

# INFUSION

The Tasmanian nursing magazine for ANF Members

## Our Reps the voice of nursing

also in this issue:  
EBA Updates  
Rep Training  
Because We Care

2010  
APRIL



# Celebrating our ANF Reps!

THIS EDITION OF INFUSION CELEBRATES THE WONDERFUL CONTRIBUTION OUR ANF REPRESENTATIVES MAKE TO NURSING IN TASMANIA. THEY ARE SPECIAL PEOPLE WHO ARE HAPPY TO HELP THEIR WORK COLLEAGUES, WANT TO IMPROVE THE CONDITIONS WE WORK UNDER ALL FOR THE GREATER GOOD OF QUALITY PATIENT/RESIDENT CARE.

I have the pleasure of talking to Reps on a daily basis and they all share the passion to improve nursing practice through improved skill mix and staffing levels, work satisfaction, safer environments and individual case assistance.

I admire our Reps who are totally committed to the profession of nursing and are continually striving to improve all aspects, which in turn assists in retention and recruitment of nurses across Tasmania. Sounds an enormous job, but Reps can do as little as putting up fliers and keeping their colleagues informed or contacting their Organiser to have a chat about how to improve/resolve a problem on their ward.

Others may want to undertake skill training to be part of an Enterprise Agreement negotiating team, like the wonderful Calvary Reps who ably represented their Calvary southern campus colleagues during the recent Enterprise Agreement negotiations, with a successful outcome for all nurses. (see page 5)



On behalf of everyone at ANF, thank you to our great ANF Reps for the little and big things that you do everyday and I would encourage members to read their stories in this edition and say thanks to your ANF Rep in your ward, as without an ANF Rep you will not be as well represented.

If you do not have a Rep in your area, think about putting your hand up to make a difference, learn some new skills and have fun at our annual conference. I look forward to celebrating nursing again with all ANF Reps at the 2010 ANF Delegates Conference in June in Hobart.

"I admire our Reps who are totally committed to the profession of nursing and are continually striving to improve all aspects, which in turn assists in retention and recruitment of nurses across Tasmania."

**NEROLI ELLIS**  
BRANCH SECRETARY

## RBF Board Election is coming

Please vote 1 For Neroli Ellis to ensure nursing representation

*This advertisement is paid for privately.*



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**Kathy Tighe**  
RHH NSU  
**Joanne Triffitt**  
Mental Health

# Northern News

## THE NORTHERN TEAM HAS COMMENCED ITS PUBLIC SECTOR SITE VISITS AND HAVE PLANNED MOST VISITS FOR 2010.

It has been wonderful to touch base with nurses in their own worksites and witness the great and varied roles nurses perform. Our community is really very lucky to have such dedicated and passionate nurses working in such a large number of worksites. Each site has such unique functions and the nurses within them have specialised and unique skills. The ANF team looks forward to our future worksite visits and meeting more members. If your worksite has been missed and you would like a visit please contact our Launceston office and we will arrange some dates.

This years upcoming EBA and National Registration have been the main topics discussed at the visits as well as specific site issues.

ANF attended the "O" Week Lifestyle Expo at UTAS in Launceston in late February and met our future nurses. The students were mainly in the first year of their degree and it was so refreshing to witness their enthusiasm and excitement about undertaking nursing as a career. They were eager to absorb all the information they could about ANF and the industrial, professional and educational roles that ANF plays.

There was a great deal of interest about student membership with ANF. It was gratifying to see many of the



Stuart Foote at the Launceston UTAS Lifestyle Expo

students taking advice to join ANF from their mothers who were members.

ANF also visited the Polytechnic and spoke to EN students who also had the same enthusiasm and desire for knowledge as the RN students. ■



# North West News

## North West Regional Hospital

The NWRH - Mersey Campus Operating Theatre Staff have raised issues regarding proposed changes to their position description. Management wanted Shift Workers to become Day Workers. ANF is working with the General Manager to negotiate a satisfactory outcome for our members in that area.

ANF was also asked by members to help resolve some issues on the Medical Ward. After a meeting with members, issues were taken to management and it appears that a workable outcome will be in place shortly.

## North West Private Hospital

The NWP members have raised issues at a membership meeting. Some of these issues have been taken straight to management and received in a positive manner. Other issues are on going with the JCC and will be raised at the next meeting. Issues raised by ORS members will be followed up at the meeting scheduled for 4 March. Management has approved this meeting and are looking forward to any positive suggestions to improve morale and working conditions in this area.

ORS members were encouraged to elect 3 ANF members as Workplace Reps in their area.

## North West Polytechnic

Neroli Ellis and Adele Kear (NW Organiser) went along to the North West Polytechnic to speak to the Enrolled Nurse students.

The information session with the EN students was received very positively from all who attended. ■

Top right: Kelly Van Beek who works at both NWRH and NWP

Right: Neroli talking to the EN tutors at North West Polytechnic

Below: ANF Organiser Lorraine Johns with staff from Eliza Purton





*Calvary EBA Discussions*

## Healthscope

**ENDORSEMENT MEETINGS FOR THE LOG OF CLAIMS HAVE NOW BEEN HELD.**

Many issues have been raised, and have been included in the Log. Bargaining notices have been given to Management, and notices have been placed around the hospital to indicate the beginning of bargaining.

