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ADC

Australian Nursing & Midwifery Federation (Tasmanian Branch)
ANNUAL DELEGATES' CONFERENCE 2016

'IF YOU DON'T CARE, WE CAN'T CARE'



Official Publication of the:

AUSTRALIAN NURSING & MIDWIFERY FEDERATION (TASMANIAN BRANCH)

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Branch Secretary Message



Neroli Ellis

Health Pivotal to Election Outcome.

The election result has made it clear that health care is a large concern for people. The threats to Medicare and potential loss of Commonwealth funding for public hospitals resulted in people voicing their fears about the future of universal access to healthcare and the need to fund and increase the level of services available.

ANMF is not affiliated with any political party but unashamedly lobbies every party and independent candidate relentlessly, to further our key areas of interest. This election the ANMF sought a commitment to hospital funding (45% Commonwealth funding), Aged Care (100% Commonwealth funding), primary health (GPs are funded through Medicare 100% Commonwealth funding) and protecting penalty rates and Medicare.

ANMF met or extended invitations to all Tasmanian politicians and candidates and asked them to sign our pledge. Some did, and some did not, support our key issues. Many of those who supported ANMF were successful in their election campaign outcomes!

We ensured you were informed through social media and the ANMF website: we had over 50,000 Facebook reaches for ANMF posts for the month of June! This is a record for our span of influence into the community and many people were also kept informed through the Federal ANMF social media. From banners hanging on the Republic Pub in North Hobart, graphic signs on ANMF office windows, television advertising and door-to-door knocking meant our message was out there for all members and the community to consider and help inform their decision making on polling day.

So where does this leave nurses, midwives and care staff? We are in a very strong position to continue to influence politicians to listen to our voices and adopt our strategies for a better health system and to recognise and respect the vital role of nurses in the community as patient advocates.

Thank you to all ANMF members and members of the community who worked on the ANMF 'iCareandVote campaign' – where our key issues resonated: restoring funding for public health; maintaining Medicare; protecting penalty rates, and reversing \$1.8 billion in cuts to aged care.



At time of print, the election outcome remains unknown but we look forward to working with members across the state to ensure our voices remain strong, heard and acted upon to improve health care funding and outcomes!



Your ANMF (Tas Branch) INFUSION Magazine is proudly designed and printed in Tasmania

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'IF YOU DON'T CARE, WE CAN'T CARE'

This was the theme of the 2016 ANMF (Tas Branch) Annual Delegates' Conference.

On 23 and 24 June, ANMF Delegates took over the Best Western Plus Hotel in Launceston.

The first day began with the Annual Health Address from Health Minister Michael Ferguson and then from Assistant Federal Secretary Annie Butler. Annie discussed ANMF's Federal Campaign and the powerful 'hands tied' theme 'If you don't care, we can't care'.

Delegates discussed resolutions, learnt more about Social Determinants of Health as well as hearing about the challenges of Ice and drugs in our state.

Later that afternoon we were all uplifted by Sara Redman from SRA Corporate in Launceston. Sara gave us lots to do in working out 'who we are' to 'finding our own voice'. Sara was very engaging and inspirational.

"Leadership is the capacity to inspire others to move toward a common vision." - Sara Redman

We also presented Life Membership to Bill Dermody. Bill began his career into nursing by becoming a Ward Aide at the Royal Derwent hospital/Willow Court and then commencing his Enrolled Nurse training in 1989. He joined the then ANF after completing this training. Bill was also on the Statewide Committee at the time when the Poisons Act was being scrutinised with the possibility of having ENs unable to administer medications. Bill sat on Branch Council from 1996, transitioning onto Executive in 2005 and became a permanent

employee in 2008 within the Information Centre. Bill retired from this position earlier this year and is well deserving of this Award.

Over Dinner, we had the Faye Hoppitt Rep of the Year Awards. There were three finalists, Lani Murray, Stephen Youl and James (Jim) Ivers, as well as joint winners Mandy Clark and Scott Butler. Mandy Clark was nominated because she is an excellent representative to all colleagues both on an individual basis as well as workplace issues and always ensures all issues are dealt with in a timely manner. Scott Butler was nominated for being a top representative for the operating suite at the Royal Hobart Hospital. The night ended with DJ Dan and some well deserved fun and dance.

The second day began with EA Updates from Branch Secretary, Neroli Ellis and the highlight of the day, the Q&A session with Senator Jacqui Lambie (JLN), Senator Peter Wish-Wilson (Greens), Opposition Spokesperson Rebecca White MP (ALP) and Mr Mervin Reed (Chartered Financial Planner and ex Dep Sec DHHS). As always, time was an issue and some great questions were asked to obtain a clear understanding of where each Party stood in regards to health funding for our State and for Medicare. ANMF Assistant Federal Secretary Annie Butler ended the Q&A with a strong health statement pitched at all Party's.

After lunch we had the Coroners Update, handed out some great prizes and presented Launceston City Mission with our donation in lieu of speakers fees.

We hope all delegates enjoyed their conference, the speakers and the venue and we will do it all again in 2017.



Pictured above: ANMF Branch Secretary, Neroli Ellis presents Bill Dermody with his ANMF Life Membership Award at the Annual Delegates Conference.



Pictured above: ANMF Branch President, Emily Shepherd & Branch Secretary, Neroli Ellis congratulate Bill Dermody on his ANMF Life Membership.



Pictured above: Tasmanian Health Minister, Hon. Michael Ferguson addresses delegates' about the current state of health in Tasmania.



