



INFUSION

The Tasmanian nursing magazine for ANF Members

Your health
live right, feel right

also in this issue:

Because We Care

Your EBAs

HESTA/ANF Student Awards

2011
MARCH



Public sector health cuts

HOW IRONIC, STANDING ALONGSIDE THE PRIVATE CATERING STAFF CARRYING A TRAY OF GLOSSY, STICKY BUNS AND MORNING TEA TO THE DEPARTMENT OF PREMIER AND CABINET STAFF, WHILE WE ASCENDED TO THE HALLOWED PENTHOUSE OF THE PREMIER TO RECEIVE NEWS OF THE SLASHING OF 2300 FTE PUBLIC SERVANTS.

We were told there are no more savings in Corporate Services and now frontline nurses will not be quarantined from the dire budget deficit which has not happened overnight.

Health will have their recurrent operating budgets cut by 3% across the board. This is despite the over budget position of \$70 million, as a result of the unrealistic set budgets which could never cover the growing demand for health care. Now that will be cut further, and ANF called on the Premier to announce the political decision of which services would be cut.

We cannot and should not be expected to continue to provide quality health services to Tasmanians with less staff, less beds and obstructive bureaucratic vacancy control. It is believed that the Government has already spent millions on private consultants, Ernst and Young to map the health services through Ernst and Young; so there can be no excuses and the road map must be set by Government. The Premier must be honest

with the community and announce which health services will be cut.

The importance of the staffing/workload tool, the Nursing Hours per Patient Day enshrined in the Enterprise Agreement, will protect staffing levels and ensure safe patient care. Cutting nurses will cut delivery of care but again; this is a political decision.

ANF has previously presented both Ministers with an ANF Position Paper outlining 20 pages of nurse identified efficiencies and recommended savings. Very few of these recommendations have been implemented. Health needs to be creative and loosen the shackles to enable real everyday savings, not tighten the screws which will just frustrate and obstruct all. This will then lead to the inevitability of redundancies and poor health outcomes.

The risk of staffing the major capital infrastructure is real despite assurances that the \$565m RHH redevelopment will go ahead. With a reduction in staff and operating budget, how will the new facilities at both the RHH and LGH function?

**NEROLI ELLIS
BRANCH SECRETARY**

ANF is seeking your input to further solutions to any current identified inefficiency, to develop another Position Paper.

Please submit any suggestions to www.anftas.org and forums will be held across the State to keep members informed and seek your input. Nursing numbers are currently at bare bones and ANF will fight to save any targeted nursing positions.



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

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Aged Care

Aged Care Workplace Representatives and Managers were contacted in December to encourage their comment on the National Aged Care Medication Roadmap Project Survey, a national survey to provide a gap analysis, roundtable discussion and roadmap of the way forward relating to optimal use of staff for safe community medication management.

Membership meetings were held at Mt Esk, Ainslie and Glenara Lakes in December relating to the up-coming Southern Cross Care EBA and members were able to put forward what they see as positive changes to the agreement to retain and recruit staff. ANF is excited to welcome Christine Butcher as a new ANF Workplace Representative at Glenara Lakes.



Beaconsfield District Health Services - Julie Kingston, Andrea Tidey and Reigh Baker

Launceston General Hospital

DEM

Due to the remodeling of DEM, a staff survey is currently being conducted to try to identify any suggestions or improvements which may be required prior to the change. The survey is also attempting to improve the working environment and team culture. The survey will be conducted on-line and has been jointly devised by LGH nursing Management and ANF. It is envisaged a joint feedback session will be held to present the findings and to request nurses' agreement on any action plan arising from them. It is an anonymous survey so it is hoped nurses will provide honest and constructive feedback.

QVMU

At the time of writing, the online staff satisfaction survey was due for completion. ANF will report findings back to members and work with Management to try and implement any positive suggestions identified.



The team at Scottsdale NESM

Crisis Assessment Treatment (CAT)

As reported in the last edition of Infusion, ANF wrote to Management on behalf of members about the proposal to relocate CAT to 152 Frankland St in February 2011. Members were concerned that relocating (from the current position within the LGH) would result in a security and safety risk. ANF has had a response from Management which identified the reasons behind the proposed relocation. These included a philosophical change from a focus on DEM to a focus on the community along with the integration of CAT Team with Adult Community Mental Health Service (ACMHS) and Older Persons' Mental Health Services (OPMHS) (who will also

relocate to Frankland St). Management have indicated there will be ongoing consultation with staff to address any safety and security issues. ANF looks forward to working with Management to resolve the issues, and will report outcomes to members.

ANF Workplace Representatives

In the last six months ANF has recruited seven new Representatives at LGH. They are all enthusiastic and very passionate about their worksites and ANF. In early March Introductory Representative Training will be held and it is hoped a large number of Representatives from the North who have not attended any training as yet will be able to do so. ■

Aged Care

ANF extends congratulations to Meercroft Care Inc which has satisfied the 42 Standards and achieved a three year accreditation. Well done to all staff and Management for this achievement.

EBA's coming up in the next 6 months are Melaleuca, Uniting Aged Care (Strathdevon) and Eliza Purton/ Coroneagh Park.

Professional Development

Education sessions commenced in February with a diverse range of topics. Remember that random auditing for registration will occur throughout the year so ensure you are up to date with CPD hours. ANF education sessions provide two hours each, so you can quickly achieve your goals.

