

2018
March

IN FUSION

Focus

Tips for New Grads

Focus Public Sector Enterprise Agreement

Feature How to Impart
Positive Culture in your Workplace

YOU'RE
ALL ABOUT
THEM

 WE'RE
ALL ABOUT
YOU

Join the health fund that's all about *you*.

We know your work – and all the pressures that come with it.
And we think it's important that you have health insurance that works
hard to look after you.

As a member of the ANMF, you and your family are eligible to join
Nurses & Midwives Health.

NURSES 
MIDWIVES
HEALTH

Caring for the carers

Compare, switch and save at nmhealth.com.au
or call **1300 344 000**

Eligibility criteria and conditions apply. Nurses & Midwives Health Pty Ltd
ABN 70 611 479 237. NMH-ANMF/TAS-02/18

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
Monica Werner	Vice President – RHH – Oncology 2A
Andrew Ostler	Executive – RHH Neurosurgical
Scott Butler	Executive – RHH – Surgical Theatre
Sarah Hill	Executive – Mersey – ED
Astrid Tiefholz	Executive RHH – Maternity
Deanna Butler	RHH – DEM
Helen Evans	NWPH – Perioperative Theatre
Anne Sands	Midlands – MPC
Kylie Atwell	RHH – Medical (ICU)
Peter Fraser	MHS (THS-S) – Older Persons Unit
Erin Kemp	RHH – Neurosurgical
Matt Hunnibell	Hobart District Nurses
Jenna Bowling	Risdon Prison

Infusion is the official publication of the Australian Nursing and Midwifery Federation (Tasmanian Branch). Letters and articles are welcome.

Advertising rates available on request by emailing marketing@anmftas.org.au. Publishing deadline is 1st of each month prior to publication. Statements/opinions in *Infusion* reflect views of the authors, they do not represent official policy of the ANMF unless stated. Material featured in *Infusion* is copyright and may be printed only by arrangement with the ANMF (Tas Branch).

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

Branch Secretary Message



On behalf of the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) I would like to welcome all the nursing and midwifery graduates to the nursing profession in Tasmania. It has been a pleasure for ANMF Organisers to meet with you all as you set out on your nursing careers. We wish you all the very best for an exciting, challenging but ultimately fulfilling career. The ANMF looks forward to supporting you all industrially, professionally and with ongoing education throughout your career.

At the time of going to print the Tasmanian State Election is almost upon us with thousands of nurses, midwives and care workers due to cast their votes... With months of campaigning from all the political candidates, health has been a key issue for the candidates and members alike. The political commitments and policies pertaining to health from all the parties have been circulated to all members to assist with guiding your decisions in regard to voting. Whichever party is elected, ANMF will continue to represent members and ensure that their interests are, and remain, a priority for the State Government.

The new Government may also have an impact on the Nurses and Midwives (Tasmanian State Service) Agreement which is also due to be re-negotiated this month, on or before 31 March. ANMF have consulted extensively to develop a log of claims that is reflective of key issues which are widely and deeply felt across the entire public sector membership. ANMF will negotiate in good faith to ensure that member's voices are heard and that a good outcome is achieved for members.

This month's *Infusion* has some great articles for graduate nurses and midwives and for our more experienced nurses and midwives on how we can support and mentor new graduates. We all have a great opportunity to effect change and create positive workplace culture. If this is an area that you wish to learn more about and emulate the changes within our health system you wish to see, then I encourage you to register and attend the ANMF/ HERC Cultivating Positive Culture sessions being held this May (more details at the back of *Infusion*).

Emily Shepherd,
Branch Secretary



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.



