

2018  
June

# IN FUSION



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## Feature

Not just part of the job

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

### ANMF Branch Council & Executive

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<b>Katherine Loader</b>	RHH (Acute Rehab)

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182 Macquarie Street, Hobart, TAS 7000  
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# Branch Secretary Message



Over the last month, it has been an absolute privilege to celebrate International Midwives Day and International Nurses Day with nurses and midwives across the State. These celebrations in isolation and collectively have highlighted the achievements of the nursing and midwifery professions in Tasmania and importantly those who are driving the change – nurses and midwives.

On International Nurses Day we held the Tasmanian Launch of the ANMF Aged Care Campaign in Hobart. At this community gathering we were joined by concerned community members, politicians and those who are working in the aged care sector. We heard of the enormous challenges that nurses and care workers face in attempting to deliver quality resident care in the residential aged care setting, due to inadequate staffing numbers. We also heard of the toll of unsustainable workloads and the distress that this causes on a personal level – knowing that so much more could be done for those in their care, but not having the staffing resources to do it. However, despite the ongoing challenges and fatigue, these nurses and care workers turned up to the community gathering and continued to show their passion and motivation to drive change, and together, ultimately make a difference. Our federal parliament representatives heard us loud and clear, legislated ratios are needed now!

May Day activities have also been celebrated with our union comrades where the collective achievements of the union movement were recognised. Historically, May Day is recognised as the day where the eight-hour working day was agreed and introduced, but it is also a time to reflect on the enormous improvement in working conditions as well. This year the May Day march was also attended by the Australian Council of Trade Unions Secretary, Sally McManus and ANMF with all other unions, joining Sally in calling to change the rules to ensure secure work, better pay and restoring the power balance between employers and employees.

The need to change the rules was further highlighted by the ANMF commissioned report, Tax Avoidance by For-Profit Aged Care Companies: Profit Shifting on Public Funds, by the Tax Justice Network. This report has shown that billions of dollars of Federal Government funding is given to for-profit aged care providers, instead of using it to increase staffing levels to enable high quality resident care, it is being used to generate significant profits. If you haven’t already signed up to support the nurses, care workers and vulnerable residents in aged care to see Federal Government funding being used for staffing ratios, then I encourage you to join the campaign and visit [www.MoreStaffForAgedCare.com.au](http://www.MoreStaffForAgedCare.com.au)

Together we can make a difference and I hope that during next year’s May Day celebrations we will be able to celebrate the implementation of legislated ratios in residential aged care.

**Emily Shepherd,**  
Branch Secretary



## — Feature

# Not just part of the job

Many of us have heard the words “just part of the job”, “this is what you signed up for” or “if you don’t like it leave”. Many of us have experienced first-hand, the fear, pain, distress or bewilderment of being abused as we go about our shift providing nursing care.

It shouldn’t be ‘many of us’ and we shouldn’t be made to feel we need to brush aside our reactions and convince ourselves that workplace violence is an acceptable and normal part of nursing.

It is over a year now since the Tasmanian State Service Occupational Violence and Aggression Definition and Statement of Principles was released. All public sector employees were promised that *the safety and well-being of our employees and the community is our priority and we are committed to:*

- *Providing a safe working environment;*
- *Valuing equally the safety and well-being of employees and the public; and*
- *Promoting a culture where there is no tolerance of violent and aggressive behaviour.*

*Our employees have the right to feel safe at work. We will not tolerate any form of violent or aggressive behaviour towards our employees, from customers, clients or the general public.*

But how much safer do we feel? What, if anything, has changed in how protected we feel, and how much we feel our safety is valued?

We have seen the occasional media campaign, for example – ‘Hands off our Ambos!’ (run by The Department of Health and Human Services) but, the ANMF Member Support Team continue to receive calls from members who have

been verbally, physically, or psychologically abused and harassed. This is not why skilled, compassionate and dedicated members of the nursing team go to work each day. Many of our members report feeling disregarded – that there is a lack of organised response from their employer, and that they need to accept abuse is part of the job. Whilst many of us have experienced violence in our workplace, we should never be forced to simply accept this is part of the job.

