

2016/2017
December/January

IN
FUSION

IF YOU DON'T
CARE ABOUT
CUTS TO
MEDICARE,
WE CAN'T CARE



2016 – the year that was

A close-up photograph of a woman with short brown hair, smiling warmly at the camera. She is wearing light blue medical scrubs. The background is softly blurred, showing other people in a clinical or hospital setting.

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Branch Secretary Message



Looking back on 2016

Reflecting on another year, this one has been significant consisting of a Federal Election, the cessation of the \$325m Federal funding through the Tasmanian Health Assistance Package (THAP), more health budget cuts with \$1.2 billion slashed from Aged Care and a new public sector CEO and launch of a strategic plan; One State, One Health System. Nursing continues to be the glue that holds all the pieces of our health system together.

Nurses are continuing to face huge demands in acuity of patients in public and private hospital demand and daily bed block. This is also reflected in the primary health and rural settings. There needs to be a decision to properly fund our health system to enable clinical outcomes fitting of the 21st century. Private sector nurses, including in the Aged Care Sector, have been bargaining for new Enterprise Agreements with the single most important issue; workloads. The public sector Enterprise Agreement negotiations are underway, with a clear position for nurse: patient ratio at the core of the claim. Nurses are advocating having safe numbers and skill mix in all areas of health care to protect safe patient/client care. That is not too much to ask; why don't they get this?

ANMF has continued to grow this year resulting in additional benefits for our members. The ANMF Organising team continues to increase and strive to support you in your workplace, working alongside our wonderful ANMF Workplace Representatives. It is the ANMF Reps, who volunteer to put their hand up and passionately support and raise issues to improve conditions for safe patient outcomes. Thank you to over 300 nurses, midwives and care staff who are ANMF Reps, who tirelessly protect and support ANMF members in their areas.

ANMF is also very excited to announce a range of new member benefits to be launched in December and early in the New Year. Every financial member will receive a booklet of benefits, a new

ANMF card and access to download the new App, which enables you to use your smartphone for the range of 4500 discounts, including 5% off your grocery shopping.

Your ANMF Tasmania Membership entitles you to enjoy:

- 20% off dining all year round!
- Print vouchers online from leading national attractions, local activities, popular take away outlets and more.
- Great savings on Movie Tickets at your local cinema.
- Discounted Gift Cards/ecards from Woolworths, Big W, Caltex, Dan Murphy's, David Jones, iTunes and others.
- Reduced prices on magazine subscriptions, floral arrangements, gift baskets, travel insurance, dry cleaning and much more, just by being a Member.

Adding to your new member benefits, ANMF will be offering Health Insurance from January 2017. Nurses and Midwives Health Fund (NMHF), a Members Own Health Fund, will be offering competitive private health insurance that is affordable and only open to ANMF members and their families. Go to the NMHF website to register your interest and to find out more.

ANMF is pleased to add extra benefits to your membership just in time for Christmas. On behalf of the ANMF staff and Branch Council, I would like to wish all members and their families and friends, a happy and safe festive season and 2017!

Happy holidays from the team at ANMF!

Our offices will be closing for the break from Saturday 24 December to Tuesday 3 January.

ANMF
TASMANIAN BRANCH

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Regional Updates

South

2016 saw a lot of challenges for ANMF members in the south of the state. The Royal Hobart Hospital Redevelopment, coupled with increasing workloads and bed pressures meant nurses were under an unprecedented amount of stress.

The Royal Hobart Hospital redevelopment meant that a majority of ANMF members within the hospital were involved in some sort of change process as the decanting of the B-Block was completed. ANMF met with members in each of the affected areas throughout each change process and engaged in discussions about how the change could affect their ability to carry out their work. Members were always willing to work together to find viable solution to any concerns. We are looking forward to working with members to overcome the challenges the redevelopment will pose moving into 2017.

ANMF ran a number of workload grievances with members across the public sector in the south 2016. Positive outcomes for our members included the Maternity ward at the RHH securing an extra shift until the maternity workload acuity tool is implemented and the APU seeing an increase in nursing hours per patient day to allow for a clinical coordinator position to be formed Monday to Friday. A small campaign was run in the emergency department that saw the conversion of 13 FTE of fixed term contracts into permanent positions.

The closing out of the year has seen the public sector EBA, with a major claim being that of nurse:patient ratios. ANMF enjoyed meeting with members leading up to the campaign to discuss what nurse:patient ratios would mean for their unit/area. We are looking forward to working with members as the campaign progresses, to try and secure this important claim.

