

INFUSION

The Tasmanian nursing magazine for ANF Members

Call for Better Aged Care Conditions

also in this issue:
National Registration
Aged Care Awards
International Nurses & Midwives Day

2011
MAY



Happy International Nurses and Midwives Day!

ANF WILL BE CELEBRATING INTERNATIONAL NURSES AND MIDWIVES DAY WITH NURSES AND MIDWIVES ACROSS THE STATE (PLEASE REFER TO THE BACK COVER TO FIND OUT WHERE MAJOR ACTIVITIES WILL BE HELD).

Our Reps will also be enjoying the networking and experience of the ANF Annual Delegates' Conference this month in Launceston.

The second day is a Professional Day and is open to all members, and these hours will be included as part of your annual CPD hours. It's not too late to register at www.anftas.org.

Many Tasmanian nurses and midwives will be renewing their annual practising certification this month and the new legislation means that if you let your renewal lapse one month after your expiry date, you will be removed from the register.

This cannot then be renewed and requires a new application to practice. You should have received a renewal letter from AHPRA and reminders will be sent to those who have a User ID and accurate contact details. Please visit the AHPRA website www.ahpra.gov.au to check whether your renewal is due in May or August.

While we celebrate our profession and the public continue to respect the valuable contribution nurses and midwives make to our community every day, the Government and DHHS representatives appear to have another view of nurses. After six months of interest based bargaining centred on the values of transparency and respect, the DHHS has unfortunately reneged on the agreed conditions.

Public Sector Nurses at membership meetings have expressed their frustration and voted to commence an industrial campaign. ANF has refused to continue meeting with DHHS representatives unless independently facilitated. It is blatant arrogance of this Government and DHHS to overtly breach a registered industrial agreement and unilaterally remove long held nursing conditions.

ANF continues to lobby for improvements to Aged Care funding and presented at the Tasmanian Productivity Commission Hearing (see our focus pages). ANF is moving through enterprise agreement negotiations at each aged care facility and thanks to all members who are actively involved and passionate to see improvements for the future of aged care nursing. ■

Congratulations to all, and enjoy the recognition and celebration of International Nurses and Midwives Day.

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Statements/opinions in infusion reflect views of the authors, they do not represent official policy of the ANF unless stated.

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North West Report



NWRH - Burnie and Mersey Campus

Sue Robertson (ANF Organiser) has been doing regular walk arounds at both sites, and encourages staff to discuss any subject - the EBA implementation or an issue specific to your site. The future plan is to organise specific visits to each ward or unit but in the meantime approach the ANF Organiser for a chat.

Queenstown

Issues continue with 10 hour night shifts for ECAs in Lyell House. The Care Workers Award does not provide for this however Care Workers want to be rostered the same as the Nurses to allow continuity of care and avoid staggered rosters. ANF is pursuing a Section 55 to formally allow this to occur.

NWPH

Theatre shifts being rostered as an 'S' were resolved after discussions with Management. However, it was not resolved immediately after the initial advice and staff were required to work for a further week and a half with start times only recorded on a whiteboard that was changed over time. ANF is pursuing penalty payment for these changes of shift without the appropriate notice. Members have advised that inadequate notice of change in shift times have caused hardship in balancing working and family commitments.

Aged Care

Visits continue to all aged care facilities outlining the *Because We Care* Campaign progress and to also discuss National Registration requirements.

ANF visited Tandara Lodge to discuss the current Agreement with members. Nursing employees are currently covered by an Agreement, but the remaining employees are covered by



Sandra Wilby, Mandy Billings and Mary Brocksopp

the Aged Care Award 2010. ANF's non-nursing members are keen to be covered by an agreement. The Nursing Agreement took longer than expected for approval when lodged with the Workplace Authority, therefore extending its expiry date to 2012. This has resulted in the last wage increase being in July 2010. ANF is having discussions with Management regarding wage increases for nursing employees in 2011. ANF met with members from Eliza Purton Homes (EPH) and Coroneagh Park to develop a LOC (EPH) to commence negotiations for a new Agreement. EPH Management is keen to progress the bargaining as they have Accreditation due about the same time. ■

ENROLLED NURSE Advanced Diploma

ARE YOU AN ENROLLED NURSE WITH A DIPLOMA QUALIFICATION, INTERESTED IN ADVANCING YOUR EDUCATION AND EMPLOYMENT OPPORTUNITIES WITH AN ADVANCED DIPLOMA FOR ENROLLED NURSES (HLT61107)?