Pictured above: ANMF Federal Assistant, Annie Butler speaks about the Federal Campaign 'If You Don't Care, We Can't Care.'



Pictured above: Branch Secretary, Neroli Ellis and Branch President, Emily Shepherd present the Launceston City Mission with a \$500 donation from ANMF in lieu of speaker gifts at the conference.



Pictured above: Q&A Panel Session members (L-R) Senator Jacqui Lambie (JLN), Mr Mervin Reed (Chartered Financial Planner & ex Dep Sec DHHS), Opposition Spokesperson Rebecca White MP (ALP) and Peter Whish-Wilson (Greens).



Pictured above (L-R): ANMF Branch Secretary, Neroli Ellis, Senator Jacqui Lambie (JLN), Peter Whish-Wilson (Greens), Opposition Spokesperson Rebecca White MP (ALP), Mr Mervin Reed (Chartered Financial Planner & ex Dep Sec DHHS), ANMF Branch President, Emily Shepherd and Assistant Federal Secretary, Annie Butler.

Faye Hoppitt 'Rep of the Year' 2016



Congratulations to **Scott Butler & Mandy Clark**
Joint Winners of the 2016 Faye Hoppitt Rep of the Year Award.

Scott and Mandy are pictured above in the middle holding the plaque, along with other finalists (L-R) Lani Murray, James Ivers and Stephen Youl and Branch Secretary, Neroli Ellis (L) and Branch President, Emily Shepherd (R).



ADC 2016 - Resolutions

Every year at ADC, Resolutions are presented to your ANMF Reps for consideration. The resolutions are debated amongst the group before being voted on. Below is a list of the successful resolutions.

1. MATERNITY UNITS WITHIN THE THS

That the 2016 Annual Delegates Conference resolves to direct the ANMF (Tasmanian Branch) to include in the 2016 Public Sector Enterprise Agreement Log of Claims, a claim regarding the inclusion of infants/neonates for the purpose of appropriate safe staffing of all Maternity Units within the THS. This should be included in the 2016 EBA process to allow maternity ward establishments to reflect extra work loads.

2. CHANGE 8 HOUR BREAK TO 10 HOUR BREAK BETWEEN SHIFTS FOR ON CALL

That the 2016 Annual Delegates Conference resolve that the ANMF (Tasmanian Branch) lobby the Tasmanian Government to change from an 8 hour to a 10 hour break between Call Back and commencement of the next rostered shift.

3. CHANGE TO CALL BACKS AND LEAVING THE WORKPLACE

That the 2016 Annual Delegates Conference resolve that the ANMF (Tasmanian Branch) lobby the Tasmanian Government to implement change to dictate that in order to be considered working a 'call back' shift you do not have to leave the workplace.

4. OVERTIME ENTITLEMENTS PARITY FOR SHIFT WORKERS AND DAY WORKERS

That the ANMF lobby for overtime entitlements to be the same for both shift workers and day workers at 200% from the commencement of overtime and the ANMF will include this in the log of claims in the 2016 EBA.

5. COMMUNITY CARE FROM WITHIN THE NURSING HOME REQUIRING ENTERPRISE BARGAINING AGREEMENT

That ANMF (Tasmanian Branch) have a concerted campaign within Aged Care whereby Aged Care providers offering community care from within nursing homes either have a separate Agreement that covers Community Nurses and Carers

or these workers be included in the relevant Nursing Home's Enterprise Agreement (with agreement between the employer, the provider of Community Aged Care and ANMF).

6. NORTHERN OBSTETRICS SERVICES

Following the significant changes to birthing services being implemented in the North West of Tasmania with the imminent closure of the Mersey Community Hospital Maternity Ward, this conference of ANMF (Tasmanian Branch) Delegates resolve that ANMF (Tasmanian Branch);

- Vigorously represent the affected midwives to ensure they are not disadvantaged financially or professionally by these changes, and
- Take all action required to ensure remaining maternity services in the state are funded and supported appropriately, as women/families who would have accessed the MCH maternity service are dispersed to other facilities.

7. MEMBERSHIP FEES

That the 2016 ANMF (Tas) Annual Delegates Conference supports the ANMF (Tasmanian Branch) Council in an increase to the annual membership fee. This increase is subject to Branch Council endorsement of the quantum which is 2% inline with policy and public sector wage increase December 2015.

Federal Rules:

8.2 The amount of the annual subscription or part thereof shall be determined from time to time by the Branch Council but shall be not more than 2% of a full time member's gross salary earned in the industry of nursing. Periodic increases to such subscriptions shall not exceed 10% of the previous subscription payable.

8.3 In determining the amount of the annual subscription payable by each member under Sub Rule 8.2 of this Rule the Branch Council shall have regard to the variation in income between the different categories of employment in which members are engaged and may determine different rates subscription for each category of membership.

Membership fees for ANMF (Tasmanian Branch) effective 1 August 2016 (see chart on back page). An individual letter will be sent to all pay offices requesting they increase the payroll deductions* as of the first full page period on or after 1 August 2016.



Southern Regional Update

All Sectors

ANMF organisers enjoyed spending time with their workplace representatives at ADC in June. The conference provides a great opportunity for workplace representatives to decide the future direction of ANMF through the resolution process, and for ANMF to say thankyou to their workplace reps for their efforts at their worksites. All ANMF organisers are looking forward to working along side their reps over the coming months to ensure their voice is heard in their workplace.

