

2016  
JULY

ANMF  
TASMANIAN BRANCH  
FUSION

Australian  
Nursing &  
Midwifery  
Federation  
TASMANIAN BRANCH

Federal Election  
Health Campaign -  
*Save Medicare!*

*Plus...*

Public Sector Agreement  
Negotiations 2016

AHPRA Notifications -  
A reminder from your Info team

# Transitioning to the Nursing Workforce

## Student Nurse Workshop

The ANMF is pleased to provide this workshop free to student nurses who are aiming to apply for graduate nurse positions.

The workshop will include speakers outlining:

- Getting a graduate position – the application process
- Interviews and Resumes
- Letters of application
- Registration process with AHPRA
- Superannuation
- Post Graduate Options
- Wages and Conditions

**FREE**  
to Graduate  
& Student  
Nurses

**Date:** Thursday 7 July 2016

**Location:** HERC Hobart - Level 5

**Time:** 1000 to 1530hrs (includes light lunch)

**Date:** Friday 8 July 2016

**Location:** Launceston UTAS Lecture Room 6,  
Commerce Building, Newnham

**Time:** 1000 to 1530hrs (includes light lunch)

**Registration:** You must register to attend this session.

Register online at: [anmftas.org.au/cpd](http://anmftas.org.au/cpd)

Phone **(03) 6223 6777** or

Email: [info@herc.tas.edu.au](mailto:info@herc.tas.edu.au)



**5 CPD HOURS**

Register online at: [anmftas.org.au/cpd](http://anmftas.org.au/cpd)

### Workshop Locations

#### Hobart

HERC Training Room  
182 Macquarie St  
Hobart

#### Launceston

UTAS Lecture Room 6,  
Commerce Building, Newnham  
Launceston





# Branch Secretary Message



Neroli Ellis

## Aged Care Setback

Aged Care funding has been hit with a sideswipe in the Federal budget. The Aged Care Funding Instrument (ACFI), which issued to assess base line funding per resident, will be changed resulting in less funding per resident as frailty and complexity increases. This cost saving of \$1.2b over four years will hurt Tasmanians and will see around \$30m cut from Aged Care over the next four years.

How will residential Aged Care survive, reducing funding from \$46 to \$16 a day for the complex health care domain, which includes medication management, regular monitoring of blood pressure and management of complex pain, oedema, arthritis and complex skin conditions. Aged and Community Services Tasmania predicts that 700 jobs will have to be cut. The Government states these changes will only affect new and reclassified residents. However, as residents become more frail with higher care needs due to co-morbidities and increasing acuity, ACFI reclassification will result in less funding not more!

ANMF and ACST have lobbied for these cuts to be re-instated and ANMF will continue to lobby for the new Government to focus on funding safe staffing in Aged Care, which includes the appropriate numbers and skill mix; including, RNs, ENs and Care workers. ANMF is seeking mandatory staffing levels similar to the childcare, hospital and school systems - why should aged care be any different!

With an ageing demographic in Tasmania, the sector is experiencing unprecedented demand for services which defy the budget reductions and impacts on ability to meet residents and clients health care needs. We all need to make Aged Care a key priority to protect our vulnerable elderly in our society.

This month ANMF enjoyed a visit from a group of Bachelor student nurses Indiana Wesleyan University, from the USA. These students were very impressed with our universal health



Pictured above: Branch Secretary Neroli Ellis with Darren Mathewson, CEO Aged and Community Services Tasmania speak to media about the importance of halting cuts to aged care.

care system and the workload model to protect staffing levels. It is always a pleasure to learn about different health care systems and our Australian healthcare system must be protected as it is one of the best and most equitable systems in the world.



Pictured above: Branch Secretary Neroli Ellis with the group of student nurses and Associate Vice President, Karen Hoffman from Indiana Wesleyan University, USA.



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

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**James Lloyd**  
Vice President - RHH Central  
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The Eye Hospital

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## Southern Regional Update

The month of May saw International nurses and midwives day celebrations throughout the state. ANMF team members delivered chocolates to nurses across aged care, private and public sectors. May also saw the launch of the ANMF Federal election campaign, which was launched in the south on Wednesday 25 May. ANMF organisers and representatives pledged to meet with current MPs and Senators along with all candidates to look for their commitment to health funding moving into the 2 July Election.

