

2018
February

IN FUSION

CPD 2018

January - June
planner inside

Feature

There's no Union
without 'U'



My Benefits

Member offers

Have you been enjoying your new Member Benefits? Here are some of the great offers available for ANMF Tasmania members...

To access, redeem and explore all of the offers available visit my.anmftas.org.au

*Offers correct at time of print. For latest listing and terms and conditions please refer to the ANMF website.



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One complimentary UPSIZE when any BURGER, KENTUCKY NUGGETS, CRISPY STRIPS or TWISTER COMBO is purchased

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2-FOR-1

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PRESENT YOUR CARD OR PHONE

20% OFF

THE TOTAL BILL

Quickfire Kitchen

up to the value of \$25

5B Morrison St, Hobart TAS 7000

BOOK ONLINE

5% OFF

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PRESENT YOUR PHONE

2-FOR-1

Westbury Maze

10 Meander Valley Rd,
Westbury TAS 7303

terms online via the my.anmftas.org.au website

Branch Secretary	Emily Shepherd Emily.Shepherd@anmftas.org.au
Director – Operations & Strategy	Andrew Brakey Andrew.Brakey@anmftas.org.au
Senior Nursing Industrial Officer	Caroline Saint Caroline.Saint@anmftas.org.au
Industrial Organising Manager	Shane Rickerby Shane.Rickerby@anmftas.org.au
Southern Organisers	Sue Darcey Sue.Darcey@anmftas.org.au
	Mandy Clark Mandy.Clark@anmftas.org.au
	Tristan Streefland Tristan.Streefland@anmftas.org.au
Northern Organiser	Phoebe Mansell Phoebe.Mansell@anmftas.org.au
North West Organiser	Anoni Morse Anoni.Morse@anmftas.org.au
Member Support Team	membersupport@anmftas.org.au
HERC Business Manager	Siobhan Grady Siobhan.Grady@anmftas.org.au
Marketing, Media and Publications	Laura Paton marketing@anmftas.org.au

ANMF Branch Council & Executive

James Lloyd	Branch President RHH Central Coordination Unit
Andrew Ostler	Executive – RHH Neurosurgical
Monica Werner	Executive – RHH – Oncology 2A
Deanna Butler	RHH – DEM
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Infusion is the official publication of the Australian Nursing and Midwifery Federation (Tasmanian Branch). Letters and articles are welcome.

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182 Macquarie Street, Hobart, TAS 7000
Phone (03) 6223 6777 or 1800 001 241 (outside Hobart)

Note: *Infusion* is a digital publication indexed with the National Library of Australia. ISSN 2207-6727

Correction The editor of *Infusion* wishes to make an amendment to article 'Aged Care, a year in review' (page 7, Jan/Feb 2017-2018 issue). In this article, ANMF Member Engagement Officer Mandy Clark is stated to have experience as an Enrolled Nurse, which is incorrect. ANMF wishes to amend this statement to the following: 'Mandy Clark has nearly 20 years experience as a medication endorsed carer in the aged care and disability industry.'

Branch Secretary Message



I would like to begin by dedicating this month's *Infusion* to past ANMF Organiser Stuart Foote, who sadly passed away in December 2017. I, along with the ANMF team are very grateful for the time that Stuart worked with the ANMF and his tireless advocacy of all ANMF members. See a tribute to Stuart Foote in this month's edition.

The New Year is in full swing and 2018 is shaping up to be a busy year for the ANMF and its members across all sectors.

The Tasmanian state election is likely to have a broad impact on the Tasmanian Health System. With the release of each of the party's policies ANMF will be seeking pre-election commitments that will support Nurses and Midwives along with the broader nursing teams in Tasmania. When all commitments are received, ANMF will communicate these to members so that you are well informed when it comes time to vote in the Tasmanian State Election.

The aged care sector will also be in the spotlight this year, with industrial action by aged care nurses and care workers continuing into 2018. ANMF will be supporting our members in aged care with individual agreements and through the ANMF National Aged Care Campaign which will focus on improving transparency around aged care funding and staffing levels.

The Tasmanian Public Sector Nurses and Midwives Agreement will also require re-negotiation this year, with consultation with public sector members already underway. It is clear that recruitment and retention are key issues for all members, along with continuing to work on implementing the ratio staffing model from the 2015 agreement to improve workloads across the state. ANMF will seek to commence negotiations on or before 31 March 2018 as per the current agreement.

Our private sector members will also benefit this year with an increased focus on workloads and improving staffing numbers. Varied methods of consultation will occur to ensure your issues are being heard and effectively addressed.