A 2010 Australian study (Roche *et al*, 2010) examined workplace violence across 94 randomly selected medical and surgical nursing wards in 21 public hospitals. EDs, ICUs, paediatric, obstetric and psychiatric units were excluded (as these areas are already well documented for workplace violence). A startling one third of nurses, reported emotional abuse during the last five shifts worked, and 20% reported actual violence within these shifts. Not only does this abuse affect the nurse’s well-being and job satisfaction, but the study also found direct links to the ability of the nursing team to deliver safe nursing care. While many areas of workplace violence are well recognised, aged care facilities are particularly vulnerable to workplace violence.

In last year’s Tasmanian State Service Occupational Violence and Aggression Definition and Statement of Principles, the Tasmanian State Service outlined that, to support employees, it would:

- *Build employee knowledge and skills by providing appropriate guidance and training;*
- *Develop service specific responses to incidences and consequences for perpetrators;*
- *Increase internal reporting of incidences;*
- *Increase awareness of expected and appropriate behaviour by both employees and clients;*
- *Provide physical work environments that minimise the opportunity for violent or aggressive behaviours;*
- *Support employees who decide an incident should be reported to the Police;*
- *Ensure appropriate policies and procedures are developed and enforced;*



- Provide support networks; and
- Support employees who require medical or other professional assistance because of an incident.

However, despite these commitments there has been little action, the ANMF supported by member feedback included the following claim in the 2018 EBA log of claims:

**Violence and Aggression Management:** *Despite promises of action/education in the past, little has occurred to reduce the risk of exposure to violence or aggression for nursing and midwifery staff. ANMF request a firm commitment for implementation of aggressions and violence minimisation strategies – including educational sessions for employees. A timeframe for implementation will be no later than January 2019.*

These strategies should include a violence and aggression reporting hotline to allow for the reporting of incidents as well as immediate access to counselling, debrief and support.

Victoria and NSW have policies in place which appreciate that workplace violence is unacceptable and places an unsafe burden on the individual and team's work health and safety. The Royal Melbourne Hospital staff and Nurse Unit Managers recently released a personal approach, which features a video, screened in their Emergency Department to increase the patient and visitor's understanding that the safety of the nursing team is required, in order to provide care. If you would like to watch the video, please see <https://www.thermh.org.au/news/rmh-ed-team-take-personal-approach-violence-and-aggression>.

Importantly, not only do these other states focus on deterrents, but they place clear expectations upon all levels of staff as to how to respond, as well as effective post-incident management. The support is tailored around the individuals affected, and it continues after the initial event. This not only includes critical incident response teams, counselling, temporary redeployment, incident investigation and risk assessment review of patient management plans, but also a range of support with regards to legal options, such as criminal charges and apprehended violence orders.

Whilst it is unlikely that workplace violence will ever be completely eradicated, it does not have to be “just part of the job”. It is not normal, and it is never okay. We all need our employers to take our safety seriously. There are obligations under the Work Health and Safety Act 2012, to provide a safe workplace for the purpose of preventing illness or injury of workers arising from the business or undertaking. As members of the nursing team, we understand the need for the holistic care of our patients. We are not immune to this need ourselves, and the management of our safety, both before and after an incident, is required to meet our well-being needs.

The Nurse and Midwife Support Service can provide you with confidential assistance in dealing with workplace violence and you can call their confidential support line 24/7 on 1800 667 877.

**If you are currently experiencing problems at your work site regarding workplace violence, please contact our Member Support Team on (03) 6223 6777 or 1800 001 241 (if outside Hobart). Alternatively, email [membersupport@anmftas.org.au](mailto:membersupport@anmftas.org.au)**

**If you have a story of how your unit successfully navigates workplace violence, we would love to hear from you on the above Member Support details.**



References: Roche, M., Diers, D., Duffield, C. and Catling-Paull, C. (2010). *Violence Toward Nurses, the Work Environment, and Patient Outcomes*. *Journal of Nursing Scholarship*, 42(1), pp.13-22.

## Update Public Sector EA

# RETAIN. RECRUIT. RECOGNISE.

ANMF  
Tasmanian Branch

## TASMANIAN NURSES AND MIDWIVES

We are pleased to announce that the ground work for the 2018 Public Sector Enterprise Agreement (EA) campaign has been set and you should by now, be seeing campaign material hitting workplaces.