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ANF is the sole training provider of the Advanced Diploma for Enrolled Nurses in Tasmania

ANF will be commencing our first Advanced Diploma Enrolled Nurses course in July/August 2011.

Enrolments close Monday 11 July, 2011. Delivery of the course throughout Tasmania will depend on sufficient numbers of enrolments.

Complete the full qualification or stand alone units, subject to minimum numbers of enrolments.

ENROLLED NURSE Diploma of Nursing (Bridging Course)

ARE YOU AN ENROLLED NURSE WITH A CERTIFICATE IV OR HOSPITAL BASED QUALIFICATION, INTERESTED IN ADVANCING YOUR EDUCATION AND EMPLOYMENT OPPORTUNITIES?

Diploma of Nursing (Enrolled/division 2 nursing) HLT51607 for nurses who are currently registered with Nursing and Midwifery Board of Australia (NMBA).

Course duration is up to 12 months (delivery can be completed inside of 12 months or students may require extra time dependant upon their circumstances). Cost: \$2,600

Class attendance is minimal. The majority of the course consists of self directed learning packages. All resource information is included. Negotiated face to face contact is required for some units.

More information at www.anftas.org For enquiries or to register for an information session, please contact 6223 6777, 1800 001 241 (outside Hobart area) or rtoassist@anftas.org.



Aged Care Deloraine - Julie Lunston, Margaret Mason and Jill Eastley

QVMU

The staff satisfaction survey has been completed on 40/4B. ANF met with Management to discuss results and recommendations. These were then presented by Management to staff. Unfortunately only 21 responses were received out of 68. Despite the low return rate several positive suggestions were identified. It has been agreed the survey will be repeated in October/ November this year to allow for any recommendations to be implemented and then to evaluate their effectiveness. A Leadership Group will be established with Grade 4s and they will be involved in Strategic Planning. It was noted that more positive feedback to staff was required around 'job well done'.

This will be provided by senior staff and the Leadership Group.

Communication was also identified as needing to be improved, Management has asked for suggestions from staff and currently a newsletter is distributed to all midwives. Issues around annual leave requests were raised and various options were discussed, with Management being open to suggestions from staff. More computers and moveable trolleys are currently under order or have arrived to allow staff to complete Obstetrics data input.

Aged Care Deloraine

The Aged Care Deloraine EBA is now in the drafting stage. Reps and members from Aged Care Deloraine have been

steadfast in their commitment to ensuring that the EBA will serve to retain and recruit staff, with regular discussions on current issues and ways to improve these into the future.

Eye Hospital

A meeting at the Eye Hospital to present the initial Log of Claims resulted in a lot of discussion to ensure that the final document reflects the needs of the staff in a rapidly growing area as well as promote recruitment of staff to the Eye Hospital. EBA contacts Jackie Cox and Leigh Clarke have been involved throughout the process thus far with members and ANF to support this process.

Organiser

Deb Stewart, Northern Organiser has left ANF to return to the clinical area.

"During my year at ANF I have had the privilege to meet so many members of the Nursing Team who inspire me with their dedication to their patients, residents and colleagues. I have seen many examples of positive outcomes when people stand together to support each other to ensure that quality care continues to be provided across all sectors of the Tasmanian Health Care setting. I have had an amazing year and wish all of the people I have met over this time the very best." ■

Tasmanian Branch of Australian College of Nurse Practitioners

Jane Davis, Chair – Tasmanian Branch of ACNP, Nurse Practitioner Aged Care

THE INAUGURAL ANNUAL TASMANIAN BRANCH, AUSTRALIAN COLLEGE OF NURSE PRACTITIONERS SEMINAR WAS A RESOUNDING SUCCESS WITH TWENTY FIVE PARTICIPANTS ATTENDING FROM AROUND TASMANIA AND INTERSTATE.

The participants were from a wide range of specialties and at different stages

of their plans and studies to become Nurse Practitioners or they were current endorsed nurse practitioners. The topic was Clinical Management of Patients with Multiple Morbidities for New and Aspiring NPs. Presenters included General Practitioners: Dr Jan Radford, Dr CK Khong, Primary Health Pharmacist Jane Frankling and Assistant Director of Nursing - Workforce Development Karin Cuff.