To support our members professional development needs, along with our free clinical on-line training rooms (access via ANMF website), an exciting 2018 CPD calendar has been released for the first half of the year and is published in this edition of *Infusion*.

I look forward to supporting members across all sectors this year along with the ANMF team, and I wish you all a wonderful 2018.

Emily Shepherd,
Branch Secretary

Farewell - Fiona Peate



ANMF Tasmanian Branch Secretary, Emily Shepherd and Branch President, James Lloyd presented retiring ANMF member Fiona Peate with flowers at our December Branch Council. Fiona is not only a long-time member, she has also been a valued ANMF staff member, former Workplace Rep and Council member. Good luck in the future Fiona!

Feature

There's no Union without 'U'

The phrase, 'There's no Union without U' has been adopted by the Australian Council of Trade Unions (ACTU) to reflect the importance, and power, of members when they act in a collective fashion. "United they stand" is more contemporary in its meaning than an Abraham Lincoln speech or a Daryl Braithwaite song. It reflects our common values, and the unity of a group who share a similar goal or need.

Collective Strength

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has over 8,000 members. Many are actively involved in seeking to improve the working lives of themselves and their colleagues. 16 of these members make up the Branch Council, the Governing body of the ANMF who provide input into the direction of the organisation.

Other members participate in working groups, enterprise bargaining negotiations, meetings at worksites and as Workplace Representatives. ANMF have over 200 Workplace Representatives working across the State as nurses, midwives and care workers.

At both small and large sites, the only way that an improvement in an offer for wages and/or conditions may be obtained, is if members themselves are prepared to come together and participate in some form of industrial action. This may be wearing badges or t-shirts, attending rallies outside the workplace, refusing to do certain duties and even (when all else has failed) stop work meetings.



ANMF at the People's COAG (the Council of Australian Government) Hobart, 2017.

At ANMF we understand that members working in the healthcare profession try to avoid conflict. As part of this, we understand that members are also very reluctant to take industrial action, particularly stop work meetings (also known as strike action). In this instance, nurses, midwives and care workers may worry about the safety of patients and also about colleagues who are left on the ward. There may also be concern that participating in a stop work meeting is a 'bad look' for the profession.

Despite this understandable reluctance, it is important to remember that taking industrial action may be the only way to get an employer to seriously consider a fair offer of pay and conditions for staff. While the ANMF will always provide support, direction and campaign materials to strengthen and increase the impact of action taken, ultimately action needs to be taken by the members themselves. Without participation from those who are working at a particular site, achieving change may be very difficult, if not impossible.



Opposite page: ANMF along side unions in support of the 'We Won't Wait! - End Domestic Violence march 2017.
This page: Southern Cross Care, Stop Work Rally 2017.

We are stronger when we are together, and when all of our parts make an active whole. Nursing is our heart, our patients our soul, and the union strength is the spine. We need all three to be able to accomplish what our members need and deserve. We should also not lose sight of the fact that industrial action, while it may benefit members, can also have a flow on positive effect for our patients. For example, better conditions or pay mean that staff turnover is reduced or staffing numbers are increased.

Case Examples

In 2017, the ANMF supported and were involved in two large industrial campaigns. In one, case, the nurses at the worksite were united. They stuck together and refused to bow down to the demands of the employer. The actions of staff resulted in increased staffing and safe workloads, which was required to ensure safe patient care in the long term.

In the second case, members were reluctant to participate in industrial action, including rallies and protest action. As a result, the ANMF branch was campaigning but the employer was not affected because their staff were not actively participating. This made gaining any traction difficult as without activity affecting the employer, there was no impetus for the employer to modify their offer.

Ultimately, without strength in numbers and a willingness to get involved, campaigning can very rarely result in a successful outcome for members.

So, what could be one of the main differences between these two examples?

Both worksites contained dedicated staff who wanted the best for their patients. The first example of a workload issue had a direct impact on patient care, and members felt more comfortable asserting the right to safe workloads as the increased staffing directly benefited the patients.

It is possible that in the second case, staff did not recognise the benefit for their patients of securing improved conditions. Rather, staff may have felt that industrial action would result in stepping away from the duty of care of the patient.

Historically, nursing has been a field which involved self-sacrifice – it was a calling to help others: a 'vocation'. This value remains in a sense in the modern context and, although the education and technological systems surrounding nursing have changed dramatically, at our core, it can be difficult to take action.

When staff lack support to stand up for their workplace rights, this is where the collective power of the ANMF and members working together is needed most. By showing a united front, we can utilise our strength to achieve a common goal of safe and quality patient care and safe and respectful working conditions.

