

# IN FUSION

2018  
April

## Focus

The Importance  
of Self Care

## Focus

Base Salary  
vs Penalty Rates

## Feature

Health Concerns  
for Night Duty Nurses



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**Australian  
Nursing &  
Midwifery  
Federation**  
Tasmania

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# Branch Secretary Message



With new graduate nurses and midwives commencing in their respective roles across the State and new cohorts of undergraduate nursing and midwifery students beginning their studies, the start to the year has been a busy, exciting and energetic one for ANMF.

The Tasmanian State Election is also now complete with the Liberal Government being re-elected. This hopefully will mean a turning point for our public sector members whereby election commitments can now be put into action, following a challenging time for members during the caretaker period in the lead up to the election.

Workload concerns and increasing demand for services continue to be a key concern for members across all sectors. Many workload grievances have been raised and acted on by Organisers to improve staffing levels to ensure members are safe in their workplaces and able to provide quality care.

In the public sector, in-patient mental health areas are challenged with staffing vacancies and untenable workloads along with their emergency department colleagues. ANMF are working with members in these areas to pursue every avenue for resolution and positive outcomes for members.

In the aged care sector, Southern Cross Care members have successfully campaigned for an improved EA offer from their employer following six months of industrial action in pursuit of back pay. I would like to congratulate all ANMF members involved in the Southern Cross Care campaign, who due to their solidarity and continued commitment to industrial action, have succeeded in efforts for back pay which will now apply to all.

Our National Aged Care Campaign has commenced with a confronting message. We have laws to protect those in child care, but no laws to protect those in aged care. This message is clearly highlighting the inequity of having child care ratio's to protect vulnerable children but no requirement to protect vulnerable elderly in the aged care sector with mandated minimum staffing levels.

There will be many more events and calls to action with respect to the National Aged Care Campaign. I encourage all members and the broader community to support this campaign. As our Southern Cross Care members have highlighted these campaigns are not necessarily easy or without their challenges, but united, positive outcomes can be achieved.

**Emily Shepherd,**  
Branch Secretary



## — Focus

# The Importance of Self Care

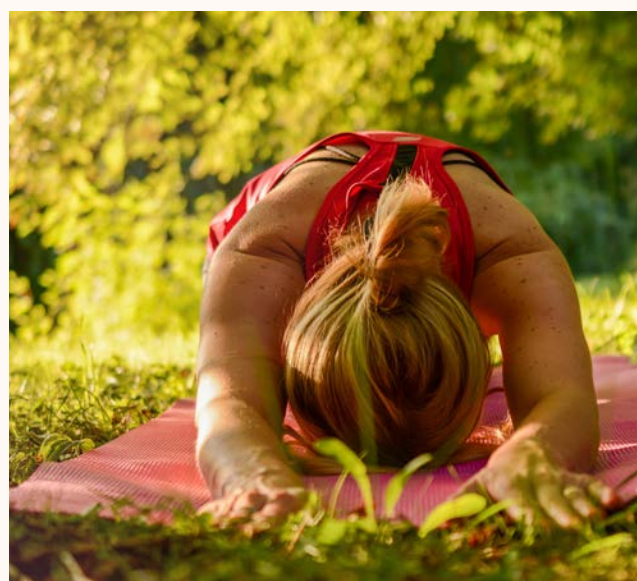


Last month's Infusion focussed on two vital parts of the nursing cohort – the graduates and also the experienced nurses who can offer mentoring to those new to the profession. However, no matter which stage our careers are at, how we can look after ourselves often determines how well or how sustainably we can function. Nurses, midwives and care workers often put patients before themselves and have done so for many years. This can be to our own detriment.

The ANMF Member Support Team are often contacted by members who have been through a trauma in their workplace. Many have been through multiple traumas, and the reason for their call that day can be because of a tipping point. The world of nursing lends itself to being a world filled with stress; emotional exhaustion from the traumas we experience, and physical exhaustion, not just due to the hours on the job, but the shift patterns themselves do little to aid in rest and recuperation. In addition to these causes for exhaustion, where workplace dynamics are perceived to lack fairness or reason, the stressors endured can tip over into burnout (Bogaert and Clarke, 2018).

### **Burnout**

Can tip suddenly, or there may be tell tale signs of the lead up. Fatigue, loss of motivation, irritability and cynicism, making more frequent mistakes and a detachment from our normal responsibilities and life pleasures and turning to maladaptive coping strategies are all signs that burnout is occurring (ANMJ, 2017).