The seminar highlighted significant challenges inherent in the care of patients with multiple morbidities. It is our hope that the experience for patients with multiple morbidities will be better as a result.

We thank the University of Tasmania School of Nursing and Midwifery and the Australian College of Nurse Practitioners for their support for this event. ■

RHH

ASSESSMENT AND PLANNING UNIT (APU)

Jane Holden, Acting CEO, has been advised that there is no funding to staff the planned APU. The funding secured for the development of the new area and 16 beds from 2B and the 10 beds from the Emergency Short Stay Unit will be transferred to provide staffing.

Members have raised their concerns with ANF in relation to the redeployment process for staff currently contracted to 2B. The issue has been raised with senior management via the JUMIC and ANF will work closely with members to ensure their industrial and professional issues are addressed. At time of writing time frames for this process are yet to be advised.

Mental Health Services South

ROY FAGAN CENTRE 2 X 2 ROSTER TRIAL

The 12 month roster trial period concluded on 5 March 2011. Management proposed that the current 2 x 2 roster trial be extended until agreed conditions for 10 and 12 hours shift-working nurses are introduced, as per the Nurses and Midwives Heads of Agreement 2010 Clause 5.3.2 - Flexible Shifts. Members have indicated their support for this and will continue to claim their penalty entitlements when they do not have two clear days off duty.



RHH Surgical - Sarah Gordon and Jennifer Groves

Department of Psychiatry (DoP)

The first meeting of the Steering Committee, comprising of staff, ANF, other unions, management and HR representatives, for the Review of DoP being undertaken by Catherine Schofield,

was held in March. Catherine Schofield has circulated her availability for staff to individually meet with her. This is the opportunity to have any concerns raised and addressed and you are encouraged to speak to your staff or ANF representative with any issues you want addressed via the Review process. ■

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Key Dates:

31 May or 31 August 2011

some nurses and midwives due to renew

One month after expiry date

removed from register if not renewed

Renew online – **Register** on time



Nursing and Midwifery
Board of Australia

AHPRA

ANF IS GROWING

WE WOULD LIKE TO INTRODUCE AND WELCOME OUR NEW TEAM MEMBERS AT ANF.



Angela Wyatt - Industrial Officer

Angela has extensive experience in psychiatric nursing, midwifery and anaesthetic nursing, both in public and private sectors. She has a bachelor of law with honours and is currently completing a research masters in Law. Angela has worked in a law firm specialising in wills, estate planning and property law.

Angela has been doing legal research for a Hobart barrister and teaching succession, contract and tort law at the faculty of Law, UTAS. She is on the Tasmanian Women's Legal Service Management Committee and is a member of the Tasmanian Women's Lawyers Association. Angela's most recent position has been legal facilitator at Royal Hobart Hospital.



Steven Cooper - Project Officer

Steven has worked in multiple health professional positions after initially completing his training at Royal Hobart Hospital, heading interstate and overseas. He has predominantly worked in rural and remote settings from small outback hospitals as well as health centres and out of the back of a Toyota Troop Carrier, tents and sea containers in providing healthcare.

Highlights include setting up remote health centres in the desert of central Western Australia and being partly responsible as the Professional Practice Nurse for standardisation of policy, procedure and protocols of health centres in the Northern Territory. Steven has a passion for change management, policy and evidence based research to reflect current practices and is looking forward to his role as Professional Officer and being back in his home state.



Louise Phillips - Organiser (north)

Louise spent 15 years working in the ACT as a Community Nurse and at the ACT Hospice. She returned to Tasmania in 2001, working for Palliative Care Service (North) for over six years as CNC Liaison and two and a half years as Acting Unit Manager for Kings Meadows Community Nursing.

For the last 14 months Louise has worked at Glenara Lakes Aged Care Facility as the CCC and more recently as the Acting Facility Manager.



Lisa Grosser - Information Officer

Lisa has worked extensively as a Registered Nurse in the field of oncology in both the private as well as the voluntary sector in the UK. Her specialist interest has been breast cancer and in her role as the Clinical Nurse Specialist for Younger Women with Breast Cancer, focused on providing information and support to women in their 20s and 30s with breast cancer.