The ANMF is available and ready to assist in coordinating industrial activity that protect patient care whilst also assisting members to protect their own needs. We encourage all members to familiarise themselves with the services and support ANMF offers, so you can be better equipped and ready to take action should you be faced with a workplace issue in the future.

Factors that affect our members every day, such as fatigue, poor recognition through below National average pay levels, short staffing, double shifts – they are not only ineffective costs to the employer, these factors risk the provision of safe and quality patient care. Importantly – they risk your health. Each individual in the nursing care team must first care for themselves before they can care for their patients.

A moment of participation in industrial action can mean a safer and more respectful working life in the long-term.

Moving into 2018 together

At the start of 2018, the Tasmanian Public Sector nurses and midwives will enter into a new round of

Feature continued

enterprise bargaining. Tasmanian nurses are now clearly well behind the other states as far as pay rates go. The ANMF believe that the Tasmanian Government is likely to maintain their 2% wage policy. Some nurses and midwives have indicated that they were not happy with the last agreement reached. This is despite one of the biggest return votes of support ANMF have ever had with a public sector ballot. With the potential for these policies to go ahead, ANMF encourages members to actively participate in the consultation process if you are not satisfied with the proposed wages and conditions.

What can you do?

Talk to non-members and recruit your colleagues. They all get the benefit of any negotiated wage increase, so why not get them involved? Talk with your ward areas and decide what YOU will be prepared to do to get the government to change its mind and provide nurses, midwives and care workers with the best possible conditions in 2018.

You can also talk to your family and friends to make them aware of the difficulties the nursing team

face in Tasmania. The health and wellbeing of the community is the bread and butter of everything we do, and the community can provide support to you in a campaign. New nurses, midwives and care workers come from families in the community, and we need wages and conditions to keep them wanting to stay in Tasmania. The more support from the community, the louder the message to the Government.

It is an election year and your voice is needed. The team at the ANMF will continue to support and guide members through any upcoming campaign so that you are able to confidently take a united stand to obtain the wages and conditions you, and nurses, midwives and carers of the future, deserve.

If you would like to become involved in campaigns in 2018, please talk to your Workplace Representative, your Workplace Organiser, or contact the Member Support Team on 03 6223 6777 or email membersupport@anmftas.org.au



ANMF staff rally against Medicare cuts, 2016



CPD

Planner Jan - Jun 2018

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) and our Health Education and Research Centre (HERC), are pleased to announce the Continuing Professional Development (CPD) program for the first half of 2018.

We understand the importance of continued education and professional development for all nurses, midwives and care workers. The health care sector is constantly changing and in order to ensure patient safety and quality care, we must be familiar with current evidence based research and practice recommendations. ANMF and HERC are committed to providing those working as part of the nursing team with access to quality professional development.

In conjunction with our Federal ANMF colleagues, we have your CPD needs covered. Free online learning is available anytime for members. Simply visit:

anmf.org.au/pages/online-education-programs

Alternatively, face to face practical sessions are offered across the state throughout 2018. You will find key dates and session descriptions in this program.

- Venous Access and Cannulation
- Understanding CPD
- Mandatory Training
- Cultivating Positive Culture
- Diabetes & Endocrine Disorders
- Transition to Practice
- Wound Care

Who will these workshops benefit?

- Enrolled Nurses
- Registered Nurses
- Student Nurses
- Midwives & Care Workers

Across all practice settings



Venous Access and Cannulation

This day provides the theory underpinning appropriate phlebotomy technique and cannulation procedures. You will also learn appropriate selection of venous access devices, before applying the theory and techniques during two practical sessions using simulated veins.

AM Morning session

Review the anatomy and physiology of the venous system and vein selection in this back to basics session. Learn about the theory of phlebotomy and related essential knowledge, including a practical session.

PM Afternoon session

This session provides a review of the theory of cannulation best practice techniques and anatomy and physiology for appropriate device selection followed by a practical session.

Note: Completion of full competency requires a further 4 successful supervised episodes are completed by a proficient practitioner in the workplace for recognition of competence. On-going competence requires that you maintain a minimum of 5 procedures throughout the year.