North

Another year has flown by in the area of health.

2016 has been an interesting year! Our members have been working on the front line and at the bedside, facing challenging times, as they try to take care of their patients in the midst of a changing integrated public health system and a chronic lack of staff.

In the private sector nurses are facing excessive workloads and are time poor in their busy days. We have been busy visiting the aged care sites in the north this year and ANMF organiser, Phoebe Midson, has enjoyed talking to members about their issues at work; updating notices boards and feeding members the latest information from the ANMF. Through Enterprise Bargaining negotiations occurring in Southern Cross Care sites, Presbyterian Care, Medea Park and Toosey, this has also seen the ANMF

present in the aged care setting. What we are hearing is that the Aged Care Funding proposed cut backs are going to have a devastating impact on our aged care facilities and their ability to sustain services into the future.

Our Child Health and Parenting Service members in the north have had substantial positive changes in 2016 with the return of their administration support, allowing them to get on with providing a quality nursing service to the community. They have also, more recently, seen a structural change where by they will now be incorporated into the Tasmanian Health Service; our members have welcomed this.

The Launceston General Hospital (LGH) Emergency Department (ED) was in a state of crisis in July regarding patient safety risks. As a result of this the ANMF wrote to the Minister for Health requesting urgent intervention to fund and resource the department to ensure safe patient care and to provide nurses with a guarantee of professional indemnity in the event of adverse outcomes. The ANMF on behalf of its members also requested 15 solutions to improve function within the ED and improve patient flow within the department and the LGH as a whole. We have been successful in obtaining some relief for the department, however we will continue to follow through and ensure that these solutions are implemented for our members.

The James Scott Wing in Scottsdale was a public service that is in the process of a transfer of business into the private sector by May Shaw. Whilst an agreement has been decided for the compensation for our transferring members, there is still a lot of work to be done industrially to support this transition.

So as we look to next year, the ANMF in the north will continue to advocate on your behalf and we look forward to getting around to all of the sites and having further conversations with members. If you see us in your work place please come and say hello or contact us via phone or email for any queries or concerns.



Shane Rickerby
Manager – Industrial Organising
(North/North-West)



Andrew Brakey
Manager – Industrial Organising
(South)

North-West

In the last 12 months, the North West has seen the arrival of a new Organiser (Marita Meadows). Marita previously worked for ANMF in the North. The ANMF have been involved in enterprise bargaining across Aged Care sites and the Public Sector, workload issues, change proposals in private and public sector, drop in visits to sites to meet members, morning and afternoon teas, just to name a few things that have been happening. The Public Sector has seen the start of the implementation of the whitepaper changes with many of these affecting the Mersey Community Hospital and the North West Regional hospital.

At the start of 2016 there was much speculation on how maternity Services would be delivered in the North West, which left members working in maternity services at the Mersey Community Hospital [MCH] in limbo until the announcement was made in August. The eventual announcement from the Health Minister, saying that all maternity inpatient services and birthing for the North West would be at the North West Private Hospital in Burnie and cease at MCH from 1 November 2016, brought even more uncertainty for Members. The ANMF has been involved in many meetings with staff and the transition team to ensure members are protected industrially. ANMF will continue to support members during the transition period. Through negotiations on behalf of members, the ANMF has been able to secure a 6 month salary compensation package, some redundancy packages, the creation of a Nurse Unit Manager position in the nursing structure which hadn't previously been included: just to name a few. ANMF Workplace Representative Olga Wilson should be congratulated for the way she stood up to represent the members at MCH Women's Health Unit by raising member concerns at meetings with the Transition team, with the ANMF and providing regular feedback to members.

Since taking on the role of the North West Organiser in January, Marita Meadows has enjoyed visiting Aged Care sites across the North West. One such visit to Smithton included visits to members at different sites in Wynyard and Smithton who work in both the private and public sector. These visits help to build a relationship between the ANMF, Workplace representatives and the broader member base, which is forever growing.

The ANMF has also been involved in many Enterprise Bargaining Agreements [EBA] across the North West this year at Aged Care Facilities, Healthcare-North West Private Hospital [NWPH] and the Public Sector Nurses and Midwives agreement. At the NWPH ANMF Workplace representatives were very active in the negotiation phase of the EBA. By speaking with their colleagues and encouraging them to attend ANMF Member meetings to hear report backs from the ANMF on the negotiations with management, and by running a 'no vote' campaign these nurses got management to change their view giving rise to a fair and industrially sound EBA.