Aged Care

Workload meetings at aged care sites during June have seen good outcomes for members, it has been apparent that good communication between management and employees is paramount in addressing workload issues. Workplace representatives play a pivotal role in the communication process and good outcomes can be attributed to the input from representatives. ANMF representatives are invaluable in bringing issues to the attention of management before they become a worksite dispute.

The aged care conference was a huge success in May with many members attending from the sector. ANMF visited a number of sites to present the aged care awards to winning members that could not attend the conference and celebrated this achievement with their colleagues at respective sites.

ANMF visited the West Coast to discuss the upcoming public sector agreement and any industrial and professional matters. A number of carers came on board as members, and we look forward to including them in ANMF activities on the West Coast moving forward.

ANMF took part in the National Aged Care Phone - In that received over 2000 calls from employees, residents and family members. Tasmania received 50 calls from across the state and will be analysing the data gathered and using it to progress concerns around staffing levels and funding in the aged care sector.



Pictured above: ANMF Vice President, James Lloyd and ANMF Team Leader/Organiser, Andrew Brakey taking calls from the Aged Care Phone-In on Saturday 18 June.

Public Sector

The public sector Enterprise Bargaining Agreement is about to start, ANMF have been working with representatives to create a survey to go out to members. This is your chance to have a say about your wages and conditions over the period of the EBA.

ANMF is lobbying government in regards to federal funding ceasing over the upcoming months to Palliative Care services in the south. The palliative care service will lose a number of nursing and allied health positions that are pivotal to the functioning of the service if this funding ceases.

ANMF continues to play a role in the redevelopment process at the Royal Hobart Hospital. We are meeting with members who will be affected by the decanting of B-Block to discuss change proposals around their move.

ANMF worked closely with members working in Community Mental Health Teams when a proposal was put forward to remove allied from the community mental health teams. Members believed the proposal would have an impact on the current multi-disciplinary team model of care. There was a lack of consultation with all effected employees. ANMF has ensured through this process that ANMF members will have a say in this major workplace change.

Private Sector

Calvary South and Healthscope Enterprise Bargaining Agreement are ongoing. ANMF has received member feedback as to their views on the offers put forward from each site. ANMF look forward to working closely with members for optimal outcomes.

Northern Regional Update

In the north of the state nurses have been busy working long hours. Across the sector we have seen patient acuity increase and the demand for beds at all of our local hospitals has been consistently running at full capacity. This continues to put pressure on our hard working nursing and care staff members, who need to be congratulated on their continued professionalism in such a challenging environment. In our aged care facilities we are seeing a similar theme with their beds being consistently full and the waiting list for admission to a bed growing daily. As people are living longer and the population in Tasmania ages it is further adding to the above pressures, and outlines the importance of health care.

The Launceston General Hospital (LGH) Emergency Department (ED) was at breaking point in mid June 2016. There was an increase in presentations and this along with resignations from key medical physicians and the departure of some senior nursing staff put undue pressure on the department and the hard working staff within it.

North West Regional Update

This resulted in the immediate involvement of the ANMF engaging with members to seek to resolution of these issues on behalf of its members. Following the members meeting held by Branch Secretary Neroli Ellis and Northern Organiser Phoebe Midson, ANMF wrote to the Minister for Health seeking immediate intervention to ensure patient and staff safety.



Pictured above: ANMF Workplace Representative speaking to the media outside the LGH in regards to the growing concerns arising from the staffing crisis at the hospital.

Shortly after the Minister received the letter from the ANMF, a Government media release was sent by the Minister addressing some issues of concern raised by the ANMF and committing to re-opening of more beds at the LGH. At the time of print the ANMF will have discussed the other issues outlined within our letter through our regular meeting with the CEO of the Tasmanian Health Service. We will continue to advocate for our members and hope for more positive outcomes in the following weeks to ensure that members are able to operate safely within their department and get on with the job of looking after the emergency needs of the north of the state.

In the North your ANMF industrial teams are conducting regular visits and walk arounds of the private nursing homes and fortnightly are going around the private hospitals and the Launceston General Hospital, updating the notice boards and talking with members. Along with this the ANMF teams in the north are currently working on enterprise agreements in the following areas, Medea Park St Helens, Presbyterian Care (statewide), and at the Calvary North campus.

The ANMF would like to welcome all of our new members, particularly the disability support care staff that have recently joined the team. Rest assured that we are committed to representing you with the up most professionalism and we look forward to advocating on your behalf as we continue to build on this foundation.

It has been a busy month in the north and there have been numerous workload issues in public sector wards, community nursing areas, mental health and private sector. We are continuing to advocate for our members in all of these areas to ensure patient and staff safety and we look forward to getting some positive results for all members.

Mersey Community Hospital Maternity Unit continues to be a challenging site due to the uncertainty of how the consolidation of birthing services will impact staff and the greater community. Staff at this site need to be commended in the way they are continuing to provide the best possible care for their patients, while not knowing what is to become of their current positions. They are continuing to maintain professionalism and being staunch advocates for their clients and their families.

The ANMF has been visiting the site on a regular basis to ensure members are being supported. ANMF are continuing to meet with staff on a one-on-one basis and meetings with management also continue.

The first Joint Industrial Consultative Committee for North West Maternity Services Integration meeting was held in June, with monthly meetings scheduled. As soon as the Health Minister has signed off on the proposal, the Tasmania Health Service Project Team, have made a commitment to staff that they will be informed of the location and structure of the service prior to it being released to the media. At the time of writing this report, the announcement has not yet been made.