Cafe and Dining

PRESENT YOUR PHONE

25% OFF
THE TOTAL BILL

Pizza Hut

up to the value of \$25

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



Travel & Shopping

E-GIFT CARD

10% OFF

Country Road

Country Road eGift cards
can be purchased from the
my.anmftas.org.au website



Entertainment

PRESENT YOUR PHONE

25% OFF
THE TOTAL BILL

Apple Isle Wine Tours

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

PRESENT YOUR CARD OR PHONE

20% OFF
THE TOTAL BILL

Nicolatté

up to the value of \$25

55 Elizabeth St
Wellington Court Side
TAS 7000

E-GIFT CARD

5% OFF

Jetstar

Valid on any flight, anytime
departing from Australia

PRESENT YOUR PHONE

2-FOR-1

Laserforce

23 Racecourse Crescent,
Launceston TAS 7250

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



— Focus Tips for Graduates

So, you have just graduated . . . Congratulations!! Whether you are starting as an enrolled or registered nurse, the ANMF welcome you to your new career. While you are no doubt excited about getting your first nursing job (some of you may have worked in care roles while competing your education) you are also, quite reasonably so, likely to be apprehensive. This might even be the case if you are entering nursing as a second, or third, career.

Reality Shock, was identified in 1974 as “the reactions of new workers when they find themselves in a work situation for which they have spent several years preparing, for which they thought they were going to be prepared, and then suddenly find they are not” (Kramer, 1974). This phenomenon can apply to graduates in any new job. Time and patience will help, importantly do not be afraid to ask and do not hesitate to say, “I don’t know but can you show me?” Everyone, was new once.

Do not panic! There are lots of new skills to learn in the workplace. Many of these, obviously, revolve around developing skills in patient care, time management and interaction with a wide range of individuals. But there are other practical and functional skills to develop, for example, how do I work shift work? How can I ‘turn off’ after a busy shift? How do I fill in my timesheet?

If you have not worked shift work before you may find working night duty (in particular) difficult. Useful resources can be found through google, this blog also has sensible clear advice: <https://lifeinthefastlane.com/top-10-tips-surviving-nightshift>. Believe it or not, night shift DOES get easier, although you are likely to have to retrain family and friends who assume you are available for lunches and outings even though you need to sleep during the day. If someone fails to understand your predicament then a phone call at around 4 in the morning “I’m just having a break and thought I would give you a call for a chat”, usually works. Ask around!

Working weekends and public holidays is also often a challenge because suddenly you can’t go to a BBQ or a party without first checking your roster. You might have to negotiate with others to swap shifts. Yes, you can make requests but obviously not all requests can be accommodated within a roster and allocations need to be fair for all.

The ANMF can provide you with advice about workplace entitlements, give you practical advice on how to read your payslip, what to do if you are having problems at work, and support you through difficult times. If you do get into ‘trouble’ we can help you prepare responses and navigate the system.

Finally, again welcome to your new career. A career as a nurse provides you with wonderful and numerous opportunities and the privilege of being able to assist people in difficult times.

References:

Marlene Kramer REALITY SHOCK: why nurses leave nursing, CV Mosby Co, 1974.



Feature

How to impart positive culture

Another new year brings with it another round of fresh graduates. These graduates will often bring an enthusiasm into their new profession as they embark on the transition from being a preceptored student, to a qualified nurse or midwife. However, it is in these early stages that the cultural complexities of the environment will begin to shape the next generation of nurses.

Generational change – leaving a legacy

Most of our current nursing workforce were either hospital-based trained or were assisted in the early stages of their career by a hospital-based trained nurse. Often, we grew accustomed to the sink-or-swim approach, the show one/do one approach, difficult shift rotations, or any other form of the ‘normal’ professional hazing. It was what we experienced, and it was what was accepted at that time to do to others. In many ways we largely viewed this as character building and team building – and it probably was in the context of the day. Times however have moved along a little and as each generation of nurses has shifted with the wider society, the methodology for imparting our culture also needs to shift.

It is an understandable desire that as senior nurses we want to know that patients will continue to receive the quality of care we have dedicated our lives to providing. We wish to ensure the next generation will possess the skills and competencies that we have cherished.

This instinctual desire can be achieved and a living legacy of this generation can live on in the next.