NWRH - Burnie and Mersey Campus

ANF visited both sites to discuss the AIN trials with staff. There has been a variety of response to the AIN trials, with most in support once they had the conditions of the trial explained to them. A few members were resistant to the idea, but were reassured of the nature of the trial. The decision to have a trial will be by the NUM in consultation with the staff, so no area will have AINs imposed upon them.

Nurses who had worked interstate were very supportive, knowing the value they add to the team. ANF also talked to other staff such as ward clerks, ward aides and orderlies to reassure them that their roles will be maintained and no jobs will be lost.

Burnie DEM

ANF are still monitoring the situation in DEM when bed block occurs, resulting in extra patients in DEM. It was discussed at the WMC where, the focus was on the discharge lounge. ANF will request to continue to monitor the effect the Discharge Lounge is having on DEM.

Spencer Clinic

Staff working overnight are regularly unable to take a break when there are clients in HCU. A formal grievance has been raised after discussions with Management failed to resolve the issue. ANF has written to the CEO of MHS and is awaiting an outcome.

NWPH

Management has moved to introduce ENs into Recovery Suite, which raises concerns with RNs due to the inherent unstable condition of the patient. ANF met with members and Management where it was agreed to maintain the status quo while further investigation in this area occurred.



Melaleuca - Rosalyn Cruse and Julie Phillips

Community

The Reference Group for the implementation of the career structure met in February 2011. Community site visits have been planned to discuss the outcomes of the Reference Group meeting.

ANF Workplace Representatives

There are several new Representatives elected in the NW. ANF has provided one-on-one training for these Representatives, and will be having a formal training day. Please utilise the Representatives in your area, who will endeavour to help you or contact the ANF office. ■

Learning and Teaching in Nursing Clinical Settings

IN NOVEMBER 2010, ANF PRESENTED AT THE NATIONAL ASSOCIATION OF FIELD EXPERIENCE ADMINISTRATORS (NAFEA) CONFERENCE AT UTAS IN LAUNCESTON. ANF WAS PART OF A PANEL DISCUSSION ON THE VARIOUS FACTORS INFLUENCING THE ABILITY OF WORKPLACES TO PROVIDE SUPPORTIVE NURSING STUDENT CLINICAL PLACEMENTS AND THE SUBSEQUENT IMPACTS ON STUDENT LEARNING OUTCOMES.

Some of the critical questions ANF raised, that influence the quality of preceptorship and the subsequent

learning outcomes for students, were as follows:

- Is the clinical setting well enough resourced to support clinical placements?
- What are the expected skills and competencies of the student at the stage in their course, and have they been clearly communicated to preceptors?
- What is expected of the preceptor - in terms of supervision, assessment, reporting and providing feedback to the student?
- How can preceptors provide constructive critical feedback to

the students to encourage active learning and reflective thinking?

ANF, in conjunction with the UTAS School of Nursing and Midwifery staff, Annette Marlow and Juliet Sondermeyer, are presenting sessions throughout the state in March and May. These two hour education sessions (which can be counted towards CPD hours) are aimed at providing preceptors and supervisors of learners in clinical nursing settings with essential knowledge and skills to support the development of our future generation of nurses.

We hope to see you at one of the sessions in your area! ■

Calvary Health Care Tasmania

Application regarding the Opt in package for theatre staff has now been resolved. Following discussions with Management an agreement has been reached that the definition for an 'afternoon shift' as stated in the EBA will be used to determine the eligibility for staff to be involved in the package.

To be clear, all employees who wish to opt into the package must complete a minimum of one on-call period per fortnight which includes weekend call periods; and one afternoon shift per fortnight in a 12 month period. This afternoon shift is any rostered shift which finishes after 1900 hours.

The participation in the afternoon shift, on-call and weekend roster will entitle staff to an extra week (pro rata) leave which will be credited at the end of the 12 month period.

Royal Hobart Hospital

Ward visits have been undertaken across the RHH to discuss EBA implementation dates and to provide information in regards to the AIN trials.

If you require any more information in regards to these issues, please do not hesitate to contact your Organisers Sue Darcey and Erin Smallbon. ■



Ward 2DS RHH - Ayaz Ali, Kate Wilson, Missy Thomas, Prashila Prasad and Robert Clark



Ward 2BN RHH - Mick Wijitnoppakun, Denise Astle and Mary Thomas



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HealthCare Personnel

A Division of Searson Buck

Private Sector EBAs

CHCT EBA (Northern Campus)

Formal negotiations with CHCT were completed in December 2010. The final Agreement was distributed to nurses on 31 January with the ballot opening on 7 February and votes counted on 18 February.

Key outcomes were:

- 2 year agreement
- Salary increases of 3% from 1 January 2011 and 3.5% from 1 January 2012
- Increased afternoon shift penalty from 12.5% to 15%
- A change to the start time for the payment of weekend on-call rate to Friday at 6.00pm
- Introduction of a lead apron allowance of \$1.75 per hour
- One week extra leave for theatre staff who meet certain on call criteria
- Introduction of Nurse Practitioner and Clinical Nurse Specialist classifications
- A Diploma Direct Entry Level for Enrolled Nurses as well as an extra increment and recognition by way of a 4% allowance for Enrolled Nurses with the Advanced Diploma
- A statewide CHCT, ANF and HACSU committee to review CHCT rostering practices, aiming for the introduction of Best Practice Rosters
- A Northern Campus Joint Consultative Committee to examine and address workload issues.