### Public Sector

ANMF attended the state-wide safe staffing and double shift committee. This committee has been progressing strategies to decrease nursing double shifts in the public sector. It was decided at this committee that these strategies will now be implemented at a local level across the state and driven through local safe staffing management groups. ANMF sit on the Safe Staffing Organising Committee for THS south and the Fatigue Management Working Group and will be using both these forums to ensure these strategies are progressed. If an ANMF member working in the public sector would like to have input into these groups, then becoming an ANMF representative for your workplace is the best avenue.

If you are interested in becoming a workplace representative for ANMF please call us on (03) 6223 6777 or 1800 001 241 outside of the Hobart area.

### Aged Care

Throughout May ANMF has met with members at a number of aged care facilities and workloads continue to be an issue raised by our members. With continued cuts to the aged care budget appropriate funding to ensure residents in aged care facilities are provided with the care they deserve is on the agenda for ANMF leading up to the Federal election. ANMF looks to work closely with members in aged care facilities where workload is an issue to ensure they have the resources required to provide



their residents appropriate care. Through negotiation with employers ANMF has been able to secure such outcomes as;

- additional shifts to compensate for increases in resident numbers and acuity,
- work place meetings to ensure consultation from management around workplace changes
- reviews of rosters to accommodate additional workloads.

If you believe you have workload issues or other concerns in your facility that ANMF may be able to help you with please contact us on (03) 6223 6777 or 1800 001 241 outside of the Hobart area.

### Private Sector

In May work began with members at the two major private providers, Calvary Healthcare and Healthscope, leading up to EBA negotiations. ANMF surveyed members as to what they believed their requirements were in regards to wages and conditions at their place of employment. Members requested that ANMF advocate on their behalf for conditions such as; appropriate and competitive wage increases, a review of work hours to ensure safe patient care, the ability to complete mandatory competencies and portfolio management, improved change/consultation clause, the inclusion of a family violence clause and no loss of current terms and conditions. This was then finalised in a log of claims that was presented to their employer. The role of ANMF members in the EBA process is crucial to its success; ANMF is always looking for members to act as bargaining representatives to sit at the negotiation table alongside us. Bargaining reps play a pivotal role in the negotiations as they can give context to requests made in the log of claims.

If you have an EBA coming up in your area and think you may be interested in being a bargaining representative please talk to your workplace.



Pictured above: ANMF Organiser Norm Blackburn (right) celebrates with nurses at Uniting Age Well Strathaven on International Nurses Day 2016 (Thursday 12 May).



Pictured above: Branch Secretary Neroli Ellis celebrates International Day of the Midwife 2016 (Thursday 5 May), with midwives at the Launceston General Hospital. Top right hand corner - decorated cake for nurses day celebrations.



## Northern Regional Update

The North of the state has been a busy place with the ANMF out and about visiting nursing and care staff around various regions. The common theme has been increased workloads due to patient/client acuity coupled with stagnant or decreased staffing levels. The ANMF have been extensively involved with the CHaPS nurses looking to resolve current work load issues and their lack of direct administrative support. ANMF have attended a number of Business Administration Working groups on behalf of members in an attempt to secure onsite admin support. ANMF have been successful in being able to secure the return of the administration staff back to the CHaPS services centers. ANMF have also commenced participation in a statewide working group for CHaPS, which is working towards agreeing on an appropriate model of care for CHaPS for the commencement of benchmarking of nursing levels across the service.

ANMF met with members of the Mental Health Crisis Assessment team and all members of the Community Mental Health teams, to hear their concerns in relation to their current workload demands. ANMF have raised these concerns with management on behalf of members, and are committed to supporting our members through this process with the hope of gaining some positive outcomes for the service.

The ANMF has been meeting with their representatives around the north on a regular basis to discuss numerous work place issues along with the broader federal nursing issues. The ANMF will be working closely with their REPS in the public sector soon as we ramp up the campaign for the upcoming enterprise negotiations.

The Northern team also saw the opening of the Better Access to Community Services Center open its doors on 16 May 2016. This was an exciting time for all involved and the ANMF was honored to be apart of this. This service will provide direct support to the all members of the community who are battling with chronic conditions and wanting to remain and be treated in their homes. The nurses working in this project are working closely with the clients General Practitioners in order to manage their conditions in their homes.