An increase in patients being admitted to the medical ward at Mersey Community Hospital with dementia and other high complex needs is starting to put a strain on nursing staff on the medical ward and many other areas across the state. With limited spaces in Aged Care in the North West for secure dementia care, it is getting harder to get these patients placed in to permanent safe care. This is in turn, causing bed block in our hospitals and making it harder to maintain safe staffing levels. Member meetings are being held across the North West and the ANMF will continue to advocate for safe staffing levels for all Health Care sites.

The ANMF have commenced Enterprise Agreement [EA] negotiations across a number of worksites in the North West, keeping members informed via member meetings and EA newsflashes. At Healthcare, North West Private Hospital, Workplace representatives have been active by attending member meetings, speaking with colleagues and being involved with negotiation meetings. With the Public Sector EA expiring at the end of this year, Organisers will be out in worksites speaking with members about the process and how they can be involved and have an input into their EA via surveys and member meetings.

The North West Organiser, Marita Meadows looks forward to meeting as many members as possible while she is travelling through the North West attending member meetings, morning and afternoon teas and drop-in visits to sites. If you would like to see your Organiser at your site then please contact our Hobart office on free call **1800 001 241** so a visit can be arranged.

Enterprise Agreements Update

The Queen Victoria Home Inc. Nursing Enterprise Agreement 2015 - 2017

- Wage increase of 3.25% for each year for 3 years (1/11/2014, 1/7/2015 and 1/7/2016)
- Access to up to 10 days of accrued personal leave entitlements and work flexibility provisions for employees experiencing family violence
- Increase to on-call allowance
- Option to cash out annual leave
- Removal of paid parental leave entitlements for primary carers.

The Queen Victoria Home Inc. Non-Nursing Enterprise Agreement 2015

- Wage increase of 3.25% for each year for 3 years (1/7/2014, 1/7/2015 and 1/7/2016)
- More shift workers will accrue 5 weeks of annual leave
- Access to up to 10 days of accrued personal leave entitlements and work flexibility provisions for employees experiencing family violence
- Removal of paid parental leave entitlements for primary carers
- Span of hours for day workers changed to 6 am to 6 pm Monday to Friday
- Employees required to work overtime for more than one hour will be supplied with an adequate meal
- Casual employees to be paid double time for work on public holidays
- For all employees, overtime will be paid for work in excess of 76 hours per fortnight
- For day workers, overtime will be paid for work in excess of 38 hours per week
- 10 days' unpaid leave for employees required to be absent from work for Aboriginal ceremonial purposes.

Aged Care Deloraine Inc. Enterprise Agreement 2015

- Wage and allowance increase of 2.5% backdated to 1 July 2015
- Wage and allowance increase of 2% effective from 1 July 2016
- New buddy allowance of \$2 per hour
- New workload management clause.

Mt St Vincent Nursing Home and Therapy Centre Staff Agreement 2015

- Wage increases
 - o \$0.80 per hour backdated to 1 July 2015
 - o \$0.85 per hour effective 1 July 2016
 - o \$0.90 per hour effective 1 July 2017
- Paid parental leave extended to carers
- Option to purchased leave reduced to one week

Baptcare Karingal Community Care Enterprise Bargaining Agreement 2015

- Wage increases
 - o 3.7% backdated to the first full pay period in January 2014
 - o 3% backdated to the first full pay period in January 2015
 - o 2.7% backdated to the first full pay period in January 2016
 - o 2.7% from the first full pay period in January 2017
- Personal leave
 - o Existing employees will retain their entitlement to 20 days personal leave per year
 - o New employees will receive 10 days personal leave per year
 - o The number of certificate free days will be reduced from 5 to 3
- Parental leave
 - o Nurses: weeks of paid parental leave will be reduced from 14 to 12
 - o Carers: will retain 8 weeks of paid parental leave
- Compassionate/bereavement leave
 - o Employees will retain their entitlement to 3 days paid leave per occasion
- Ceremonial Leave: 10 days' unpaid leave for aboriginal ceremonial purposes
- Broken shifts: provisions from Aged Care Award 2010 to be incorporated
- Annual leave for shiftworkers: now entitled to an additional week of annual leave after working 10 (rather than 20) weekend days
- Workload management provision to be incorporated
- New allowance for unusually foul and nauseous linen and work
- In charge allowance increased to \$30, with a CPI increase from 1 January 2017
- Remote call rates increased
- Post-graduate allowance
 - o New post-graduate allowance of 3% for ENs and ECAs
 - o RNs will retain existing post-graduate allowance entitlement
- Medication Endorsed ECAs to receive 50 cents per hour when dispensing medication within a medication shift
- Meal allowances increased
- Casual loading increased to 25%
- Casual loading for public holidays increased to 250%
- Casual conversion provision to be incorporated
- Half-day public holiday for Devonport Cup to be removed.

Classification Review Success - Public Sector Career Structure

ANMF is pleased to advise members that it has successfully achieved a reclassification of the Pharmacotherapy Nurse – NW role held by RN Mark McKenna.

The reclassification of Mark's role occurred as a result of the translation classification review process which was agreed when the new public sector classification structure was introduced in 2010. ANMF members aggrieved by their translation to the new structure could seek a review of their grading by the Tasmanian Industrial Commission.

ANMF has lodged a number of review applications with the Tasmanian Industrial Commission which are slowly being heard.

After the disappointment of the CU @ Home Nurses application, ANMF then identified its next strongest case which was that of Mark McKenna. Mark's duties as the Pharmacotherapy Nurse on the North West Coast were clearly outside the scope of a Grade 3/4 RN position yet his review application had been refused.