## DHHS

### Royal Hobart Hospital

#### Operating Theatre

**THERE HAS BEEN CONCERN RAISED ABOUT THE NUMBER OF AGENCY NURSES WORKING IN THE DEPARTMENT, ESPECIALLY ON NIGHT DUTY.**

There are many agency nurses currently employed in the OT, with a recent night shift being staffed with two of these nurses, and one permanent staff member. The concern was that the two agency nurses working on night duty were unfamiliar with several specialities, leaving the shift not adequately supported for certain emergencies. The concern has been forwarded to management, and staff are awaiting a response.

## NPICU

**AN EXPERT PANEL WAS CONVENED SEVERAL WEEKS AGO AT THE RHH.**

The day was well attended by staff members from the NPICU, many of whom were our members. Many current issues of the RHH unit were raised and discussed with medical and nursing leaders from around Australia. They discussed how they deal with similar issues. All found the day very interesting, and it is believed these meetings may continue on a quarterly basis.

## Renal Unit

**ANF WERE PRESENT AT A WARD MEETING AT ST JOHNS PARK.**

Management are seeking to extend the hours of the renal unit. There are concerns with the proposed new rosters, and how the current staff will be able to cover the proposed new hours.

Staff are now being included in developing the new rosters. More to follow.

## Mental Health Services

### The Roy Fagan Centre

**A BALLOT HELD AT THE RFC INDICATED THAT THE MAJORITY**

**OF STAFF AGREED WITH THE COMMENCEMENT OF A TRIAL FOR A 2X2 ROSTER PATTERN.**

Terms of reference have been developed for the oversight committee for the trial.

The trial has commenced and several issues have already been raised in relation to skill mix for the night duty aspect of the roster.

It is hoped that these issues will be resolved in the near future and worksite meetings will be conducted to keep members informed of the progress that is being made.

## MHS Southern Reps Meetings

**SOUTHERN MHS REPS HAVE RECOMMENDED BI-MONTHLY MEETINGS WITH AN AIM TO BRING THE SECTOR TOGETHER AND WORK COLLABORATIVELY ON ISSUES WITHIN THE SOUTHERN REGION.**

Several requests have been made in relation to meeting the organising needs of the sector and to improve both local and state-wide collaboration in seeking effective resolutions to issues.

Further information will be forward to all MHS reps when available. ■

# Continuous Professional Development-National Registration

ANF IS BEGINNING TO RECEIVE MANY ENQUIRIES REGARDING NATIONAL REGISTRATION AND IN PARTICULAR CONTINUOUS PROFESSIONAL DEVELOPMENT (CPD) REQUIREMENTS FOR NURSES AND MIDWIVES.

The CPD standard will be a minimum of 20 hours per year, including mandatory training.

Many members are expressing concern about how they will demonstrate their evidence of CPD. One hour of active learning will equate to one hour of CPD. Written documentation will need to be kept by each nurse/midwife. This documentation will need to include: the date the learning took place; a brief description of the learning outcomes; and the time



spent on the activity. The CPD must be relevant to the context of the nurse/ midwives practice and learning needs. It will need to be based on "an evaluation of their practice against the relevant competency or professional practice standards" (Ref: Nursing and Midwifery Board of Australia: Proposal for Ministerial Council Approval (December 2009).

The ANF website allows you to

manage your own online professional portfolio. Go to our website- click on 'Services'- click on 'Education'- then click on the CPE logo – click on 'Get started'. You can also view our current 'Professional Development' calendar which lists our education sessions in each area of the state.

For further information ring 6223 6777 or our INFOLINE: 1800 001 241 (outside Hobart area). ■



## PRIVATE SECTOR EBA UPDATE

### Calvary Health Care Tasmania

AN INTENSE 3 DAYS WORTH OF NEGOTIATIONS WERE HELD WITH CHCT MANAGEMENT DURING FEBRUARY AT THE LENA VALLEY CAMPUS TO REACH AN "IN PRINCIPLE" PACKAGE FOR THE NEW ENTERPRISE AGREEMENT.

After resolving the initial hiccup, membership meetings held at both campus have voted to accept the offer by CHCT.

The completion of negotiations in such a short time frame is a significant outcome and illustrated the willingness of all parties to negotiate with each other.

ANF workplace Representatives should be commended on their professionalism and ability to communicate the wishes of ANF members to CHCT Management effectively.

The offer included the following:

**Wage** – increase of 6.5% for a 2 year agreement.

**Allowances** – in-charge allowance increase to \$25; lead apron allowance of \$1.75 per hour.

**Shift Penalties** – Afternoon shift increase to 15%; night shift increase to 27.5%.

**Incentives** – night shift package to include extra leave for permanent night duty; improved on-call conditions with an opt-in package for theatre staff and entitlement of 3 days for professional development.