### **Burnout is far from a foregone conclusion! But how do you prevent it?**

For most of us, excessive workloads, traumas or toxic workplace cultures feel out of our control. However, how we look after ourselves and our colleagues is definitely something we can control. Culturally, the nursing workforce tends to give and then give some more, extending our compassion outwardly but rarely do we turn our compassion to ourselves. We strive to ensure the care we deliver is of the highest standard, but overlook the reality that the longevity of giving is affected – 'self-care is not selfish, you cannot serve from an empty vessel' (Brown, 2014).

We need to take those 'selfish' moments, take a step back when needed, and learn to prioritise our own health. It is not just our patients who need us, it is our friends and family – and ultimately ourselves.

On International Nurses Day last year, the South Eastern Sydney Local Health District (SESLHD, 2017) released an App for Apple and Android.

As stated in their press release, the Nursewell App:



- contains useful information and activities targeted at addressing key health concerns and wellbeing of nurses such as: better sleeping, improved back health, mindfulness and wellbeing, better thinking and mindful eating.
- contains a number of short meditation, reframing thinking and Pilates exercises which nurses can practice daily before, during, or after work, either by themselves or with their teams.
- provides an opportunity at the end of each section to reflect on learning and collect this information as part of the Australian Health Practitioners Regulation Agency annual requirements for Continuing Professional Development for nurses nationally.

Whilst an App may not suit everyone, other options can vary from a diary or sharing with friends (whilst upholding privacy and confidentiality requirements), seeking help from a professional, EAP, or the Nurse and Midwife Support Service (<https://www.nmsupport.org.au/>, or 1800 667 877) the important message is that it is time for you to make time for you.

If you feel that you need assistance with the workplace issues that are out of your control, please contact our Member Support Team on [membersupport@anmftas.org.au](mailto:membersupport@anmftas.org.au) or 03 6223 6777.

#### References:

ANMJ, 2017, The Rise of Burnout: An emerging challenge facing Nurses and Midwives, ANMJ Feature Article November, [https://issuu.com/australiannursingfederation/docs/anmj\\_november\\_issuu](https://issuu.com/australiannursingfederation/docs/anmj_november_issuu)

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# Aged Care Excellence Awards 2018

**Do you know a colleague, care worker or friend who deserves to be recognised and rewarded for their contribution to the elderly in Tasmania?**

**\$200 CASH PRIZE TO BE WON!**  
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# Feature

## Health concerns for night duty nurses

The effects of night duty on the health and wellbeing of nurses is often studied and there's no denying it – it's typically all bad news. What can night duty do to our bodies and what can we do to take care of our health and well-being?

Some of the negative impacts we may experience from working night duty include; safety risks, driving home, chronic sleep problems, social isolation, poor nutrition, stress, juggling family responsibilities and lack of exercise (Vitale, Varrone-Ganesh & Vu, 2015).

In fact, it may be much riskier than we first thought with the declaration in 2007 by the International Agency for Research on Cancer stating that shift work with circadian disruption or chronodisruption is a 'probable human carcinogen' (Erren TC, 2018).

This probability has been further studied in a recent article released in January 2018. Chinese researchers analysed 61 studies which determined long term night duty is a contributing factor to 11 different cancers. This study discovered that night duty nurses were 32 percent more likely to be diagnosed with breast cancer and 41 percent were more likely to be diagnosed with skin cancer. Evidence published in *Cancer Epidemiology, Biomarkers & Prevention* analysed staff by occupation and determined that nurses who worked night duty had the highest instances of cancer risk of any other occupation. Essentially, night duty nurses were 58 percent more likely to develop cancers compared to their day duty colleagues (Yuan et al, 2018).

These are worrying statistics when you consider that nurses make up the largest population of health care professionals in Australia.

Another study in September 2016 looked at the impact of shift work from a physical and psychological perspective and discovered that when compared to day workers, job satisfaction was low, quality and quantity of sleep was affected, chronic fatigue was higher and psychological symptoms were increased. Alarming, cardiovascular symptoms were also statistically higher in comparison to their day shift counterparts (Ferri et al., 2016).

Whilst these are disturbing findings, unfortunately, night duty for most of us is an unavoidable reality at some stage in our careers. It typically leaves most of us feeling like we've gone three rounds in the ring with a champion boxer but believe it or not there are some light hearted benefits to night duty.

