

2015 / 2016
December / January



Looking back on
2015

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Branch Secretary Message



LOOKING BACK ON 2015.

Neroli Ellis

This year has been a busy one for ANMF, Tasmanian Branch staff and Representatives across the State. This edition of Infusion focuses on a snapshot of some of the outcomes for members achieved in 2015.

INDUSTRIAL

Many private sector Enterprise Agreements have been negotiated this year through our Industrial Team. Some of these were referred to Fair Work for conciliation to ensure member's rights were protected. Care staff at BUPA achieved recognition for Certificate III qualification with backpay and many ongoing issues are still being pursued in the private sector.

ANMF has been busy in the Tasmanian Industrial Commission this year with arbitrated cases in relation to the Translation Classification Reviews, the Director of Nursing Amalgamation at Beaconsfield and Georgetown and many individual issues. Public sector nurses are currently campaigning to ensure safe staffing and to eliminate double shifts and were successful in their campaign to achieve ongoing funding for the sub acute John L Grove Centre in Launceston.

Additionally, ANMF has joined major campaigns to protect penalty rates and to lobby for health funding.

PROFESSIONAL

ANMF Tas Branch has been involved in research including the Missed Care research and the Advanced Nurse research. Key professional issues have been addressed and ANMF has written to the Minister to seek legislative amendments to ensure traffic offences are not included as reportable activities for NMBA.

EDUCATION

ANMF Education division, HERC has commenced two intakes of the Diploma of Nursing and many Certificate III groups have finished with many finding employment. Conferences and CPD sessions continue with positive feedback.

WORK HEALTH AND SAFETY

Working collaboratively with WorkSafe Tasmania, ANMF has facilitated research findings re violence in the workplace and will be working proactively in the new year to address this key issue and ensure a safe working environment.

SYSTEMS

This year has seen a consolidation in internal systems to improve services and ensure your membership subscription is efficiently and prudently utilised. ANMF has successfully transitioned our membership database to a new platform system, Unison. A project is underway to transition records systems to Recfind and to interface with Unison. A new ANMF Website has also been launched this year.

On behalf of the ANMF staff and Council, I would like to thank everyone for a wonderful year and wish all members and their families and friends, a happy, relaxing festive season and a safe and healthy 2016!

Happy Holidays *from the Team at ANMF*

Our offices will be closing for the break from 12pm on Thursday 24 December 2015, and we will be re-opening at 8.30am on Monday 4 January 2016.

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UTAS

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WIN FOR CONSUMERS AND EMPLOYEES OF CAMHS

(THE CHILD & ADOLESCENT MENTAL HEALTH SERVICE)

CAMHS has always been the “poor cousins” when comparing resources for the same service in other States of Australia and have operated with reduced staffing levels compared to the National average.

BELOW: Sue Darcey

Prior to 2011, Case Managers for the service had been working with greater case loads than deemed acceptable.

In 2011 when the Government introduced the ‘non-negotiable budget cuts’, staffing levels were further reduced.

At the end of 2014, Mental Health & State-wide Services senior management advised that the service would close the books to new referrals over the Christmas and New Year holiday season.

In March 2015 with no increase to staffing and a growing ‘non-allocated’ list, Union Members met and unanimously voted to implement industrial bans which included:

- Maintaining the closed referral books to anything other than urgent referrals;
- A ban on all non-clinical data collection, including IPM;
- Working to rule, and
- Attending Stop Work meetings.

Members then requested a meeting with the Minister, Michael Ferguson. Following that meeting the Minister approved funding for 2 additional clinical staff members for the service.

In addition, the June 2015 budget provided for an additional \$600,000 for the service to increase the number of clinicians.

ANMF Members and their allied health colleagues met again in July 2015 and reported that:

- There was no progress with recruitment and the additional clinical positions had not been advertised;
- The Intake Coordinator role was vacated in February 2015;
- The position was advertised in May 2015 with the suitable applicant being agreed and the recruitment process had not been progressed by the Group Manager; and



- The Team Leader had been taken off line to undertake ‘project work’ further reducing available clinicians in the team.

Members resolved to notify management of their intention to hold a Stop Work Meeting on Wednesday 22 July at 1230 outside their workplace.