Location and date

Launceston

Tuesday 23 January

AM: 9:30–12:30 (3 CPD hours)

PM: 13:00–16:00 (3 CPD hours)

ANMF Training Room

19 Brisbane Street, Launceston

Hobart

Thursday 8 February

AM: 9:30–12:30 (3 CPD hours)

PM: 13:00–16:00 (3 CPD hours)

ANMF HERC Training Room

182 Macquarie Street, Hobart

Cost

Members

AM or PM: \$80 Full day: \$120

Non-Members

AM or PM: \$110 Full day: \$200

Students

AM or PM: \$60 Full day: \$100

Your CPD Requirements

This update will provide current information on the expectations of AHPRA in relation to CPD hours and legal and ethical requirements as a nurse in Tasmania. You will also learn about the commitment to the International Standards of Ethics in Nursing as of 1st March 2018 by AHPRA, the Nursing and Midwifery Board of Australia's adoption of The Code of Conduct for Nurses and The Code of Conduct for Midwives, and how these changes will impact you.

HD Half day session

This session is aimed at all registered nurses, enrolled nurses and midwives involved in the care of patients across all practice settings. This session will also be beneficial for students who are transitioning into practice and would like to learn more about CPD requirements.

Location and date

Burnie

Tuesday 13 February

HD: 9:30–12:00 (2.5 CPD hours)

Rural Clinical School (RCS)

Brickport Rd, Burnie

Launceston

Tuesday 13 February

HD: 14:30 – 17:00 (2.5 CPD hours)

ANMF Training Room

19 Brisbane Street, Launceston

Hobart

Thursday 15 February

HD: 9:30–12:00 (2.5 CPD hours)

ANMF HERC Training Room

182 Macquarie Street, Hobart

Cost

Members

AM or PM: \$80

Non-Members

AM or PM: \$110

Students

AM or PM: \$60

Wound Care Workshop

This workshop is aimed at all enrolled nurses, registered nurses and midwives who care for patients with wounds across all healthcare settings. The workshop will refresh knowledge on up to date evidence around wound healing and best practices for wound cleansing and dressing products.

AM Morning session

This back to basics session is a re-introduction to the anatomy and physiology of the skin, wounds and their healing processes. The National Safety and Quality Health Service Standard (NSQHS) requirements for your workplace and patient care as well as tools used to assess wounds and pressure areas will also be discussed.

PM Afternoon session

This advanced session is for nurses experienced in wound care looking to explore the current variety of wound care products and the clinical information needed to use them in the practice setting. You will hear from a clinical expert on complex wound issues and best practice standards for wound dressing techniques.

Location and date

Launceston

Tuesday 27 February

AM: 9:30–12:30 (3 CPD hours)

PM: 13:00–16:00 (3 CPD hours)

ANMF Training Room

19 Brisbane Street, Launceston

Hobart

Thursday 1 March

AM: 9:30–12:30 (3 CPD hours)

PM: 13:00–16:00 (3 CPD hours)

ANMF HERC Training Room

182 Macquarie Street, Hobart

Cost

Members

AM or PM: \$80 Full day: \$120

Non-Members

AM or PM: \$110 Full day: \$200

Students

AM or PM: \$60 Full day: \$100

Mandatory Training

This study day is focused on core nursing practice and is designed to meet the basic mandatory training requirements expected by the healthcare industry. Topics covered and skills that will be assessed on the day are hand hygiene, aseptic non-touch technique, medication management, basic life support as well as fire and emergency awareness.

FD Full Day (catered event)

This study day is required to be a full day to enable completion of all basic mandatory training requirements with practical components. The morning program will focus on the 5 moments of hand hygiene along with a theory based session on the concept of aseptic non-touch technique, followed by safe manual handling principles. The afternoon will include practical activities involving medication management and basic life support, followed by assessments of both. General fire and emergency awareness procedures will also be covered.

Location and date

Launceston

Tuesday 27 March

FD: 9:30–16:00 (6 CPD hours)
ANMF Training Room
19 Brisbane Street, Launceston

Hobart

Thursday 29 March

FD: 9:30–16:00 (6 CPD hours)
ANMF HERC Training Room
182 Macquarie Street, Hobart

Cost

Members

Full day: \$120

Non-Members

Full day: \$200

Students

Full day: \$100

Cultivating Positive Culture in the Workplace

Exclusive
guest
speaker

This workshop is designed to support all levels of the nursing and midwifery community in practical ways of communicating to enhance collaboration with colleagues and better support their patients. This workshop offers a unique perspective on managing your performance as an individual and how it can positively impact your workplace and self. If you are a leader in your field, we recommended this session for you.

ES Evening Session

This workshop will explore the communication methods available in the working environment and the best options for meeting the needs of both parties in a fast paced workplace. We will also cover dealing with difficult conversations and self care in a practical framework.