### Potlucks

Potlucks are arguably THE BEST thing about night duty. I mean, who doesn't love a smorgasbord of food where full fat food is in and calorie counting is definitely out. Some of the food on night duty would make our nutritionist friends gasp out loud but if you are doing a 12-hour shift on a ward and the buzzer won't stop buzzing and you feel like you might cry from exhaustion, then potluck comfort food always hits the spot. You can always go for healthy options too, but the sharing is what makes it great.

### Colleague comradery

Night duty can be demanding but somehow working as a team – as night duty demands – solidifies friendships and many new stories and a few giggles may be shared with a colleague you haven't worked with on nights previously.

### You Earn More

Extra pay is always a bonus and due to the increased health risks, there should be some monetary compensation. Ironically as you have no social life on nights it stands to reason it may also be a good opportunity to save money. Or spend more on the ingredients for your potluck contribution.





### Crawling into bed on a cold winters morning

There's nothing nicer after a night duty than snuggling under a doona on a cold and rainy morning while the rest of the world goes about its business. We have an advantage in Tasmania where we have more cold days than the usual Australian weather. Plus, being slightly colder assists in a healthy sleep.

Whilst there may be a few rare benefits to night duty and many nurses have based their long-term careers around working night shifts, the reality is it is damaging to our health and long-term exposure of five years or more may increase our cancer risk by 3.3 percent (Yuan et al, 2018).

In order to lower these risks for nurses it is important to make time for regular exercise and consider dietary improvements if necessary. Nurses, who work a large number of night shifts, should consider asking management for regular breaks and return to day shifts to correct circadian rhythms and to normalise sleep and family life patterns.

Institutional change may also be of benefit to nurses working regular night duty and this may include but is not limited to; managerial interaction at regular intervals to check on staff's wellbeing and fairer work distribution whereby shorter consecutive nights may be worked amongst a larger amount of staff (Vitale, Varrone-Ganesh & Vu, 2015).

Regardless of whether you love night shifts or hate them, most nurses will have worked some form of night duty in their career and whilst we are yet unable to accurately predict who is susceptible to cancer or other diseases, it is important to recognise the risk factors and maintain a healthy lifestyle in order to give ourselves the highest chance possible of living a long and healthy life. Working night duty is also a learned skill so, if you are new to the concept, seek some suggestions from your more experienced colleagues.


If you have any ideas or suggestions as to how you or your team manages night shifts and would like



to let us know, please contact Member Support on 03 6223 6777 or 1800 001 241 (if outside Hobart). Alternatively email [membersupport@anmftas.org.au](mailto:membersupport@anmftas.org.au).

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## Focus

### Base salary vs penalty rates

Here at the ANMF Tasmanian Branch, we are often contacted by alarmed members who have either been on long term sick leave or have accepted a day working position and are now concerned that their rate of pay has 'gone down'. It is important to realise that there are two components to your pay if you are a shift worker.

The **base salary** is the annual salary listed in your enterprise agreement. The way in which each employer divides the salary – to achieve an hourly rate – varies. Some employers divide the annual salary by fulltime annual working hours (which is 1976). The public sector divides the amount by the number of working days in a year so the divisor changes between 260, 261 or 262. The number of working days is then x 10 – to give a fortnightly rate. This calculation is in accordance with provisions of the (Tasmanian) *Financial Management and Audit Regulations 2003*. It is for that reason that hourly rates (for public sector nurses and midwives) change part way through the year.

#### An example:

Henry is a registered nurse, his annual salary is \$65,000. If his salary was divided by the number of hours worked his hourly rate would be  $(\$65,000 \div 1976) = \$32.89$ . If working in the public sector using a divisor of working days his hourly rate would be  $\$65,000 \div 260 \times 10 \div 76$  (hours in a fortnight) = \$32.89. If working 261 days the hourly salary would be \$32.77; 262 working days \$32.64.

This hourly rate makes up your annual salary and is also known as your **base rate** or **salary**. This is the minimum

your employer can pay you if you are ready, willing and able to work (or if you have a justifiable reason for your absence, such as sick leave).

But the salary of nurses and midwives is boosted by **penalty rates**. Penalty rates apply to shifts which are 'outside of the normal Monday to Friday' work pattern. With some exceptions, if you do not work a shift then your employer is only obliged to pay the base salary. Penalty rates can add 20–32% onto your salary so, when penalty rates disappear (as happens if you take a day work position) it can come as quite a financial shock.

