



INFUSION

The Tasmanian nursing magazine for ANF Members

The creation of nursing careers

also in this issue:

Social Networking Etiquette

PM's Because We Care Promise

Enrolled Nurses Moving Mountains

2010
DECEMBER



Another Milestone

ANF PUBLIC SECTOR MEMBERS WILL BE CONSIDERING THE EBA OFFER FROM THE STATE GOVERNMENT AT THE TIME OF PRINT.

The new method of EBA negotiations, Interest Based Bargaining, has certainly enabled a breadth of issues to be explored with mutual gains and solutions as an outcome.

The offer includes a new career structure which will certainly involve a thorough implementation process, including a review and appeal process. Nurses working in the community, mental health and rural and remote have had long standing issues considered and this is the benefit of this process. The outstanding issue will be the wage increase for nurses, and members will have the final say on the offered package of conditions and wages. I look forward to seeing members at ANF meetings across the State.

This year has seen a tremendous growth in our ANF membership, increasing numbers of ANF Organisers, services and the commencement of our ANF training program as a Registered Training Organisation. The suite of professional development and training courses will continue to expand in 2011 and is being very well supported.

I am excited to announce a wonderful partnership with MyState Financial which will no doubt bring positive opportunities to many of you. MyState Financial is keen to support the nursing team, and on top of offering ANF members exclusive discounts and benefits there is also a new scholarship available, funded by MyState Financial, to encourage the next generation of nursing.

Thank you to all our ANF Reps and staff who are incredibly committed to continually improving the services to ANF members. ANF staff will have a well earned break with the Office closed from 1pm on Friday 24 December, reopening on Tuesday 4 January. ■

On behalf of everyone at ANF, I wish a safe and healthy Christmas and New Year to all members and their families.

NEROLI ELLIS
BRANCH SECRETARY



BRANCH SECRETARY

Neroli Ellis
neroli@anftas.org

NURSING INDUSTRIAL OFFICER

Caroline Saint
caroline@anftas.org

LEAD ORGANISER

Agnes Stanislaus-Large,
agnes@anftas.org

ORGANISERS

North
north@anftas.org
Sonia Mackenzie
northern@anftas.org
Deb Stewart
northorg@anftas.org

North West
Sue Robertson
northwest@anftas.org

South
Sue Darcey
sue@anftas.org
Ken Harriss
organisersouth@anftas.org
Erin Smallbon
southern@anftas.org

PROFESSIONAL/ EDUCATION OFFICER
Alison Salisbury
education@anftas.org

INFORMATION OFFICER/ CASE MANAGEMENT

Stuart Foote
info@anftas.org

OFFICE MANAGER

Denise Robbins
manager@anftas.org

HOBART

182 Macquarie Street
Hobart, Tasmania, 7000
Phone: 03 6223 6777
Freecall: 1800 001 241
(outside Hobart area)
Fax: 03 6224 0229

LAUNCESTON

City Mill Business Centre
76 York Street
Launceston, Tasmania, 7250
Phone: 03 6334 1411
Freecall: 1800 001 241
Fax: 03 6334 3928

DEVONPORT

63 Best Street
Devonport, Tasmania, 7310
Phone: 1800 001 241
Fax: 03 6224 0229

ANF BRANCH COUNCIL & EXECUTIVE

Julie Driver
President, RHH WACS
Jenny Parker
Vice President, LGH ICU
Colleen Fletcher
Executive, Clarence Plains CHC
Andrew Ostler
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Joanne Triffitt
Mental Health

Lee Wallace
LGH 3R

Infusion is the official publication of ANF Tas Branch. Letters and articles are welcome.

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www.anftas.org



100% membership at LGH Nursing Education Unit – Maree Manley, Vaness Mee, Dee Douglas and Sharon Philpott

ANF 100% Density

Congratulations to the LGH Nursing Education Unit on achieving 100% ANF membership in their unit.

LGH Car Parking Survey

An online survey was conducted into the car parking issues at the LGH with ANF seeking feedback on the main current issues and future priorities.

Safety was identified as a major issue of which 61% sought constant video surveillance of the parking areas; 60% want the entire area to be flood lit; 35% wanted the area manned at certain times; 76% wanted a staff car park with swipe card access; 30% want a reduction in the length of time it takes to find a car space, and 15% were concerned with the distance away staff are having to park.

The priority groups needing parking were seen to be night and late shift workers. 82% believed late shift and 18% believed night shift should be assured a parking space. It was also considered necessary to have an allocated 'late' parking area. Staff should be able to park longer than visitors: preferably (69%) areas for staff parking should be separate from visitors.

30% were strongly opposed to paying for parking. 55% said that, if there was a cost, it should be less than \$3 a shift. 92.2% said that they would refuse to use the car park if it was too expensive.