Location and date

Hobart

Thursday 17 May

PM: 16:00–18:30 (2.5 CPD hours)
ANMF HERC Training Room
182 Macquarie Street, Hobart

Launceston

Tuesday 29 May

PM: 16:00–18:30 (2.5 CPD hours)
ANMF Training Room
19 Brisbane Street, Launceston

Cost

Members

Evening: \$80

Non-Members

Evening: \$110

Students

Evening: \$60

Diabetes and Endocrine Disorders

This diabetes and endocrine disorders workshop is suitable for enrolled nurses, registered nurses and midwives across all healthcare settings.

AM Morning session

This back to basics session will focus on the basics of the endocrine system and the 8 major organs. Return to the baseline knowledge of the process of diabetes and other hormonal disorders and the current tools recommended by the NSQHS for patients requiring insulin support.

PM Afternoon session

This advanced session is for nurses experienced in the management of diabetes and those looking to develop their understanding of other endocrine disorders. You will hear from a nurse experienced in this field and information will be provided on the differing short-acting and long-acting insulin products and hormonal drugs providing a positive effect on the well being of a patient managing an endocrine disorder.

Location and date

Hobart

Friday 15 June

AM: 9:30–12:30 (3 CPD hours)
PM: 13:00–16:00 (3 CPD hours)
ANMF HERC Training Room
182 Macquarie Street, Hobart

Cost

Members

AM or PM: \$80

Non-Members

AM or PM: \$110

Students

AM or PM: \$60

Transition to Practice: Entering the Workplace

This session is aimed at graduating enrolled nurses and registered nurses, who are transitioning from study to the workplace. This session will provide attendees with information on post graduate study options and the relevant skills to successfully progress to a graduate position.

FD Full day

Topics covered include wages and conditions, post graduate program options, UTAS Clinical Honours program, superannuation, AHPRA registration processes, and information and advice on writing job applications and the general application process.

Location and date

Hobart

Tuesday 3rd July

AM: 9:30–15:30

Venue TBC

Launceston

Thursday 5th July

AM: 9:30–15:30

Venue TBC

FREE
for Graduate
& Student
Nurses

Cost

Members and Non Members

Full day: FREE! Registrations are required for this event.

Session format

FD - Full day training day:

These are full day events with catering included in the workshop cost.

AM sessions: These are generally back to basics sessions for those looking for a general overview on the subject.

PM sessions: These are generally advanced sessions designed for those with a working knowledge of the subject.

Combined AM and PM sessions:

You may attend the AM or PM session, or for a reduced cost, attend both. When attending both sessions, this is a catered event.

HD - Half day session:

These sessions run for half the day. They are available in the morning or afternoon depending on location.

ES - Evening sessions:

This year we are offering an evening CPD session. This is an after work sessions run between 16:00 and 18:30.

Locations

Hobart

ANMF HERC Training Room
182 Macquarie Street, Hobart

Launceston

ANMF Training Room
19 Brisbane Street, Launceston

Burnie

Rural Clinical School (RCS)
Brickport Rd, Burnie

Note: Locations are correct at the time of print. However, on some occasions locations may need to be revised. Visit anmf.org.au/cpd for the most up to date information.

How to book

Online

anmf.org.au/cpd

Phone

For group bookings and further enquiries contact us on (03) 6223 6777 or 1800 001 241 if outside the Hobart area.

Bulk discounts

Groups of 5 or more - 10% discount
Groups of 10 or more - 20% discount

Bulk discounts are only available when booking via phone (not available online). To book, phone (03) 6223 6777 or 1800 001 241 if outside the Hobart area.

Policies

You must pre-register to attend workshops and payment must be made at the time of registration.

In the event that you need to cancel a booked CPD workshop, the following refund policy applies if cancellation occurs:

30 days or more: 100% money back

Less than 30 days but more than 7 days: a credit for the full amount will be issued

Less than 7 days: no refund or credit will be offered

In the unlikely event that ANMF or HERC cancel a workshop due to extenuating circumstances any fees paid will be refunded.

Free online CPD for ANMF members:

ANMF in conjunction with our Federal Branch offer members free, easy to access online CPD training.

What is on offer?

The ANMF offer you best practice information on a number of topics, as well as specialised areas of practice. We regularly add new training modules, with the new topics being derived directly from the requests of nurses and midwives.

How do I access it?

View available sessions visit anmf.org.au/cpd and follow the link to ANMF online education programs.

This calendar is correct at the time of print, 14th December 2017. Dates, times and locations may change at the discretion of ANMF and HERC. Check anmf.org.au/cpd for up to date information and online registration.