In some shift working roles employees have accepted an **annualised salary**. In that instance the average shift penalties worked over a 12 month period is estimated and added to the **base salary**. That approach is reasonable where everyone works a fair and regular rotation of shifts, for example where the roster has a fixed rotation. It can be less fair if a nurse is continually rostered an odd work rotation in order to accommodate ongoing requests of others. The advantage is that your pay does not fluctuate depending on the number of penalty shifts worked.

There are a number of important take home messages:

- Work your financial commitments around your base salary and try to put any additional penalty payments into a savings account
- Learn to read your payslip so you can see if you have been paid correctly
- If you take a day working job remember your base salary will no longer be augmented by penalty rates. However, if your financial commitments have been worked out on base salary you will be OK.



A photograph showing a clinical training environment. A female educator in a black polo shirt with green trim and blue gloves is attending to a patient lying on a gurney. A male student in a similar uniform stands by the head of the gurney, observing. The background shows a clinical setting with a white wall and a yellow sharps container.

# HERC Update with Siobhan Grady

Our HERC staff and students are well into another year – now our fifth! We have seen two Diploma of Nursing cohorts graduate, multiple Certificate III course graduates and countless nurses and midwives pass through our CPD sessions.

Five years is a good time to reflect upon our achievements and plan where to from here. Our graduates have been receiving some amazing feedback and we couldn't be prouder of how they represent themselves, HERC, and the wider nursing profession.

Internally, we have recently had a change. I have commenced in the role of HERC Business Manager and look forward to everything this new challenge brings. I commenced at the (then) ANF a few months before HERC opened, in a position with the ANF Information Centre. I eventually became the Team Leader of the Information Centre, and saw through the transition to the ANMF Member Support Team. I leave that team proud of their achievements and know our members will be in good hands. The time came for a change, and across to HERC I have come.

A little bit about me. I have been an RN since 1992, working in a variety of states, until I settled in Tasmania in 2008. I love this state and my time in the ANMF showed me just how much our members care about the entire population. It is a wonderful quality that Tasmanians still take the time to care about those around them, and this is demonstrated across the nursing, midwifery and care worker teams. During my time as a clinical RN I experienced the highs and lows of nursing, the traumas we can face, and the qualities I wanted to encompass. I took with me this learning into a variety of staff training positions and skills coaching. It became evident that

during clinical training, educators are in a position to also transfer workplace cultural traits.

This is a large part of what makes HERC a valuable education provider. We have a diverse workforce, each with their own clinical, professional and personal stories. There is a feeling of team and we all strive to not only guide our students toward the realisation of their professional best, but also to ensure that they can safely and respectfully navigate the workplace culture challenges nursing can face.

As acuties rise in hospital and aged care settings, the resilience that HERC fosters in its students is important. Patients and residents (and fellow staff) can have challenging behaviours and most of us can unfortunately recall verbal and physical abuse in our work. Burnout can affect anyone in the workforce, and whilst it adversely affects the individual, it can also be difficult for students or new graduates to navigate when those who would be in a mentoring position are facing their own struggles. The HERC educators instil in our students positive psychology and resilience training throughout the course.

HERC also encourage our students to maintain a healthy work-life balance. Our educators and other staff around the HERC are always happy to listen and share advice. We also work closely with our students to ensure information delivery occurs at an appropriate pace, and that information learned is translated into the practical setting.

We have welcomed our third Diploma of Nursing group, and look forward to our new Diploma of Nursing course commencing mid-year. Our CPD calendar is being updated regularly and our CPD Co-ordinator has been getting some wonderful feedback on recent sessions.

If you or anyone you know are interested in studying at HERC or partaking in our CPD sessions, or if you have skills you would be prepared to share in a CPD session, please contact us on [info@herc.tas.edu.au](mailto:info@herc.tas.edu.au) or 03 6223 6777 or 1800 001 241 (if outside Hobart).

# Farewell

## Sue Darcey

### April marks Southern Organiser, Sue Darcey's last month with the ANMF before retiring.

Sue has a long history with the ANMF. She started her ANMF career in Victoria in 1997 after being recruited by the now ANMF Victorian Secretary, Lisa Fitzpatrick. Since joining the Tasmanian Branch in 2003, Sue has been a Southern Organiser, across private, public, rural, community, and mental health sectors. After a long and successful career, the time has come for Sue to retire and enjoy some well earned down time, knowing she has done – and guided others to do – the best.