In the North, your ANMF industrial teams are conducting regular visits and walk arounds of the private nursing homes and are going around the private hospitals and the Launceston General Hospital fortnightly updating the notice boards and talking with members.

The ANMF teams in the north are currently working on Enterprise Agreements in the following areas, Medea Park St Helens, Presbyterian Care, and in Calvary North.

It has been a busy time for all nursing and care professionals working in the north and the ANMF looks forward to working with you and supporting you all as this year progresses.

## North West Regional Update

It has been a challenging time in the North West over the last few months with Enterprise Agreement negotiations, member representations, workplace issues, proposed changes to the Mersey Community Hospital and North West Regional Hospital and many other issues and meetings to attend to.

A major challenge has been the proposed consolidation of Maternity services in the North West with Midwives at Mersey Community Hospital mostly affected in this change. The proposal will see birthing moving from Mersey to Burnie and at the time of this report, the announcement has not been made as to where in Burnie this will occur. The ANMF has been in regular contact with the ANMF Workplace Representative who is regularly updating staff via email and the private facebook group with information as it comes to hand. The ANMF has voiced the concerns of Midwives to the Health Minister on the impact the delay in making the announcement is having on the Midwives who work at Mersey.

Member meetings have been held across a few sites with workloads being a common theme. Increased acuity of patients, unplanned staff leave, staff movement and the difficulty in recruitment of senior nurses and midwives being just some of the reasons for the increase in workload.

From drop in visits and morning teas in aged care facilities, member meetings at the three hospitals in the North West, drop in visits and walk arounds at the hospitals and other worksites, ANMF Organiser, Marita Meadows has been busy since taking over the role in January of this year. International Day of the Midwife was celebrated in the North West on Thursday 5 May with planned morning and afternoon teas on the maternity wards at Mersey Community Hospital and North West Private Hospital. For International Nurses Day on Thursday 12 May, ANMF delivered lolly bags and chocolates through out the major sites in the north west, joining Karen Linegar, Executive Director of Nursing and Hayley Elmer, Director of Nursing in delivering afternoon tea to Nurses at the North West Regional Hospital.

A visit to Wynyard and Smithton in early May was well received at worksites. ANMF was given a tour of the Smithton District Hospital, which enabled positive discussions with staff at the hospital from Nurses working on the floor to Community Nurses and Child Health Nurses. These visits allow members to have face-to-face interaction with the ANMF and for the distribution of merchandise and information.

*Pictured below: The Mersey Community Hospital at Latrobe.*



# Federal Election Health Campaign

## Save Medicare Rally in Hobart.

The ANMF Federal Election Health Campaign has been in full swing for over this last four weeks but our fight is not over! ANMF will continue to fight against any further funding and staffing cuts across the health sector. In fact, we want the funding that has been cut to be reinstated and we won't stop our fight! Nurses and midwives are finding it increasingly difficult to provide the level of expert care our patients need.

ANMF has aligned ourselves with other unions to fight for the **#savemedicare** campaign. ANMF staff, Branch Councillors and representatives walked through the streets of Hobart to attend the Save Medicare rally where hundreds turned out to help protect our healthcare system. Australia has one of the world's best healthcare systems but Federal Government cuts are eroding Medicare.

Health has been the top priority of concerns for Tasmanian's over this election period and it will continue to be at the forefront of our community. ANMF have instigated as many meetings as possible with Tasmanian candidates and MPs to ask them to pledge to health. We have asked our members to sign **#icareandivote** cards and have their photo taken and to place stickers on their cars.

Nurses, midwives and carers constantly feel like their hands are tied. ANMF will continue to advocate for all members and quality healthcare.

*Pictured below: ANMF take a stand at the #SaveMedicare rally in Hobart.*



*Pictured below: ANMF walking to the rally with campaign material down Murray and Macquarie streets in Hobart.*





# ANMF Member Focus

## Child Health and Parenting Services - Norths recent industrial win. *Written by CHaPS North member Angela Welsh.*

Child Health and Parenting Nurses (CHaPS) generally work in Child Health Clinics or Parenting Centres and are situated in various locations around a specific region. Some clinics are situated within Child and Family Centres, shared clinics or some are even stand-alone clinics. When nurses are working remotely from their managers and head office, it is their central administration team with extensive knowledge of CHaPS core business who are able to fully support the service enabling it to run smoothly and professionally. These administration team members are the vital link between the CHaPS nurses working out in the community and the rest of their team, in particular their management.