With a detailed and comprehensive member engagement process for the development of the Log of Claims (LOC) for the new Nursing and Midwives Agreement 2018 now completed, the ANMF have begun working directly with government, members and the community to seek a positive outcome.

The EA process commenced in late December 2017 and culminated in the final endorsement of the LOC at our Branch Council meeting held on 6 April 2018. For those who may be unfamiliar with the process of the Public Sector EA and the LOC, we have highlighted some of the key processes, outcomes, and themes below.

### What has been done to date:

The first of two surveys was sent out to all public sector members at the beginning of the campaign process in December 2017. The purpose of this was to gauge member priorities. While the initial survey was held open throughout January, ANMF Organisers simultaneously commenced face to face meeting across the state with a focus on the three Tasmania Health Service (THS) regions.

At the end of January the initial survey period closed and ANMF officials began the task of collating the common themes from both the survey and the face to face, area by area, member engagement meetings. The identified common themes formed a 'key priorities' document that kicked off the second phase of consultation with Public Sector members.

On 20 February, a second survey was circulated detailing these identified 'key priorities' and allowing for members to further provided comment and

direction on the final priorities to be included in the LOC. Concurrently to this survey, the ANMF conducted two rounds of Mass Member meetings throughout the state to consult with members regarding the 'key priorities' and then to seek endorsement on the LOC.

Following this process of member engagement, the LOC was presented to Branch Council for final endorsement and this document was served to the Government on 4 April 2018 and formally provided to THS on 20 April 2018.

### The LOC has three main areas of focus:

Retention – introducing parity wage increases and staffing models to ensure our workforce maintains pace with mainland colleagues.

Recruitment - creating nursing positions with a focus on a moratorium on all fixed term positions, increasing graduate nurse positions, increasing the permanent pool, reviewing and increasing current relief factor, creating extra specialist positions.

Recognition – improving conditions such as annual leave, maternity leave, additional enrolled nurse increments and allowances, improvement in day worker overtime rates and rural and remote incentives.

It is these condition improvements, along with others included in the LOC, that support and recognise the value and productivity that nurses add to the health care team. It is these focus areas that has led to the development of the overall theme for the 2018 Nursing and Midwives Agreement campaign and slogan – Retain. Recruit. Recognise, Tasmanian Nurse and Midwives.

### What is next:

The ANMF are now set to bargain with the employer. Members will receive campaign material and updates as they come to hand. Please keep an eye out in your inbox, check your fortnightly eNews and follow us on social media. If your details have changed and you have not let us know, we encourage you to contact us today by calling (03) 6223 6777 or 1800 001 241 (if outside Hobart) or email [enquiries@anmftas.org.au](mailto:enquiries@anmftas.org.au).



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## Focus

# Influenza prevention better than cure

As Tasmania prepares for the cooler weather and the associated winter ills, the Federal Government has announced a compulsory vaccination policy for aged care workers, while the Tasmanian Government has released the Winter Plan 2018.

On April 22, 2018, Greg Hunt (Minister for Health, Member for Flinders) and Ken Wyatt (Minister for Aged Care, Minister for Indigenous Health, Member for Hasluck) announced that the Federal Government will make Influenza vaccination programs mandatory in residential aged care. The ANMF Tasmanian Branch have long supported vaccination for influenza among its membership and the wider community. The Australian Government, Department of Health acknowledge the increased risk to residents in aged care due to their co-morbidities and/or increased age (Communicable Disease Network of Australia, 2017). The policy announcement by Greg Hunt and Ken Wyatt is designed to offer all staff within residential aged facilities a flu vaccination.

In addition to compulsory vaccination for residential aged care facilities, Minister Wyatt urged all Australians to have a flu vaccination. Vaccination is of particular importance for those visiting family or friends in residential aged care this winter. This acknowledgment is an important one, as placing the responsibility to prevent influenza-like illness, complications, and deaths among aged care residents squarely upon nurses and carers, and tying this directly to their immunisation status, is likely to be problematic. While health professionals are potential vectors for infection, especially among high-risk groups such as older people, vaccinating this group alone will not remove the risk. Many people visit aged care facilities, in particular children (visiting grandparents), are highly likely to spread the influenza virus,

but so are delivery workers, kitchen workers and clerical staff. One further problem with influenza is that people are most infective before they are symptomatic. So, pointing to a single factor (health workers) is unlikely to eradicate the risk.