#### Farewell by Anne Sands

*ANMF Workplace Representative and Branch Councillor*

I first met Sue many years ago whilst working at the Royal Hobart Hospital (RHH).

The ward on which I was working had issues that were brought to the attention of the ANF (as it was known then) and a grievance was lodged. As I was actively involved, I had the pleasure of getting to know Sue quite well. It was apparent to me that Sue had a wealth of knowledge, not only from an industrial point of view but of management and nursing in general. Sue's support and comradery was greatly appreciated by all members involved.

More recently, Sue has been our Organiser at Midlands Multi Purpose Health Clinic (MMPHC). I became the ANMF Workplace Representative not long after commencing my current job and was encouraged by Sue to nominate for Branch Council. Sue had pointed out the importance of rural areas having a voice on council and giving an EN's perspective when required. Branch Council is something I have enjoyed participating in and without Sue's encouragement I may have never considered.

As with most of the health sector, our facility at Oatlands has some concerns/issues from time to time and Sue is always ready with advice and support. The members and

more particularly, myself, appreciate Sue's willingness to travel to meet with members, whenever asked. Occasionally, Sue would leave quite late as she would be patiently listening to a member's concerns. This, as with all things, was done with goodwill and professionalism.

*Thank you Sue, you will be missed – your colleague and friend, Anne.*



#### Farewell by Amy Boon

*ANMF Member Support Team Leader and ex-ANMF Workplace Representative and Branch Councillor*

Having returned to Tasmania to commence working at the Department of Psychiatry, I was soon introduced to Sue by our workplace representative at the time. It didn't take long for me to become involved in activities on the ward, and with Sue's support, became the Workplace Representative and Branch Councillor not long after. Sue was an invaluable mentor, ensuring that the drive I had was given guidance and direction. I was lucky enough to backfill for her in 2014, and wow, did it ever feel like I had bitten off more than I could chew – and a sudden appreciation for everything Sue did for so many people was found.

Sue's constant gentle guidance and education meant that our members were able to be well represented on a number of forums – which Sue dutifully attended and supported her workplace representatives. We were encouraged to be a strong workplace team, and Sue imparted industrial knowledge to enable our strength to have meaning.

In 2015, I was awarded the Representative of the Year award for ANMF Tasmania. I remember that night when it was announced and when the time to give a speech came, there was only one thought – thank Sue! Less than 2 months later and I was part of the ANMF staff, and the support continued, and I am filled with a sense of pride to call Sue a friend. Enjoy your retirement, you have earned it, and you've taught us how to carry on the fight.

*The ANMF thank Sue for her contributions and sincerely wish her all the best.*



See over  
for program  
schedule



# AGED CARE CONFERENCE

HOBART | 2018



**Held in Hobart on 11 May 2018, the ANMF/HERC Aged Care Conference will be a fantastic day of learning for Nurses and Care Workers in Tasmania.**

The conference will deliver high-quality professional development with a focus on inspiring change in residential aged care, the community and acute care settings.