Thank you to all our members who participated in this study. The full results will be used by ANF when consulting Management about current and future car park development.

Emergency Crisis Assessment Treatment (ECAT)

ANF has attended meetings with the Crisis Assessment and Treatment (CAT) team to discuss the introduction of the ECAT team. There was concern that members had not seen any documentation about the way the service would operate. Meetings are now being held in consultation with Unions. At these meetings members have requested to see sample rosters to:

- review the role and function of the ECAT;
- review Statement of Duties and role of staff.

Initially only RNs in the team were going to be working the night shifts. However, ANF was informed this was in fact discriminatory and has requested

that the night shifts be available to Allied Health Professionals in the team as well. Recruitment for ECAT positions is proving to be difficult and alternate options for advertising were discussed. ANF looks forward to being involved in ongoing discussions regarding the ECAT service.

Presbyterian Care Legana

The new building at Presbyterian Care Legana opened in early November. ANF will continue to consult with members and Management regarding the outcomes of implementation planned procedures.

EN Students

Students in their first semester of the Diploma of Nursing at the Polytechnic in Launceston were very interested in the role of ANF and what the Federation offers student members. ANF wishes them well in their studies and welcomes our new student members.

Rural & Remote

A rural and remote teleconference was held in late October to discuss the Public sector nurses EBA with some valuable feedback received. Visits to Scottsdale, Beaconsfield, Georgetown and Deloraine were also organised. ■

Calvary Health Care Tasmania

The Opt-in Package for theatre is causing some concern amongst the members in these areas. Meetings are still being held with Management to try and 'iron out' these concerns.

At the time of writing, the first meeting of the Workload Consultative Committee was scheduled for November. The ANF will have a representative from St Johns Campus, and possibly a joint representative from Lenah Valley. ANF is keen to begin this process.

Healthscope Department of Emergency Medicine (DEM)

The nurses in DEM have raised concerns about the custom and practice of rostering only one nurse on night duty. Management has decided that the nurse would be supported by a Doctor and a clerical staff member who are based in DEM. The nurses have sent a letter to Management with their concerns, following a meeting that they had with the DON. They are awaiting a response.

Royal Hobart Hospital

Emergency Department (ED)

The ED continues to experience an incremental increase in presentations and an inability to access inpatient beds resulting in a blow out in patient waiting times and increased length of stay. Members are concerned that patient care is being compromised potentially placing both patients and staff at risk. This situation can only add to the stress levels of all and increases the risk of frustrated patients which may lead to abuse and violence. ANF has advised the Acting CEO of the concerns and will be meeting with members to seek support and solutions from Management.

Oncology Clinical Trials Nurses

It is now two years since it was agreed by DHHS that this group of nurses were to be reclassified from L2 to L3 CNCs. After they were successfully interviewed for the new positions in 2009 the then



Public Sector EBA Member Meeting in Hobart



Kate Herbert, Sue Draycott and Leah Von Someren - Infection Control, RHH

newly appointed Nursing Services Director stopped the appointment process. After many meetings and much discussion it was agreed that the unit would undergo an external review. Members are now very close to reaching an acceptable outcome which will hopefully improve their working conditions.

STAHS Primary Health

The Ambulance Tasmania emergency response stakeholder meeting was held on 4 November; and for the first time the Chief Nurse and Allied Health (CNAH) was represented by a nurse. Further information will be provided as it becomes available.

Mental Health Services South

Roy Fagan Centre (RFC)

In response to members raising concerns of inequity with the rostering of night duty, Management have met with all staff that currently have a medical certificate stating they are unable to work night duty. Staff have been advised that Mental Health Services (MHS) will support staff to maintain their health and will not roster them to night shift whilst there is no impact on the organisational needs and if circumstances arise which make it inequitable for MHS to roster staff to day duty at RFC, then day duty placement on alternate sites within Mental Health South will occur. ■

NWRH Burnie DEM

A NHpPD grievance was lodged by members relating to understaffing during morning shifts when 'bed block' is experienced. ANF members have made numerous requests for additional assistance unsuccessfully, resulting in the workload grievance citing safety and unreasonable workloads.

The NUM has advised that the grievance will be referred to NWRH Management for resolution through Stage 2 panel. The seven day period for resolution at Stage 1 had not expired at the time of writing.

HealthCare NWPB

Significant workload issues associated with understaffing and resourcing at NWPB have been identified by members. Risk issues (duty of care and near miss) have resulted in the lodgement of a formal grievance in accordance with current Agreement dispute mechanism. Unsafe workload issues have occurred since a recent redundancy program was initiated at NWPB Huon (Midwifery) and Bass (Surgical) Wards.