Given the strengths of Mark's case and his personal determination and commitment to see the case through, ANMF began intensive work with Mark in December 2015 on preparing his case for hearing before the Commission. This involved the preparation of a detailed witness statement, supporting witness evidence and detailed submissions.

Mark's commitment to the process was evident given that he was asked to review his statement on multiple occasions. After many hours of work, ANMF's submissions and witness statements were lodged with the Commission in early 2016 and a hearing date had been set.

After the lodgement of ANMF's documentation, the Government agreed that a case had been made out to classify Mark's role at Grade 5. As a consequence Mark received backpay in excess of \$10k. Agreement was reached and ANMF advised the Commission that a hearing would not be necessary.

Mark has now received his re-classification and states, "I now have the ability to utilise the Level 5 Clinical Nurse Specialist Role as a noted change on my Resume as well as receiving back pay to the time the translation classification review commenced."

"When we look at the time and effort put in, especially by ANMF staff and those in the THS, it is a costly exercise for all parties. Hopefully with reflection into these cases still to be looked at there can be common sense, and realisation that these reviews have been put in, with a view that previously stated position descriptions do not reflect the changing roles of nurses in the health care sector. Especially those where access to specialist care and higher level nursing career structure does not exist."

"My deepest thanks and respect to those in the ANMF whom on a daily basis try to get an understanding and expectations of what roles nurses are doing across to the general community, and those in government roles whom determine funding and requirements across the broader health sector. Of note, there are further Nursing roles in the Alcohol & Drug sector in the North West being advertised and I would recommend consideration in a role that is highly rewarding" says Mark.

ANMF is now working on a number of other classification review files which should be heard by the Commission in late September. While the process of hearing these applications has been drawn out and resource intensive achieving a favourable outcome for Mark McKenna has made all that work worthwhile.

Pictured below: Mark McKenna, Pharmacotherapy Nurse in the North West.

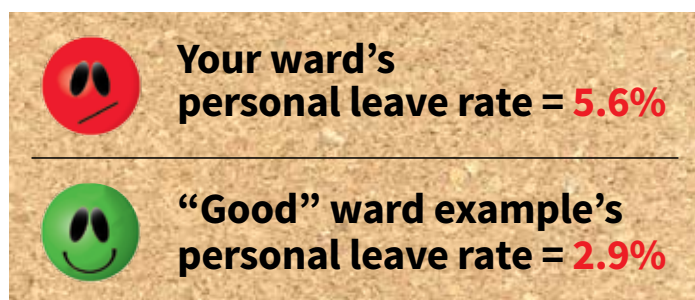


Tasmanian Monthly Report Card - Personal Leave

Personal leave is an entitlement that is there for when employees need time off due to being unwell or needing to look after a loved one. At times however, workplaces put pressure on staff either individually or collectively about personal leave being taken.

In the private sector personal leave provisions are determined in the National Employment Standards, where paid personal leave refers to “both” sick leave and carer’s leave. The minimum entitlement to paid personal/carers’ leave for an employee (other than a casual employee) is 10 days per year” (Fair Work Ombudsman, 2016). Some employers will offer more paid personal leave, through either Awards (such as the Nurses and Midwives Tasmanian State Service Award) where four weeks’ personal leave (pro rata) is accrued annually without limit, or Enterprise Agreements.

Whilst there is an entitlement to personal leave, sometimes nurses, midwives and carers have their facilities overall rate of personal leave questioned, often done via a comparison of their “bad” ward or facility, with an example of a “good” ward or facility. These examples can look like:



Not only do these examples oversimplify the issue of personal leave, but the inference that staff are misusing sick leave can be damaging to morale.

Apart from the obvious causes of staff utilising personal leave, such as being physically unwell, there can be other underlying causes to staff personal leave levels. These can include:

- Bullying, harassment, hostile work environments, denials of natural justice or due process (Hutchinson, Vickers, Wilkes, & Jackson, 2010),
- Budgetary constraints or mismanagement of resources, causing workload stress (Warelow, Edward, & Vinek, 2008; Rauhala et al., 2007),
- Lack of empowerment or appreciation of skills, leading to poor self-esteem, poor self-confidence, poor morale (Wählin, Ek, & Idvall, 2010).

Most of these underlying causes appear to be out of the control of many staff, yet staff are held to account for rates of personal leave.

What can staff do to challenge such assertions that their ward or facilities personal leave rates are “too high”?

- Firstly, each individual needs to protect themselves, by ensuring they have evidence of their use of personal leave (if required). If you are feeling targeted individually, please contact the ANMF Information Centre for assistance.
- If there are assertions that the personal leave rates are too high for your facility, what have you or your colleagues noticed about the working environment that can be changed easily? These can be little things like social activities, expressions of kindness and appreciation to one another, or other gestures that can increase happiness at work.
- Discuss issues and ideas with your ANMF Workplace Representative, or if you don't have one yet, consider becoming one or nominating a colleague. Your ANMF Workplace Representative can liaise with your ANMF Organiser if there are particular challenges you need assistance with.
- If there are rostering issues, workload or other workplaces issues that you have already attempted to discuss with management that you would like assistance with, please contact the ANMF Information Centre for assistance.
- Remember that stress and morale issues are real for those experiencing them, and self-care is vital. As nurses, midwives and carers, we need to be well before we can care for others. Whilst our roles are highly important, how we treat ourselves and how we are able to enjoy our lives outside of work that is equally important.