Sue Darcey
Southern Team



Norm Blackburn
Southern Team



Jennifer Brown
Southern Team



Marita Meadows
North West Team



Phoebe Midson
Northern Team



Aged Care South Wrap Up 2016



Aged care in Australia is currently undergoing extensive changes. According to an [Ansell Strategic Report June 2016](#) based on 501 homes representing 39,000 residents the Federal Government funding cuts are estimated to impact on the industry by 2.5 billion dollars over the next four years.

In September the Turnbull Government, under pressure from industry organisations, has agreed to review \$1.2 billion in cuts after the Aged Care sector presented modelling which indicated the effect would be much greater than anticipated.

These funding cuts are now having a direct impact on Aged Care facilities. Members are being subject to constant changes in their workplaces resulting in increased workloads, shortages in staffing and less money to pay staff appropriately.

Despite all of this during 2016 ANMF Tasmania has continued to enterprise bargain on behalf of members. This has been carried out with a focus to ensure that conditions and wages in the Aged Care sector are reflective of the work effort, skills and commitment that nurses and carers bring to these workplaces each and every work day.

As well as enterprise bargaining for Aged Care in 2016 ANMF Tasmania has continued to represent our members individually and collectively. Here are a few examples of what ANMF has been doing in the South:

One Care Bishop Davies Court

ANMF assisted members to gain an additional nurse on morning shift to maintain an acceptable level of clinical care at the site.

Southern Cross Care Rosary Gardens

Due to low occupancy SCCT advised that they needed to restructure, ANMF assisted members with their industrial rights enabling them to maintain their substantive hours and advise on their rights to partial redundancy if unable to be placed at other sites.

Southern Cross Care Fairway Rise

ANMF met with members after they expressed concerns about workloads. Follow up meetings with SCCT management identified that there was an error in the modelling of staffing levels and the actual rosters did not match with the allocation of staff. Following a review additional staff were employed on the afternoon shifts.

St Anns Nursing Homes

During April St Anns announced that they had been brought out by Island Care. ANMF were involved in discussions and assisted members with their industrial rights, ongoing negotiations are occurring to consolidate the two enterprise agreements into the future.

BUPA South Hobart

The introduction of a new model of care was announced in June, ANMF members had concerns with the roll out of the new model. On their behalf ANMF held discussions with Bupa Management. Bupa revisited the training needs of its employees and made changes to ensure this met the requirements of the Tasmanian Poisons Act and the DHHS guidelines for medication administration in residential aged care.



Hobart District Nurses Nubeena

HDNS announced that their operations at Nubeena would be taken over by Huon Elder Care. ANMF was involved in the transition of business to ensure that member's industrial rights were protected. Some anomalies in the contracts offered to staff were identified by the ANMF. In response HEC has made changes to the letters of appointment and agreed that no employee would be disadvantaged under the new probationary period including severance pay or redundancy.

One Care Barossa Park

ANMF has met with members during October and concerns have been raised regarding the lack of consultation with the loss of concierge positions at the site, late posting of rosters and the short fall of staffing. One Care has given assurances that detailed discussions and consultation will occur, an extensive recruitment process has commenced and rosters will be posted 2 weeks in advance in accordance with the current Enterprise Agreement.

Queen Victoria Home

ANMF met with members to discuss a new model of care to be introduced, concerns were raised about loss of hours and income for some members and also the impact the change will have on workloads. ANMF members have met individually with QVH management and discussed their new rosters, which will commence at the end of October. Members have some concerns about the new rosters and how they will impact on workloads. QVH management have agreed to consult and review the changes with both employees and ANMF regularly to ensure the safety of both members and residents.

Mary's Grange

During February Mary's Grange announced that SCCT was negotiating to take over their business, ANMF has been involved in the transition of our members to SCCT and are currently working on negotiating a Single Enterprise agreement for employees at the site.

ANMF is looking forward to working with members in the New Year to ensure their work places are safe.

Member Engagement Officer

Mandy Clark (carer) has joined the ANMF Team and has been actively visiting Aged Care Homes and discussing the benefits offered by our union, we have seen an increase in carer numbers during the period. Mandy is looking forward to assisting these members during 2017.