► **Date**

**11 MAY 2018**

8.30am to 4.30pm

*Registrations open from 8.30am for an 8.45am start*

► **Venue**

**C3 CONVENTION CENTRE**

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► **Register**

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Members **\$170**

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# AGED CARE CONFERENCE

HOBART | 2018



## Event Program 2018

8.30 – 8.45am	<b>Registrations</b>
8.45 – 9.00	<b>Housekeeping</b> Angela Vincent, ANMF Tasmanian Branch CPD Coordinator
9.00 – 9.15	<b>Welcome</b> Emily Shepherd, ANMF Tasmanian Branch Secretary
9.15 – 9.50	<b>Inspiring Change: The Dementia Village</b> Lucy O'Flaherty, CEO Glenview Nursing Home
9.50 – 10.30	<b>Constructive Techniques of De-escalating Agitation or Delirium</b> Sherphard (Shep) Chidarikire, Lecturer, School of Health Science, University of Tasmania
10.30 – 10.40	<b>Sponsor: HESTA</b>
10.40 – 11.00	<b>Morning Tea</b>
11.00 – 11.45	<b>The 2017 Flu Season Revisited</b> Karen Turnbull, LGH Infection Control Nurse Unit Manager
11.45 – 12.30	<b>Detecting Osteoporosis - Identifying it Early</b> Jane Davis, Nurse Practitioner, Aged Care
12.30 – 12.40	<b>Sponsor: Nurses &amp; Midwives Health</b>
12.40 – 1.10	<b>Lunch</b>
1.10 – 1.55	<b>Management of Leaky Legs</b> Lea Young, Wound Care Nurse Practitioner, Royal Hobart Hospital
1.55 – 2.40	<b>Swallowing Complexities in the Elderly</b> Tanya Laughner, Accredited Speech Pathologist
2.40 – 2.50	<b>Sponsor: Me Bank</b>
2.50 – 3.10	<b>Afternoon Tea</b>
3.10 – 3.45	<b>Sit &amp; Be Fit: APNA Runner Up Nurse of the Year 2016 Journey</b> Vicki Allan, Enrolled Nurse, Personal Trainer and Small Business owner
3.45 – 4.25	<b>Support and Ongoing Management of Patients with Movement Disorders</b> Movement Disorder Nurse Specialist
4.25 – 4.30	<b>Day Close</b>

**NOTE:** THERE MAY BE SOME MINOR CHANGES TO THIS PROGRAM PRIOR TO THE EVENT, THESE CHANGES ARE AT THE DISCRETION OF ANMF  
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# Regional Roundup

## South

### UTAS O Week

ANMF recently attended orientation days at the Launceston and Hobart UTAS Nursing campuses. Much fun was had on the day, with fairy floss being handed out, along with calendars and other goodies. Two lucky student members who signed up on the day won a prize pack which included a stethoscope and some movie tickets. ANMF student membership is free, and has fantastic benefits such as access to our ANMF Infusion and ANMJ publications, along with discounted movie tickets, merchandise and CPD sessions.

### Royal Hobart Hospital Redevelopment

As K Block gets closer to being commissioned, ANMF are working closely with the Royal Hobart Hospital (RHH) redevelopment team to begin consultation with members in the relevant areas that will be relocating. ANMF are asking that consultation and working groups be developed to include all relevant stakeholders, including enrolled and Grade 3/4 registered nurses. If you have any queries about the process please contact ANMF Southern Organiser, Tristan Streefland by calling (03) 6223 6777 or 1800 001 241 (if outside Hobart). Alternately, email [tristan.streefland@anmftas.org.au](mailto:tristan.streefland@anmftas.org.au).

### Royal Hobart Hospital Winter Beds

ANMF are working closely with senior management at the RHH in regard to various beds coming online in preparation for winter 2018. ANMF have been consulted in regard to the nursing staff needs for the new unit at the Peacock Centre, and recruitment is currently underway. Work is also underway in the lower ground floor in the Access and Flow Ward 1 + 2 to get the area ready for patients, with AFW1 currently staffed by the transit lounge during business hours, and intermittently used as a 24 hour service in times of escalation to Level 3, where appropriate staffing is present. ANMF continue to monitor the staffing of the unit, and encourage members with concerns to contact their Nurse Unit Manager (NUM) or ANMF Organiser.

### Royal Hobart Hospital Maternity Unit

After continually advocating for members who have been on long term fixed term contracts, ANMF are excited to inform members that the Women's and Children's Services nursing management and HR at the RHH have successfully put forward a business case to create Grade 3/4 registered nurse holding positions. Holding positions



ANMF Northern Organiser, Phoebe Mansell at the UTAS Launceston orientation.



ANMF Member Support Officer, Kylie Price and Southern Organiser, Tristan Streefland meet and greet nursing students at the UTAS Hobart orientation.

# Regional Roundup

are created by utilising all the permanency that is not currently filled due to temporary reduction in permanent hours, long term sick leave or staff away on secondment. Approximately 6 FTE have been created, which will allow many members who have been on 24-36 months of fixed-term contracts the opportunity to apply for permanent positions.

## Wilfred Lopes Centre – disappointing revision

It is extremely disappointing to revise/retract the March edition report on the good news story of members' ability to work with management to achieve a positive outcome to resolve the long standing unsafe staffing concerns.

By the time the March edition of Infusion had gone to print ANMF received advice from members that in spite of the reported recruitment success double shifts and overtime had once again become the norm'. An urgent members meeting has been scheduled to identify the crucial issues and return to safe staffing.