At this meeting Members noted that:

- Caseloads continue to increase to unsustainable levels, leaving Members burnt out;
- Staffing had not increased as the State Budget had intended, but had in fact decreased;
- Many skilled clinicians had left the service due to Mental Health Services senior management not renewing contracts, or they had just lost hope that their concerns would be acted upon; and
- New staff are unable to gain necessary skills and supervision from senior members of staff, as they are attempting to deal with the caseload crisis.

As a consequence, the meeting of Union Members had no alternative but to pass a resolution to escalate the current industrial action taken by CAMHS Union Members.

Senior management and HR were immediately advised of the outcome of the meeting.

Unions were immediately contacted by HR to schedule an urgent meeting with Acting Director of Executive Services, EDS. This meeting occurred on 28 July.

A commitment was given by the EDS and HR that the recruitment would be progressed and monitored closely to ensure no further delays. Positions were immediately advertised and where appropriate positions filled.

In late August Members advised that while there were still significant areas of concern they could see that the current implementation of new positions was an indication that their issues were being taken seriously. Members advised that after a successful campaign and in a show of good faith the work bans were lifted.

RETHINK MENTAL HEALTH PLAN

The ANMF (Tasmanian Branch) welcomes the release of the DHHS Rethink Mental Health Plan 2015-2025 as an opportunity to improve the care of Tasmanian's with a Mental Health Issue.

The 6 month review conducted as part of the Rethink Mental Health Project made clear that consumers, carers and service providers have long desired a system which provides a recovery and person-centred care model. This includes access to earlier interventions to lessen the disruption that mental ill-health can cause to people's lives.

The ANMF applauds the proposed introduction of the Safewards model of care to the inpatient settings, which will see a recovery-focussed and inclusive approach to mental health care delivery in Tasmania.

In order to provide quality care, there needs to be appropriately trained and skilled staff. However the MHS system in Tasmania has been hampered by the non-advertising and non-recruitment of vacant nursing positions. Mental health nursing is a specialised field, and staff safety and patient outcomes depend on safe staffing.

The publicised shortages within the Child and Adolescent Mental Health Services (CAMHS) are in the process of being remedied. However, even with the \$2.4 million boost over 4

years committed by the Government in May 2015, CAMHS in Tasmania will remain one of the most under-resourced services in the country. The Psychiatric Emergency Nurse (PEN) role has also faced funding challenges with funding coming from the Commonwealth Government and currently due to finish at the end of this financial year.

In terms of improved quality and safety, some sites in THS South are yet to achieve accreditation under the National Safety and Quality Health Service Standards (NSQHS). The additional National Standards for Mental Health Services designed to improve collaboration and safety in mental health care referred to by the Minister are yet to be explored by Mental Health Services Management as the NSQHS have been given a higher priority until sites are accredited.

Clearly there is a long way to go, and questions remain unanswered about funding and the details of implementation. Whilst the principles of reform in the Rethink Plan are commendable, the proof will be in the strategic planning and implementation of these reforms.



ANMF assisting Australian Unions at the show to spread the word about building a better future for Australians.

Pictured: (L-R) Marcus Hanson, Unions Tas & Norm Blackburn, ANMF Organiser.



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WARD 5D - LGH BENCHMARKING GRIEVANCE

In November 2014, Ward 5D ANMF Workplace Representatives notified of a grievance in relation to Nursing Hours Per Patient Day (NHPPD). Re-Benchmarking of Ward 5D had been undertaken through an internal process in July and August 2014 involving the Nurse Unit Manager and Nursing Director in consultation with ward staff.

This process had identified an increase of 4.93 FTE which was proposed. This was signed off in August 2014 by the Acting Executive Director of Nursing, which then went to the CEO for approval. If approved, the re-benchmarking would have addressed the staff concerns raised in the step one Grievance. At this time, safe staffing was maintained shift by shift as identified on clinical judgement of the Nurse Unit Manager and the matter was escalated to a Step 2 Grievance.

In December 2014, the ANMF met with Ward 5D workplace Representatives, Nurse Unit Manager and the then Tasmanian Health Organisation North LGH Management. At this stage Management did not agree with the proposed benchmarking and status quo was maintained, with safe staffing shift by shift as required. At a meeting in February 2015 it was agreed that further data was needed in order to determine the actual workloads on the ward. This data included collecting the number of 'ward attenders' from the Holman Clinic that attended out of business hours to Ward 5D and the recording of staff undertaking patient care for Oncology patients in other departments at the LGH while still being counted in the 5D NHPPD numbers. This data was collected from January 2015 to April 2015.