The other difficulty is that when staff are sick, the already 'bare bones' staffing numbers (particularly in the aged care sector) mean that staff are often reluctant to take sick leave because they know this will leave the workplace short. This attitude needs to be challenged and employers should be directing staff to go home and actively seeking replacement staff.

The need for a multi-faceted approach to addressing influenza has been recognised by the Tasmanian Government through their Winter Plan 2018. This plan is a joint campaign between the Tasmanian Department of Health, Tasmanian Health Service (THS), Ambulance Tasmania, Public Health Services and Primary Health Tasmania.

As part of the overall plan, the THS have offered free flu vaccinations to all their staff; to work toward opening (by June/July 2018) the additional beds at the Hobart Repatriation Hospital; to open the eight beds at the Royal Hobart Hospital through the Access and Flow Ward (2) and the opening of a transit lounge at the Launceston General Hospital along with an integrated operations centre and pre-admission clinic in the North West.

Importantly, the Winter Plan 2018 acknowledges the additional pressure and strain that the flu season places on nurses and midwives. The Winter Plan 2018 has committed to implementing additional casual pool staff as well as agency staffing options to ensure patient and staff safety by maintaining safe staffing throughout the winter period.

The ANMF Tasmanian Branch encourage all members to utilise their employer provided vaccination programmes to promote individual and patient/resident protection. If at any stage, members are unwell over the winter period it is important not to attend the workplace in order to prevent further spread of the influenza virus.



## — Focus

# What have Unions done for us?

Often people fail to recognise that many of the conditions that Australian workers now take for granted, only came about because of the union movement (which includes the ANMF).

There is a scene in a Monty Python movie (*The Meaning of Life*) where the rebels sit down to discuss their response to Roman rule. The question is asked, “*What have the Romans done for us?*” And, despite reeling off numerous benefits rebels decide to proceed with their attempted overthrow.

This skit reminds me of the questions that people ask about the value of unions. People say the union is “*too expensive*”; “*doesn’t give me anything*” and ask “*why would I join?*” Valid questions.

On the second Monday in March each year (in Tasmania), we get a public holiday for Eight Hour Day (often celebrated as Labour Day in other states). That day, celebrates the granting of a recognised right for a worker to have eight hours of work; eight hours of recreation and eight hours of rest.

In the 1850’s individuals worked 12 to 14 hours a day, six days a week. There was no entitlements, annual leave or sick leave or other benefits that employees enjoy today. On April 21, 1856, stonemasons who were part of the Builders Union (then working at the University of Melbourne), marched to Parliament House to push for an eight-hour working day. An agreement with employers for a 48-hour week was eventually reached. Victorian (and later) Australian workers welcomed the new eight-hour day. A victory March was held on May 12 that year and each year after that.

May 12, is May Day, again a celebration of employees gaining better conditions of employment. This is the day recognised by union movement in Australia.

Of course, workers did not stop there. As part of strong unions, workers agitated for better conditions. In 1907, the concept of a minimum wage (for a man with a wife and 2 children) was established (women workers are still pushing for equal pay in many industries). Annual leave was not a

given – in 1941 workers were entitled to one week of annual leave; increased to two weeks (1945); three weeks (1963) and four weeks (1973). For a comprehensive list and timeframe go to <https://www.actu.org.au/about-the-actu/history>.

Benefits gained can be lost. Unions today still seek improvements in conditions but also endeavour to protect hard won entitlements – that could be revoked.

Unions continue to protect the rights of workers. As the Royal Commission into Banking is currently revealing, if money can be made increasing the benefit to a few (at the expense of the many) there are unscrupulous individuals (and companies) who may take advantage. For all of the talk about ‘level playing fields’ between employee and employer, the reality is that workers cost an employer money, and the easiest way to reduce costs (and improve employer profits) is to pay less, provide less entitlements and expect workers to do more (and more) with less.

So that brings us to the ANMF Aged Care Campaign Day of Action held on the 12 May. Celebrating not only International Midwives Day (5 May) and International Nurses Day (12 May) the ANMF held a community gathering in Hobart, to highlight the need for ratios and better conditions for nurses and care staff working in aged care.