## Farewell from ANMF Organiser, Sue Darcey

I find it very hard to believe that my last days working for, and with the ANMF are fast approaching as I head off to the new experience of retirement.

It has been an absolute privilege to represent and work with members to continually strive to maintain and improve the working conditions for nurses, midwives and care workers in Tasmania. The positive outcomes achieved for nurses, midwives and care workers can only be attributed to the strength of ANMF members and the extraordinary leadership the ANMF has had and continues to have.

One can never sufficiently express the vital role that our Workplace Representatives play in supporting their member colleagues both industrially and professionally while maintaining a professional relationship with their managers. Without these Workplace Representatives my job would have been extremely different. It is the tireless support from them that makes the role of an Organiser possible. My sincere thanks to you all.

It has been wonderful to work with like minded people with the main focus of better outcomes for the health and wellbeing of the community by engaging with members to protect the professions of nursing and midwifery for the sake of patient care.

## North West

While in the North for district hospitals this month, the ANMF attended the first 'District Hospitals Working Group Meeting'. At this meeting ANMF outlined key concerns regarding district hospitals and the consideration for new staffing models. This included; the broader roles and responsibilities that come with working in a district site that is over that of a ward based nurse, a need to have state wide consistency, a requirement to include Clinical Nurse Educator (CNE) support, limited after hours coordinator support, the need for supernumerary Assistant Nurse Unit Manager's (ANUM's) to be included in the model and the need to collect data for comparison from all district hospital sites. Working group meetings continue to ensure ANMF can advocate on behalf of members working in our district hospitals.

## Statewide

### Public Sector EA

ANMF will continue to visit worksites around the state to discuss and consult in relation to the 2018 Public Sector Enterprise Bargaining Agreement (EBA). ANMF encourage members to keep up to date with the various correspondence that may be coming to them via email or text. Some of the concerns that members wish to raise in the EBA process are in relation to current staffing models, current wages and the current enrolled nurse careers structure.



Branch Secretary, Emily Shepherd addresses members about the public sector EA campaign at the mass membership meeting in February.



# Regional Roundup

## North

### Launceston General Hospital overview

The ANMF have been consulting with members regarding their upcoming Enterprise Agreement, in the public sector. This has been a great opportunity for members to raise with the ANMF their current workload and industrial issues. As a result, the ANMF currently have raised multiple workload grievances on behalf of our members working in the Launceston General Hospital (LGH) in varying wards and units. The workloads grievances come as a result of increased overtime, double shifts, shifts worked short and sick leave. In addition, we are seeing an increase in presentations to the Emergency Departments and a lack of in patient capacity coupled with a general increase in patient acuity.

The ANMF have also been advocating for our members at the Launceston General Hospital (LGH) to be provided adequate paid time to complete their mandatory training requirements. We will continue to advocate for fairness and equity for all members working within the hospital.

Another hot topic at the LGH is the issue of parking. The ANMF have raised this issue at the North Union Consultative Committee meeting. ANMF raised their concerns regarding the Work Health and Safety Risk for our members having to walk significant distances late at night to get to their cars.

## Aged Care

### Southern

ANMF Organiser Mandy Clark has been busy holding morning and afternoon teas with members at numerous aged care facilities in the south. During these visits Mandy is able to discuss any issues members may be facing while also meeting with potential new members. Keep an eye out for Mandy in your workplace over the coming months.

### Northern

ANMF Organisers in the north have commenced the bargaining processes for replacement agreements with employers at Toosey, Eskleigh Homes and ACSAG. ANMF have been active with members in these workplaces seeking feedback in relation to conditions and wages to include in each log of claims. The main concern for members are workloads. This round of bargaining will see a focus on claims for a mandated skill mix and/or nurse to resident ratios which will be well supported by evidence to come out of the ANMF 'National Aged Care Staffing and Skills Mix Project Report 2016.



*ANMF members show their support at the Southern Cross Care Tasmania rally earlier this year.*

### Southern Cross Care Tasmania

After an extensive campaign the ANMF with the support of members has had a substantial win with Southern Cross Care Tasmania (SCCT) agreeing to improve their offer with the next step to be put to ballot. ANMF would like to thank all Workplace Reps and members at SCCT for their valuable input in the bargaining process along with the industrial action that took place. All of the hard work has had a considerable contribution to the agreed outcome by SCCT.



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