If you have any success stories for how your work area may have dealt with staffing issues, or managed workload stress, we would love to hear from you. Similarly, if you have any workplace issues you need assistance with, please contact the ANMF Information Centre on (03) 6223 6777 or 1800 001 241 (outside Hobart area) or via email on info@anmftas.org.au.

References:

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NMBA Registration Standards - An update from your Info team

The Nursing and Midwifery Board of Australia (NMBA) recently made changes to registration standards, which came into effect 1 June 2016. Whilst these revised standards and guidelines came into effect 1 June 2016, they do not affect renewals of registration in 2016. The obligations will need to be met by the next registration renewal period of May 2017.

These changes included revisions of the Nurse Practitioner standards and guidelines, and also the updated Registered Nurse standards for practice. Additionally, there are changes to the Registration standard: Endorsement for scheduled medicines for midwives and the Safety and quality guidelines for privately practising midwives, becoming effective 1 January 2017. Across nursing and midwifery, the common registration standards of Continuing Professional Development (CPD), Recency of Practice, and Professional Indemnity Insurance (PII) arrangements, have changed as of 1 June 2016.

CPD changes include:

- the introduction of Pro rata CPD requirements for nurses and midwives with less than 12 months registration prior to renewal,
- clarity surrounding nurses and midwives who are registered but not working, and also non-practicing registration types,
- clarity surrounding requirements for midwives with endorsements for scheduled medicines to complete additional CPD.

Recency of practice changes include:

- specific information for nurses and midwives working in non-clinical practice
- the need to meet the recency of practice standard when applying for an endorsement and to retain an endorsement

PII changes include:

- The requirement to take out “run-off” PII cover, meaning “insurance that protects a practitioner who has ceased a particular practice against claims that arise out of or are a consequence of activities that were undertaken when he/she was conducting that practice” – the PII coverage as part of your ANMF Membership,
- The inclusion of “automatic reinstatement”, a provision in a PII policy which “allows for the limit of indemnity (amount insured) to be reinstated for new, unrelated claims, after one or more claims has been paid to the limit of indemnity” – as is the case with the PII coverage as part of your ANMF Membership.

It is important that you familiarise yourself with the revised NMBA standards and guidelines, so that you are able to meet your obligations by the 2017 renewal period. You can find these at: <http://www.nursingmidwiferyboard.gov.au/News/2016-02-01-revised-standards.aspx> or alternatively, if you require assistance, please don't hesitate to call the ANMF Information Centre on (03) 6223 6777 or 1800 001 241 (outside Hobart area).



On the HEARTBEAT for AUGUST:

“What is it that makes being a rep interesting?”



Sarah Hill - Workplace Rep
Mersey Community Hospital
Emergency Department.

“Being able to empower people to take charge of their workplace issues.”



Suzanne Marshall - Workplace Rep
Launceston General Hospital
Acute Medical Unit.

“Being a Rep gives me the opportunity to network and meet other reps from across the state. Also being on site to answer questions, promote ANMF to new staff and support all work colleagues makes being a rep rewarding.”



Pauline Radford -
Mersey Community Hospital
Oncology Day Ward.

“The opportunity to promote a happy, healthy working environment and to be the voice if any problems arise.”



Troy Addicoat - St Ann's Nursing Home
Davey Street

“Keeping our members updated on Industrial matters. Discussing issues that concern my work colleagues particularly during the EA Process. I also enjoy the extra training and upskilling I receive from ANMF.”
The opportunity that ANMF gives in inviting me to meetings, conferences, including the ADC.”

Aged Care - National Phone-In

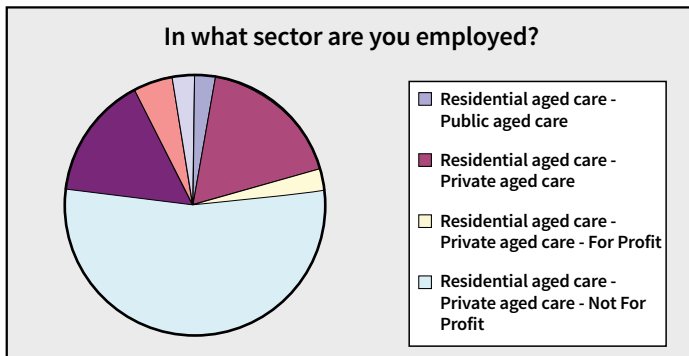


ANMF Branches around Australia held an Aged Care phone-in on June 18. ANMF Tas Branch had 40 employees and 12 community members complete the survey.

\$1.8 billion axed from aged care over the next four year by the Turnbull Government in the 2016-17 Budget and the MYEFO, continues to compromise the delivery of high-quality care to nursing homes residents, with funding for some frail residents with high-care needs, slashed from \$46 a day per resident, to just \$16 per resident.

Frontline nurses and AINs used this as an opportunity to tell us how these funding cuts at their workplace are impacting on their ability to do their jobs for vulnerable residents. The community was also invited to phone-in and the children, grandchildren and other relatives of older Australians living in nursing homes raised issues they have as well as telling us their story.

From this survey we had employees represented from both public and private sectors:

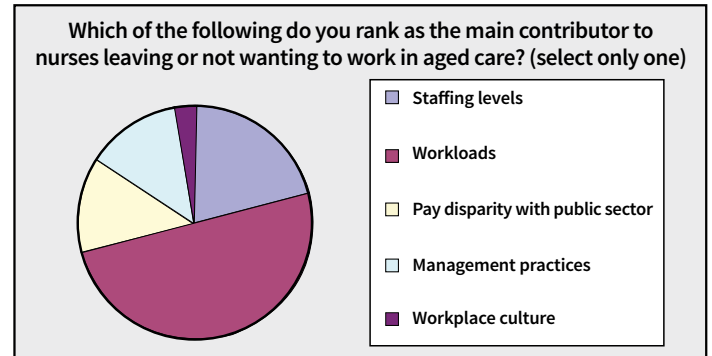


Adequate staffing levels was the main issue and cause for concern.