Historically nurses have had a close working relationship with their admin team. For CHaPS North it wasn't until that support system was removed that this strong connection was truly realised. When CHaPS North admin were removed from their location within the service to another location and amalgamated into a centralised admin service, it was difficult to have direct contact with them, and as a result the known support was no longer available. It was evident through this process that the removal of this direct administration support placed further

workload concerns on nurses who were already struggling with the frantic pace of their current workloads and limited nursing capacity. Without full support from our admin team this had a sizeable impact on how the service was able to maintain its core business, which then flowed on to impact on how the nurses maintained running the clinics. This ultimately affected our clients who then found it difficult to obtain the service they required.

It was a very testing ten months for CHaPS North until assistance from ANMF was requested by the nurses, and the process of gaining back our administration team into our service was commenced. The ANMF were very professional with their handling of the grievance, and Organiser Phoebe Midson always kept us informed of proceedings and gave her support throughout the process. Fortunately this concluded positively for CHaPS North by having our admin team returned to our service, and working under the full direction of our managers. Now going forward CHaPS can re-establish the service, and with supportive admin we will remain client focused and serve our clients to the best of our ability.

“Let's talk... Healthcare Careers”

**NURSELine** is a **Tasmanian owned** company with **Registered Nurses**, **Enrolled Nurses**, extended **Care Assistants** and now, **Graduate Nurses** working all over the state providing excellent service to all our clients.

We **recruit** nurses for **permanent positions** as well as **casual** assignments, **temp** rosters and advanced **block bookings**.

At **NURSELine**, we offer you **rewarding career** choices if you are looking for **flexibility**, **job security**, **great rates**, **bonuses** and **incentives**.

When you work with us, you'll receive **professional** and **personal** care in assisting you on your career path.

To talk about your healthcare career, call **Chris Barrell**  
**1800 688 180, 03 6224 6333** or email **chris@nurseline.com.au**.



## Public Sector Agreement Negotiations 2016

### Public Sector Enterprise Bargaining – 2016

ANMF is about to commence the renegotiation of the Nurses' and Midwives' Agreement and the Carers Wages Agreement.

As part of this process ANMF will be asking its members to complete a detailed survey which will then form the basis of ANMF's draft log of claims to then be endorsed by our membership.

This will be an interesting year for bargaining as the Government will be renegotiating agreements for the broader public sector. Given the Government's ongoing commitment to its wages policy of 2% per annum, ANMF anticipates that there will be increased tensions from its members and public sector employees more broadly as the wage rates paid to Tasmanian public sector employees continue to decline when compared against interstate comparison rates.

For example, in Victoria this year the Government has agreed to a bargaining outcome for nurses and midwives which provides for increases of 3% and above per annum to enable the Victorian rates to catch up with interstate comparison rates.

This outcome means that registered nurses and midwives in Tasmania will be amongst the lowest paid in the nation if a similar agreement is not reached in the negotiations.

ANMF will need its members' support to drive a campaign for a better and fairer deal. We need everyone to be involved if we are to achieve the outcomes our members deserve.

What can you do to help? Please ensure you complete our surveys and attend our membership meetings. You can also help by nominating to become a workplace representative or an ANMF contact for your work area.

You can also help by updating your email/contact and worksite details if these have changed.

ANMF organisers will also be visiting sites and holding various forums and meetings to ensure that members are continuously informed during the Agreement negotiations. Know who your ANMF organiser is in your region - see right.



### *Meet your ANMF Organisers*



**Shane Rickerby**  
State North & North West  
Organiser Coordinator



**Andrew Brakey**  
Team Leader  
Southern Organiser



**Marita Meadows**  
Northern Organiser



**Norm Blackburn**  
Southern Organiser & North  
West Organiser (Strahan,  
Rosebery & Queenstown)



**Phoebe Midson**  
Northern Organiser  
Primary Health, Aged Care & GP



**Sue Darcey**  
Southern Organiser



**Mandy Clark**  
Part-time Southern Organiser



## On the HEARTBEAT for JULY:

**“How do we change the social impacts on health”**

### **HERC DIPLOMA OF NURSING STUDENTS (L-R) KELLY, ANDREW, LIV, GAIL AND ERIN ANSWERED:**

“The re-introduction of free milk into schools and also fresh fruit made available, the apple growers of Southern Tasmania could be approached as suppliers. Compulsory education on nutrition at school. Education in our schools on social diseases.”