Lisa has a BSc(Hons) in Health Studies and is currently in her third year of a Bachelor of Laws at the University of Tasmania. ■



because
we care

Quality care for older Australians



Call for Better Aged Care Conditions

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THE NATIONAL ANF *BECAUSE WE CARE* CAMPAIGN HAS BEEN A FOCUS RECENTLY. THE PRODUCTIVITY COMMISSION'S DRAFT REPORT FOR CARING FOR OLDER AUSTRALIANS WAS RELEASED IN JANUARY 2011 AND THE COMMISSIONERS HAVE BEEN CONDUCTING PUBLIC HEARINGS THROUGHOUT THE NATION. ANF (TAS) BRANCH PRESENTED A VERBAL SUBMISSION AT THE HEARING ON 24 MARCH ALONG WITH BEING PART OF THE FEDERAL ANF WRITTEN SUBMISSION.

To support ANF's submission, a rally of ANF members and supporters was held outside the Grand Chancellor and ANF was pleased to see a large amount of support being shown by the passing public. ANF wishes to extend thanks to those members and supporters who braved a cold and wet day to attend the rally.

At the public hearing Neroli Ellis (Branch Secretary) was supported by Louise Phillips and Bob Elliston. Louise spoke as a former manager of a residential aged care facility and Bob as an experienced RN in aged care. The focus of our submission was on five main areas:

1. Skill mix and staffing levels and the public sector Nursing Hours per Patient Day model
2. Clinical governance and the changing culture back from a business model to a clinical focus with a learning environment
3. Training and Learning Culture
4. Medication management
5. Wage disparity.

Also discussed was that the Accreditation System is failing to deliver the highest quality of care and the need to support



nursing leadership programs, mentoring systems and clinicians leading the agenda from a quality and safety perspective.

There was also discussion regarding the content and delivery of training to meet the needs of the aged care industry.

Currently Tasmania has the highest population of aged care residents per capita in Australia. There is significant evidence that this not going to slow with more interstate people retiring here.

There needs to be a plan of action by the Federal and State Governments urgently to address the growing needs of our increasing aged care population.

Above: Productivity Commission Hearing - Bob Elliston, two Commissioners, Louise Phillips, Neroli Ellis
Top: Productivity Commission Rally

The aged are living longer and wanting to live in their own homes. There needs to be different models of care and a change in organisational structure to support our ageing and their needs into the future. ANF, with other key stakeholders, is working towards developing models with evidence based research to convince the sector there is drastic need for change.

The Australian Association of Gerontology (Tasmania) and Wicking Dementia Research and Education Centre also invited ANF to present on

the Productivity Commission Report around the Good, the Bad and the Ugly! This was followed by a panel afterwards to discuss and answer questions about aspects of the report.

There was a lot of discussion around the Teaching in Residential Aged Care facilities and the research being conducted by the Wicking Institute. ANF is very supportive of this work to improve access to education

and training with an evidenced based approach, and being able to develop well articulated career paths.

It is vital for the future of nursing to deal with the complex care needs and co-morbidities that are increasing in our aged care population. We need to fund different models of care and promote and encourage nursing in this sector for future sustainability. ■

BWC Pledge

ANF HAS INVITED KEY TASMANIAN STAKEHOLDERS TO SHOW THEIR SUPPORT FOR QUALITY AGED CARE REFORM IN THIS TERM OF PARLIAMENT, BY SIGNING THE BECAUSE WE CARE PLEDGE.

ANF congratulates the following caring people for signing our pledge:

- Andrew Wilkie MP - Independent Minister for Denison
- Hon Nick McKim - Leader of the Tasmanian Greens
- Senator Carol Brown
- Jacquie Petrusma - State Liberal Member for Franklin
- Paul O'Halloran - Greens Shadow Spokesperson Health and Human Services
- Richard James - Tasmanian President, Australian Independent Retirees.

The above people have publically supported improving aged care in Australia. Their names go down alongside the 26,000 signatures that were collect by ANF and presented to the Productivity Commission.

ANF appreciates the support of politicians and key community members. We also invite other politicians to come forward and join our campaign, and ensure the Gillard Government urgently reforms aged care.

The dedication and compassion of the Tasmanian aged care workforce is valued by ANF. Our goal is to ensure that you are recognised for your skills and qualifications, and that older Australians continue to receive the quality care they deserve. ■



Andrew Wilkie and Neroli Ellis



ANF Organiser Ken Harriss and Minister Nick McKim

the beat

On the Heartbeat for May: "Why was it important for you to attend the ANF productivity commission hearing rally today?"