It is true, TOGETHER we can make a difference. It is likely that most of us will get old (if we are not already there!) so aged care affects us all. Workers in aged care should be paid appropriately and residents in aged care facilities should be entitled to a reasonable level of care, nutrition and attention.

By the time you read this, the ANMF National Day of Action will have been run and the campaign launched. We hope you were able to join us; if not, please take the effort to join in future events. Support the ANMF and help make a difference for aged care residents AND their nursing and care staff.

If you are reading this, you are probably a member of the ANMF (thank you!). Please encourage others to join the ANMF, so we can continue to aim to improve (and actively seek to maintain) conditions for each of you so you can continue to provide good quality care to your clients, patients and residents.





# Member Support

## Meet the new team

The Member Support Team have experienced Registered and Enrolled Nurses with specialised industrial and professional knowledge with a wide range of experience working across public, private and aged care sectors.

In order to best service our member's needs, the team has recently expanded. We would like to introduce you to our full team, and what motivates them.

**Allyson Pyne – new team member,  
Senior Member Support Officer**

I joined the ANMF to help nurses, midwives and care workers who may not fully understand their rights and obligations under current national and state legislation and to support those who may find themselves in a position where they feel they are not being supported by their employers under existing enterprise agreements and awards.

In this role I would like to help individuals gain a greater understanding of their rights and entitlements and to communicate to our membership that if they find themselves in a difficult situation then the ANMF is available to help.

**Norman Blackburn – Assisting members  
navigate the complexities of industrial relations,  
Member Support Officer**

One of the most stressful situations an employee will face in their work life is receiving a phone call or letter from their employer requesting them to attend a meeting to discuss allegations of something that has occurred in the workplace.

As a Member Support Officer, it is a privilege to assist a distraught member throughout the process, from reviewing their draft response to receiving an outcome, and the spectrum of support in between. Not all outcomes are favourable but I believe that the training and support from ANMF's experienced Industrial Relations staff give members the best chance of responding in a professional manner which ensures the very best outcome is achieved.

**Kylie Price – Often your first point of contact,  
Member Support**

Key issues for ANMF members in 2018 to date, have been a mixed bag. We receive a high number of queries relating to allowances and conditions, and referring individual case management to senior staff. It is rewarding to empower our members by educating them on how to review their awards or agreements, so that they can identify areas of concern and have the knowledge and skills to assert their rights.

**Katie Creavin – new team member,  
Senior Member Support Officer**

Growing up in Tasmania, I have long been an advocate for the healthcare system and nursing workforce. Having worked in a variety of nursing positions in Victoria, including workforce management, patient access and many quality improvement and model of care projects, I have witnessed first hand the positive impact of nurse to patient ratios, better pay and working conditions, improved career structure, and ultimately quality patient care.

Working for the ANMF offers me the opportunity to make a positive impact on the profession by providing advice to nurses and assisting in the drive for change. By striving to improve the way in which we recruit and retain nurses, I believe we can help provide the community with the healthcare system that we deserve.

**Amy Boon – Caring for your situation so you  
can care for others, Member Support Team Leader**

Much of my day is spent assisting members with stressful situations such as AHPRA matters and other complex individual case management. Being able to provide contemporary advice and support in relation to work environments, conduct and standards of care, consultations and workplace investigations is a position of great privilege.

2018 has been a tough start for many members, who are becoming exhausted by the strains on the workforce. Please contact us if you are in need of support. You are not alone and the more of us who can stand together, the stronger our voice.

The ANMF Member Support Team can be contacted on (03) 6223 6777 or 1800 001 241 (if outside Hobart). Alternatively, email [membersupport@anmf.org.au](mailto:membersupport@anmf.org.au).

# RATIOS FOR AGED CARE MAKE THEM LAW NOW

## Update Aged Care Tax Report

It's time to make aged care operators accountable for how they spend billions of dollars of taxpayer money.

Australia's top six aged care providers, some with foreign ownership, posted enormous profits whilst taking advantage of AUD \$2.17 billion in Australian taxpayer funded subsidies, using various loopholes, corporate structures and discretionary trusts to avoid paying their fair share of tax, according to a new report examining tax avoidance in the rapidly-growing aged care sector.