## Important Membership Update.

From the 1 August 2016, ANMF Tasmania Branch will commence a new Unfinancial Member process. A member that has been Unfinancial for a period of 3 months past their last pay to date, will have all member benefits suspended. This will mean Industrial Support will not be available, Professional Indemnity Insurance will lapse, all journals including eNews, shall cease along with all other benefits. Prior to any member suspension, our team would have attempted to contact you via phone, email and mail in order to discuss your membership.

Please rest assured that prior to suspending any member, or resigning a member after non-payment, we have done everything possible to make contact to discuss payment arrangements and offer solutions.

The Membership team encourage all members to contact our office on **6223 6777** if they no longer require membership, or if they need to discuss payments. We are here to help, in order to do that we need you to contact us.



## AHPRA Notifications - A reminder from your Info team

Whilst many of our Nurses and Midwives will never receive an AHPRA notification, complaints can arise out of mistakes or misunderstandings, and notifications may also arise from AHPRA audits. Receiving an AHPRA notification can be a stressful event, and the ANMF Information Centre is here to assist.

### Notifications from an AHPRA Audit:

AHPRA periodically conducts audits of registration requirements on behalf of the Nursing and Midwifery Board of Australia (NMBA). The audits include a criminal check, recency of practice requirements, annual CPD hours and Professional Indemnity Insurance (PII) coverage.

Your ANMF Membership includes PII, and our Membership team can assist you with providing proof to AHPRA. If you receive a notification about the other areas of audit, please contact the ANMF Information Centre for assistance in liaising with and responding to AHPRA.

### Notification regarding practice or health status:

Anyone can make an AHPRA notification, and in some instances (such as being a Nurse or Midwife) there are mandatory requirements to make a notification, particularly if there is a question of whether the individual is safe to practice. Whilst an investigation of a notification occurs, the potential impacts of the distress or anger can be difficult to manage. We do recommend you seek support from close family or friends, or professional counselling services through your Employee Assistance Program or GP. As much as we like to lean on our colleagues for support from time to time, sometimes with AHPRA notifications it is not appropriate to discuss in the workplace.

An important contact to make as soon as you are able is to the ANMF Information Centre. The Information Centre staff understand the impacts of a Notification and can help with the following:

- Communicating with AHPRA
- Reviewing your response to the notification(s)
- Educating members about AHPRA and NMBA processes
- Knowing when legal advice is required (only in rare cases).

Once you have made the initial contact with the ANMF Information Officers, they will send you an Authority form to sign to enable them to liaise with AHPRA on your behalf. It is important you return the form as soon as possible (via email is good), along with the Notification letter and any other relevant documents. This will give the Information Officers the information required to be able to personalise the advice they provide and to assist in reviewing your response.

### Self-reporting:

Nurses and Midwives practice with critical reflection, and as such, there may be times when a practitioner feels that their own practice requires mandatory notification. This can include misconduct, departure from professional standards or impairment. If you are thinking you may need to make either a mandatory or voluntary self-notification, then please call our Information Officers for assistance.

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)**.

## Tell us your stories, experiences and successes.

WE WANT TO  
HEAR FROM YOU



Infusion and eNews is for our members and about our members.

We want to hear from you to include your professional and personal stories. Tell us about a new innovative process in your workplace, or a story about a patient; a holiday or restaurant review - anything at all that you think would be of interest to others.

Just send in your brief/notes and we will do the rest or if you are keen to put yourself out there, we would love for you to write something yourself. We are happy to write it for you at your request. Photos are also welcomed. Of course there may be limitations to some content and/or length of article but we will discuss this with each individual.

Send your stories along with any photos via email to:  
**marketing@anmftas.org.au** or phone us on **03 6223 6777**.



# Tasmanian Health Monthly Report Card

As part of a new look Infusion, the ANMF will be examining issues that are often portrayed in the media or locally within facilities. We will explore the issue from the perspective of the nurses, midwives and carers and discover the accuracy of what has been portrayed.