Kareene Howarth - ECA Ningana Home

I don't think people understand the pressure that carers are under. We have one carer for sixteen residents. We are burning out and it is not enough for the residents. We are there for the residents and we don't have enough time to spend with them. We need a lot of help and more staff.



Kaye Griffiths - EN Ningana Home

We need to gather support for aged care. We need better resident to staff ratios, because it is impossible at the moment. If something doesn't happen soon, we are going to have more nurses leaving aged care.



Charmaine Miller - Cert III Aged Care Student

I am extremely passionate about quality care and feel that everyone should receive quality care across all the sectors of health.



Melissa Ackerley - Cert III Aged Care Student

It is only fair that all nurses and carers get the same wage as the public sector. Aged care workers are not getting paid for the workload that is put on them.



Georgia Brady - RN Student

This is my future, and what I will be doing when I graduate. We need to support aged care now, or when I start working conditions won't be any better. Conditions need to improve now.



Aged Care Conference

Aged Care Conference attendees

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THE ANF AGED CARE CONFERENCE WAS ATTENDED BY MORE THAN 70 CARING, HARD WORKING AND DYNAMIC MEMBERS OF THE AGED CARE NURSING TEAM.

It was a day which highlighted not only some of the challenges of providing quality aged care, but also the creative and innovative solutions that are emerging from the aged care nursing team. The specialist clinical skills, high level knowledge base and emotional intelligence required by members of the aged care team were both acknowledged and apparent in the committed group of people attending the conference.

Clinical presentations included Hazel Ryan on the importance of assessing and managing pain in the elderly; Jane Davis on the 'Dilemmas of Delirium', specialty assessment and clinical skills; Ruth Haynes on 'Planning for the Future' and supporting people in ensuring the final stages of their lives meet their wishes and values; and Ian Nethery who discussed the development of a specialised centre for the elderly in emergency management, highlighting the fantastic possibilities that can occur when members of the health care team collaborate.

Karen Mace, Registered Nurse and Qualified Counsellor at Healing Place Ministries highlighted the importance of self care in the nursing team and provided strategies to deal with the physiological, mental and emotional responses to the stressful working environment in Aged Care.

Mr Richard James, State President of the Independent Retirees Association,



*Top: Denice Nebesny (Yarrandoo), Carolyn Scott (Tamar Park), Shirley Shaw (Karingal)
Middle: Jeremy Carroll, David Maloney, Anne Archer, Jannifer Paton (Pulse Nursing Agency)
Bottom: Caroline Guest, Sherryl Kelly (PeaceHaven)*

signed the first Tasmanian *Because We Care* Pledge in support of the ongoing ANF campaign to ensure that aged care is adequately funded and that the nursing team in this sector can continue to provide high quality care to the frail and elderly. Mr James acknowledged the role of both the nursing team and the ANF.



Aged Care Awards Winners - Kellie Ward, Julie Wicks and Carrie Page

ANF/ME BANK AGED CARE EXCELLENCE AWARDS

The inaugural ANF/ME Bank Aged Care Excellence Awards were a highlight of the conference. Awards were presented by Caron Hitchcock of ME Bank, who advised how proud ME Bank were to continually support ANF and all of our members, and in this case particularly to recognise the invaluable work undertaken by all in the aged care sector. Thank you on behalf of ME Bank to everyone who nominated and acknowledged the great work of a colleague and congratulations to all nominees, finalists and award winners.

Winners

- Kellie Ward - PCA, Queenstown Hospital (Lyell House)
- Julie Wicks - EN, Guilford Young Grove
- Caroline Page - RN, Strathdevon

Finalists

- Peter Burdon - Freemason Homes Southern Tasmania
- Debra Beresford - May Shaw
- Kaye Griffiths - Ningana
- Caroline Guest - Masonic Homes ■

Student Registrations

Article courtesy of AHPRA

IF YOU ARE ENROLLED IN AN APPROVED PROGRAM OF STUDY IN 2011 YOU DO NOT NEED TO APPLY FOR REGISTRATION AS A STUDENT. EDUCATION PROVIDERS WILL PASS ON YOUR DETAILS DIRECTLY TO THE NURSING AND MIDWIFERY BOARD OF AUSTRALIA FOR REGISTRATION. NO FEES ARE REQUIRED.