Mentoring – how to impart positive culture in the leaders of tomorrow

A good mentor will have characteristics including openness, respect, honesty, encouraging, loyalty, motivational, commitment, assertiveness, discretion, realism, as well a strong clinical skill set. You do not have to be in a management position – informal leaders often aren’t – but you may well be a person that offers to help or one who others seek out for opinions or advice.

Mentoring is a relationship, one which requires mutual trust and respect and involves as much or as little structure as the parties deem necessary. Some people prefer dedicated meeting times whilst others may prefer impromptu chats and debriefs as required. Provided the mentor and the mentee agree on boundaries, goals, needs and mode of contact, the relationship can occur however it fits best.

Whilst a preceptor mostly assists in the early development of clinical skills, a mentor assists in achieving professional goals. These goals are mostly in the workplace culture and attitude context, including managing feedback and conflict. This helps the mentee to achieve insights into workplace culture and some of the unwritten rules which may exist. Importantly it also provides an opportunity to positively impact workplace culture through the supportive mentor relationship. The guidance and counsel the mentor provides to the mentee can not only be used to overcome conflict but also can be used to motivate, encourage and inspire the mentee.

Where precepting usually involves imparting what to think, mentoring is geared towards nurturing how to think. This involves identifying strengths and weaknesses, working towards harnessing and improving skills and guiding people towards new



challenges. Although a mentor does not have to be in the same workplace as a mentee the opportunity does arise for you to become a good example if you are co-located as your values and beliefs will be on display and the mentee can shadow your example.

The mentoring relationship does require trust and like all trust building relationships, there will be need for some shared communication transactions. This will mean you will need to share examples of your own, identify previous experiences you may have had (both positive and negative) and talk these through with your mentee and see what perspectives they can offer you in return.

You will also need to advocate for your mentee, attempt to create opportunities for inclusion by other staff, opportunities to partake in workplace committees and identify any potential adverse influences that may be affecting your mentee.

These styles of mentoring are forms of transformational leadership. Workplaces with high participation in transformational leadership have been found to have high worker autonomy and importantly, low levels of workplace bullying (Tuckey, 2015). Being able to leave a legacy of competent, fair and committed nurses who share the same ideals and sense of team is something to be proud of!

Transformational leadership – more than just empowerment or problem solving

If you have been involved in the public sector, chances are you have heard the term “magnet” used along with slogans such as “be the change”. Various private sector employers may also use this term. In November 2016, the ANMF Tasmanian Branch made submissions to the Tasmanian Health Service (THS) regarding utilising supported Magnet principles including transformational leadership, including that “strong nurse leaders have the vision, knowledge and influence to guide their team



to where it needs to go, not just where it wants to go”.

We often reach feelings of change fatigue within the healthcare system, as the governing systems move away from stabilisation and toward sometimes turbulently evolving views of the future. Transformational leadership requires clinical knowledge, vision and strong expertise regarding professional nursing practice. This needs to be coupled with the power of influence which can be achieved via mentoring. The nurses you mentor today can then be those who implement new ideas and innovations in the future. Some of these ideas may well become the changes that seed themselves into the organisation. Your mentoring may not only shape the quality of future nurse leaders, but may also contribute to future health directions.

Feature continued



Benefits to the broader community

Not only does your mentoring benefit your mentee and provide the opportunity for you to impart your skills and qualities, it can benefit the profession of nursing as a whole – and improve patient outcomes. The mentoring relationship has been found to be a great way of strengthening a workforce, and this contributes to improved quality of care delivery and subsequently patient outcomes (IOM, 2011).

Being mentored at an early stage of a nurse's career assists nurses to become the leaders who will interact in the development of health care design, help with staff retention and provide a more robust voice to nurses. It is the nursing team who spend time with our patients and they are the largest professional workforce in all hospitals. The insights that are provided by nurses need to have a voice that is prominent and listened to.