Australian
Nursing &
Midwifery
Federation
Tasmania

Focus

Correctional Health Nursing



Article by Jenna Bowling
*Registered Nurse - Correctional
Primary Health and ANMF
Branch Councillor*

Similar to the rest of the state service, we feel the pressures of an ageing population as well as the increase in our communities of illicit drug use and an increase in mental health issues.

Correctional health is needed because in Australia access to quality healthcare is a basic human right. It also gives us an opportunity to create an affect on the broader community regarding preventable illness; we test for and treat Hepatitis C/ Chlamydia and HIV, to name a few. We also have the opportunity to affect the burden of disease for some of this population, later in life, by providing early treatment and education regarding health issues and/or risky behaviours.

Correctional health is not glamorous work. Ultimately, we are providing health care to people who are at the lowest point in their life. This comes with an array of challenges, some similar to that of a busy public hospital; such as time management (triaging both patients as well as duties). However, some challenges are specific to the environment in which we work, such as unplanned lock-downs which occur for a number of reasons and limit access to inmates. You also need to be able to make decisions very quickly, remaining in control of any emergency situation, delegating tasks and reassuring the Correctional Officers.

We are a small team with essentially independent roles on shift, we are assigned a shift code for the day which dictates which role we'll be working in, normally in Hobart there are seven general Registered Nurses dispersed around the four sites and one Psych Nurse. Duties include; medication rounds, clinic, admission assessment, wound care, immunisation, chronic disease education/ management, management of the 5 bed inpatient unit, emergency assessment/treatment, discharge planning, and referrals. We work a semi-structured day

with overarching constant vigilance, partially due to the environment and partially due to listening to the radio communication all day, in readiness to act on any code or instruction that may come from master control.

Correctional health is an appealing place for nurses to work for reasons including; small team environment, opportunities to use assessment and communication skills, different challenges every day and community service. Another reason is to protect the public and staff at the hospitals by reducing the chance of their being required to leave the prison for assessment and treatment.

We work with the Tasmanian Prison Service (TPS) in what might be considered a symbiotic relationship. In exchange for primary health services they provide us with constant physical observation (when dealing with inmates) and escort throughout the prison, as required.

Professionalism and the sister/brotherhood of nursing, combined with years of experience (and a healthy dose of humour), make us a strong and resilient force.

Jenna Bowling Bio

"I entered nursing immediately following graduation from year 12 in 2007 and completed my Bachelor of Nursing in 2010. I then completed a graduate year at The District Nurses and in the following year completed a Graduate Certificate in Community Nursing. Since then I have worked for the Red Cross blood service, NURSELine and on the casual pool roster at the RHH. This allowed me to gain experience in a variety of different settings. In 2015 I began working full time for Correctional Primary Health and I have been there ever since.

I joined ANMF Branch Council following the 2017 Annual Delegates Conference where I was inspired and motivated by the large group of passionate nurses to do more for my service."

— Vale Stuart Foote

Article by Agnes Stanislaus-Large

Retired ANMF Manager of Industrial Services

Stuart (Stu) Foote was a Registered Nurse with many years of experience. His nursing career started in New South Wales before he began working in Tasmania for over 25 years. He worked in the public and private sectors before commencing work at the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) as an Organiser in 2002. Stu was based in the North of the State and as part of his position covered both the North and the North-West Coast.

Sadly, whilst working with the ANMF, Stu became unwell. During the initial stages of his illness and even much later, he continued to work at the ANMF. Stu was passionate about his work and his role with the Union. His illness did not deter him from doing what he loved and doing best. Stu was passionate (to the extent of being compared to a dog with a bone) where natural and social justice, fairness, equality and the rights of ANMF members were seen to be compromised.

Through whichever forum Stu represented the ANMF and its members, he earned respect and acknowledgement for his great advocacy and negotiating skills. ANMF members were always appreciative when he represented them, they knew that they would receive the utmost from Stu in achieving a fair and equitable outcome, no matter how hopeless their case seemed. Members specifically requesting Stu to represent them was an endorsement of his total dedication to his role and his advocacy skills. Many Workplace Agreements led and negotiated by Stu resulted in a happy workforce and employer.

Stu's spirit and unwavering dedication to fairness and justice was reflected in the numerous messages posted on social media, with the news of his passing. To quote some of the comments that depicted how Stu affected nurses' lives included; good bloke, passionate,



inspirational, passion for nursing, social justice advocate, compassionate, thoughtful, kind and caring, comrade, legend and last but not least, dear friend.