The Nursing and Midwifery Board of Australia will register you on the student register for the duration of study or clinical training, or until you are no longer enrolled in an approved program of study. This information is not published online and is not publicly available.

What impact does registration have on students?

The Nursing and Midwifery Board's role is focused on registering students and dealing with notifications about students:

- whose health is impaired to such a degree that there may be substantial risk of harm to the public; or
- who have been found guilty of an offence punishable by 12 months imprisonment or more; or

- who have a conviction of, or are the subject of, a finding of guilt for an offence punishable by imprisonment; or
- who have contravened an existing condition or undertaking.

What are my obligations as a student to tell AHPRA?

Under the national law, students must notify through the local office of AHPRA within seven days of becoming aware if:

- they have been charged with an offence punishable by 12 months imprisonment or more; or
- they have been convicted of, or are the subject of, a finding of guilt for an offence punishable by imprisonment; or
- their registration under the law of another country that provides for the registration of students has been suspended or cancelled.

National Boards and AHPRA have no role to play in the academic progress or conduct of students (other than offences punishable by 12 months imprisonment or more, or, where they have a conviction of,



STUDENTS WORKING ON TOMORROW

or are the subject of, a finding of guilt for an offence punishable by imprisonment). Under the national law, matters relating to academic progress or conduct are for education providers to address.

Will I be automatically registered as a practitioner after I complete my studies?

No, there is a separate process with specific registration standards to be met when you apply for general registration. More information about the registration standards is published on the AHPRA website www.ahpra.gov.au. The graduate registration process will be communicated separately.

For further information relating to student registrations see <http://www.nursingmidwiferyboard.gov.au/Student-Registrations.aspx> ■



ANF President Julie Driver, Alison Crisp and Neroli Ellis

30 Years ANF Membership

ALISON CRISP HAS RECENTLY RETIRED FROM NURSING AND WAS ACKNOWLEDGED AT A BRANCH COUNCIL MEETING FOR HER 30 YEARS OF MEMBERSHIP.

Alison was an Enrolled Nurse who most recently worked for WACS at the Launceston General Hospital. ANF wishes Alison all the best in her retirement. ■

CPE Online Win for Kylie

CONGRATULATIONS TO KYLIE SHELVERTON, A RN FROM THE RHH WHO IS ANF'S NATIONAL WINNER IN THE RECENT CPE ONLINE COMPETITION.

From 1 October 2010 to 31 March 2011, all members who purchased four or more CPE online tutorials entered the draw to win a \$1000 travel voucher.

Kylie Shelverton is our winning traveller and has also achieved her 20 hours Continuing Professional Development (CPD) for the year.

Visit the ANF website (Education & Training) to access ANF's CPE Online tutorials - only \$7.70 per course for members, providing you with 5 CPD hours. ■

Join the new-look **NURSELine.**

"I've been a registered nurse for many years, and have worked in acute care and aged care; as well as a specialist nurse in the public and private sectors. But I've now chosen to work for NurseLine.

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Competition open to nurses only.

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GENCA National "Bottoms Up" Conference

Elizabeth Yong RN ACGEN
Endoscopy Unit, Calvary Hospital, Lenah Valley Campus

ON 5 MARCH 2011, I WAS PRIVILEGED TO BE ABLE TO ATTEND THE INAUGURAL NATIONAL CONFERENCE ORGANISED BY GENCA (GASTROENTEROLOGICAL NURSES COLLEGE OF AUSTRALIA) – I THOUGHT THE TITLE "BOTTOMS UP" WAS PARTICULARLY APPROPRIATE TO THE WORK I DO IN ENDOSCOPY.

About 150 delegates attended the conference at The Sebel Hotel in Melbourne. My decision to participate was made when I saw the impressive content on offer. I was not disappointed as the quality and professionalism of the information disseminated during the conference was excellent.

Let me share some of the information we received:

The keynote speaker was Rosemary Bryant, Chief Nurse and Midwifery Officer for Australia, President of International Nurses Council. Her subject: *A Vision for Nursing*, about the global health care systems and the ever increasing demands

on them. Rosemary's vision for the future include a strengthened primary health care system centred on patients, carers and families and that the system is affordable, flexible and responsive.