Membership meetings have been conducted and all incidents and near miss events documented and incident reports lodged. ANF Workplace Representatives have been very active and have been effective in gaining short term solutions (additional Agency nurses) to resolve workload issues. ANF has written on behalf of members seeking ongoing review of workloads through a consultative mechanism. ANF is awaiting a response however ANF Representatives report an improvement in workloads which are now sustainable in the short term.



NWRH Mersey Caseload Midwives

NWPB Management have provided additional resources to nurses and have actively sought to resolve the immediate workload issues in a constructive and collaborative approach. All parties are keen to continue to work in a collaborative manner to resolve current and future workload issues.

MHS Spencer Clinic

ANF members lodged a dispute in relation to skill mix at this facility. An In Principle Agreement has been reached with MHS (Northwest) to ensure as a minimum that a RPN is available on each shift and an additional RPN when patients are secluded (2 on the unit in this instance). Further agreement has been reached to utilise Agency nursing staff as necessary.

Members report improvement in skill mix and ANF will attend regular meetings with Spencer Clinic Management to resolve issues in the short and long term.

North West Organiser

ANF welcomes Sue Robertson to the team as North West Organiser. Sue comes to ANF with 18 years experience in the health sector, with her most recent position being a Nurse Unit Manager of a satellite renal unit.

Sue previously held a position on the ANF Branch Council and Executive Team, and has been acknowledged for her work as an ANF Rep, being awarded the Faye Hoppitt Rep of the Year Award in 2010. Sue is inspired by the positive attitude and dynamic approach that the Nursing Team in Tasmania has. ■



Sue Robertson, North West Organiser

OH&S Safe Work Week

ANF COMBINED FORCES WITH MARLY FLYNN, OH&S ADVISOR, STAHs TO RECOGNISE SAFE WORK WEEK AT THE RHH. IT WAS A GREAT DAY AND PROVIDED AN OPPORTUNITY TO TALK TO EMPLOYEES, PATIENTS AND VISITORS ABOUT THE IMPORTANCE OF MAINTAINING A SAFE ENVIRONMENT BOTH AT WORK AND IN THE HOME.

IT IS EVERYONE'S RESPONSIBILITY TO WORK TOWARDS REDUCING THE INJURY STATISTICS.

Thanks to our wonderful sponsors, HESTA and RBF for supporting the day by providing giveaways for those visiting the display. Congratulations to Midwife Nancy Westcott, who was the lucky winner of the HESTA gift pack. ■



ANF Organisers Sue Darcey and Erin Smallbon at RHH OH&S Week

PRIVATE SECTOR EBAs

AGED CARE

Glenview

Nursing: Members at Glenview requested that ANF approach Management on their behalf, in relation to the development of a new Nursing Enterprise Agreement. Glenview Management has indicated that they are, "... not averse to the development of a new Enterprise Agreement and we acknowledge the period of time since the nominal expiry of the current agreement." Further information will be provided to members as it becomes available.

Care Staff: ANF had discussions with members who were interested in having an agreement negotiated on their behalf. ANF will be seeking to progress this matter on behalf of Care Staff members.

Corumbene

Negotiation meetings are continuing for both the Nursing and Non Nursing Staff, report back meetings will have been conducted by the time of going to print.

Salvation Army - Barrington Lodge

Negotiations are continuing for the Nursing Staff Enterprise Agreement. At the commencement of negotiations in 2009, ANF was advised that the Nurses (Tasmanian Private Sector) Award 2005 conditions current at that time would be maintained. Due to the delay in concluding negotiations and drafting of the agreement, the employer is seeking to apply some of the reduced conditions of the Nurses Modern Award 2010. ANF has written to Management expressing our concerns.

ACSAG

Nursing Agreement: Meeting was held with Management to finalise agreement. Resolving matters which have been noted by ANF as agreed outcomes. Membership meeting was held on 22 August to present the ACSAG response to the LoC. Members have requested that ANF negotiate the reinstatement of the paid meal break and improved Long Service Leave entitlement.

Care Staff: Initial meeting was held to negotiate agreement. Further dates have been scheduled to continue negotiations.

Meercroft Care Devonport

Meeting conducted with Meercroft Care in relation to the negotiation of a new Agreement covering all employees. Membership meeting conducted and Log of Claim developed for endorsement.

Emmerton Park

Nursing: Agreement has been passed by FWA.

Care Staff: Management have made an offer for consideration by members.

Ibis Care

Meeting is scheduled on 23 November 2010 to negotiate a new Agreement.

Aged Care Deloraine

Meetings have been scheduled for 19 and 23 November 2010 to negotiate a new Agreement.

Mt St Vincent's

Employer wants to have one single agreement covering all employees.

Nursing: LoC has been endorsed and relevant correspondence and documents have been sent to the employer.

Care Staff: ANF will discuss with members the development of a LoC.