Post the collection of this data, a new brief was prepared and in May 2015 an increase of 2.90 FTE Grade 3/4 Nurses was proposed by the LGH Executive Director of Nursing. This brief was sent to the Acting CEO for approval. The ANMF continued to pursue the matter through safe staffing meetings. In Late September 2015 the proposed Benchmarking from the May 2015 Brief was signed off by the Acting CEO, now Executive Director of Services, of the LGH.

This grievance has been a long process for all involved and we congratulate the ANMF workplace representatives and the Nurse Unit Manager of Ward 5D for their commitment to their patients and colleagues during the time it took from the initial benchmarking meeting to the outcome in late September 2015. ANMF looks forward to assisting members with Benchmarking disputes throughout 2016.

Back on 2015

HERC GRADUATION

A HUGE Congratulations to all HERC Students who have graduated from their courses - Certificate III in Aged Care (CHC30212) & Certificate III in Home & Community Care (CHC30312), Advanced Diploma of Nursing (HLT61107) and Diploma of Nursing (Bridging) (HLT51612).

The HERC Graduation Ceremony was held on Wednesday 9th September with each student receiving their Certificates from HERC Nurse Educators Jane Grose and Vicki Nibbs, along with ANMF Tasmanian Branch Secretary Neroli Ellis. We wish you all the best in the future for your Nursing and Caring careers.

This year we have proudly trained:

- 6 graduates obtaining their Advanced Diploma of Nursing HLT61107
- 7 graduates obtaining Diploma of Nursing (Bridging) HLT51612
- 32 graduates obtaining their Certificate III Aged Care CHC30212 and CHC30312 Certificate III Home and Community.



Congratulations to our award winners (from left to right): Pam Blunt –Diploma of Nursing HLT51612, Sandra McManus – Advanced Diploma of Nursing HLT61107 and Gemma Bailey – Certificate III in Aged Care CHC30212 (Absent - April Jolly - Certificate III in Aged Care CHC30212)



RBF Diploma of Nursing STUDENT SCHOLARSHIPS

The Health Education & Research Centre (HERC) is proud to announce our successful applicants for the **RBF Diploma of Nursing Student Scholarships.**

Congratulations to Brent Lees (left) and Andrew Finau. Each student wins a \$7,500 RBF scholarship towards their Diploma of Nursing (HLT51612) study.



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SAVING JOHN L GROVE

JLG

April saw ANMF go into campaign mode to save the vital service of John L Grove [JLG], a 20 Bed Rehabilitation Unit annexed to the Launceston General Hospital, and with it the jobs of 50 employees.

With the State Government refusing to commit to the on going funding of JLG beyond 30 July, ANMF mobilized a campaign to support members in their fight. The campaign consisted of multiple member meetings, letters to politicians, a public rally, social media posts, an e-petition, a campaign stall in Launceston's Brisbane Street Mall, campaign postcards, media briefings and direct industrial action by nurses.

This was all designed to raise public awareness (and in turn put pressure on both the State and Federal Governments) of the significance of the service that JLG provides and the impact that would be felt on the health of Northern Tasmanians if it was to close.

Such was the impact of this public focussed campaign that in just 4 days over 500 e-petition signatures were collected. Despite this pressure, as is often the way of these campaigns, the politicians continued to ignore the public and employee's concerns.

So left with no choice on 7 May ANMF members voted to implement industrial action. The industrial action consisted of 'Wearing of campaign badges and t-shirts, advising the public of the reasons for the current action (while maintaining patient confidentiality), media action, and handing out postcards, information fliers and fact sheets. Members used all means of communications to advise the public of the reasons for the current action. The action was designed to engage the public and in turn have them raise their concerns with their local State and Federal politicians around the service of JLG closing.