Mandy Clark
Member Engagement Officer

The ANMF Information Centre – Here if you need us: the year in review



The ANMF Information Centre team receive a wide variety of member queries each day via email or telephone. These matters can be as simple as a pay rate or as complex as an AHPRA or coronial inquiry. 2016 was a busy year, with many complex cases. Many of our wonderful members were really proactive with issues in their workplaces, and with the guidance of the “Info Centre” (as the Information Centre team are known), ANMF members had some fantastic wins this year.

The Info Centre team are qualified nurses, who bring with them a range of expertise and experience. Their passion for the issues our nurses, midwives and carers face enables them to provide expertise and support to our members when they are faced with challenges. The Info Centre team recognise that many of the issues our members face are not ‘normal’ situations, and the support the team provide enables our members to get back to what they do best – caring for the people of Tasmania.

A few of the moments of 2016 included:

THS/DHHS Paid Maternity Leave

A big win for the year, which demonstrates the support and advocacy the ANMF provides. After member contacts to the Info Centre querying the rate of pay whilst on maternity leave, it became apparent that since 23 November 2012, the Nurses and Midwives (Tasmanian State Service) Award maternity leave clause had not been correctly applied to shift workers. Timely liaison and intervention from the ANMF to the THS/DHHS saw the DHHS agree to conduct an audit and identify all shift workers eligible for back pay, and the payments occurred in September 2016. This was a great example of member input, where members seek to gain the correct information from industrial instruments such as the Award, and how the information applies to them.

Various Back Pay Issues

Again, members (across a broad range of workplaces) who familiarise themselves with the industrial instruments which cover their employment, have identified a range of payment issues. These have related to their rate of pay, allowances, rostered hours and salary increments. The Info Centre has been able to support these members by liaising and negotiating with the employers to achieve resolution of the issues. Our members have



greatly assisted in these wins by supplying timely information and evidence to our Info Centre.

Redundancies

Although redundancies can be a difficult time for our members, the Info Centre has been able to provide assistance and representation to ensure any potential redundancy meets the requirements of the Fair Work Act 2009 for private sector employees or the State Service Act 2000 for public sector employees. This has provided our members with the opportunity for adequate reflection and advice, during a period of considerable stress.

Grievances and Allegations

The Info Centre team are highly skilled in grievance procedures and responding to allegations. The team understand the distress a complaint can cause, and have provided assistance to our nurses, midwives and carers this year. Our Info Centre team seek to ensure our member's right to procedural fairness, and in addition to assistance in responding to allegations, we have intervened on members' behalf when there has been issues with the process of the employer. This has ranged from insufficient

time or information to respond, to conflicts of interest in the investigation.

And we will do it all again in 2017....

We know many of our members may not need to call us, however, our Info Centre team will be here for your peace of mind, ready to help protect your rights and entitlements. To all our nurses, midwives and carers, thank you for being a part of the ANMF and making a difference in health.

If you require assistance, for any of the above issues, AHPRA or coronial related issues, or any other industrial or professional matter, please don't hesitate to call the ANMF Information Centre on (03) 6223 6777 or 1800 001 241 (outside Hobart area) or via email info@anmf.org.au. In order for the Info Centre to be able to provide you with optimal assistance, it is vital you contact us as soon as possible.

Federal election health campaign

Build a Better Future



With talks and whispers of an early federal election looming in early 2016 the long campaigning process began. The campaign was aimed at making current members of parliament and candidates accountable to the public, and to raise awareness in the community of current and proposed funding cuts to health and education. As a part of the Australian Council of Trade Unions [ACTU] Build a Better Future [BBF] Campaign, the ANMF Tas Branch organisers assisted as volunteers in their own time to get the message out there regarding cuts to funding for Medicare, Health, Education and the potential loss of penalty rates.

The BBF organisers and volunteers started hitting the streets in August 2015 to get to speak to Tasmanian communities in the Electorates of Bass, Braddon and Lyons. This was achieved by way of Door Knocks, Wobble board Honk a Thons, Market stalls, talking to members of the public at special events including Taste, Festival, Cricket matches, AFL games, local shows. The campaign continued for 11 months through to the Federal Election in July 2016 and resulted in thousands of signatures being collected and being presented to sitting members of parliament.



Thousands of positive conversations were had which meant more voters were able to go the polls with an informed decision on who would best represent them on the issues that mattered most to them. This campaign was not to tell people who to vote for or which political party to vote for, instead it educated members of the public with information they otherwise may not have had access too.