Pathways to Advancement was delivered by Lynn Rapley, Nurse Unit Manager at Mater Hospital Endoscopy/ Day Surgery Unit. She spoke about the Dreyfus Model of Skill Acquisition – Novice to Expert – A model published in the 1980's. Lynn emphasised the importance of preceptors remembering what it was like as a novice.

Di Jones, President of SIGNEA (Society of International Gastroenterological Nurses and Endoscopy Associates) gave us an informed insight into the work of this organisation.

I was fascinated by Amanda Geary, Executive Officer of South Coast Primary Care Partnership and her humorous talk entitled *Up The Management Creek Without Any Paddles – The Challenges Facing Middle Level*

Managers in Contemporary Health Care Organisations. She spoke about effective communication, teamwork, managing performance and styles of leadership.

Libby Shepherd, Clinical Nurse Consultant, Queensland Bowel Screening Program talked about her role as Nurse Endoscopist in the UK and how this role has helped facilitate a shorter waiting list for patients. However, the question remains as posed in the title of her talk: *Nurse Endoscopists – An Accepted Workforce in the UK But is the Role Realistic for Australia?*

The conference provided a great opportunity to network with other gastroenterology nurses and experts from all over Australia.

Thank you GENCA for a very well organised conference and thank you ANF for your assistance to make it possible for me to attend.

I have thoroughly enjoyed the conference and feel very proud to be in my specialised field of gastroenterology. ■



Diabetes Education Innovation

THE AUSTRALIAN PRACTICE NURSES ASSOCIATION (APNA) AND THE AUSTRALIAN DIABETES EDUCATORS ASSOCIATION, HAVE ANNOUNCED THE LAUNCH OF A NEW ONLINE EDUCATION PROGRAM, 'DIABETES MANAGEMENT IN THE PRIMARY CARE SETTING'.

The online program is to promote best practice diabetes education by improving the knowledge and understanding of diabetes amongst registered and enrolled nurses currently providing diabetes care and management in the primary care setting.

It covers topics from pathophysiology, prevention and detection of diabetes to practical information to assist practice nurses help patients understand the role

of nutrition, physical activity and exercise in diabetes management and care.

"Practice nurses are now an important part of primary care and collaborate with members of the general practice team in managing a range of chronic diseases – yet there are limited resources and funding to allow nurses to add to their credentials," said Belinda Caldwell, Chief Executive Officer of the APNA.

"One of the highlights of *Diabetes Management in the Primary Care Setting* is that it allows nurses to complete the course online and in their own time, without having to attend lectures after work".

The program is separated into two units, with each unit consisting of various modules. The first unit of the course is now available, whilst enrolment in unit two will commence shortly after.

For further information, please contact 02 9291 3322. ■

Nurse Immuniser Special Interest Group



Louise Klug, INSIG President

Cecily Dougan INSIG Secretary

INSIG RECENTLY HELD ITS AGM AND STUDY DAY AT THE GRAND CHANCELLOR, LAUNCESTON.

The President, Louise Klug outlined in her Annual Report how in a short period of time INSIG had such an active membership of over 80. Study Days are held three times a year and are growing in popularity.

One of the most favoured items at the Study Days has been tabletop presentations. INSIG members talk for ten minutes on their work or area of expertise to a round table. Both the presenter and the group get something out of it as it often ends up more like a discussion than a formal presentation

The Study Days have also included a wide variety of topics including emergency response to anaphylactic reactions, practice with CPR on infants, children and adults; pharmacy influenza trials, childhood vaccinations, Pertussis overview and statistics and practice with vaccination catch-up schedules.

Louise reiterated that the Executive Team looked forward to another productive year in 2011 working with members and the ANF. INSIG is one of the largest special interest groups in Tasmania - the success of the group is largely attributed to the ongoing passion and commitment of bringing the families of Tasmania quality, safe vaccination programmes. ■

Professional Day for the Nursing Team

ANF is pleased to present
Speak Up | Speak Out,
a professional day for the
nursing team.