As support for the campaign grew, members alongside patients, relatives and friends took their concerns to the streets. On 15 May they converged on Brisbane Street Mall Launceston to obtain public signatures for the e-petition that had now grown past the 1200 signature mark in just under 3 weeks. On the same day a contingent of ANMF members converged on Home Point to face the then Federal Treasurer Joe Hockey and local member for Bass Andrew Nikolic as they made a funding announcement on silt racking of the Tamar river. Members were frustrated at the 'hand passing' of the issue by Mr Nikolic back to the State Government. However they were successful in handing Mr Nikolic a letter drafted on their behalf by ANMF Secretary Neroli Ellis outlining their concerns of the cuts in funding by the federal government to JLG. Whilst disappointed with Mr Hockey's and Mr Nikolic's response to their demands members were hearten by the national media coverage that this protest gained and as a result were increasingly hopeful that funding for JLG would flow, and flow it did.

Seven days later the then Prime Minister Tony Abbott flew into Launceston and made a 10 million dollar announcement securing funding for JLG for a further two years until the State Government takes over funding from 2017.

The fight for JLG is currently in recess however ANMF continues to lobby the State Government on behalf members to secure funding beyond 2017 and we are looking forward to taking up this fight in 2016.



AGED CARE WRAP UP

ANMF has dealt with many aged care issues on behalf of members. There have been several restructures and as a result roster changes have occurred in many sites.

ANMF has attended and represented its members at these times to ensure their industrial rights are met.

HUON ELDER CARE

Huon Elder Care announced a major restructure due to financial pressure. The ANMF attended all meetings and assisted member's with proposed roster changes, making sure members industrial rights, changes to work patterns, skill mix and workloads were acceptable and achievable for its members.

HOBART DISTRICT NURSING SERVICES

Changes to funding at the Hobart District Nursing Services (HDNS) required the service to change their after hours policy. ANMF met with its members and assisted them to request and present a change to this proposed policy. HDNS management are currently reviewing this as a result of member action.

BUPA SOUTH HOBART

Local ANMF representative Mandy Clark (pictured) highlighted that there was an underpayment occurring at BUPA South Hobart. The underpayment was confirmed and the ANMF lodged a dispute with the Fair Work Commission. Prior to the hearing, BUPA agreed to the back pay of 40 of its employees.



REOPENING OF WARD 4D, LAUNCESTON GENERAL HOSPITAL AND THE LGH SUPPORT PLAN



LGH

Members at the LGH contacted the ANMF over their workload concerns which had reached a crisis point in August. Due to an increase in medical admissions the hospital was in Bed

Block. The emergency department was overflowing, the Day Procedure Unit was under immense strain as up to 8 beds were being utilised for admitted medical patients and staff across the hospital were at breaking point. The ANMF Tasmania Branch organised an urgent member meeting in the Emergency Department.

As a result of this meeting, the ANMF met with workplace representatives, LGH Management and Nurse Unit Managers. Following these meetings, concerns were raised and suggested solutions were taken to Tasmania's Health Service Management.

As a result, the Minister for Health, Michael Ferguson announced the LGH support plan on 19 September which included the opening of 12 beds on Ward 4D until the end of December 2015.

Ward 4D, which has a capacity of 32 beds, closed its doors to inpatients at the end of 2011 following the 2011 State budget cuts and has since been used as a decanting area for areas being refurbished. To facilitate the staffing of the reopened beds, 9.58 FTE Permanent Registered and Enrolled Nurse positions were announced in the support plan.

At the end of December when the beds are set to reclose, those positions will be utilised within the Nursing pool. At the time of this report the recruitment of the 9.58 FTE Nursing staff was still underway.

Other strategies of the support plan included the creation of a hospital wide patient flow unit and the engagement of a patient flow expert to facilitate the change agenda. The Patient Flow Unit is set to be introduced from 19 October 2015. A new model for General Medicine which takes a multi disciplinary approach, with teams based on the Medical Wards and in the Emergency Department, commenced on 12 October 2015. It is hoped the new General Medicine teams will assist with reducing Bed Block by facilitating early discharge planning.

The ANMF will continue to meet with members, Workplace Representatives and Nurse Unit Managers to gain feedback on how the LGH Support Plan is working in reducing the Bed Block issues. The ANMF is also liaising with THS Northern Region Management regarding the recruitment process, other aspects of the support plan and other issues raised from various meetings which at time of report had not been addressed.

RHH

CAR PARKING ROYAL HOBART HOSPITAL

ANMF members raised changes made by Sultans Holdings to car parking conditions at the Royal Hobart Hospital (RHH). Members had approached management at the RHH but there had been little consultation with the car park owners.