PRIVATE SECTOR

Hobart Day Surgery

All appropriate correspondence has now gone to the employer, and ANF has been contacted by the employer's representative to commence the EBA negotiations. Dates for negotiations will be set in the near future.

Healthscope

Healthscope has submitted a draft agreement to the ANF for review. ANF has met with HACSU to review the document and is to send comments and changes to Healthscope.

HealthCare North West Private Hospital

ANF has received an offer from HealthCare NWPB CEO for the Member



Log of Claims. Membership meetings are to be arranged and conducted to consider the offer from HealthCare.

South Eastern Community Care

A draft Agreement has been provided to management of South Eastern Community Care. ANF is waiting for a response to the document and further meetings with SECC Management to discuss the progress of the EA.

Calvary Health Care Tasmania (CHCT)

Southern Campus

The EBA has now been endorsed by FWA and steps have been put in place to begin applying all new clauses in the EBA. ANF has had 3 expressions of interest for the WMC and the first meeting is scheduled for November. The night duty package and the Opt-in package for theatre are all being discussed and implemented.

Northern Campus

Negotiations were held on 11 October with Management. All parties are now reviewing positions and will meet again on 16 November.

Launceston Church Grammar School

Agreement covering all staff has been lodged with FWA for approval.

To find out more about your agreement please go to the ANF Tasmanian Branch website www.anftas.org.

EBA updates are current at the time of writing.

Quality care for older Australians

THE AGED CARE CAMPAIGN IS FOCUSING ON A NEW PHASE, WHICH IS THE PRODUCTIVITY COMMISSION REVIEW, RECOGNISING THE CRISIS IN STAFFING LEVELS/SKILLS MIX AND WAGES IN AGED CARE, AND MAKING RECOMMENDATIONS TO ADDRESS THESE ISSUES. THIS INVOLVES SENDING PETITIONS TO THE PRODUCTIVITY COMMISSION REVIEW TEAM, EITHER ONLINE OR HARD COPIES.

Please support this report to the Federal Government by signing the online petition at www.becausewecare.org.au.

ANF Aged Care Conference

ANF HAS SCHEDULED AN AGED CARE CONFERENCE TO BE HELD IN LAUNCESTON ON FRIDAY 18 MARCH 2011.

This conference is open to all nurses and care workers in the aged care sector. Mark the date in your diary!

Education & Training

THE AGED CARE EDUCATION AND TRAINING INCENTIVE (ACETI) PROGRAM WILL PROVIDE INCENTIVE PAYMENTS TO ELIGIBLE AGED CARE WORKERS WHO UNDERTAKE APPROVED EDUCATION AND TRAINING PROGRAMS.

Aged care workers must be employed in providing direct care with an eligible aged care service and show a commitment to working in the aged

care sector prior to commencement of study to be entitled for an incentive payment.

To be eligible for an incentive payment, aged care workers must commence training on or after 1 July 2010.

Please register for more information about the incentives, on the Department of Health and Ageing's website at www.health.gov.au under Aged Care. Information is also available through the Aged Care Information Line on 1800 500 853. ■



ANF/ME Bank Aged Care Excellence Award

ANF AND ME BANK ARE PROUD TO SPONSOR THE AGED CARE EXCELLENCE AWARD

Open to all Care Workers, Enrolled Nurses and Registered Nurses working in aged care

Nominate a colleague and tell us how they show excellence in aged care

3 cash prizes to be won of \$250 each

Winners will be announced at the ANF Aged Care Conference in March 2011

anf@anftas.org | 6223 6777 | 1800 001 241

Entries are to be 250 words or less and received by 5.00pm Friday 25 February 2011 to anf@anftas.org. Full details on conditions of entry are available on the ANF website.



“If re-elected, further aged care reform will be a second term priority.”
— PM Julia Gillard, 21 July 2010

Let's make that promise a reality, PM.



because we care

Quality care for older Australians

www.becausewecare.org.au

Find us on facebook

ANF Student Survey

THANKS TO STUDENTS WHO PARTICIPATED IN OUR RECENT ONLINE SURVEY. WE HAD RESPONSES FROM STUDENT ENS AS WELL AS STUDENT RNS.

59% of respondents work part time during their study with around 38% working in a care role. Nearly 90% were interested in working as an Assistant in Nursing (AIN) to help finance their studies.

Most respondents indicated that they would like to work 9 - 18 hours a week. As expected, an overwhelmingly majority (82%) found balancing personal life/study to be a challenge.

Email contact is the most popular form of contact. Those who receive the ANJ and *Infusion* appreciate information on clinical and professional matters.

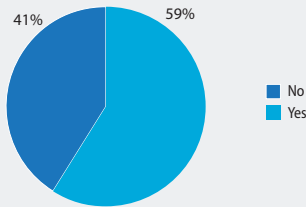
Many respondents indicated that they would appreciate more advice and information about career opportunities and ANF will attempt to address this in upcoming publications.