Answer Options	Response Percent	Response Count
Total Commonwealth funding cuts of 1.8 billion cut to aged care services	92.3%	36
Adequate staffing levels for providing high care (e.g. Are there enough registered nurses for high care residents?)	94.9%	37
Levels of experience and qualification held by nursing staff	64.1%	25
Quality and/or amount of food	25.6%	10
Domestic services	15.4%	6
Standards of care - Appropriate time for bathing	59.0%	23
Standards of care - Assisting with feeding	59.0%	23
Standards of care - Bed changes	35.9%	14
Standards of care - Pain Management	46.2%	18
Standards of care - Skin Care	48.7%	19
Standards of care - Continence Management	48.7%	19
other (please specify)	25.6%	10

In regards to staffing levels, 73% believed the current staffing levels are inadequate and that this inadequacy will continue to rise. The highest factor for staff resigning was due to workloads.

Main contributor to staff leaving:



From the Community we had mainly relatives who were concerned about their loved ones. Many of them were unaware of the effect of funding would have for their loved one in care and major concern was around staffing and adequate care.

Some facts from Federal ANMF: Aged Care Sector Budget Changes from 1 January 2017 (ACFI fee changes):

- For new aged care funding assessments and reviews of existing funding, new rules will apply to how money is allocated to the most highly dependent people living in commonwealth funded aged care.
- The Government has made these changes because it underestimated the cost of aged care. Rather than seeing this as a natural consequence of an ageing population, the Government thinks it has been overspending and believes it needs to make cuts.
- This means that some aspects of high care that were funded on the highest level will now be downgraded to a lower level.
- Aged care providers used this extra funding to help pay for registered nurses to deliver high complex healthcare, including pain management. It also helped to ensure people had regular visits from allied health professionals such as physiotherapists.
- Aged care providers have told ANMF they can no longer pay for registered nurses and extra services because of downgraded funding. They may pass on these costs to residents in aged care as 'out of pocket' expenses.

ANMF would like to thank everyone who participated in this survey. ANMF will continue to advocate for safe staffing levels in aged care as well as for adequate funding.

ANMF Estimation of impacts of 2016-17 Budget and MYEFO Cuts to Aged Care Funding in Marginal seats.

2. <http://www.health.gov.au/internet/budget/publishing.nsf/Content/budget2016-factsheet48.htm>

Mental Health Focus at

It was a very interesting few weeks for the Diploma of Nursing students Group 1, as they commenced the delivery of HLTEN508B – Implement and monitor nursing care for consumers with mental health disorders.

The students participated in a Mini Mental Health Project and presented and shared resources for selected mental health awareness days. The group focussed on different illnesses, nursing and support interventions that could provide possible support systems to the greater community.

We were very fortunate to have two mental health industry specialists as guest speakers, Ann McKee and James Knight sharing their experiences and their wealth of knowledge with the class. We were also fortunate to have a staff member at ANMF, Amy Boon, sharing her expertise and answering ongoing questions from the students.

Students shared their own experiences, and those of others they knew. The students had access to resources providing those with



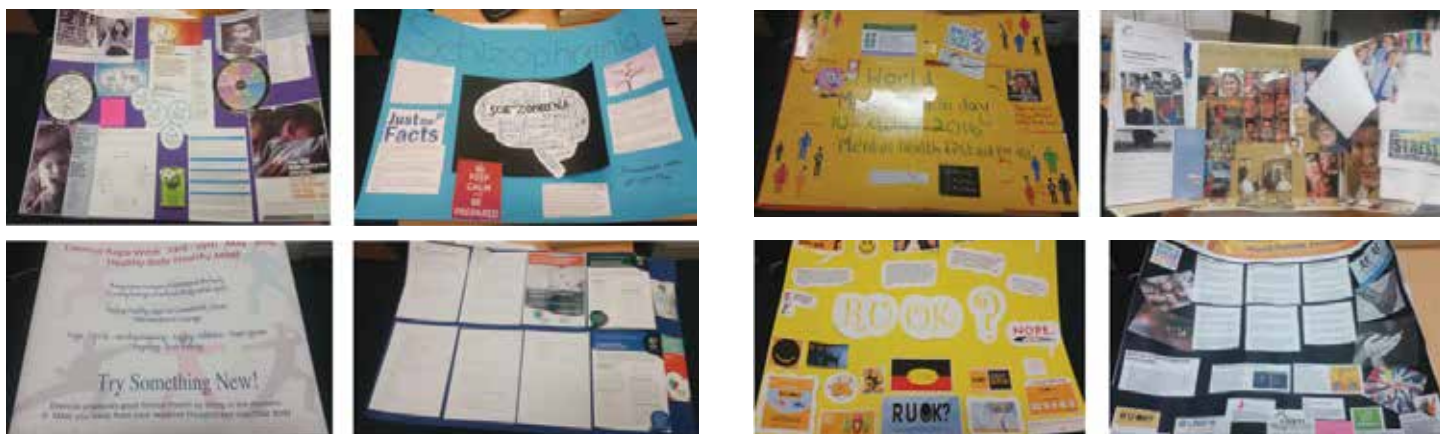
a broader idea of the impact mental health has on the greater Australian population.