There was discussion regarding the possibility of a state-wide Agreement for the next CHCT EA.



ANF Workplace Representatives Mark Hardy, Garry Stratton, Helen Turner and Michael Huebner have worked extremely hard in representing members and negotiating on their behalf. Congratulations and thank you to all of them.

Hobart Day Surgery

At the time of writing, ANF was awaiting a response from HDS in regards to the EBA to take to members.

Healthscope

ANF has received a draft document of the Agreement to review. ANF hopes to advise staff of a date for the ballot of the Agreement to occur in the near future.

NWPH

EBA negotiations are nearing finalisation. Delays occurred while waiting to see what was achieved in the public sector. Staff and Management are keen to see outcomes from the new career structure in the public sector, but Management has decided not to include it in the new NWPH Agreement. It will be something

to work towards achieving for the next Agreement.

South Eastern Community

Negotiations have been completed with ANF members accepting the below outcomes. It is anticipated that a ballot will be conducted shortly.

- 3 year agreement
- Maintenance of current conditions
- 7.5% wage increase for 3 years
- Paid leave for Workplace Representatives to fulfill their role
- Increase in In-charge allowance
- Professional development leave of 5 paid per year

Aged Care

Negotiations are continuing at Mt St Vincents, IBIS Care, ACSAG, Aged Care Deloraine, Vacluse Gardens, Salvation Army, Corumbene and Huon Eldercare.

Negotiations for new Agreements will be commencing at Southern Cross Care Tasmania, The Gardens and Presbyterian Care Tasmania. ■

Newly Elected Reps

Jennifer Burrows
LGH & Northside Clinic

Chris Wilson
Bruny Island CHC

Amber Etheridge
RHH Antenatal Clinic

Jeanna Spurling
Mt St Vincent

Ailsa Conkie
NW Renal Unit

Margaret Emmett
Emmerton Park

Michael Smith
LGH 5D

Jodie Simon
Sandhill

Carol von Pirsch
Kanangra Hostel

Sally Martin
Wilfred Lopes Centre

Sharni Siely
Mersey Community
Hospital & WACS

Christine Butcher
SCCT Glenara Lakes

Anita Denholm
Launceston
Community Nursing

Productivity Commissions Report Fails Residents, Families, Nurses and AINs

The Australian Nursing Federation is deeply disappointed that the Productivity Commission's 'Caring for Older Australians', draft report, fails to deliver on quality care by ignoring key workforce issues faced by the aged care sector.

What You've Said

A recent survey by the ANF found:

- 95% nurses and care workers in aged care say their workloads have "significantly" increased over the past two years
- Correspondingly 95% also say they do not have enough time to complete the job load that is expected of them
- 98.5% say the Federal Government needs to fund the necessary aged care reforms.

The most urgent issues that needed to be addressed in aged care sector:

- 76% - staffing and skills mix
- 61% - more money for resident care
- 59% - wages.

Get Involved

Help us to send a message to the Productivity Commission and attend our action outside the Productivity Commission Hearing:

**Hobart - Thursday 24 March
Hotel Grand Chancellor, 1 Davey Street**

Sign the ANF's Because We Care petition which is calling on the Productivity Commission to recognise the crisis in staffing levels/skills mix and wages in aged care and to make recommendations to fix these issues in their report to the Federal Government.

Visit www.becausewecare.org.au to sign the online petition. ■

Aged Care

DURING WORK SITE VISITS TO AGED CARE FACILITIES A SIMILAR THEME HAS BEEN EXPRESSED BY MEMBERS. THE INCREASING WORKLOADS THAT ARE ASSOCIATED WITH THE RISING CARE NEEDS OF MANY OF THE RESIDENTS AS WELL AS LOW STAFFING LEVELS.

While it is generally acknowledged that the problems associated with staffing levels is multi factored and some are outside the employers control, ANF encourages members to do the following to aid in these issues being advanced with employers, as well as offering protection to staff.

Inappropriate staffing levels for an associated workload can be seen as an Occupational Health and Safety issue, and a hazard. Therefore hazard reports need to be completed identifying the problem and suggesting any actions, not just more staff, that can be considered by an employer to address the problem. An employer can then be required to show that they have taken all reasonable steps to address the problem.

If workloads and staffing levels are felt by members to be negatively impacting upon direct resident care, then incident forms or resident hazard forms need to be completed. Again this is alerting the employer that a risk to residents exists.

ANF members have indicated a frustration that when documentation is completed the documentation is not responded or actioned by employers. ANF therefore also encourages members to journal incidents for their own records, while being aware of maintaining confidentiality of all parties concerned. Purchase a diary and record a dated succinct entry that can be seen as contemporaneous to the events.

It is the responsibility of both the employer and the employee to maintain a safe work place. It is inappropriate for an employer to place an employee at risk of injury by not monitoring and responding to workload issues in the work place. But it is difficult for these issues to be advanced without the necessary documentation. ■

because
we care

Quality care for older Australians

ANF AGED CARE CONFERENCE

Launceston Tram Shed,
Friday 18 March

A day for the nursing team, focusing on clinical needs in transitional and aged care.

The day will feature:

- > **Because We Care campaign progress**
- > **ANF/ME Bank Aged Care Excellence Award presentation**
- > **Clinical practices**

For more information and registrations please visit www.anftas.org. Registrations close Monday 7 March 2011.