This month's Report Card is on the Minister for Health, Michael Ferguson's media statement that the total number of nursing full-time equivalent positions across the Tasmanian Health Service has risen by more than 80 over the first nine months of 2015-2016 and that almost 4600 nurses are employed in the Tasmanian Health Service.

**The numbers of full time equivalent nursing positions across each financial year from 2013 to present was obtained under the Right to Information Act 2009, as follows in table A:**

Table A - FTE

	2013	2014	2015	March 2016
Permanent	2727.25	2804.34	2754.37	2809.6
Fixed-term	362.57	353.12	398.82	416.77
Casual	187.77	217.59	222.53	229.86
Total	3277.59	3375.05	3375.72	3456.23

**The number of physical nurses who were in these positions across each financial year from 2013 to present was obtained under the Right to Information Act 2009, as follows in table B:**

Table B - Headcount

	2013	2014	2015	March 2016
Permanent	3446	3550	3473	3580
Fixed-term	431	430	481	500
Casual	400	453	481	505
Total	4277	4433	4435	4585

Whilst the Minister for Health's assertion that full time equivalent (FTE) nursing positions has risen by 80 positions (3375 up to 3456, 81 higher), only 55 of these FTE are permanent roles.

Perhaps most significantly is the fact that the 2014 data (Table A) showed 2804 permanent FTE, which then dropped by 50 FTE by 2015 – especially considering the Minister for Health commenced in the portfolio in March 2014.

**This equates to a net gain from 2014-2016 of only 5 permanent FTE positions!**

With a net population growth rate of 0.42% each year (ABS), 46.1% of Tasmanian's having some form of disability (ABS), and the ongoing impacts of Tasmania's poorer than the National Average Social Determinants of Health (DHHS), the Tasmanian public needs increases in bed numbers to meet demand. And as we know, more beds = more nurses.

There has been an increase in the Total FTE, from 2014 levels of 3375 – up by 81 to March 2016 levels of 3456 (Table A). However, 76 of these positions were either fixed term or casual – strongly indicating a trend of decreased job security.

The Tasmanian Health Service has been losing permanent positions through the Workforce Renewal Incentive Program (WRIP) and the Targeted and Negotiated Voluntary Redundancies (TNVR). These positions should be replaced by permanent employees, so that the skill set that has been lost can be renewed in a sustainable way.

If you feel that your work area does not have enough staff, if you know of WRIPs or TNVR vacancies that have not been permanently filled, or you fear for the safety of staff and patients due to double shifts or simply working short, we want to hear from you. 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. 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](mailto:info@anmftas.org.au).

SOURCES: Australian Demographic Statistics, ABS CAT NO 3101.0, TABLE 4; 1307.6 - Tasmanian State and Regional Indicators, Dec 2010; DHHS Health Indicators Tasmania 2013.

# From the Info Centre

## The ANMF Information Centre - Here if you need.

The ANMF Information Centre staff 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.

The following situations are examples of a normal day for our Information Centre staff, but importantly, we recognise these situations are not normal for our nurses, midwives and carers. The 'Info Centre' (as they are known) provide expertise and support to assist our members face challenges within their careers so that they can get back to doing what they do best – caring for Tasmanians.

If you should ever receive an AHPRA notification, this can be an incredibly stressful event for anyone. To ensure that your AHPRA case is handled thoroughly and that your response is appropriate and answers the issues raised, make sure you contact the ANMF Information Centre as soon as possible.

*"I didn't know where to begin when I got a notification letter from AHPRA, my husband said to call the ANMF and I'm so glad I did. They helped me get my response together and made sure I didn't miss things. They made the process so much smoother and less stressful."*

Those simple pay queries can sometimes become cumbersome for our members when the issue is not resolved quickly. A quick contact to the ANMF Information Centre can assist as the staff can liaise with pay offices on your behalf.

*"I'd been trying to resolve an underpayment for a few months but was getting nowhere fast. I called the ANMF and they got straight onto things and it was finally sorted."*

The Info Centre staff are well versed in grievance procedures and responding to allegations. The staff understand that being advised of a complaint can cause distress and distract from the work of nurses, midwives and carers. If you need assistance in responding to allegations, or representation at a meeting, please contact the ANMF Information Centre.