ANMF Tas branch also campaigned with ANMF Federally to support the 'If you don't Care, I can't care' campaign. This campaign focused on issues that are important for all including; proposed cuts to Healthcare Funding, Medicare, Safe Staffing in Aged Care and Penalty rates. All Current Federal Members of Parliament and candidates were asked during this campaign to sign a pledge committing to restoring hospital funding, saving Medicare and Aged Care. This resulted in commitments from the Greens, Independents and Labor Party to protect those key issues. These commitments and any refusals to commit were then made available to the public and members to assist them in making an informed decision at the polls on Election Day.

ANMF ran an apolitical campaign giving everyone a chance to hear both sides of the argument and to obtain further understanding of the urgency and impact these cuts would have on our state and our communities health overall. It was unfortunate that not all Members and/or Candidates were interested to hear what we had to say, but ANMF did offer every Politician a fair go!

On the heartbeat for December: “What were your successes in 2016?”



Angela Ivers
Work Rep, LGH 3R

I have been an enrolled nurse for 8 years, studying back in the days when the qualification was “certificate 4 in health”. I started out in aged care and four years ago branched out into hospital nursing. I then upgraded to the diploma which included IV additives. I have been working mostly on the rehabilitation ward at the LGH where IV medication is not routinely used, so this was an area in which I was determined to become more proficient. I feel that in 2016 I achieved this goal. I have also gained my competency in blood collection. Most recently I’ve begun a six month contract on a medical ward, which I am quite excited about as this will enable me to further my medical nursing knowledge. I became a work place delegate for the ANMF on ward 3R at the LGH this year as I feel it is extremely important for all wards to have a union representative.



Shelby Howard
Acute Medical Unit, LGH

My biggest achievement in 2016 has been completing the Bachelor of Nursing through the University of Tasmania. I have had invaluable experiences in community, mental health, paediatric and intensive care placements. I have increased my knowledge, skills and widened my scope of practice, which will provide me with a revenue of opportunities in the future.



Phoebe Midson
Northern Organiser

In 2016 I have fought to ensure members are heard regarding safe staffing across all sectors, return of direct administration support to CHaPs Nurses, welcoming ANMF members from the Disability Support Services, standing up for patient and staff safety at the LGH ED, aged care visits, and strong ANMF presence in all workplaces. I look forward to continuing to be a strong advocate and industrial presence in the workplace, and above all I cant wait to have more engaging conversations with our Nursing, Care Staff and Disability Support members



Norm Blackburn
Southern Organiser

Aged Care in 2016 has seen many challenges resulting in good outcomes for our members. It is a privilege to be representing our members in aged care and any small difference that we make in this sector is a huge success.



Marita Meadows
North West Organiser

In 2016, among other successes, by far the greatest success has been ensuring Midwives from the Mersey Community Hospital have had a voice industrially and professionally with the transfer of birthing to the Burnie Private Hospital.

DHHS/THS (Tasmanian State Service) Christmas Day 2016 public holidays

This year Christmas Day falls on a Sunday. Accordingly, particular arrangements have been made with regards to the public holiday and penalty payments.

- The Statutory Holidays Act 2000 (as amended) provides the following substitution arrangements when certain holidays fall on weekends.
- **Christmas Day** – If it falls on a Saturday or Sunday, then that day AND the following Monday or Tuesday will apply for Christmas Day.
- **Boxing Day** – if it falls on a Saturday or Sunday, then the following Monday or Tuesday will apply for Boxing Day.
- ANMF have been advised, by the DHHS, that work performed on the following days will be paid as Public Holidays:
- Sunday 25 December (Christmas Day);
- Monday 26 December (Boxing Day); and
- Tuesday 27 December (Christmas Day in substitution).

Private Sector Wage Increases in 2016

Enterprise agreements covering nurses and carers in the private sector in Tasmania approved between January and June 2016 include average annual wage increases ranging between 2.25% and 3.25%. During this period, the overall average annual wage increase in the aged care sector was 2.84%, while the average annual wage increase in the rest of the private sector was 2.75%.