When working with Stu, you knew his family was the centre of his being - his wife Fiona and children Courtney and Nick. Stu was incredibly proud of his children and was looking forward to seeing them graduate and become employed. These were precious milestones that Stu was able to be part of prior to his passing.

Stu Foote will be greatly missed by his nursing colleagues, past and present ANMF staff and Branch Councillors, friends in the health industry and Trade Union Organisations in Tasmania.

Rest in peace dear friend.

Regional Roundups

Aged Care

Aged Care Deloraine

On Tuesday 5 December, the ANMF attended an all staff meeting called by the newly appointed CEO of Aged Care Deloraine (ACD). At the meeting the CEO detailed the precarious financial position ACD was in. Unfortunately this has necessitated reductions to ECA and EN hours with the employer tabling, at the meeting, a proposed change. At the time of print, this change is to come into effect on 22 January 2018. Following the meeting, ANMF sought assurances from the CEO that staff would be further consulted on the change and that any loss of hours would be managed via the redundancy provisions contained within the Enterprise Agreement.

At the time of print ANMF have scheduled a member report meeting to discuss the proposal, with a view to establishing a meeting with management to mitigate and offset any impact of the proposed change. Negotiation also continues for a new Enterprise Agreement with further updates on this matter to follow.



ANMF Branch Secretary Emily Shepherd addresses media during the SCCT stop work rally, December 2017

Southern Cross Care Tasmania

Southern Cross Care Tasmania (SCCT) staff at Rosary Gardens nursing home held a stop work rally on 19 December 2017 to show their support for a fair wage offer and back pay.

Rosary Gardens staff were very strongly supported by other SCCT employees from sites across southern Tasmania who agree that SCCT staff deserve a fair wage increase and owed back pay for the extremely demanding care work that they undertake for the complex needs of their residents.

The stop work rally was not entered into lightly, as SCCT staff care greatly for the residents and it was an extremely hard decision for them to walk out. However, they felt that they had no other option.

SCCT staff have stated they will continue to fight for an enterprise agreement that they feel is fair and equitable. At the time of print SCCT management had not indicated any change in their offer to staff.

North

LGH Ward Temperatures

The Launceston General Hospital (LGH) has been a hotbed of activity with workloads, sick leave and ward temperatures being areas of concern. With the mini heat wave that occurred at the end of 2017, temperatures in the hospital were extreme. The working environment in the D block and the surgical wards, were particularly uncomfortable.

ANMF requested Tasmanian Health Service (THS) management conduct a review of ward temperatures in patient rooms, nurses stations, and bathrooms to ensure that they comply with Work Health & Safety Standards. In addition ANMF requested a review of the bathroom ventilation. The response from THS management was that the northern part of the hospital was built to withstand 28 degrees and that quotes are being sought for portable air conditioners in these areas. Temperature probes have been placed in D block to measure and record temperatures.

The ANMF encourage all members to submit Safety Reporting Learning Systems (SRLS) forms if temperatures on the wards are excessive. It has been reported that no SRLS have been submitted for ward temperatures to date.

The ANMF will continue to advocate for all members at the LGH regarding their Work Health & Safety.

Regional Roundups

LGH Operating Room Suite (ORS)

The ANMF have again raised a workload grievance on behalf of members working in the LGH ORS who have been experiencing sustained and unreasonable workloads due to increased sick leave, overtime, double shifts and theatre shifts running overtime.

ANMF have requested statistical data be presented so that we can ascertain the level of workload concern and then work with THS management, on behalf of members, to resolve this concern. Currently we are having difficulty obtaining this vital data, however upon receipt of this information we will return to members for direction.

As an interim measure we have ensured that seven theatres will only be open when staffed safely and that elective surgery will be rescheduled if there are inadequate staffing levels. Should we not get the information as requested, ANMF will be submitting an official Right to Information (RTI) request with the Department of Health and Human Services (DHHS).

Mental Health Services Northside

The ANMF have been working with members in Northside who have raised significant workplace concerns regarding rostering, SRLS, down grading of categories of care and numerous safe staffing and Work Health & Safety Concerns.

The ANMF have sent correspondence to THS management to advocate for our members concerns. We have received inadequate responses to our concerns and will now raise these concerns with upper level management in order to get a commitment from the THS to ensure the safety of our members and that of their patients.

The ANMF have requested statistical data that will enable us to ascertain the level of workload concern, as well as rosters and SRLS audits, we are currently waiting on this data. Upon receipt of this information we will return to members for direction.