It was obvious that many respondents are concerned about future employment options; in particular they are concerned about getting into a graduate programme.

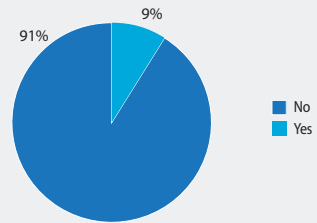
Most students indicated that they would seek work in Tasmania if they did not obtain a graduate placement.

Thank you for your responses and time, it will help ANF provide a better service to you – the future nurses of Tasmania. ■

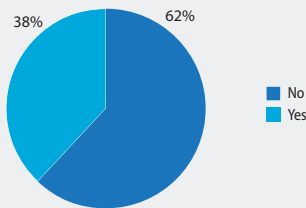
Are you currently working part time to support our studies?



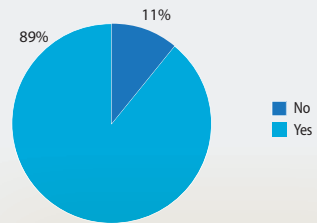
Do you think there are enough graduate placements available in Tasmania?



Are you working in a nursing/care worker role?



Are you fearful of missing out on a graduate placement in Tasmania?



What do you find to be the biggest challenge as a student?

Answer Options	Response Percent
Balancing study and personal life	81.8%
Completing assignments	34.1%
Exam preparation	27.3%
Finding information about future career options	20.5%

Nursing and Midwifery Student Society

Catherine Gayton – Student RN



I HAVE ABSOLUTELY LOVED MY TWO YEARS STUDYING NURSING AT THE UNIVERSITY HERE IN HOBART AND

I NOW FEEL PREPARED AND EXCITED TO COMMENCE MY CAREER AS A REGISTERED NURSE.

The highlight of my degree has been the opportunity to be involved with the Nursing and Midwifery Student Society (NAMSS). During 2010, our society has been made up of a group of second year nursing students from Hobart.

We have organised several dress up parties, a football themed event and a cocktail evening with two other societies, as well as a variety of other social occasions, fundraisers and barrels. We are currently planning our graduate dinner, which will be held on Friday 4 February 2011. I have formed so many friendships from being involved in NAMSS and would like to thank all those who have assisted. The support of the ANF has also been absolutely invaluable. Good luck next year! ■

Tasmanians Missing Out on Graduate Placements

TASMANIAN GRADUATE NURSES ARE MISSING OUT ON GRADUATE PLACEMENTS IN TASMANIAN HOSPITALS, WITH FEWER POSITIONS AVAILABLE IN 2011 THAN THE PREVIOUS YEAR.

The applicant wait list is almost equal to the number of graduate positions offered by the Department of Health and Human Services, and some of these places have been offered to mainland graduate nurses.

ANF believes that there is an obvious shortage of funding for graduate nursing programs within the public system, with the majority of graduate nurses wanting to work in Tasmania. The Government isn't providing them an adequate platform to start their career. A large proportion of the next generation of Tasmanian nurses may be lost to Tasmania. The ANF will continue to lobby the Government for more funding for graduate nurses. ■

the beat

On the heart beat for December - What are you looking forward to most about your graduate nursing year?



Tim Machin - Student RN
ONE OF THE THINGS I'M MOST LOOKING FORWARD TO WHEN I GRADUATE IS BEING ABLE TO APPLY THE CULMINATION OF SEVERAL YEARS' WORTH OF STUDY AND UNDERGRADUATE EXPERIENCES INTO A PROFESSIONAL NURSING ROLE.

I will be working at the Wilfed Lopes Centre in a post-graduate position, which is something I have wanted to do prior to studying nursing. So this is the beginning of my journey into the world of mental health nursing.

I'm very excited about working within a professional interdisciplinary team to support people who are quite often marginalised in our society. I'm hoping to gain a strong foundation in mental health nursing which will enable me to pursue post-graduate studies and open doors for my future career.

Tim is studying nursing at the UTAS SNM in Hobart and holds an ANF student membership. ■



STUDENTS WORKING ON TOMORROW



Catherine Gayton - Student RN

I'm looking forward to the experience I'll gain as a graduate nurse and being able to practice my skills and meet new people. Throughout the year I will hopefully find an area of nursing that I will want to eventually specialise in.



Clare Andersen - Student EN

I want to get out there and put into practice what I've learnt, and to continue learning and improving. When you're an EN there is limited practice experience compared to RNs, so I'm looking forward to improving my skills and interacting with patients and staff.