The ANMF approached Sultans Holdings on behalf of ANMF members at the RHH. The proposed changes would have meant nurses already tired from finishing a ten or twelve hour night duty were driving from the top floor of the car park.

Sultans Holdings were receptive to our concerns and the ANMF negotiated that night duty nurses could park on the lower level of the car park at the continued discount rate.

INCREASING DOUBLE SHIFTS AT THE ROYAL HOBART HOSPITAL

The ANMF raised member concerns about workloads and the use of double shifts to the Executive Director of Service at the RHH. This led to the decision by the government to fund the employment of 40 permanent nursing positions at the Royal Hobart Hospital. ANMF workplace representatives participated in this process and their action assisted to obtain this result.

DIRECTOR OF NURSING AMALGAMATION GEORGETOWN AND BEACONSFIELD

NW

Rural nursing requires a level of skill that comes with years of experience. The isolation within these environments requires nursing and care staff to have a level of intuition that is instinctive.

All members of the health care team are valued; however acknowledgment needs to be made about the difficulties that come with nursing in areas in an isolated geography. Nurses working in these environments do so without onsite medical physicians and have limited access to other senior members of the health care team.

That's why when the CEO of the Tasmanian Health Organisation North (now Tasmanian Health Service Northern Region) advised the Australian Nursing and Midwifery Federation (ANMF) of a proposal to trial the amalgamation of the Director of Nursing (DON) positions at the primary health sites of Georgetown and Beaconsfield the ANMF was compelled to advocate on behalf of our more remote members.

The decision to amalgamate the DON between Georgetown and Beaconsfield was announced in October 2014. It was an arbitrary removal of nursing FTE, replacing this with non nursing FTE in the form of a Business Service Coordinator and named as a 'cost saving strategy'. The trial was to last for six months. Prior to this both sites had their own dedicated DON positions and Nurse Unit Managers (NUM's) in a full time capacity.

In April 2015 a staff survey concluded that there were numerous issues with the trial that had stemmed from the decreased nursing hours. This resulted in sustained and unreasonable workloads. The amalgamation of the DON role has left the primary health sites absent of upper level management support.

The ANMF held many meetings at Georgetown and Beaconsfield hospitals and found that the issue was wide spread. Members highlighted there was a definite need for more clinical support in both sites. Tasmanian Health Service Northern Region management disagreed concluding the trial had been a success despite feedback to the contrary.

On 3 June 2015 ANMF sought the assistance of the Tasmanian Industrial Commission (TIC) to resolve the matter seeking to regain the nursing FTE by advocating for reinstatement of the DON position. Unable to come to agreement through the TIC conference process ANMF was granted a month to obtain further feedback from members and to consider pursuing the matter through arbitration.

Following several meetings with members at both sites it was confirmed that the removal of the DON position had created a clinical gap that had reduced the overall Nursing Hours per Patient Day (NHPPD) at both sites. As a result ANMF sought to have the matter go to arbitration which commenced in Hobart on 12 November 2015. At the time of print we are still waiting for a decision to be handed down.

At the ANMF we advocate for our members to ensure that they are working in safe and sustainable environments, we will continue to do this and we thank you for your on going support as we look forward to 2016.

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PRIMARY HEALTH THS NORTHERN REGION

N

The roll out of the governments White Paper and budget saving strategies have impacted Primary Health North with several change proposals being tabled in 2015.

The ANMF has been actively involved in Union Consultative Committee meetings and Sub Committee meetings advocating for the protection of nursing positions.

The first of these proposals was to amalgamate the Director of Nursing (DON) position at Beaconsfield and George Town hospitals. The ANMF has been strongly advocating to keep the DON position. The matter is currently waiting to be heard at the Tasmanian Industrial Commission in November 2015.

As a result of ANMF action the Tasmanian Health Organisation's proposal to amalgamate other DON roles across the state has been delayed.

The ANMF was also successful in getting a change proposal for the Youth Health Team North taken off the table. This was done through persistent negotiation with management and the help of the members who were working in the affected areas.

2016 will see the continuation of consultation around Primary Health North change proposals. The ANMF is committed to ensuring that these proposals have a limited impact on nursing positions and that our member's interests are protected.