The Nursing and Midwifery Board of Australia (NMBA) (2015) Supervision Guidelines highlight that supervision and mentoring is a standard part of the nursing role and is central to safe and effective patient care. The basics of supervision have always been a part of nursing, and since the very beginnings of health care there has always been a senior with someone under their wing. But if we can learn to embrace goals and cultural achievements and utilise mentoring, we can ensure future intergenerational learning. Nurturing, therefore, is an important part of succession planning.

If you have any stories of mentoring experience - either as a mentee or a mentor - that you would like to share, we would love to hear from you. Please let us know by calling our Member Support Team on (03) 6223 6777 or 1800 001 241 (if outside the Hobart are). Alternatively, you can email membersupport@anmftas.org.au.

References:

Tuckey M, 2015, Empowering Leadership and Engagement: Empowering nursing and midwifery leadership to create bullying free workplaces, viewed online <https://www.anmfvic.asn.au/~/-/media/files/anmf/presentations/anmc%202015/plenary%20michelle%20tuckey%20thursday%201330.pdf>

IOM (Institute of Medicine). 2011. The Future of Nursing: Leading Change, Advancing Health. Washington, DC: The National Academies Press.

Nursing and Midwifery Board of Australia, 2015, Supervision guidelines for nursing and midwifery, viewed online <http://www.nursingmidwiferyboard.gov.au/documents/default>.



Focus

Public Sector Enterprise Agreement

The Australian Nursing and Midwifery Federation Tasmanian Branch have sought to commence negotiations for the 2018 Nurses and Midwives (Tasmanian State Service) Agreement.

The current agreement provides for these negotiations to commence on or before 31 March 2018, with the current agreement remaining in force until 30 June 2018.

The ANMF have consulted widely with all public sector members in the lead up to these negotiations, with initial consultation occurring in December 2017. It is an absolute priority for the ANMF to ensure that all members have had the opportunity to contribute their ideas, concerns and strategies for the 2018 agreement. Consultation has included on-line forums, surveys via email and face to face ward and unit meetings as well as mass membership meetings. The log of claims has been developed based on member's feedback and is comprised of key themes that are widely and deeply felt by the public sector ANMF membership.

The resounding priority for members is the need for retention of the current nursing and midwifery workforce as well as recruiting more nurses and midwives to the sector. The key strategies identified to assist with supporting and strengthening the nursing and midwifery professions across the public sector were:

- **Competitive wages** for nurses and midwives in Tasmania to retain our graduates, current workforce and recruit from interstate is a deeply felt concern - ANMF will oppose another 2% wage increase which would see nurses and midwives in Tasmania as the lowest paid in the country. ANMF will seek a wage increase that will ensure Tasmania is a strong competitor for retaining and recruiting nurses and midwives in Tasmania.
- **Workloads and poor staffing** continue to have a negative impact on members with untenable workloads

and lack of permanent staff to adequately fill permanent rosters. Implementation of an improved workload model and more permanent staff were identified solutions – ANMF will seek to have an agreed workload model ready to be implemented (as agreed in the 2016 Nurses and Midwives (Tasmanian State Service) prior to the end of the current agreement (30 June 2018) and will seek a moratorium on all fixed term contracts for nurses and midwives and seek permanent positions for those currently employed on fixed term contracts.

- **Improved conditions** for both day and shift workers to assist with the ongoing stress and strain of working in the Tasmanian Health Service was identified as a key strategy to assist with recruitment and retention. Additional annual leave was identified by both day and shift workers – ANMF will seek additional annual leave for both shift and day workers as a strategy to improve the health of nurses and midwives, improve work life balance and ultimately reduce illness among the professions.
- **Career structure development** to better support equal recognition of all levels of the nursing and midwifery workforce from enrolled nurses through to higher grade nurse and midwifery positions was identified as key to retaining and valuing current nurses and midwives – ANMF will seek additional increments for those nursing and midwifery positions which are disadvantaged due to lack of increments and ultimately career progression.
- **Access to professional development and paid time to undertake mandatory training** was also identified as a challenge by nurses and midwives – ANMF will seek additional resources to enable more robust CPD opportunities and designated paid time to undertake mandatory training.