COST:
\$50 members
\$100 non members

We look forward to celebrating our members' contribution to aged care.



It's all in my Head

Caring for yourself in a stressful world: the thinking and feeling connection. Karen Mace, RN

"EVERYTHING CAN BE TAKEN FROM A MAN BUT ONE THING, THE LAST OF THE HUMAN FREEDOMS – TO CHOOSE ONE'S ATTITUDE IN ANY GIVEN SET OF CIRCUMSTANCES." (VICTOR FRANKL)

Recently I ran into a colleague (M) I hadn't seen for quite a while. She looked so different I probably would have walked right past her if she hadn't stopped me.

We had barely greeted each other before she burst out with 'You look so well. How is it that you look so well?' I was a little taken aback at the vehemence of the observation, and her body language was almost aggressive, accusing. I don't think she expected an answer because words continued to pour forth as she waved her arms to make a point here and there. Other customers moved warily past us eyeing M uneasily and raising eyebrows as they looked at me; but M seemed totally oblivious to her surroundings. I stood quietly watching her and let her vent. After what felt like ages, but was only a few minutes, she stopped, tears started and she just crumbled, literally, plonking down heavily on the nearby steps.

Her apology was heart rending. M was on stress leave. After 25 years of nursing she went to work one day, a day she was rostered on with someone known as a bully, and during a pre-lunch altercation M 'just lost it'. I just could not take it anymore. I was sick of trying to fight it myself because no one would do anything about it. And I don't even remember what happened really. I ended up in the Manager's office and next thing I knew I had an appointment

with the GP and I'm off on stress leave.'

As I listened to M's story, I wasn't surprised by what she shared, or even by how changed she was from the bright and confident person she had been to this anxious, emotional, uncertain person she had become. I see it often.

In Australia each year one in three people suffers significant enough stress that they need to take time off work. Some sources suggest numbers may be as high as 50% of the working population. If you work in health, especially if you are a nurse, it is highly likely you are amongst the workers caught in this trend towards increasing stress.

Building personal resilience to reduce stress

It is possible to live and work in the 21st century and not subject yourself to toxic stress. You may not be able to change the circumstances, the environment you work in, or whatever it is that is causing the stress, but you can manage the stress in your life through becoming a resilient person. When the pharmaceutical company, GSK carried out a project with workers in the UK, addressing resilience they found that 'resilience is the ability to be successful, personally and professionally in a highly pressured, fast-paced and changing environment.'¹

You are the only one who can change things. You make the choice whether to be resilient or not. If you don't like something, you have a choice; live with it, or change it. You can live a happy and successful

life regardless of the circumstances.

A key element to building resilience lies in your thinking. Many scientific studies point to the conclusion that your thinking triggers your emotions which in turn influence your behaviour.² It's your choice. You choose how you think, your thoughts, and consequently your attitude and behaviour. You can't do anything about anyone else, but you can do something about you.

Neuroscientists are making great advances in discovering how our thoughts affect our emotions and our bodies.³ Toxic thoughts are like poison, but the good news is that you can break the cycle of toxic thinking. You can reverse the effects of toxic thoughts. And once that cycle of toxic thinking is broken, you can actually start to improve your life in every area –your relationships, your health and even your success.⁴

In the next article you'll learn what toxic thinking looks like and how you can stop doing it!

Karen Mace is a registered nurse, counsellor and writing therapist with her own counselling practice, Healing Place Ministries. She regularly works with people suffering from stress, anxiety and depression, helping them learn how to make good choices and improve their life.

¹ Yemm, G 'Building your personal resilience to reduce stress' <http://www.managingpressure.com>.

² Colbert, D, 2003 Deadly Emotions, Thomas Nelson Inc., Nashville

³ Leaf, C, 2009 Who Switched off My Brain? Inprov, Ltd, Southlake.

⁴ Doidge, N, 2007 The Brain that Changes Itself, Scribe Publications, Melbourne.

M is not a real person and nor is the situation. It is a blend of people and situations which reflects the personal story of many nurses. ■

Surviving and Thriving in Nursing

Timothy Haas

LGH OR (RN SCM BN)

TIM HAAS CURRENTLY WORKS IN THE OPERATING ROOM SUITE AT THE LGH. HE HAS BEEN A REGISTERED NURSE SINCE 1964, 47 YEARS! HE HAS PREDOMINANTLY WORKED IN THEATRE BUT ALSO AS A MIDWIFE, A RESEARCH ASSISTANT FOR A HEALTH MANAGEMENT CONSULTANT AND A GP NURSE. TIM HAS WORKED IN THE UK AND IN CENTRAL AUSTRALIA. HE IS CURRENTLY PLANNING HIS RETIREMENT FOR LATER THIS YEAR.

Nursing is a twenty four hour, every day discipline. So choose your partner very carefully. Many men don't cope well with nursing's disorderly shiftwork, which places extra stress on you. You need real help too with home and children, not lip service.

For balance, social life and relaxing activities are essential, so in working round rosters think outside the square - flexibly, creatively.

Real nursing is MAD: meditative, aware and disciplined. This means it's exhausting, so ingenious sleeping arrangements are often necessary (I gained a reputation for being able to doze anywhere).

Regular leave of a reasonable length is vital. A month at a time is ideal, twice yearly if you can. And try to leave town - for anywhere. Resist feeling guilty to saying no to requests for double shifts, extra shifts over what you feel comfortable with.