THE *heart* BEAT

On the **HEARTBEAT** for
December / January:

“What are you most looking forward too in 2016?”



TANIA OWENS
ANMF Workplace Representative
– Umina Park One Care

“In 2016 I would like to further promote working in the aged care industry and to work towards better relationships between upper management and the worker on the floor.”



KYLIE DOWNIE
Enrolled Nurse, AMU, LGH

“In 2016 I am looking forward to expanding my knowledge in diabetes by attending a diabetes camp and other education sessions. This is a subject that interests me as there are a high number of diabetic patients in the unit I work in.”



JO CRAWFORD
Eye Hospital in Launceston

“As a newly appointed ANMF rep in 2016 I would like to increase nursing staff involvement in workplace issues to create a stronger ANMF presence.”

BENCHMARKING IN THE NORTH WEST

NW

The ANMF is currently involved in assisting members with re-benchmarking consultation in the North West Regional Hospital (NWRH) Surgical Ward and the NWRH Medical Unit.

The process of re-benchmarking determines the number of direct nursing hours that are required to care for patient's on any ward or unit.

Part of the process is an analysis of the previous 2 years data. This includes a review of occupancy rates, patient turnover and the percentage of emergency admissions.

In depth information on benchmarking and the Nursing Hours per Patient Day (NHPPD) model is available through wards or units. It is a requirement that Management consult with staff in each area to discuss re-benchmarking. Members should raise concerns and these should be addressed.

Using the guiding principles of NHPPD a ward category can be accurately selected and this can be used to calculate the number of direct nursing staff required. The ANMF becomes involved once management have met with staff to discuss the initial benchmarking model. ANMF arranges to meet with members in each area to discuss re-benchmarking. They will assist members through the process and provide them with support. Re-benchmarked figures must be agreed by the ANMF.

Nursing hours are to be reviewed annually or as required. If clinical judgement indicates a change in patient acuity or there is a change to service delivery this can be a trigger for re-benchmarking. Members are able to utilise Nursing Hours per Patient Day to maintain safe workloads within their wards. Nurses are able to lodge a grievance if they have concerns about safe staffing and safe workloads. ANMF is currently supporting members within the North West with grievances in their local units to resolve their workload issues.

MENTAL HEALTH

NW

Members of the Spencer Clinic North West Regional Hospital (inpatient mental health unit) raised concerns about the management of amphetamine intoxicated clients.

Members raised issues of safety for themselves and other clients in the inpatient facility. The ANMF met with members who outlined their ongoing concerns in relation to management of amphetamine intoxicated clients and who also outlined possible solutions.

ANMF then met with Management. Outcomes included:

1. Early notification of high risk clients to the Spencer Clinic staff to allow review of staffing and management of other clients in the clinic.
2. Guidelines for the longer term management of acute behavioural disturbance due to amphetamine type stimulant intoxication.
3. Rapid sedation guidelines to be introduced.
4. Emergency Department staff will continue to liaise with Spencer Clinic and use the same guidelines.
5. Coordination of further training and education for the Spencer Clinic staff in the management of clients with drug intoxication.

ANMF will continue to consult with members and management.

UMINA PARK ONE CARE WORKLOADS

NW

Members and ANMF workplace representatives from Umina Park One Care contacted the ANMF with concerns about their workloads and other clinical issues.



The ANMF met with members several times in conjunction with their workplace representatives. The ANMF was able to correspond with management and requested a formal meeting with the Senior One Care Management Team to work to resolve these concerns. ANMF Organiser's and ANMF workplace Representatives were able to participate, via teleconference, in a meeting with One Care management in Hobart to discuss issues and work towards resolutions.

Outcomes from this meeting were encouraging. Management have committed to:

- Review the call in procedure at Umina Park and reduce number of contacts made with staff. Moving forward One Care will be looking at a system of SMS
- Review of administrative duties attended to by the Registered Nurse after hours
- Review of the rostering system (this is a whole of One Care review)
- Second monthly forum to be established for a staff to raise workload issues and work towards resolving them.
- Reduction in casualization of staff encouraging part time employment.

The ANMF will be arranging further meetings with members to update them on further outcomes.

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see anmftas.org.au for
details.