The report, *Tax Avoidance by For-Profit Aged Care Companies: Profit Shifting on Public Funds*, was prepared by the Tax Justice Network, on behalf of the ANMF.

The chronic staffing crisis in Australia's aged care system has led to dangerous workloads for nurses and carers resulting, too often, in missed care for vulnerable nursing home residents, yet the report finds that the big for-profit providers clearly have the financial capacity to improve staffing to ensure safer and more effective care.

The ANMF National Aged Care Campaign calls on all political parties to:

- make aged care operators accountable for how they spend billions of dollars of taxpayer money, and
- ensure that billions of dollars in taxpayer funding to aged care providers must be invested in caring for our elderly rather than earning profits for shareholders.

Aged care residents receive one and a half hours less care than they should, every day. Yet there are no rules to ensure the \$2.17 billion in government subsidies given to for-profit aged care companies is spent directly on their care. Proof of government funding being directly spent on care for residents needs to be mandated as a pre-requisite to receiving a taxpayer funding.

**If you have not yet signed up to be part of this campaign, we encourage you to do so now. Together we can make real change for the most vulnerable in our community. Visit [www.MoreStaffForAgedCare.com.au](http://www.MoreStaffForAgedCare.com.au).**

To read the full tax report visit: [http://anmf.org.au/documents/reports/ANMF\\_Tax\\_Avoidance\\_Full\\_Report.pdf](http://anmf.org.au/documents/reports/ANMF_Tax_Avoidance_Full_Report.pdf)



**THERE'S A LAW  
TO PROTECT RUBY  
IN CHILDCARE**



**BUT NOT RUBY  
IN AGED CARE.**

# — Introducing Mandy Woodorth Southern Organiser



Mandy Woodorth recently joined the ANMF team as the newest Southern Organiser. We are excited to have Mandy on board to offer her wealth of knowledge and experience to our members.

I have been working as a nurse for 34 years; with 24 being as an enrolled nurse. I decided to undertake my Bachelor of Nursing degree as it provided greater opportunities to work in a range of specialties. Nursing is a diverse industry which brings many rewards and challenges. I have worked in various specialty areas including community nursing, specialist practice, general practice, acute care, critical care and aged care. In recent years I have worked in management roles such as Community Manager, After Hours Hospital Coordinator, Clinical Nurse Manager, Clinical Care Coordinator, ACFI Coordinator and Facility Manager.

Working in all these areas has provided me with a broad insight into the daily challenges that health care staff continue to face. For example, understaffing issues, inequitable wages, and increased documentation requirements impacting on time spent with patients/residents, (to name a few!).

I have also been very privileged during this time to work with some amazing people in all areas of the health care team, some who have been incredible mentors that have influenced me and had a lasting impact on how I have practised as a nurse and manager. For example, I was very lucky to have supportive and encouraging colleagues when I started my nursing career, which was quite daunting for a young and (at the time) quite innocent nurse starting out! I have never forgotten how this felt, and it is the reason

why one of my passions is to support and mentor graduate nurses who are the future of our profession.

I am very excited to be working with the ANMF to provide opportunities for me to illicit change. My passion is to assist in improving the conditions in health care overall, with a particular interest in aged care ratios. It is time for a change for the better overall in health care, and I am excited to be a part of this process.

Keep an eye out for Mandy in your workplace over the coming months. She will be visiting sites to meet with current and prospective members.

## Congratulations- Sally Bonde



ANMF Tasmanian Branch Secretary, Emily Shepherd and ANMF Tasmanian Branch President, James Lloyd presented retiring ANMF member Sally Bonde with flowers at the Branch Council meeting in April. Sally has been a valued ANMF member for 36 years and also served as a Branch Councillor for a number of years during that time. Good luck in the future Sally!

# Regional Roundup

## South

### **RHH – Department of Psychiatry**

The ANMF have been communicating with members working in the Department of Psychiatry (DoP) in relation to the introduction of a dedicated medication nurse, with this nurse required to undertake medication management for all patients on the unit. ANMF, on behalf of members, successfully requested to management that this model be reviewed. As a result, the responsibility of medication administration was returned to the individual nurse. Members were satisfied that a dedicated nurse each shift will hold the red keys and assist in every administration of S4 and S8 medication.