Know and respect your physical limitations. Decide how much you want to put yourself out, for money, and getting enough rest; or you will burn out and get lost to the profession, which is no use to anyone. ■

the beat

On the HeartBeat for March - How do you look after your health and wellbeing?



Felicity Medhurst - RHH Neuro

I eat a vegetarian diet and like to maintain a good balance between work life and social life so I don't get too stressed out. I also exercise a little bit when I can - and I also don't mind the odd glass of wine.



Mikhaela Gargiulo - Operating Room Suite LGH

I go to the gym, listen to music, have a healthy diet and drink plenty of water. I try to make sure I have a good social base outside of work.



Megan Carrick - RHH Neuro

I think it is important to keep your mind and body active. I also make sure I have time for friends and family, and most importantly learning to leave work at work.



Katy Burns - North West Renal Unit

I look after my health and wellbeing by spending time with family and friends and doing activities that I enjoy.



Sandy Preston - Operating Room Suite LGH

I walk regularly, try to eat well and make sure I do have time to catch up with friends.

Employers Butt-Out

Article courtesy of Healthy@Work

IF IT'S EASY TO SMOKE AT WORK – ODDS ARE IT WILL BE HARDER TO GIVE IT UP! WE'VE ALL HEARD FACTS AND FIGURES ABOUT SMOKING A MILLION TIMES AND KNOW SMOKING RATES IN TASMANIA ARE HIGHER THAN THE REST OF AUSTRALIA. THAT'S WHY VARIOUS DEPARTMENT OF HEALTH AND HUMAN SERVICES (DHHS) SITES AND SERVICES HAVE EXPRESSED A NEED TO DEVELOP AND IMPLEMENT A SUPPORTIVE SMOKE-FREE WORKSITE POLICY IN THEIR WORKPLACES.

A joint-funded project between Healthy@Work and DHHS aims to meet this need through the development of an evidenced based resource kit which will include step-by-step guidance and access to resources about how to best implement a smoke-free policy.

The resource kit will be piloted in a range of workplaces before being made available by the end of 2011.

Implementation of smoke-free policies by worksites adds to the momentum of identifying smoking as a serious and costly health issue within the wider community. Worksites which have already implemented the policy have used a range of strategies, from policy changes through to smoking cessation support for staff, including in some cases, financial support to help with the costs of Nicotine Replacement Therapy.

Many DHHS workplaces have implemented smoke-free policies. These include:

- Health West Tasmania
- Campbelltown Multi-Purpose Centre
- North East Soldiers' Memorial Hospital – Scottsdale
- North West Regional Hospital – Burnie
- Mersey Hospital – Ulverstone
- Some Mental Health Services.



For more information on this project, or to express interest in participating as a pilot site, please contact Justin Parry, Project Worker on 6222 7728 – remember a smoking cessation

program is just one of many strategies that could make up a workplace health and wellbeing program – for more information visit www.healthyatwork.tas.gov.au ■

Case Study - North East Soldiers' Memorial Hospital, Scottsdale

Six months of planning and extensive consultation saw North East Soldiers Memorial Hospital implement a smoke-free policy in 2008. The policy was officially launched on 31 May -World No Tobacco Day.

The aim of the hospital site becoming smoke free was to prevent staff, patients and the community from involuntary exposure to environmental tobacco smoke and to promote health and wellbeing, as there is no safe level of tobacco use or exposure.

Staff were offered assistance through subsidised nicotine replacement therapy and access to other psychological support such as counselling to help them manage the transition and comply with policy requirements.

The decision to become smoke free, while fundamentally an issue of preventive health, was met with reluctance from some staff however this diminished over time and the policy is now universally accepted. A significant number of staff have either significantly reduced or given up smoking. There was little resistance from patients and visitors, who generally accepted the policy with no complaints.

The hospital now provides a safer, healthier and more pleasant environment for patients and staff and considers it a leader in activities which further enhance the health and wellbeing of the Dorset community. ■

ANF Health & Wellbeing Member Offers

SHOW YOUR ANF MEMBERSHIP CARD AND SAVE!



Genesis Fitness Hobart
74 - 78 Elizabeth Street, Hobart
6231 6547

No Joining Fee (a saving of \$170) and also a further incentive of a \$5 per week saving on a 3 month membership

Genesis recently amalgamated with All Aerobics and is centrally located in Hobart. Genesis now provides the biggest range of group exercise classes, with over 80 weekly. We also have an exclusive ladies only section and special personal training packages individually designed to suit peoples' needs.



Fernwood Bellerive
10 Percy Street, Bellerive
6244 2811

No Enrolment Fee PLUS 15% off the weekly membership

At Fernwood Bellerive, we help you reach your full potential by working with you on a specialised program, designed to get the results you want. We create a warm, friendly and caring environment, where women of all ages and fitness levels can enjoy themselves whilst achieving their health and fitness goals.



Fernwood Women's Health Club
69 William Street, Launceston
6334 2559

**No Enrolment Fee PLUS One Month FREE!
A Saving of over \$250.00**

At Fernwood Launceston, we help you reach your full potential by working with you on a specialised program, designed to get the results you want. We create a warm, friendly and caring environment, where women of all ages and fitness levels can enjoy themselves whilst achieving their health and fitness goals.