*"I wouldn't have been able to do this without your support and advice, having someone care about us so we can care about our patients really helped."*

Nursing, midwifery and caring are highly portable careers, so it is not unusual for members to change employers. It is important that you know your correct entitlements so that you do not miss out.

*"I was trying to resign from my job, and my employer didn't want to pay out my proper entitlements. The ANMF helped me understand the Awards and Agreements for my job and helped me liaise with my employer so they paid everything out properly."*

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). If you have any testimonials regarding the service you have received, we would love to hear from you.



*Your ANMF Information Centre Team!*



# Aged Care Conference 2016

## Aged Care - are we ready?

This years Aged Care Conference held on Friday 13 was a huge success and coincided with our Federal Campaign Launch of 'If you don't care about safe Staffing levels in Aged Care, we can't care.'

We kicked off the day with a presentation from Senator Helen Polley who gave us some insight into the Aged Care Submissions to the Senate Committee as well as some oversight into Labor's policy into aged care and health overall.

Our speakers represented Primary Health Care, Alzheimer's Australia and Diabetes Tasmania as well as looking into oral health by A/Prof Leonard Crocombe and watching some great videos on cultural awareness and difference in residential care from the Migrant Resource Centre, presented by Hans Schmidt.

Our last presenter was Kerrie Duggan, who you may remember earlier this year being one of our feature stories in Infusion. Kerrie co-owns a General Practice in Cygnet but has paved the way for change in how regional services are looked at for primary health and the local community.

We announced the three Aged Care Excellence Award winners and two runners up, which were handed out to amazing people and it is always wonderful to celebrate the achievements and success of our nurses, midwives and carers and the work that they do. Two of the award winners were unable to attend on the day and they will be presented with awards at their worksites and celebrated with a special morning tea.

ANMF had some great feedback and suggestions for next year and can't wait to do it again.



Pictured above (L-R): 2016 Aged Care Excellence Award Winner Kathryn McDonald receiving her award from 'me' Tasmanian Workplace Relationship Manager, Stephen Tully.



Pictured above: Tasmanian Senator Helen Polley addresses delegates on the importance of the Aged Care Submissions to the Senate Inquiry.

## 2016 Aged Care Excellence Awards

*Congratulations to...*



Michelle Sorintino  
Kathryn McDonald  
Michelle Brunning



Kylie Tennant  
Sharon Roberts

# ANMF Member Story - Amanda King

## Dreams of becoming a nurse come true.

Amanda King initially worked at Blundstones as a machinist then went off to Cadbury to do a similar role. It was here where she met a man, fell in love and that man became her husband. Amanda always had aspirations to become a nurse and it wasn't until after her two children were born that she decided to follow her dream.

In 2002 Amanda began her journey into the aged care sector by becoming a carer and gaining her Cert II in Aged Care. From there she went on to complete Cert IV and then to do a Cert IV in Health to become an Enrolled Nurse (EN) in 2007. Amanda did her training through HERC, ANMFs own Health Education Research Centre.

It was at this stage that Amanda thought she would try something a little different and went to work in an acute care setting but was challenged with working shift work and coping with family life so she decided she needed a break to work out what she wanted to do and where was best fit for a work/life balance.

In 2011 Amanda realised she had a passion and love of aged care and began working at her current place of employment, Fairway Rise. *"The strong pull back was all about being able to give the continuity of care to patients and residents"* Amanda states.

Amanda's current role is also within a smaller establishment rather than in the acute care setting and she now does not have to do night shift, which is a bonus in her eyes. Amanda has worked in some areas where staff to patient ratios has been one EN to up to 48 patients but in her current role it averages to around 24.

Amanda has decided to upgrade to become a Registered Nurse (RN) and begins this task through UTAS in 2017. She once had an experience of not having an RN onsite with a patient experiencing chest pain. Although Amanda could do all of the necessary observations, she is not trained to do a RNs role (the issue with many facilities today that have no RN 24/7 on site). *"RNs give that extra care when health needs decline"* Amanda said. This obviously spurred Amanda's interest and eagerness even more to do her RN training. *"Some RNs do rely heavily on ENs at times and this has been great experience for me,"* says Amanda.