Graeme Martin - Student RN

When I've finished my training I'm looking forward to getting into the real world at work and putting into practice the theory I've learnt because theory is not as good as the real thing. Being a distance student, I'm looking forward to working as part of a team rather than as an individual.



Jenny Dare - Student EN

I'm looking forward to starting to practice what I've learnt at school and I'm looking forward to finishing studying as well. It'll be great to get out there and put my new skills into practice.



Jess Cuthbertson - Student EN

I can't wait to be able to look after the patients myself. I'm looking forward to being able to administer medical care and be responsible. ■

Social networking can be dangerous for your employment!

THE POPULARITY OF FACEBOOK, TWITTER AND OTHER SOCIAL NETWORKING SITES CAN SOMETIMES BLUR THE LINE BETWEEN PROFESSIONAL AND PERSONAL DOMAINS. WHILE IT HAS NOT BEEN A MAJOR PROBLEM FOR ANF MEMBERS SO FAR, AT LEAST A COUPLE OF NURSES WHO HAVE POSTED WORK RELATED INFORMATION HAVE NEEDED TO APPROACH ANF FOR ASSISTANCE ONCE THE INFORMATION CAME TO THE ATTENTION OF MANAGERS. FORTUNATELY THOSE MATTERS WERE RESOLVED WITHOUT SERIOUS CONSEQUENCE.

There have been a few cases where information lodged on Facebook has led to termination of an employment relationship. Most recently (*Fitzgerald v Smith T/A Escape Hair Design* [2010] FWA 7358) a comment posted by a hairdresser was used as a means of justifying her employment termination. When the matter went to Fair Work

Australia it was held that, in the circumstances, the dismissal was unfair. However entries onto Facebook (even if not posted during working hours) might be validly used to terminate employment.

Some possible examples could include:

- 1 Posting pictures of identified patients;
- 2 An employee making negative comments about a workplace which could impact upon recruitment of new staff; (although even making positive comments can get you into trouble and could be a breach of workplace policy);
- 3 An employee having a 'rant' about another staff member;
- 4 An employee posting pictures about the great party they went too (when they had called in claiming they were too sick for work); etc.

But the list of possibilities is really

unlimited. If the information breaches professional or ethical codes of conduct then the entry may also have consequences for your ongoing registration.

Just be aware that, if you make a comment on a social networking site it can come to the attention of your employer. It is not like having a conversation with a friend. Any comments you write should be considered very carefully. Ensure that your privacy settings are as closely set as possible.

The DHHS has a policy Social Networking Usage Guideline (HR-1-0006) – this document lists other regulations and policies that staff should be aware of.

The Nursing and Midwifery Board of Australia have also released an information sheet on social media which can be accessed at www.nursingmidwiferyboard.gov.au. ■

Nell Williams Unit, RHH

IN MID OCTOBER IAN NETHERY, CLINICAL NURSE CONSULTANT, EMERGENCY MULTIDISCIPLINARY ASSESSMENT TEAM (EMAT) WAS IN LONDON AS PART OF THE UNIVERSITY OF STIRLING'S INTERNATIONAL DEMENTIA EXCELLENCE AWARDS. OVER 200 NOMINATIONS WERE RECEIVED FROM AROUND THE WORLD AND IT WAS THE NELL WILLIAMS UNIT AT THE RHH WHICH WAS JUDGED BEST IN THE WORLD. ON BEHALF OF RHH IAN WAS THERE TO ACCEPT THE AWARD FOR DEMENTIA DESIGN INNOVATION OF THE YEAR.

The Nell Williams Unit is now internationally acclaimed and recognised in achieving 'world-leading' dementia care through provision of a communal setting that demonstrates dementia-friendly design.

Congratulations to Ian Nethery, who was the driving force behind this initiative and the staff of the Nell Williams Unit for their hard work.

It was recognised by staff that the ED environment was not the best environment in which to care for older people particularly older people with dementia. A literature research found no examples of how other hospitals were addressing this problem. The team went to the wider aged care community and asked what they believed ED could do to better care for their residents, clients and patients. Supporting evidence from the University of Stirling's Dementia Research Foundation saw the development of the first dedicated aged care unit in any emergency department.

This is what Ian had to say about receiving the award: *"It is fantastic that RHH has been recognised in this way. RHH has many wonderful, hard working people who every day do extraordinary things to improve patient care. It's great to have this international recognition for our hospital."*

It is appropriate that this aged care unit should be named after someone like Nell Williams. Nell was



Neidra Smith (Physio), Ian Nethery and Don Burke, Nell Williams Unit at RHH

a tireless campaigner for the rights of the less advantaged in the Tasmanian community. Nell started her health care career as a cook at the Royal Derwent Hospital. She went on to become a member of the Board of Management. She was a passionate union member and became the first woman in Australia to be elected to the position of State President of a union in 1953. Nell passed away on Christmas Eve 2006 in the Royal Hobart Hospital. ■

ANF - Helping Start Aged Care Careers

THE FIRST GROUP OF TASMANIAN BRANCH ANF CERTIFICATE III TRAINEES UNDERTAKING HOME AND COMMUNITY CARE TRAINING COMMENCED TRAINING IN HOBART IN OCTOBER 2010. ANF HAS 15 TRAINEES COMPLETING 38 DAYS OF CLASSROOM AND CLINICAL SIMULATION TRAINING, FOLLOWED BY A 20 - 25 DAY WORK PLACEMENT IN RESIDENTIAL AGED CARE AND COMMUNITY CARE SETTINGS.