Healthglo
8 Uplands Place, Burnie
6431 4708

25% Discount of the Full Standard Membership

Healthglo has provided both sporting, recreational and fitness activities for the Burnie community for nearly 50 years. We are the only fully equipped health and fitness club on the North West Coast offering 26 Cardio Machines, 12 Circuit Machines, the largest selection of free weights and Cable Machines. Our Personal Trainers are available to help guide or provide answers to any question or query you may have. Come and give us a try.



Contours
Shop 2/36 Main Road, Wivenhoe
6431 6646
33 - 35 Steele Street, Devonport
6423 1438

Zero startup (valued at up to \$195)

Contours offer a female friendly fitness studio, 29 Minute Workout, one-on-one workouts with a fitness instructor and motivation sessions. ■

Public Sector EBA Implementation

THE REGISTERED HEADS OF AGREEMENT (HOA) IS THE FRAMEWORK FOR THE NEW EBA AND AWARD. ANF IS PLEASED TO PROVIDE AN UPDATE ON THE IMPLEMENTATION OF NEW WAGES AND CONDITIONS. THE OVERALL IMPLEMENTATION OF ALL CHANGES INCLUDING THE CLASSIFICATION STRUCTURE WILL TAKE PLACE DURING 2011.

Wage increase and Career Structure: the first wage increase (3.5%) and back pay has now been paid and your classification should have translated to the new grade structure. The range of implementation issues (eg criteria for advanced progression and classification descriptors) will be completed by the end of March in consultation with members. All nurses currently receiving a higher duty allowance acting in a higher position will continue with their substantive salary and the additional HDA. Nurses are encouraged to contact ANF if they have been in temporary positions for greater than 12 months.

Allowances: All increased allowances and new allowances have been paid. New allowance rates include: Preceptor \$2.18/hr, In Charge \$16.35, On Call \$3.82/\$4.91 and they will increase by wage increases each year. Other allowances will increase each August by Minimum Wage Decisions increases.

Work Value Review: The review is underway for all positions above Grade 5.

EIMS recording of double shifts: The drop down box of EIMS will be modified to include double shift coding and all double shifts should be recorded by the Nurse requesting the double shift to be worked.

Review of community/palliative/FCH/SMHS: The sub committee to review career pathways and entry points has met.

Professional Development Allowance will be paid from FFPP 1 May 2011.

Annual Leave purchase: A special form to apply for SSALS and the entitlement to one week of additional leave is being designed by HR.

AIN Trial: Draft SOD and trial documents are being considered by Branch Council. Any trial will only commence with agreement by the nurses on the relevant ward.

Public Holidays: Changes to payment and accrual of leave for public holidays has now been implemented. All accrued leave arising from hours worked on public holidays from 20 December 2009 - 25 January 2011 will be honoured and paid with loading. All accrued leave will be displayed on pay slips pending a date to be confirmed.

ANF will keep members informed as we work through the changes, but please raise any concerns/issues with your ANF Representative or the Information Line. ■



Maternity Leave

I am about to go on Maternity Leave. Am I entitled to claim paid maternity leave under my Agreement and also through the Commonwealth Paid Parental Leave Scheme (PPLS)?

The simple answer to this frequently asked question is **YES**.

An employee who is eligible for Maternity Leave is entitled to payment by their employer under the terms of their respective Agreement. Across Tasmania the period is usually fourteen weeks (14) at ordinary weekly earnings and in some Agreements can be taken at half rate. For example: 28 weeks at half the rate of pay. Superannuation is payable on this entitlement and leave entitlements also accrue.

Most Agreements in Tasmania also include leave for your partner or spouse and the period of this leave is normally one week although some recent Agreements offer up to two weeks.

In addition an eligible employee is entitled to payments under the PPLS. The payment is currently \$570 per week for 18 weeks. The object of the Commonwealth *Paid Parental Leave Act 2010* is to:

- Provide financial support to primary carers (mainly birth mothers) of newborn and newly adopted children, in order to:
- allow those carers to take time off work to care for the child after the child's birth or adoption; and
- enhance the health and development of birth mothers and children; and
- encourage women to continue to participate in the workforce; and
- promote equality between men and women, and the balance between work and family life.

Generally, the financial support is provided only to primary carers who have a regular connection to the workforce.

The financial support provided by this Act is intended to complement and supplement existing entitlements to paid or unpaid leave in connection with the birth or adoption of a child.

Importantly parental leave pay will complement parents' entitlements to unpaid leave such as unpaid parental leave under the National Employment Standards. It can be received before, after, or at the same time as existing entitlements such as employer-provided paid leave such as recreation, annual and employer-provided maternity leave.

If you have any query in relation to this FAQ please do not hesitate to contact the ANF Information Line on 6223 6777 or 1800 001 241. ■

HESTA/ANF Student Awards

Sequel to the inaugural 2010 awards

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1st PRIZE \$750

2nd PRIZE \$500

3rd PRIZE \$250

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Tell us in 250 words
Nursing – your chosen career.
What does nursing mean to you and how will you achieve your career goals?