To put these numbers into perspective:

- modern awards covering nurses and carers increased by 2.4% in July 2016
- the average annual wage increase for all private sector enterprise agreements approved in the June quarter of 2016 was 3.1%, increasing from 2.9% in the March quarter of 2016
- the average annual wage increase for private sector health and community services agreements was 2.9% in the June quarter of 2016, slightly up from 2.8% in the March quarter of 2016
- the average annual wage increase for all Tasmania private sector enterprise agreements approved in the June quarter of 2016 was 2.6%, increasing from 2.2% in the March quarter of 2016.

This means that nurses and carers working in the Tasmanian private sector who are covered by enterprise agreements in Tasmania are, on average:

- securing higher wage increases than nurses and carers covered by the modern award
- securing wage increases that are slightly below the average annual wage increase for employees in private sector health and community services across Australia
- securing wage increases that are above the average annual wage increase for Tasmanian private sector employees.

Despite difficult economic times, ANMF is working hard to ensure that members receive the highest possible wage increases without compromising conditions of employment.

ANMF would like to thank all private sector workplace representatives and enterprise bargaining contacts for helping ANMF secure the best possible wage increases for members in the private sector.

Healthscope – Tasmania – Nurses – Enterprise Agreement 2016-2020

- 4 year agreement expiring on 30 June 2020
- Wage increases
 - 1.75% from the first full pay period on or after 1 July 2016
 - 1.75% from the first full pay period on or after 1 January 2017
 - 1.75% from the first full pay period on or after 1 July 2017
 - 1.75% from the first full pay period on or after 1 January 2018
 - 1.85% from the first full pay period on or after 1 July 2018
 - 1.85% from the first full pay period on or after 1 January 2019
 - 1.90% from the first full pay period on or after 1 July 2019
 - 1.90% from the first full pay period on or after 1 January 2020
- Allowances in Appendix B to be increased by wage percentage increase
- New increment for Year 3 endorsed ENs – hourly rate of \$30.35 to increase with wage offer
- 5 days' paid family violence leave
- Paid meal breaks extended to DSU and DEM when 2 nurses are rostered on.



Sponsors

Calvary Health Care Tasmania (Lenah Valley and St John's Campuses) Nursing Staff Enterprise Agreement 2016

- 3 year agreement expiring on 2 July 2019
- Wage increases
 - 1.5% from the first full pay period on or after 1 July 2016
 - 1.5% from the first full pay period on or after 1 January 2017
 - 1.5% from the first full pay period on or after 1 July 2017
 - 1.5% from the first full pay period on or after 1 January 2018
 - 1.5% from the first full pay period on or after 1 July 2018
 - 1.5% from the first full pay period on or after 1 January 2019
- Nurses may elect to receive a day of annual leave and 150% wage loading for working a public holiday in lieu of 250% wage loading
- Provision confirming that shift workers may accrue a total of 6 weeks' annual leave if they meet the requirements of both clause 9(b)(i) and Appendix D of the Agreement.

The Mary Ogilvy Homes Society Nursing and Non-Nursing Staff Agreement 2016

- 3 year agreement expiring on 31 December 2018
- Wage increases of 2.75% or the FWC increase, whichever is higher, for each year of the agreement, with the first increase effective from the FFPP on or after 1 July 2016
- Increase to allowances each year in line with the FWC increase
- Change to public holiday provisions so that all employees will be paid 250% for work performed on a public holiday and no additional day will be added to annual leave entitlements
- 7 days' paid bereavement leave if an employee is required to travel interstate and 10 days' paid bereavement leave if an employee is required to travel overseas.

ANMF would like to thank all of our sponsors for 2016. This year we have had fantastic support and contribution at our conferences and events around the state as well as for our merchandise and printing materials.

ANMF look forward to building our relationships with the below sponsors and strengthen our collaboration to assist and work with each other for the benefit of all of our members.

2017 will be another busy year for all of us and together, we can support one another to make it bigger and better for all involved and go from 'good to great' together.

Appreciation to Hesta, Me Bank, RBF and Tasplan.



Health Education and Research Centre

Health Education and Research Centre (HERC)

Health Education and Research Centre (HERC) is the education division of the Australian Nursing and Midwifery Federation (Tasmania Branch). HERC is making a positive difference to Tasmania's health through providing a centre of excellence delivering high quality Vocational Education and Training, professional development and related research for health professionals in Tasmania.

HERC delivers a range of student focused and industry relevant programs, which are nationally accredited and non-accredited, including Certificate III entry level programs for the health industry, Diploma of Nursing and Advanced Diploma of Nursing.