The trainees, who range in age from 19 - 55, are all looking for full or part time work in Community or Aged Care in 2011, and were carefully selected for suitability to work in this area.

Here is why these trainees want a career in Community and Aged Care:

"I love older people and want to give something back to the community"

"Caring for disabled and ageing family members has made me realise how gratifying helping others who are not able to help themselves really is"



ANF's Students undertaking Certificate III in Home and Community Care

"My ultimate goal is to become an enrolled nurse, although aged care would be my main choice, because I love being around older people"

ANF is currently recruiting a second group of 15 trainees for our January 2011 course, and would like to hear from anyone interested in undertaking Certificate III training in Aged Care.

ANF is interested in hearing from Aged Care employers throughout the State, who would like to work in partnership with ANF to recruit trainees for their workplace, or to 'up skill' their nursing and care staff in an identified area of need.

Please contact ANF on 6223 6777 or education@anftas.org. ■

NENA Conference

Robyn Bean and Maryanne Craker
NENA Committee

JUDGING BY PEOPLES REACTION TO THE PRESENTERS AND THE FEEDBACK RECEIVED TO DATE WE BELIEVE THE 9TH NENA BIENNIAL CONFERENCE, "MOVING MOUNTAINS ENROLLED NURSES EFFECT CHANGE", IN HOBART WAS OUR BEST BY FAR. CONGRATULATIONS TO THE CONFERENCE PLANNING COMMITTEE FOR SUCH A GREAT EVENT.

The masterful Master of Ceremonies, Tim Long, kept everything ticking along so well it felt like we were 'Moving Mountains'. The interaction between

the presenters and those in attendance was active and very stimulating with the opportunity to hear how Enrolled Nurse colleagues are contributing to health.

The depth of papers presented by enrolled nurses and nurse educators, certainly gave everyone plenty to discuss at all the breaks and to take back to their workplaces. We would like to thank ANF Tas branch for supporting Anneke Davies to attend this conference and present a paper. Anneke was an absolute dream and so enthusiastic and passionate about nursing. I always look forward to watching the new and

common bonds that form at conference and feel very sure that Anneke will be a big part of the nursing workforce for a long time to come.

It was also very pleasing for us to grant scholarships to nurses from the Royal Hobart Hospital who were there also to be a support for Anneke.

The biennial general meeting was held the morning of day two and a full copy of that can be found in the next edition of the NENA news.

NENA has an office in Victoria and we can be contacted at info@nena.org.au ■

MOVING MOUNTAINS



ENROLLED NURSES EFFECT CHANGE

Anneke Davies – EN, RHH

I HAVE BEEN WORKING AT THE ROYAL HOBART HOSPITAL AS AN ENROLLED NURSE FOR JUST OVER 3 YEARS.

I am currently working at 2B, a 40 bed unit comprising of 16 beds designated as a medical admission and planning unit, 16 beds for general medical admissions and 8 acute stroke unit beds. Enrolled Nurses on 2B have undertaken specific patient assessment training which allows us to provide a high level of care for a wide variety of medical conditions. We also contribute valuable information for patient's individualised care plans, management and discharge planning, and handovers to other wards and community nurses.

The expanding role of Enrolled Nursing practice allows us to undertake duties that have been historically dominated by Registered Nurses. An example of this has been acknowledgement that Enrolled Nurses are capable of undertaking peritoneal dialysis. The contribution of Enrolled Nurses to the health care team and patient care has been

identified and acknowledged within the Royal Hobart Hospital. As our knowledge and practical contribution to patient care and ward operations continues to grow, provisions of additional training is being offered, and encouragement to expand our practice continues.

To me, Enrolled Nursing is about challenges, responsibility, education, nurse and patient support, and providing high standards of individualised and unique patient care. With increasing numbers of people requiring care within our acute hospitals, community care settings and aged care facilities it is our own responsibility to persevere and improve our skills and abilities.

We are being faced with more complex patients, producing increased work-loads and requiring higher levels of understanding of pathophysiology and social needs. Nursing is not just about providing for care and recovery but also understanding how multiple health problems can complicate and impact on the person. As a result, Enrolled

Nurses are recognised for their ability and contribution, and employment in specialty areas is becoming more popular.