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To enter and for full details and conditions of entry please visit

www.anftas.org

*Prize money to be demonstrated as utilised for academic costs. Entries are to be 250 words or less and received by 5:00pm Wednesday 27 April 2011 to anftas@anftas.org. To enter and for full details on conditions of entry please visit the ANF website. Authorised: Neroli Ellis, Branch Secretary, March 2011



ANF Graduate Survival Guide

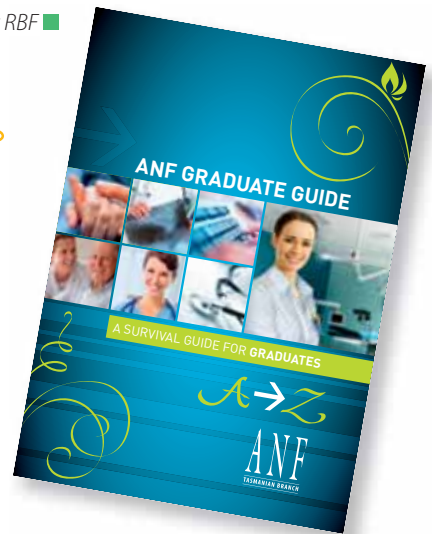
The new Grad Survival Guide is now available. A great reference for Graduate Nurses and Midwives.

Know your entitlements!

The guide includes information on registration, enterprise agreements, leave entitlements, legal statements etc.

If you would like a copy please contact our office on 6223 6777.

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ANF is Growing

EXCITING NEW ROLES & OPPORTUNITIES FOR NURSES TO WORK WITH ANF

Professional Officer

ANF is seeking expressions of interest from nurses who wish to experience a short or long term contract (secondment contracts may be arranged).

If you are a nurse with a desire to gain experience through one or more of the following areas, please contact ANF to further discuss a range of job opportunities:

- Undertake professional research and projects, including development of submissions on state and national nursing issues
- Learn more about HR and the industrial conditions governing nurses through answering Info calls
- Assist with the career structure implementation and review of positions
- Undertake case management and representation of individual nurses.

Great working conditions, flexibility and learning opportunities for nurses to have a break and learn new skills. Work closely with the Secretary and make a difference to nursing in Tasmania!

Trainers & Assessors

We are seeking expressions of interest from experienced Trainers and Assessors to deliver training and assessment in Certificate III Aged Care and Home and Community Care in Hobart on a casual, as required basis. Earn up to \$39.68 per hour.

Essential qualifications:

- Current registration as a nurse

- Certificate IV Training and Assessment or currently undertaking Certificate IV Training and Education
- Recent aged care/community nursing experience
- Experience delivering and assessing Certificate III Aged Care and Home and Community Care.

Nurses Studying Law

- Are you interested in labour law and procedural fairness?
- Do you want an opportunity to experience case management and oral advocacy at meetings and in various jurisdictions?
- Would you like experience in drafting complex letters, position papers and employment agreements?
- Do you want to work part-time (day work) while you study and earn \$46.87 per hour?

An opportunity exists for a part-time employee to work with the ANF. Flexible hours can be accommodated in order to suit study commitments. Full-time hours may become available later.

There may also be opportunities to work with Tasmanian and Victorian solicitors. If you decide to do legal practice via external study it may be possible for ANF to organise unpaid legal placements.

For further information about any of the above roles, please contact Denise Robbins, Office Manager on 6223 6777 or manager@anftas.org. ■

“MOODS AND MOMENTS”

AN EXHIBITION OF PAINTINGS (ACRYLIC) AND PHOTOGRAPHS RECORDING THE LITTLE THINGS THAT CAUSE US TO PAUSE OR SMILE, AND MAKE OF THIS EXISTENCE A LIFE.

by

PAM WRIGHT and TRISH RIDER

WHEN 12th March - 6th April, 2011
WHERE Meadowbank Estate
699 Richmond Road
Cambridge Tasmania 7170
Ph 03 6248 4484

PAM WRIGHT

Pam works as a Registered Nurse, her career has spanned all streams of Nursing. She taught at the Royal Hobart Hospital for ten years, was in charge of the Children's Ward at St Johns Hospital, Hobart, was the Night Supervisor at the Repatriation General Hospital, Hobart for ten years and held elected office in the Australian Nursing Federation for twenty six years, four of them as Federal President. She now works in the clinical area. Pam came to Tasmania in 1974 as part of an around Australia four wheel drive trip — she stayed.

TRISH RIDER

Trish is Tasmanian born and bred; she retired from nursing after a career of thirty five years which included many years as a practicing Midwife, ten years in the challenging area of palliative care and four years working as a Nursing Organiser for the Australian Nursing Federation. She has four adult children and without doubt the world's most delightful black Labrador.

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MARCH

EPILEPSY

Epilepsy – types, causes, symptoms and management.

Presenter all sessions: Reachelle Beasley, Epilepsy Tasmania
2 CPD hours

Hobart: Tuesday 15 March, 6:00pm – 8:00pm
CCAMLR, 181 Macquarie Street, HOBART

Launceston: Wednesday 16 March, 6:00pm – 8:00pm
The Tramsheds, 4 Invermay Road, INVERESK

Devonport: Thursday 17 March, 6:00pm – 8:00pm
Quality Hotel Gateway Inn, 16 Fenton Street, DEVONPORT

LEARNING AND TEACHING IN CLINICAL SETTINGS

Part 1 – a programme to support preceptors and supervisors of learners in the clinical setting.