### **RHH – 2A Surgical Unit**

ANMF recently met with members on the 2A Surgical Unit at the RHH in relation to increased acuity, workloads and skill mix. ANMF, on behalf of members lodged a Step 1 Grievance to address the members concerns and seek additional support for staff. ANMF and Workplace Representatives have been meeting with management to seek a re-benchmarking process be undertaken with ANMF input, and to discuss other options to address the workload issues that members have raised.

### **Public Sector EA Consultation in the South**

ANMF will be continuing to visit worksites around the South to discuss and consult in relation to the 2018 Public Sector Enterprise Agreement. ANMF encourage members to keep up to date with the various correspondence that may be coming to them via email or text.

Southern Organiser, Tristan Streefland will continue to visit various worksites. He encourages members to keep an eye out for him and discuss any work-related concerns they have.

## North West (NW)

### **THS NW Joint Consultative Committee (JCC)**

ANMF raised members' concerns about a pre-Easter increase in activity and queried plans to manage the anticipated increase in activity in the flu season. THS provided the Demand Escalation Protocol and advised that planning is underway and several options are being considered.

### **Mersey Community Hospital Medical Ward**

Workplace Representatives contacted ANMF for assistance with the proposal to open an additional 4 beds at the Mersey Community Hospital Medical

Ward and the impact this would have on NHpPD staffing levels. ANMF and Workplace Representative met with the acting General Manager in mid April to discuss the issue and the following outcomes were agreed:

- The intention is to open no more than 32 beds unless exceptional circumstance dictate otherwise.
- The view of the registered nurses in charge will be considered if acuity indicates 5 staff are needed on night duty, that is above the level indicated in the Agreement.
- Consideration will be given to support for After Hours Managers to enable them to consult (ask / explain exceptional circumstance).

An update will be provided to staff on planning for recruitment including use of agency staff.

### **North West Regional Hospital (NWRH) – Department of Emergency Medicine**

In early April, members met with the ANMF to report several concerns, including; workloads, missed meal breaks, and changes to data collection. ANMF lodged a Step 1 Grievance and subsequently met with the Nurse Unit Manager and Associate Nurse Unit Manager later the same month. It was noted that different staff may have different views on issues, e.g. meal breaks. As such the ANMF have committed to meeting with members to canvas other views. ANMF and NWRH managers are committed to working through the issues and to identify solutions.

### **NW Integrated Midwifery Service (NWIMS)**

Following the Maternity Grievance Working Group meeting on 6 February 2018, the ANMF have written to the Executive Director of Nursing to demand a time-frame for the finalisation of the review. The first draft of the review has been received by the THS and advice was provided that it would be available at the end of April. The delays in this process have been incredibly frustrating for members. Some parts of the service have moved into the additional space on the North West Regional Hospital campus.

### **Child Health and Parenting Service (CHAPS)**

Members acknowledge that there have been some improvements in staffing due to successful recruitment. Other concerns, e.g. support systems, work health and safety, administrative support and entitlements, require further action. The ANMF continue to work with our Workplace Representatives and senior managers towards successful resolution of the remaining issues.

# Regional Roundup

The following tips are provided to help your Workplace Representatives and ANMF Organiser work with your management team to resolve queries and concerns

1. Check your agreement.
2. Check your organisation's policy and / or procedures.
3. Report your issues to the RN in charge, Director of Nursing, manager or to Human Resources (HR).
4. Contact your ANMF Workplace Representative, Member Support Team or Organiser.
5. Please have detailed information ready for your manager, ANMF Workplace Rep or Organiser:
  - what the issue is,
  - when and where it occurred,
  - who was involved,
  - what was the impact on residents and staff and
  - what has been done to address the issue,
  - any suggestions for improvement or solutions.

## North West Private Hospital

Recent issues raised include workload, breaches of the agreement in relation to roster changes and recruitment. These concerns have been relayed to the Director of Nursing and have been discussed at the JCC. Commitment to form a working party to identify solutions was agreed and the meeting will be scheduled shortly.