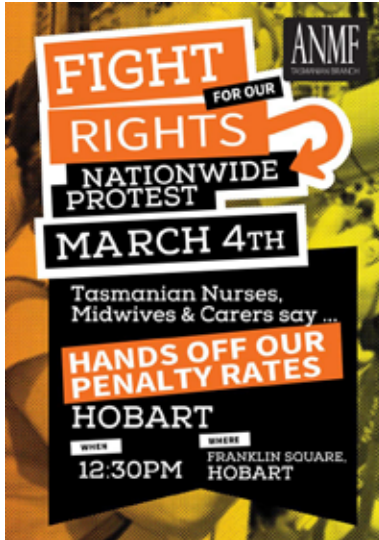
If you have already
switched from payroll
deduction please call
our membership team
and they will add you
to the draw!

ANMF
TASMANIAN BRANCH

FOCUS - Looking Back on 2015

2015 Rallies and Campaigns

FIGHTING FOR OUR MEMBERS!



Time is running out for the John L Grove

Sign the e-petition to let the State Government know that Northern Tasmania needs the JLG!



ENTERPRISE BARGAINING IN 2015

FEATURE – Family Planning Tasmania

ANMF negotiated a new agreement with Family Planning Tasmania (FPT) in 2015. Before the 2015 agreement was approved, FPT nurses were employed under a 2009 agreement, which provided for annual wage increases to be paid in line with State Wage Case increase.

When FPT notified its employees that it wanted to bargain for a new agreement, members advised ANMF and met to discuss items to be included in the log of claims. Members were highly engaged, making valuable contributions to the log of claims during teleconferences and through email correspondence.

After members strongly rejected a disappointing initial wage offer, FPT increased its wage offer to 3.5% in the first year and 3% in the second year for nurses, and 4.5% in the first year and 3% in the second year for senior nurses. FPT also agreed to include family violence leave and paid parental leave entitlements in the agreement, and did not proceed with its proposed new classification structure for nurses.

The agreement was endorsed at ballot and approved by the Fair Work Commission. Although the increased wage rates still do not reflect the value of the work performed by FPT nurses, members look forward to building on their gains in the next round of bargaining.

OTHER 2015 AGREEMENTS

ANMF also finalised negotiations for the following new agreements with employers in 2015:

- Calvary Health Care Tasmania (St Luke's and St Vincent's) (nurses)
- Calvary Health Care Tasmania (Lenah Valley and St John's) (nurses)
- Royal District Nursing Service (nurses)
- South Eastern Community Care (nurses)
- Aged Care Deloraine
- Christian Homes Tasmania (nurses)
- Corumbene Nursing Home for the Aged (carers)
- Eskleigh Foundation (nurses)
- Freemasons Homes of Southern Tasmania (nurses)
- Island Care (Tasmania)
- Mary's Grange (carers)
- May Shaw (carers)
- May Shaw (nurses)
- Meercroft Care
- Masonic Peace Memorial Haven (carers)
- Masonic Peace Memorial Haven (nurses)
- Tandara Lodge Community Care (carers)
- The Gardens (carers)
- The Gardens (nurses)
- Huon Eldercare (carers).
- Uniting AgeWell.

COMING UP IN 2016

ANMF members have endorsed logs of claims for the following new agreements, and bargaining will soon begin:

- Regional Imaging Tasmania (nurses)
- Huon Eldercare (nurses)
- Huon Eldercare (home care)
- The Mary Ogilvy Homes Society
- Tandara Lodge Community Care (nurses)
- TasIVF.

The following enterprise agreements expire in 2016, and ANMF will consult with members to prepare logs of claims for new agreements:

- Public Sector
- Calvary Health Care Tasmania (St Luke's and St Vincent's) (nurses)
- Calvary Health Care Tasmania (Lenah Valley and St John's) (nurses)
- Healthscope Ltd (nurses)
- HealtheCare Australia Pty Ltd (nurses)
- The Hobart Clinic (nurses)
- AHPRA
- Royal District Nursing Service (nurses)
- South Eastern Community Care (nurses)
- Corumbene Nursing Home for the Aged Inc. (carers)
- Mary's Grange (carers)
- Medea Park Association Incorporated (nurses)
- Salvation Army – Barrington Lodge (nurses)
- Southern Cross Care (Tas) Inc
- St Ann's Homes – Toosey
- The Gardens (carers).



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