Presenter all sessions: Annette Marlow and Juliet Sondemeyer, UTAS SoNM 2 CPD hours

Hobart: Tuesday 1 March, 6:00pm – 8:00pm
CCAMLR, 181 Macquarie Street, HOBART

Launceston: Wednesday 2 March, 6:00pm – 8:00pm
The Tramsheds, 4 Invermay Road, INVERESK

Devonport: Thursday 3 March, 6:00pm – 8:00pm
Quality Hotel Gateway Inn, 16 Fenton Street, DEVONPORT

BACK CARE FOR NURSES, MIDWIVES AND CARE WORKERS

A refresher for health care workers – basic anatomy, physiology and back care, practicing basic postural techniques, tips for transferring clients. 2 CPD hours

Hobart: Tuesday 8 March, 6:00pm – 8:00pm
CCAMLR, 181 Macquarie Street, HOBART

Presenter: Susie Furphy, Physiotherapist and Manual Handling Trainer

Launceston: Wednesday 9 March, 6:00pm – 8:00pm
Mercure Hotel, 3 Earl Street, LAUNCESTON

Presenter: Nadia Zalucki, Acting Cardio Respiratory Physiotherapy Supervisor

HUNTINGTON'S DISEASE

Living with Huntington's Disease – support and management of symptoms.

Presenter all sessions: Joyce Abblitt, Huntington's Disease Association 2 CPD hours

Launceston: Tuesday 29 March, 6:00pm – 8:00pm
The Tramsheds, 4 Invermay Road, INVERESK

Devonport: Tuesday 22 March, 6:00pm – 8:00pm
Quality Hotel Gateway Inn, 16 Fenton Street, DEVONPORT

OBSTETRIC EMERGENCIES

An overview of postpartum haemorrhage (PPH) – shoulder dystocia, cord prolapse and neonatal resuscitation.

Presenter: Judy Parish, CME 2 CPD hours

Launceston: Wednesday 23 March, 6:00pm – 8:00pm
The Tramsheds, 4 Invermay Road, INVERESK

OBSTETRIC EMERGENCIES

Postpartum haemorrhage (PPH) and shoulder dystocia.
Presenter: Beck French and Angela Hay, Maternity Services and Women's Health RHH 2 CPD hours

Hobart: Wednesday 23 March, 6:00pm – 8:00pm
CCAMLR, 181 Macquarie Street, HOBART

Cost – 2 hour sessions

\$30 ANF Members \$20 ANF Student Members

\$60 Non Members* \$40 Student Non Members*

*If positions available

APRIL

NATIONAL REGISTRATION

An update on National Registration 2 CPD hours

Hobart: Thursday 14 April, 6:00pm - 8:00pm
CCAMLR, 181 Macquarie Street, HOBART

Launceston: Tuesday 5 April, 6:00pm - 8:00pm
The Tramsheds, 4 Invermay Road, INVERESK

Devonport: Wednesday 6 April, 6:00pm - 8:00pm
Quality Hotel Gateway Inn, 16 Fenton Street, DEVONPORT

Presenter all sessions: Saz Newbery and Catherine Mediecke, AHPRA

HUNTINGTON'S DISEASE

Living with Huntington's Disease - support and management of symptoms 2 CPD hours

Hobart: Tuesday 19 April, 6:00pm - 8:00pm
CCAMLR, 181 Macquarie Street, HOBART

Presenter: Joyce Abblitt, Huntington's Disease Association

ACUTE PAIN MANAGEMENT

Acute pain management and treatment 2 CPD hours

Hobart: Tuesday 12 April, 6:00pm - 8:00pm
CCAMLR, 181 Macquarie Street, HOBART

Presenter: Sue Kube, Acute Pain Service RHH

OBSTETRIC EMERGENCIES

CTG Interpretation, fetal lactate sampling and eclampsia
2 CPD hours

Hobart: Wednesday 20 April, 6:00pm - 8:00pm
CCAMLR, 181 Macquarie Street, HOBART

Presenter: Beck French and Angela Hay, Maternity Services and Women's Health RHH

Register and pay online for **ANF education sessions** in 4 easy steps:

1. **Log in to the member area of the ANF website.**
2. **Select the education session you would like to attend**
3. **Click on the register button and submit your details**
4. **Proceed through to **PayPal** and pay online**

Without your payment your place is not confirmed.

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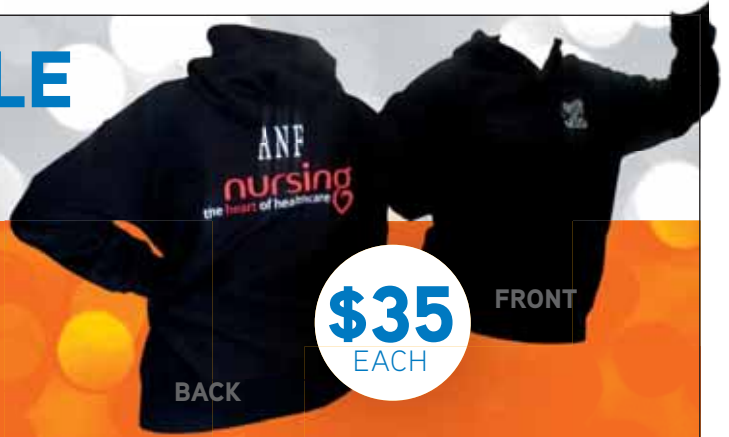
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\$7.70 per topic ANF Members | \$22.00 per topic Non Members

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The RBF Board is the trustee of RBF. The relevant RBF brochures, available at www.rbf.com.au, set out important information that you should consider in deciding whether to hold an RBF account.