We also provide consulting advice and tailored training and development programs to health and aged care services.

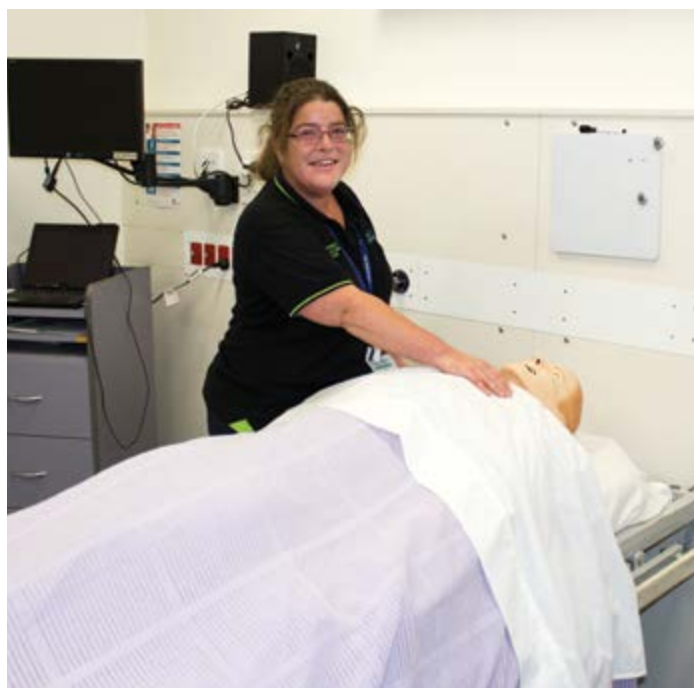
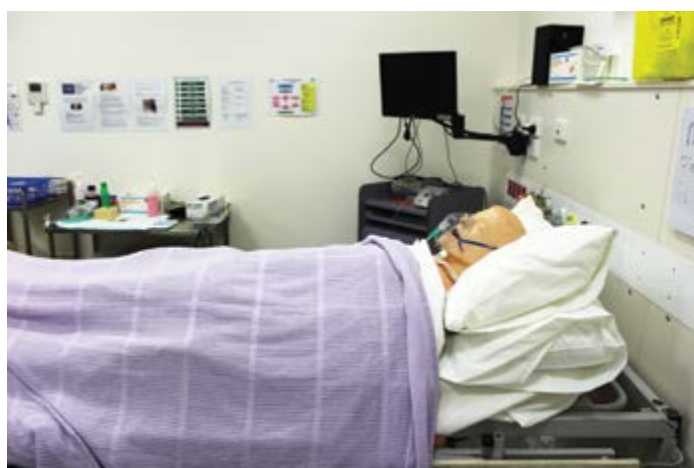
In 2016, we have witnessed our students achieve success both in their training as well as in employment. It gives us great pleasure to know that what we are doing is working and that our Health and education services are well respected and sought after.

HERC provides students with a technologically advanced, welcoming and functional learning environment that is flexible and meets their practical and theoretical learning needs:

HERC provides educational pathways that enable nurses, midwives and care workers in all areas of Tasmania to develop their professional knowledge and clinical skills to support their career goals.

2017 can only get better and our HERC team is here to help all of our students along the way, to achieve their hopes and dreams in health care.

For further information please contact HERC on **03 6223 6777** or visit our webpage **www.herc.tas.edu.au**



Are you after a career in Nursing or within the Aged and Community Sector?
Do you want to study at a respected training organisation?
Accredited Training Programs offered at HERC



**Certificate III in Individual Support
(Ageing and Home & Community)**
[CHC33015]

This Nationally Recognised course is designed for school leavers and adult learners wishing to enter the aged and community sectors or those already working in the aged care industry and seeking to upskill.



Diploma of Nursing [HLT51612]

This Nationally Recognised diploma qualification covers all the skills and knowledge required to gain the Diploma of Nursing (HLT51612). Once qualified you will be eligible to apply to Australian Health Practitioner Regulation Agency (AHPRA) for registration as an Enrolled Nurse.



**Advanced Diploma of Nursing
(Enrolled/Division 2 Nursing)**
[HLT61107]

Our nationally recognised Advanced Diploma of Nursing qualification acknowledges the expanding scope of practice of the enrolled nurse and provides the opportunity for those working in areas of specialisation to have their advanced skills recognised.

HERC is the training division of the Australian Nursing and Midwifery Federation

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