ANMF will commence negotiations in good faith on behalf of members and ensure that all members' voices are heard at the negotiation table. With a newly elected government, the negotiation process is likely to differ to those in the past, however ANMF remain committed to getting the best outcome on behalf of all members and will be providing ongoing updates on progress.



— Feature

Public Sector: the MERIT principle

Employment in the Tasmanian public sector is governed by the State Service Act 2000. Section 7 outlines the State Service Principles. There are a number of subsections including State Service: (b) ... is a public service in which employment decisions are based on merit; (l) ... provides a reasonable opportunity to members of the community to apply for ... employment.

These subsections mean that positions in the State Service need to be advertised. The merit basis of the process is restated in section 37(1)(a). An employment direction (ED1) gives procedural guidance as well as advice in the use of short and fixed term contracts.

Ideally a position will be filled on a permanent basis. Permanent positions are also advertised externally. A good place to keep an eye on is: www.jobs.tas.gov.au. You can isolate your search to public sector nursing jobs.

When you apply for a job you provide a written response to the selection criteria. You may be offered an interview. If you attend an interview and are unsuccessful you may have rights of appeal. Appeals are only available to employees and only if applying for a permanent (not fixed term) role. Your letter/advice should tell you that you have rights of appeal.

What do you do if your application was unsuccessful?

First, you should make an appointment for post interview counseling. This is usually undertaken by the chair of the interview panel. This feedback is likely to include:

- why you were unsuccessful (as assessed) against the selection criteria
- the panel report as it applies to you
- why the other applicant was preferred
- reasons for your non-selection
- strengths and weaknesses of your application/ interview
- any suggestions for improvement

You may ask questions during the discussion.

If you still believe, notwithstanding the feedback, your CV/response to the selection criteria (and interview performance) demonstrates you were the superior candidate, you can ask to view the CV and response to the selection criteria submitted by the successful applicant. You can look at the selection report, and referee reports. You are not allowed to photocopy this but you can take notes. You should concentrate on areas where you think you better met the criteria than the successful candidate did. After reviewing this information, you may agree that they were better qualified on merit than yourself. If that is the case then you should simply accept their appointment and learn from the process so that you are better prepared for the next interview.

If you still believe that your application was more 'meritorious' - for example you might have 10 years of experience in a ward vs the 2 years of the successful candidate - you may have grounds upon which to lodge an appeal with the Tasmanian Industrial Commission (TIC).



Appeal

If, having considered all of the information you still believe you were the more meritorious applicant you can lodge a merit review under s50(1)(a). In your application you need to lodge a statement comparing information about the successful applicant and how your application was superior. All parties to the application will be able to see this documentation.

Once an appeal is lodged you will receive a response to your application saying why the Agency does not agree.

Then, a date will be set down, so that the case can be considered by the TIC. If the TIC considers that the merit principles have not been followed they can order that both applicants be reinterviewed. This will generally occur with a completely new interview panel.

Timeframes

If you intend to lodge an application you need to submit a 'notice of intention' within 7 days of being advised you were unsuccessful. Then you need to submit your application within 14 days. Failure to adhere to these time limits may see the matter dismissed.

Further information is also found at: http://www.tic.tas.gov.au/state_service_review_of_actions. You should seek advice from the ANMF Member Support Team if you intend to lodge an application for review on the merits.

If you are looking for a new role or career change, good luck!



Regional Roundup

Aged Care

Member Meetings in Aged Care

ANMF will be attending morning and afternoon tea visits at aged care facilities throughout the state over the next few months. These meetings are designed to bring members and non-members together in a safe and friendly environment. They will also be an opportunity for staff to discuss any workplace issues they may have with our ANMF Organiser. Keep an eye out for our email or text notifying you of future visits at your worksite.