One student stated the word mental health was seen as a “mindset” and now the realisation is there that it is more than just a mindset. Students agreed that people really battle with their own pain and life stories and need our support, more than ever.

Some of our students had the opportunity to gain some clinical experience at St Helens Private, Roy Fagan Centre, Tolosa Street Respite and Rehabilitation and Mistral Place, during their third placement.

The students agreed, we can not all be mental health nurses, but we are willing to support mental health and commit to the best person-centred care we can offer.

Below are presentations from the Diploma of Nursing Group 1:



Certificate III in Individual Support (Ageing and Home & Community)

[CHC33015]



6223 6777 | herc.tas.edu.au/findout

182 Macquarie St, Hobart | email: info@herc.tas.edu.au



Membership

Nurses, midwives and direct carers - taxation time

It is that time again, tax time! Now that the financial year is over, it is time to start getting your tax return together and lodged. The Australian Tax Office (ATO) website has a variety of information, some of which is specific to those in nursing, midwifery and direct care.

Tax returns need to be lodged by the 31 October 2016, which can be done via a registered tax agent, online via the ATO "MyTax" program (a replacement of the previous "E-Tax"), or via a paper tax return. For more information on these options, go to <https://www.ato.gov.au/Individuals/Lodging-your-tax-return/>

For nurses, midwives and direct carers, there are specific deductions surrounding car, travel, uniform, occupation specific or protective clothing, laundry and dry-cleaning, self-education and other expenses allowable. Further information on these deductions, and also reportable fringe benefits implications can be found at <https://www.ato.gov.au/Individuals/Income-and-deductions/In-detail/Deductions-for-specific-industries-and-occupations/Nurses-midwives-and-direct-carers---claiming-work-related-expenses/>

The ANMF sent out to members the End of Financial Year (EOFY) statements at the beginning of July, and don't forget that union and professional association fees are tax deductible also.

If you are a graduate of nursing and midwifery who completed your course of study after 30 June 2009, you may also be eligible for the government's HECS-HELP benefit, where annual amounts can be applied for to reduce your compulsory HELP repayment, information on this can be found at https://www.ato.gov.au/Forms/HECS-HELP-benefit---Overview/?page=3#Maths__science__education_and_nursing__including_midwifery__graduates.

The ANMF cannot provide particular financial advice regarding taxation, so please do check with the ATO or your registered tax agent for your own personal circumstances.

If you have not received your EOFY statement from the ANMF, please don't hesitate to call the ANMF on (03) 6223 6777 or 1800 001 241 (outside Hobart area) or email Membership@anmftas.org.au.

Australian Nursing and Midwifery Federation (Tasmanian Branch)									
MEMBERSHIP FEES August 2016 - July 2017									
	Invoice via Direct Payment			Auto Credit Card		Direct Debit		Payroll	
	Yearly	Half Yearly	Quarterly	Quarterly	Monthly	Monthly	Fortnightly	Fortnightly	
REGISTERED NURSE / MIDWIFE									
20 hours or more per week	\$770.10	\$385.00	\$192.50	\$192.50	\$64.20	\$64.20	\$29.60	\$29.60	
10 to 19 hours per week	\$462.00	\$231.00	\$115.50	\$115.50	\$38.50	\$38.50	\$17.75	\$17.75	
9 hours or less per week	\$346.55	\$173.25	\$86.65	\$86.65	\$28.85	\$28.85	\$13.30	\$13.30	
ENROLLED NURSE									
20 hours or more per week	\$566.00	\$283.00	\$141.50	\$141.50	\$47.20	\$47.20	\$21.80	\$21.80	
10 to 19 hours per week	\$339.60	\$169.80	\$84.90	\$84.90	\$28.30	\$28.30	\$13.05	\$13.05	
9 hours or less per week	\$254.70	\$127.35	\$63.65	\$63.65	\$21.20	\$21.20	\$9.80	\$9.80	
CARE WORKER / PCA / AIN									
20 hours or more per week	\$500.55	\$250.25	\$125.15	\$125.15	\$41.70	\$41.70	\$19.25	\$19.25	
10 to 19 hours per week	\$300.35	\$150.15	\$75.05	\$75.05	\$25.05	\$25.05	\$11.55	\$11.55	
9 hours or less per week	\$225.25	\$112.60	\$56.30	\$56.30	\$18.80	\$18.80	\$8.70	\$8.70	
OTHER MEMBERSHIPS									
e-Student (Not working) NO insurance / undergrads only	\$0.00			Associate Members		\$70.00		Corporate Membership	\$125.00

REMEMBER THAT YOUR MEMBERSHIP FEES ARE TAX DEDUCTIBLE.

* Payroll only available to members who are currently paying by this method.

If you believe that a membership fee increase will cause you any financial hardship do not hesitate to contact the ANMF (Tas Branch) Membership Office on 6223 6777 or email membership@anmftas.org.au

EMAIL PREFERENCE UPDATES

As we endeavour to reduce the amount of paper we post to our members, we ask you to please provide your preferred email for contact from ANMF as a matter of urgency. The commencement of Invoice emailing for those on this payment grade will be from the 1st August. Our Membership team are working tirelessly to implement the emailing of various forms of communication such as Invoices, letters and end of year statements and we ask for your patience whilst we roll out these new processes.

If you would like to pass on feedback or have an enquiry for Membership, please contact us on membership@anmftas.org.au