needed to use them in the practice setting. This session will allow participants to ask questions and seek helpful hints about specific wound care products.

Location and date

Hobart

Friday 28 April

ANMF HERC Training Room
182 Macquarie Street, Hobart

CPR & Anaphylaxis Management

These workshops are designed to meet the needs of nurse immunisers or any enrolled nurse, registered nurse or midwife who is required to complete basic life support training and an assessment for adults, pediatrics and infants. Anaphylaxis and the treatment and management required post immunisation will be covered in detail and these skills and knowledge will then be consolidated in a practical scenario.

PM Afternoon session

This session will cover anaphylaxis recognition, management and treatment as well as providing practical training in Cardio Pulmonary Resuscitation. Following this these skills will be built upon by applying them in a practical scenario.

Who will this workshop benefit?

- Nurse Immunisers needing to complete their mandatory training on CPR and anaphylaxis management.

Would also be beneficial for:

- Enrolled Nurses
- Registered Nurses
- Student Nurses

Location and date

Launceston

Monday 8 May

ANMF HERC Training Room

Hobart

Monday 15 May

ANMF HERC Training Room

North West

Monday 22 May

Rural Clinical School (RCS)

Renal Failure

Renal failure is a complex clinical condition and may manifest in the acute setting quickly or develop into a chronic disease leading to chronic renal failure. Learn more about both types of renal failure at this study day and how it is managed and treated in the acute and chronic phases.

AM Morning session

The underlying pathophysiology of both acute and chronic renal failure will be explored during the morning session. Treatment and management options for both types of renal failure will then be further explored including hemodialysis and peritoneal dialysis.

PM Afternoon session

Lifestyle factors affecting chronic renal failure will be discussed in the afternoon session along with options for prevention and also cure with a presentation on organ donation.

Location and date

Launceston

Friday 16 June

ANMF HERC Training Room
19 Brisbane Street, Launceston

ANMF
TASMANIAN BRANCH

HERC
QUALITY EDUCATION
FOR THE HEALTH PROFESSIONS

Session format

FD — Full day training day
(Catered event)

FD with AM and PM sessions —

You may attend the AM or PM sessions, or both if you want (catered event if attending both sessions)

Bulk discounts

Bulk discounts only available when booking via phone (not available on webpage) please phone (03) 6223 6777

Policies

You must preregister to attend workshops; payment must be made at the time of registration.

In the event that you need to cancel a booked CPD workshop, the following policies apply. If cancellation occurs:

30 days or more
100% money back

Less than 30 days but more than 7 days
a credit for the full amount will be issued

Less than 7 days
no refund or credit will be offered

How to book

Online herc.tas.edu.au

Phone (03) 6223 6777

Cost

Attendance costs will be displayed on the website and on individual fliers closer to the date. Please check website for further details.



— Focus

Child & Family Health Nurses

Child and Family Health Nurses transfer to THS

ANMF have been strong advocates for this transfer over the last few years, and we are pleased to see that things are moving forward. Whilst ANMF sees this move as a positive progression, we note that some aspects of this proposal require adjustments in order to achieve a smooth transition to the Tasmanian Health Service (THS). Previously our members who worked in the Child and Family Health areas were unable to access salary packaging, we are pleased that as a result of this change, they will now be available to all child health nurses who are employed by THS. We also hope this move will assist in recruitment and retention of nursing in these areas of the workforce as it has been chronically understaffed for some time.

ANMF recently conducted members meetings with our Child and Family Health nurses (CFHN) statewide regarding the proposed changes to transfer CFHN from the Children and Youth Services (CYS), within the Department of Health and Human Services (DHHS), to the Tasmanian Health Services (THS). From the feedback obtained ANMF provided DHHS with a submission outlining concerns with the proposed change. Our submission was lodged in October 2016. Some of the points that were raised about the change are as follows:

- Clear under resourcing of administrative FTE statewide
- A defined career structure and pathway for nurses to be developed
- Clear delineation of roles, referrals and access to clinical notes between school nurses, Child and Family Health nurses, outreach pediatrics, NICU and midwifery

- IT systems that interface for continuum of care. Implementation of referral systems between Child and Family Health and midwifery Interface with eCHaPS systems
- WHS risk assessment needs to be conducted and assessed
- Child and Family Health to continue being managed by DON, and funding to be quarantined to remain within the Child and Family Health services upon transfer to THS.
- Accommodation for southern Child and Family Health nurses needs to be reviewed to ensure that it is fit for purpose

In addition to these points, ANMF also discussed the requirement for all positions within the Child and Family Health area to be advertised as direct entry grade 4s in order to attract experienced nurses to the area. As always ANMF will continue to advocate with regard to the safety of all nurses working within the Child and Family Health services. Due to the increased risk when going into homes in the community, we have requested safety cards (duress) to be available to all nurses and now understand that this has occurred.

As we face many changes within the Tasmanian Health Service, ANMF will continue to advocate for our members across the state.



Save the Date

Friday 7 April

ANMF AGED CARE CONFERENCE

This year's ANMF Aged Care Conference will be held in Launceston and focus on **Consumer Directed Care — The future for the Aged**

Speaker and event details coming soon!



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- + Part-time or Full-time
- + Excellent supervision
- + Great pay rates

Are you a recently graduated nurse?

Call us and explain why we should choose you to join our team of supportive nurses to gain experience in the aged care and acute sector. If successful in gaining a place, you will receive mentoring and clinical supervision coupled with ongoing professional development opportunities. Part-time to full-time employment available with excellent pay rates.