Calvary Health Care Tasmania: St Luke's and St Vincent's

In late 2017 Calvary Health Care Tasmania (CHCT) made preparations for the implementation of a new Enterprise Agreement. A key component of this agreement was the cessation of paid meal breaks. As a result ANMF engaged CHCT to establish a consultative meeting to deal with the complex transition arrangements. Complicating the matter further, the process was delayed at the Fair Work Commission regarding the approval of the 2017 Agreement. The Fair Work Commission (FWC) was unlikely to approve the 2017 Agreement until late January 2018.

As a result the 2014 Agreement would continue to apply in respect of paid meal breaks. At the time of print ANMF was working with ANMF members to ensure the correct implementation of the 2017 Agreement had occurred.

South

Calvary Health Care Tasmania

ANMF have received a number of reports from members about ongoing workload concerns and continuing problems with payroll services since this area was relocated to the national centre in Cardiff, NSW on 29 June 2017.

In response to these reports ANMF undertook a survey of all members working at Calvary sites in the South to identify how far reaching these concerns were. From this survey, members indicated the importance of a greater focus on clinical needs over budget needs.

It was also requested that ANMF have a greater presence at the worksite, particularly in clinical units due to the inability of members to attend meetings away from the clinical environment.

The survey also showed that payroll errors were very problematic, with issues not being resolved in a timely manner. In one reported instance, it took nearly 3 months for an employee to receive the correct pay. Problems increased when payroll services were relocated to NSW, with no one left onsite to follow up enquiries promptly. The decision to delegate the payroll services to the Nurse Unit Managers (NUMs) has increased their workload significantly.

ANMF will continue to work closely with members at Calvary sites in the South, visiting worksites regularly and improving communication. If you have an issue impacting you or your clinical area, please contact the ANMF Member Support Team.

Acute Mental Health

Unfortunately, the ongoing problem of insufficient acute mental health beds at the Royal Hobart Hospital (RHH) continues. The flawed proposal for an eight patient Mental Health Observation Unit (MHOU) for short stay admissions via the Emergency Department did not go ahead. This was the result of strong opposition from concerned stakeholders, including the ANMF and fellow Unions, as the proposed space was not fit for purpose.

ANMF will continue to lobby for increased acute inpatient mental health beds and increased staffing for mental health community services to facilitate the patient journey to recovery and hospital admission avoidance.

Financial Wellness



Money multi-tasking done right

These days multi-tasking is second nature, but when it comes to managing the many aspects of your finances, it pays to make sure you're saving effectively.

Chances are, while you're reading this you're also re-potting a plant, planning tonight's dinner menu and possibly staining the back deck. Not to mention checking your social media. Multi-tasking is what we do these days. But is it the best approach?

Psychologists say less can be more when it comes to making sound decisions. Apparently our brains aren't really hardwired to complete different tasks simultaneously (which is why you might occasionally catch yourself doing something like putting a cup of tea in the fridge).

What does this mean for your finances? If you're going to focus on multiple saving goals at the same time, you need a strategy to deal with the downsides of multi-tasking.

Battle of the sexes

Men and women tend to approach saving very differently. It turns out women tend to save for a number of different goals all at the same time, while men have laser-like accuracy, focusing on a single savings goal.

Which is the better approach is open to debate, but it's clear that money multi-tasking has its challenges. There's only so much we can get done at a time, and overloading yourself with too many short-term goals can just lead to stress.

But if focusing on multiple financial goals is your thing, you might as well do it right – making full use of the tools available to maximise your savings and minimise your tension.

The bucket list

Saving to achieve different goals can be as easy as setting up 'savings buckets' – using different types of accounts to achieve a range of personal goals. Look for fee-free accounts to be sure your progress isn't hampered by unwanted charges.

Instead of juggling different deposits each week, give your brain a break. Decide the priorities of your savings goal, then allocate funds on a sliding scale to each savings bucket – with more going into the account that represents your most important goal, and working your way down the list across less urgent goals.

Then set up an automatic online transfer of funds to each account with amounts that reflects your order of priorities. Time your transfers to coincide with pay days, so you don't overdraw your everyday account.

Have it all

This type of money multi-tasking is an easy way to save for a holiday, new furnishings and maybe even home renovations, all at the same time. It's all about making efficient use of your time as well as your money. And it's a no-brainer to use the technology of online payment systems.

Money multi-tasking? With some planning and a clever strategy, it's something we can all nail.

This article was provided by ME Bank. If you would like to learn more about saving and how ME Bank can help, contact Stephen Tully (Relationships Manager) on 0467 726 568 or email stephen.tully@mebank.com.au.

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