Our value to the employer, colleagues and, most importantly our patients is increasing. Many doors are being opened for us to engage in further training and education, arming us with the knowledge and tools necessary to pursue our careers professionally and competently. This enables us to stand up and be recognised, ensuring that our value to the health care system is not overlooked.

So while I have absolutely no desire to attempt to move Mount Wellington, I firmly believe that Enrolled Nurses can move mountains. Looking at the changes to our role just within the time I have been nursing, and the opportunities we are developing for our future, it is easy to see that, no matter how big the challenge appears, if we continue to persevere, strive and achieve we can and will continue to facilitate positive change and recognition. ■

A New Branch Council

WITH BRANCH COUNCIL ELECTIONS FINALISED, ANF WOULD LIKE TO THANK MEMBERS OF THE OUTGOING COUNCIL FOR THEIR CONTRIBUTIONS OVER THE LAST TWO YEARS AND TO WELCOME THE FAMILIAR AND NEW FACES OF THE NEWLY ELECTED BRANCH COUNCIL.

Branch President

Julie Driver, RHH WACS

Branch Vice President

Jenny Parker, LGH ICU

Branch Executive Members

Colleen Fletcher,
Clarence Plains CHC

Andrew Ostler, RHH NSU

Juanita Mayne, RHH Maternity

Branch Councillors

Sally Bonde, Palliative Care South

Noelene Burndred, LGH QVMU

Caroline Cryer, RHH Nephrology

Sally Dare, Queenborough Rise

Anneke Davies, RHH 2B South

Deirdre Douglas, LGH 5A

Lyn Johnson, MCH Ante Natal Clinic

Jackie Nicholls, RHH Maternity

Jennifer O'Connor, Calvary

Lenah Valley

Ann Rees, Hobart Clinic

Jan Robinson, NWRH DEM

Myf Sutton, Midlands MPC

Joanne Triffitt, Mental Health

Lee Wallace, LGH 3R ■



Julie Driver, Neroli Ellis and exiting Branch Councillors Bill Dermody, Kathy Tighe and Pam Hesketh



Next Generation Grant

Is someone from your family interested in a nursing career?

Help them kick start their RN, EN or Care Worker studies

**2 grants of \$1,000 to be won
Open to ANF Members**

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For full details and conditions of entry please visit www.anftas.org or contact the ANF office.

*Prize money to be demonstrated as utilised for education resources. Entrants are to complete the online form at www.anftas.org and submit entries by 5:00pm Monday 28 February 2011. Full details on conditions of entry are available on the ANF website.



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ANF Nurse Diary

ANF Nurse Diaries are now available.

Only \$5 for members and free for Reps (while stocks last).

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Stephen King – Corumbene

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28 February 2011

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12 MAY**



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Professional Development



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Wound assessment, product selection, graft and donor site care, pressure ulcer staging and skin tear management.

Hobart: Thursday 17 March 2011

Time: 8.30am – 4.30pm

Venue: CCAMLR, 181 Macquarie Street, Hobart

Cost: \$120.00 Members (\$150.00 non members – subject to availability)

For more information please visit www.anftas.org, contact the ANF Office on 6223 6777, 1800 001 241 (outside Hobart area) or educationassist@anftas.org.

New ANF professional development calendar out in February 2011



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Complete online tutorials as part of your professional portfolio, and record your professional portfolio of points.

Available Topics

- Advanced Life Support Update
- Asthma Management
- Basic Life Support Update
- Cardiac 1 – Chest Pain Assessment and Management
- Diabetes Mellitus
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- Emergency Drugs
- Fire and Emergency Training
- Infection Control
- Manual Handling
- Palliative Care
- Respiratory 1 – Upper Airway Obstruction

- Respiratory 2 – Respiratory Failure
- Vision Care
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2. Enter the relevant information
3. OPTIONS – "RETURN TO MAIN MENU"/ "PRINT"
4. To review either "VIEW" or "PRINT"
5. Update your professional portfolio as often as you wish

Journey Injury Insurance

ANF is pleased to announce Journey Insurance Cover is now part of your membership*



join now

ANF Tas Branch's Journey Injury Insurance Policy provides cover for members injured while travelling to or from their place of work who are not entitled to benefits from the MAIB. Workers' compensation does not provide cover while travelling to and from work.

The ANF Journey Injury Insurance policy provides:

- Payment after the fifth day of injury and up to two years
- Payment so that income does not fall below 80% of pre-injury income (capped at a max of \$1000 per week).
- In the event of accidental death or permanent, total disablement of a member, a benefit of \$50,000 is payable

ANF
TASMANIAN BRANCH

* Excludes Non Working Students and Associate Memberships