- National Registration Update
- Speaking Up and Speaking Out about change
 - Career Structure
 - Local Hospital Networks

Full program details at www.anftas.org

Friday 20 May 2011

8.30am - 3.30pm

cost
\$75

ANF members only

Registration: www.anftas.org

Phone: 6223 6777

1800 001 241 (outside Hobart area)

Email: anf@anftas.org

Registrations close Friday 6 May

Newly Elected Reps

Noel Kenzie –
NWRH Medical

Erin Wearne –
MCH Surgical

Heidi Levett –
HPH Maternity

Yvonne Gelabert-Ferrer –
MCH Theatre

Shep Chidarikire –
Parkside CMHT

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MAY

LEARNING AND TEACHING IN CLINICAL SETTINGS

A programme to support preceptors and supervisors of learners in the clinical setting *2 CPD hours*

Hobart Tuesday 24 May, 6:00pm - 8:00pm
CCAMLR, 181 Macquarie Street, HOBART

Launceston Wednesday 25 May, 6:00pm - 8:00pm
The Tramsheds, 4 Invermay Road, INVERESK

Devonport Thursday 26 May, 6:00pm - 8:00pm
Quality Hotel Gateway Inn, 16 Fenton Street, DEVONPORT
Presenter all sessions: Annette Marlow and Juliet Sondemeyer, UTAS SoNM

BACK CARE FOR NURSES, MIDWIVES AND CARE WORKERS

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

Devonport Tuesday 3 May, 6:00pm - 8:00pm
Quality Hotel Gateway Inn, 16 Fenton Street, DEVONPORT
Presenter: Janie Lowde, Physiotherapist

PALLIATIVE CARE

Symptom control and management for quality of life *2 CPD hours*

Hobart Tuesday 10 May, 6:00pm - 8:00pm
Mercure Hotel, 156 Bathurst Street, HOBART
Presenter: Sally Bonde and Jane Jupe, Community Palliative Care Service

Launceston Wednesday 11 May, 6:00pm - 8:00pm
The Tramsheds, 4 Invermay Road, INVERESK

Devonport Wednesday 18 May, 6:00pm - 8:00pm
Quality Hotel Gateway Inn, 16 Fenton Street, DEVONPORT
Presenter: Linda Murray-Williams, Palliative Care North
Presenter: Jan Young, Palliative Care

CASELOAD MIDWIFERY

A first in Tasmania - midwives working with an annually specified number of women as their primary care provider throughout the continuum of antenatal care, during labour and postnatal care *2 CPD hours*

Devonport Tuesday 17 May, 6:00pm - 8:00pm
Quality Hotel Gateway Inn, 16 Fenton Street, DEVONPORT
Presenter: Di McArthur, Mersey Community Hospital

JUNE

ADVANCED CARE PLANNING

The ethical principle of patient autonomy and the legal doctrine of patient consent, advance care planning helps to ensure that the concept of consent is respected if the patient becomes incapable of participating in treatment decisions

2 CPD hours

Hobart Thursday 23 June, 6:00pm - 8:00pm
CCAMLR, 181 Macquarie Street, HOBART

Presenter: Jane Davis, Aged Care Nurse Practitioner and Ruth Haynes, CNC Aged Care

PARKINSON'S DISEASE

Symptom control and management *2 CPD hours*

Hobart Wednesday 29 June, 4:30pm - 6:30pm
CCAMLR, 181 Macquarie Street, HOBART

Launceston Monday 6 June, 4:30pm - 6:30pm
The Tramsheds, 4 Invermay Road, INVERESK

Devonport Thursday 9 June, 4:30pm - 6:30pm
Quality Hotel Gateway Inn, 16 Fenton Street, DEVONPORT
Presenter all sessions: Helen Kendray-Connor and Pauline Doneney, Parkinson's Tasmania

ACUTE PAIN MANAGEMENT

Acute pain management and treatment *2 CPD hours*

Launceston Wednesday 29 June, 6:00pm - 8:00pm
The Tramsheds, 4 Invermay Road, INVERESK

Devonport Tuesday 21 June, 6:00pm - 8:00pm
Quality Hotel Gateway Inn, 16 Fenton Street, DEVONPORT
Presenter all sessions: Anne Yong, Mersey Community Hospital

COST

2 hour sessions
\$30 ANF Members
\$20 ANF Student Members
\$60 Non Members*
\$40 Student Non Members*

* If positions available

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MIDWIVES DAY
international
5 may

NURSES DAY
international
12 may

**IND Major Events
12 May 2011**

Royal Hobart Hospital foyer
1000–1530 hours

Launceston General Hospital cafeteria
1000–1430 hours

Mersey Community Hospital foyer
0930–1130 hours

NWRH Burnie foyer
1300–1500 hours

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