Amanda's plea is that she doesn't lose penalty rates, which is the same plea for all in the health sector. Like Amanda says, *"I give up my social time with friends and family and miss out on my son's football games so there has to be something in return."*

*"ANMF are marvellous and have helped me out numerous times with enquiries as well as further information and discussions to clarify questions. I know ANMF will be there when I need them!"* says Amanda.

When asking Amanda where she sees herself in five years time she says, *"My husband believes I will be running a facility one day, but I think I will certainly be in a Clinical Care Coordinator (CCC) role within that time!"*

***If you are an ANMF member who has a story you would like to share please send it to us along with any photos via email to [marketing@anmftas.org.au](mailto:marketing@anmftas.org.au) or phone us on (03) 6223 6777.***

*Pictured below: Amanda King in the HERC Simulation Room.*





# ANMF Member Story - Vicki Allan

## Finalist for APNA Nurse of the Year 2016.

The Australian Primary Health Care Nurses Association (APNA) celebrated their National Awards of Nurse of the Year 2016 recently and one of our Tasmanian nurses and ANMF member was standing proud and tall. Vicki Allan was nominated and recognised for her approach to nursing and was a finalist for this Award.

Vicki is an Enrolled Nurse (EN) with a difference! She has over forty years experience. She is also a qualified personal trainer as well as a qualified Health and Wellness Coach. Vicki's expertise lies in prevention, early detection and best practice management of chronic diseases.

Vicki lives by her mantra '**DREAM IT! BELIEVE IT! DO IT!**'

*"I feel very honoured and flattered to be nominated by my colleagues as APNA Nurse of The Year. I have been nursing for almost 40 years, and during that time I have seen many changes across the whole nursing profession. I am proud to be an Enrolled Nurse and I believe I have achieved some amazing outcomes, particularly reaching a nurse manager position twice in my career. I have endeavoured always to mentor my nursing colleagues especially Enrolled Nurses as I believe they are a pivotal part of the health care team."* Vicki says with a very humble but excited pose. It is hard not to get caught up in Vicki's enthusiasm and energy!

Vicki Allan's career trajectory reflects on her character as an expert and has been looked upon as a problem solver who has been prepared to move beyond a 'conventional career'. As a wellness coach, she has the appropriate training to work with individuals to remove boundaries and facilitate change for the

good of changing people's lives and their patterns of behaviour that reflect their choices in life. Vicki offers her understanding of the pivotal importance of personalised healthcare delivery that made her the right choice for nurse of the year.

Vicki has been pivotal in advancing the role of nurses within the General Practice setting in Tasmania. Upon seeing the deficits surrounding chronic disease management and care coordination for patients in this community setting, Vicki began to explore and develop systems to better identify and manage patients with chronic diseases. Over an eight-year period, she nurtured and advanced a model of nursing practice that is founded in the prevention, early detection and best practice management of chronic diseases.

Vicki recently accepted a position as Clinical Care Coordinator at the Bellerive Quay Health Hub where she could pursue her passion to help others to achieve health and happiness in their lives. The Bellerive Quay Health Hub is an innovative concept for chronic disease management and primary health care. It is the first of its kind, offering professionals across all health disciplines, including Nurse Practitioners.

Vicki's role involves assisting the Managing Director to coordinate and develop new services. The dynamic position will enable Vicki to practice her clinical nursing whilst drawing on her skills as a Holistic Health and Wellness Coach and Personal Trainer.

Vicki has seen some great outcomes with her holistic approach and has received some great testimonials.

*Pictured below: Vicki Allan holding her finalist award for APNA Nurse of the Year 2016.*



# Your rewarding career starts right here!



Health Education and Research Centre (HERC) is now taking enrolments in

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

*(the latest qualification designed for the aged and community care sectors).*

The Certificate III in Individual Support qualification 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.

Information sessions will be held at HERC training rooms at 182 Macquarie Street, Hobart.

Come along and find out about:

- Course delivery and duration
- What you will learn in the course
- Cost and eligibility for State Government subsidies
- What you need to do to undertake the course
- Why study at HERC

Register for an information session online at:

**[herc.tas.edu.au/findout](http://herc.tas.edu.au/findout)**

**or phone HERC on 03 6223 6777**

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**TUESDAY JULY 12  
2016**



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

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