OneCare Rubicon Grove

ANMF Organiser, Noni Morse attended a scheduled meeting for members on 31 January. Members raised issues with workload and expressed concern that they were unable to provide the high quality of care their residents deserve. The concerns have been raised with the Facility Manager. Once the concerns have been documented ANMF will work with members to resolve the issues.



Branch Secretary Emily Shepherd and Ross Hart, Federal member for Bass show their support at the Southern Cross Care Tasmania rally held in Launceston.

Southern Cross Care

This year has seen a focus on member meetings at Southern Cross Care Tasmania (SCCT) sites across the state to deal with the ongoing enterprise agreement dispute and industrial campaign. Activities focused on preparation for and execution of a northern rally/ community meeting held at the Glenara Lakes facility on Thursday 25 January. The meeting was well attended by our SCCT members, including a number of members who traveled from Hobart via bus to be involved. The

rally attracted support from Unions Tasmania and Ross Hart the Labor Federal member for Bass. The rally was a continuation of the ongoing SCCT industrial activity to raise public awareness of the pressures and demands of working in aged care and the devaluing that SCCT members have felt due to a low wages, removal of back pay and unfair working conditions.

North

Summer at the Launceston General Hospital (LGH)

Things in the north have been heating up, literally! During January ward temperatures at the LGH again reached unbearable levels, in excess of 31 degrees. The ANMF have formally raised the concerns of our members with THS management. This has resulted in implementation of portable air conditioners in areas with high temperatures as an interim strategy. ANMF are now considering how to best support members from a work health and safety perspective and will report back to members with a plan.

Public Sector EA Consultations in the North

Consultation meetings with members at the LGH regarding their upcoming Public Sector Enterprise Agreement (EA) negotiations have commenced and will continue through the early months of 2018. These meetings have been a fantastic opportunity for members to raise with the ANMF the desires for their new 2018 Public Sector Agreement. During these meetings, members across the hospital raised concerns regarding their current mandatory training obligations and their inability to complete these requirements while at work. Our position regarding mandatory training is that it should be completed in paid time. The ANMF have raised these concerns with THS management.

Workload Grievances at the LGH

In addition to the general concerns affecting the vast majority of ANMF members at the LGH, there continue to be individual ward concerns relating to workloads. The ANMF have formally raised a workload grievance on behalf of members at the LGH Ward 6D. These concerns are a direct result of increased patient acuity, increased sick leave, and increased patient flow. Members working at the LGH Operating Room Suite continue to pursue their workload concerns - their extreme workloads are a direct result of increased sick leave, double shifts, overtime and shifts worked short. Despite this, elective surgery lists remain unchanged. The ANMF will continue to strongly

Regional Roundup



Emily Shepherd, ANMF Tas Branch Secretary congratulates Mersey Medical ward ANMF Reps, Sue-Anne Midgley and Kerrie Burt who raised a workload grievance and successfully negotiated additional staff for the ward.

advocate for our members who are facing sustained and unreasonable workloads.

Workload Concerns in the North

Acute Mental Health Services in the north continue their workload concerns and significant work health and safety issues. The ANMF have been advocating for members and will continue to raise any concerns directly with management. Upon receipt of a response to our formal correspondence we will return to members for consultation and direction. If your workplace is seeing sustained and/or unreasonable workloads please contact our Member Support Team on (03) 6223 6777 or 1800 001 241 (if outside Hobart) to arrange a meeting. Alternatively, you can email membersupport@anmftas.org.au.

District Hospital Site Visits

A round of district hospital site visits and member meetings have been underway in the north of the state, with sites visited including George Town, Beaconsfield and Deloraine District Hospital. During these meetings, our ANMF Organisers discussed with members three key matters; the 2018 Public Sector Enterprise Agreement Log of Claims development, implementation of the 2016 Public Sector Agreement including Associate Nurse Unit Manager's (ANUM) and the role in the Primary Health site, as well as providing a brief to members on the newly established working group to explore workload models for Tasmanian district hospitals. Throughout

these meetings ANMF received comprehensive feedback from members from which key ideas will be collated and presented at various working groups and forums established with THS. At the time of print, ongoing visits were occurring with the other district hospital sites across the north along with the commencement of the workload modeling working group. Further updates will be provided in subsequent Infusions throughout 2018.