## North

### LGH – Emergency Department

The LGH Emergency Department (ED) continues the daily struggle as a result of a lack of inpatient beds within the hospital. Members are concerned about the approaching change in seasons, as this evidently always brings excessive presentations to the ED and consequently bed block and ramping. Members of the public who have presented to the ED have been signing the 'Bring your Own Bed' ANMF campaign postcards to indicate their excessive wait times within the department as a result of needing an inpatient bed that is not available. So far the ANMF have posted almost 500 postcards to the Minister for Health. Members are calling upon the Minister to permanently fund all available beds within the hospital to allow for more consistent patient flow across the hospital. Members working in the ED are working extremely hard in often tremendously challenging environments.

### LGH – Operating Room Suite

The LGH Operating Room Suite is another area where nurses are working extremely hard, with overtime being a daily occurrence and members often working without breaks. The ANMF currently have a live Step 2 Grievance, and members are filling their own ANMF workload forms in order to provide ANMF officials with present and accurate information around the exact reasons for excessive workloads. This information has assisted the ANMF in advocating for additional staffing levels within the theatre. The ANMF are currently working on benchmarking for the theatre with THS management, this is due for completion in early June 2018. The ANMF is hopeful that through this process our members staffing concerns will be addressed.

## Aged Care

### North – update

Aged Care in the north for April and early May has focused on enterprise bargaining, completion of our first round of aged care visits to meet with members and discuss current industrial and professional concerns and the launch of the national ANMF Aged Care campaign.

The commencement of bargaining for new enterprise agreements for members working at Toosey, Eskleigh Homes and ACSAG have progressed well. At the time of print the first bargaining meetings have either commenced or where being scheduled, further reports back to members will occur via local newflashes throughout the bargaining process.

The rollout of the national ANMF Aged Care campaign in the north occurred with local ANMF officials erecting campaign corflutes in prominent places in and around Launceston. The support from members of the public willing to have corflutes erected in their front yards was overwhelming, with many telling their own stories of a family member or friends experience with the demands on nurses and carer staff in our understaffed aged care facilities.

The ANMF team in the north will continue to advocate for our members in all areas, and we look forward to your support as we commence your public sector enterprise agreement negotiations.

### North West – OneCare Umina Park

Following ANMF members meetings, Workplace Representatives and the NW Organiser, Anoni Morse met with the Executive Manager to discuss issues relating to contracts, employment conditions and workloads.

# Regional Roundup



Several successful outcomes were achieved thanks to the professional representation of the Workplace Representatives, for example two members had sick leave re-credited and clarification was provided that no further probation period was required on issuing of new contracts for permanent staff. A follow up meeting has been held to monitor the situation and to provide a progress report on enterprise agreement negotiations.

## North West – OneCare Rubicon Grove

Following concerns relating to workloads being presented to the then manager, there were several solutions implemented including short term allocation of additional hours to the short shifts and changes to the way residents were allocated to the carers. Members report a short-term improvement in workloads. This improvement was thanks to the factual documentation of examples that highlighted the issues and the impact on the residents provided by members. A further meeting to discuss other suggestions for improvement was postponed due to unplanned leave and will be rescheduled with the new manager as soon as possible.

## South – update

Aged care in the south had a busy April and May with the launch of the ANMF Aged Care Campaign at a community gathering at the Clarence City Council Lawns on International Nurses Day, the 12 May. In the lead up to the event ANMF Organisers Mandy Clark and Mandy Woodorth, were kept busy promoting the campaign via letter box drops to members and the general public. The support of this campaign to date has been overwhelming, with many community members offering to have signage on their front lawns and businesses. The ANMF would like to thank the Lions Club of Clarence for supporting the campaign launch on the 12 May with a great BBQ.

The ANMF will continue to promote the Aged Care campaign over the upcoming months. If you have not joined the campaign, we encourage you to do so by visiting [www.MoreStaffForAgedCare.com.au](http://www.MoreStaffForAgedCare.com.au).



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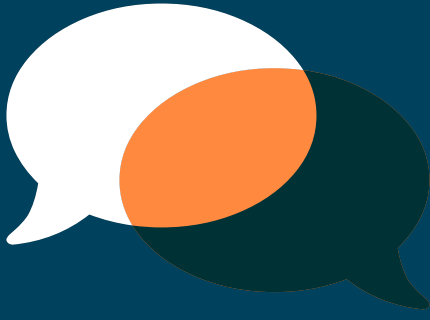
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