North West

North West Integrated Maternity Service (NWIMS)

The Maternity Grievance Working Group reconvened on 6 February 2018 to consider progress on the Maternity Services review and the use of additional space on the North West Regional Hospital campus.

North West Child Health and Parenting Service (CHAPS)

ANMF Organisers and Workplace Representatives met with senior managers on 16 January 2018 to discuss workload and service issues. Our Workplace Representatives were able to re-iterate members' concerns and work has commenced on identifying solutions. Members met on the 24 January 2018 to review a report on the meeting. Members acknowledge that there had been some improvement in staffing due to successful recruitment. Other concerns requiring action were; support systems, work health and safety, administrative support and entitlements. ANMF will continue to work with Workplace Representatives and senior managers towards successful resolution of the remaining issues.

Mersey Community Hospital Surgical Ward

ANMF attended a members' meeting on 31 January to discuss the response from the Nurse Unit Manager (NUM) regarding concerns raised by members. Members who have opted to become Monday – Friday shift workers have accepted the offer of three months' salary maintenance.

North West Private Hospital Bass Ward

Workplace Representatives requested a meeting which was held on 18 January 2018. Issues raised included workload, breaches of the agreement in relation to roster changes and recruitment. These concerns have been relayed to the Director of Nursing (DON) who has agreed to a meeting with Workplace Representatives and to discuss the issues at the upcoming Joint Consultative Committee with a view to a resolution.

Regional Roundup

South

Public Sector EA Consultation in the South

The ANMF team will be busy visiting worksites over the coming months as we enter the 2018 Public Sector Enterprise Agreement negotiations. We encourage all members to keep an eye out for their ANMF Organiser who will be visiting worksites and attending meetings throughout the south. We also encourage you to keep your member details up to date to ensure that you receive relevant information on the process and how it may affect you. If you are unable to attend a meeting but wish to provide comment, do not hesitate to contact our Member Support Team by calling (03) 6223 6777 or 1800 001 241 (if outside Hobart). Alternatively, email membersupport@anmftas.org.au.

Royal Hobart Hospital (RHH) Assessment and Planning Unit (APU)

The ANMF have been working with members in the Assessment and Planning Unit (APU) regarding the expectation of nursing staff to work in the Access and Flow Unit 2 (AFW2) that was recently commissioned in the lower ground floor of the RHH. Members working in APU contacted ANMF when they felt that the unit was opened with limited consultation, specifically in regards to the staffing of the unit, the patient cohort that were being placed in unit, and the isolated nature of the unit. APU staff also felt that due to the current lack of senior staff, it was unsafe to staff both units as it depleted the amount of senior staff on APU.

ANMF, on behalf of members, launched a change and consultation grievance as per the Nurses and Midwives (Tasmanian State Service) Award, requesting that the AFW2 remain closed until adequate consultation can occur. As an outcome of the grievance, further consultation occurred. A strict admission and exclusion criteria has been developed, along with guidelines for when the unit is to be opened and how it is to be staffed. If APU staff feel that they are still unable to safely staff their own unit or AFW2, then AFW2 will not open. ANMF encourage members with concerns to contact their Nurse Unit Manager (NUM) as the first option. ANMF will continue to work with members regarding the opening of the unit.

Wilfred Lopes Centre

Following a protracted process which included numerous member meetings, with little to no support from senior management to address the ongoing concerns of unsafe

staffing, excessive overtime (with double shifts the norm) and the resulting work health and safety matters, members reluctantly resolved to commence industrial action with a ban on all admissions until safe staffing was rostered.

Industrial action commenced in September 2017 and the THS lodged a dispute in the TIC in October 2017.

As a result Unions met with members and in good faith it was resolved to lift the ban in acknowledgment that active recruitment was being undertaken to correct the long standing funded clinical vacancies in order to ensure the facility was able to be staffed with the appropriate number and required skill mix of staff to provide a safe workplace environment for both staff and patients.

It was further agreed that the parties meet regularly to review vacancies and recruitment progress, monitor admission/discharge levels to ensure that patient/staffing numbers are manageable and that new admissions, following the lifting of bans, are staggered in a sustainable way.

At the meeting of Unions and THS on Tuesday 30 January 2018, it was reported that recruitment to funded vacant positions had been successful. Current vacant positions included 2 Enrolled Nurse (EN) positions (due to recent secondment and relocation interstate), 2 Registered Nurse (RN) positions which are filled with fixed term contracts (due to long term leave of absence and secondment) and a 0.5 FTE Extended Care Assistant (ECA) which will be back filled via an EOI while the permanent recruitment process is completed. Recruitment to the casual pool is now being undertaken.

Overtime and double shifts have reduced, the patient leave program is back in place, 92% of staff have completed the MAPA training and the new work health and safety representatives are all booked for their training.

Congratulations to all members for their perseverance and resilience to work through this problematic period to a successful outcome.

We would like to remind all members that if you are having issues in the workplace or would like to raise a concern with the ANMF please contact your Workplace Representative or ANMF Organiser. You can also get in contact with our Member Support Team who can provide advice on the best course of action. Call (03) 6223 6777 or 1800 001 241 (if outside Hobart). Alternatively, you can email membersupport@anmftas.org.au.



CPD

Cultivating Positive Culture



This workshop is an interactive evening program designed to provide simple techniques for participants to take back to their workplace and implement immediately.

We encourage Nurses and Carers of all levels to attend with a diverse group providing an opportunity for all teams to adopt new communication skills for positive change in the workplace.

This program will provide you with an understanding of how to continue to perform your role with dignity and provide respectful mentorship to your peers.

Location, date and time:

Thursday

17

Hobart - Thursday 17 May

PM: 16.00 –18.30

ANMF HERC Training Room
182 Macquarie Street, Hobart

Tuesday

29

Launceston - Tuesday 29 May

PM: 16.00 –18.30

ANMF HERC Training Room
19 Brisbane Street, Launceston

What you can expect from this workshop:

- Clear and concise resources on emotional intelligence and how it can be imparted in your work culture.
- Suggestions on how to have difficult conversations that inspire change and maintain a fair and respectful work environment from leaders that have achieved this in their work culture.
- Q&A session with leaders in their field of expertise.

How to book:

Online anmftas.org.au/cpd

Phone (03) 6223 6777

Evening Session
2.5 CPD hours

CPD hours

2.5 CPD hours

ANMF Members

PM: \$80

Non-members

PM: \$110

Students

PM: \$60



AGED CARE CONFERENCE

HOBART | 2018



Our Aged Care Conference is back in 2018.
Held in Hobart this May it is sure to be Tasmania's
most prominent conference for nurses and care workers.

► Date

11 MAY 2018

8.30am to 4.30pm

Registrations open from 8.30am for an 8.45am start

► Venue

C3 CONVENTION CENTRE

64 Anglesea Street, South Hobart

Free parking on site for your convenience

► Price

MEMBERS \$170

NON MEMBERS \$220

STUDENTS \$100

► Key note speakers

SHERPHARD CHIDARIKIRE

Constructive Techniques of
De-escalating Agitation or Delerium
University of Tasmania, Lecturer, School of Health Science

LUCY O'FLAHERTY

Inspiring Change...
The Dementia Village
Glenview Chief Executive

► CPD

6 CPD HOURS

FULL PROGRAM
announced this month!

EARLY BIRD REGISTRATIONS NOW OPEN: anmftas.org.au/ACC18