**New classification** – AINs, Nurse Practitioner, Clinical Nurse Specialist and EN Diploma entry.

**It is anticipated that the ballot for all nurses to have a say in their agreement would occur in mid-April.** ■

# Because We Care Campaign

IN FEBRUARY OUR FOCUS WAS TO DISTRIBUTE THE 'ANF WELCOMES PCAS' POSTERS TO AS MANY AGED CARE FACILITIES AS POSSIBLE. THIS CREATED THE OPPORTUNITY TO UPDATE STAFF NOTICE-BOARDS WITH CURRENT INFORMATION AND TO LIAISE WITH SOME OF THE CARE STAFF. IN GENERAL THE FEEDBACK WAS POSITIVE, WITH SEVERAL CARERS TAKING MEMBERSHIP FORMS TO COMPLETE.

The Southern Organising team's planning for Aged Care worksite visits is progressing well. All members are encouraged to watch notice boards for notification of upcoming visits.

Uniting Aged Care Victoria Tasmania (UACVT) has indicated some proposed changes to rostering within its southern facilities. In an effort to ensure that the appropriate level of consultation is under taken as part of the change process, ANF requested the formation of consultative groups for the affected

worksites. UACVT has indicated support for the consultative process and formation of the consultative groups; It is hoped that the process will result in positive outcomes for staff and residents within UACVT's southern facilities.

With temperatures in early February reaching the high 30's many nurses and care staff working in Aged Care facilities were subjected to very uncomfortable working conditions where no air-conditioning was available. At some sites, electric fans were supplied and although they successfully circulated the hot air within a limited area, they did not provide any cooling.

The main instigation for nurses and carers comments was due to their perception of inequity within the majority of facilities. At one site permission was given to staff to wear their own cotton tops in place of their non-natural-fibre uniforms if they wished on the very hot days, but no clothing allowance was offered.



PCA members at Fred French

Fred French Clinical Manager was very interested to note that ANF was a Registered Training Authority and plans to utilise ANF to provide training for their staff in the near future.

At Mt Esk, where the rosters are being manipulated to reduce the hours of shifts, an RN verbally reported dangerous staffing levels as a contributing factor to his resignation from this site. Unfortunately he could not be persuaded to formalise his report. At Aldersgate Village Rocherlea, the facility manager approached staff prior to Christmas with an ultimatum. They either accepted a trial roster with shorter shifts or two care staff would have to be let go. The staff accepted the reduced hour trial in order to save their jobs but it appears that the trial roster has now become the norm and a member of care staff verbally stated that staffing levels were dangerous.

**Two Aged Care Homes in the north west area have been affected by financial problems and difficult decisions in cost cutting exercises.**

This in turn has demanded increased input from ANF to ensure that members are not disadvantaged in their work place. The positive outcome being that more carers have been encouraged to join ANF. Two PCA members have also been encouraged to become reps for their troubled area. This will provide great comfort to other PCAs knowing that ANF will support them along with the qualified nursing staff.

Karingal is currently working towards unpaid meal breaks. Eliza Purton have been working through a redundancy and restructure program. ■

**because  
we care**  
Quality care for older Australians

# What is the role of an ANF rep?

**WORKPLACE REPRESENTATIVES PLAY A KEY ROLE IN KEEPING MEMBERS INFORMED OF INDUSTRIAL AND PROFESSIONAL ISSUES, AS WELL AS RECRUITING AND PROMOTING MEMBERSHIP ACCESS TO THE ANF.**

As a workplace representative you will often be the first person members turn to when there is an issue that requires attention, consequently you are the vital link between the ANF office, the ANF Organisers and ANF members.

**The workplace representative role includes:**

- Promoting the profile of ANF in the workplace.
- Providing accurate, concise and current information to members.
- Promoting discussion on industrial and professional issues that impact upon nurses and nursing.
- Advising members and being visible and approachable within the workplace.
- Being informed in relation to current issues and campaigns.
- Acting as a member support person in the workplace.
- Networking within the workplace and wider organisations.

- Identifying other workplace leaders and activists.
- Acting as an advocate for members if required.
- Willing to undertake representative training.

**Workplace representatives have the right to:**

- Be treated fairly and not discriminated against because they are a Workplace Representative.
- Be formally recognised by the employer and consulted and given reasonable access to information.
- Formal recognition of key role as representatives at workplace consultative committees etc.
- Work toward positive change through inclusion in consultation processes and committees.
- Be informed of issues and call meetings of members.
- Be given access to a private room to speak with members.
- Be paid when representing members; (*check worksite award/EBA as this may vary*).
- Post information on a prominent notice board in the workplace.



*Rep Cherie Trowbridge from King Island*

- Attend training and workplace meetings in paid time.
- Take reasonable leave to work with ANF.

It is as easy as asking new nurses and care staff to the worksite if they are a current ANF member! While all ANF staff are actively involved in recruitment, it is a fact that most members join ANF because they are first approached by one of their own colleagues.

New workplace reps are strongly encouraged to firstly undertake 'Introduction to Rep' training prior to taking on member issues and then follow up with 'Advanced Rep' training.

**Training can be organised by contacting the Infoline 6223 6777 or [info@anftas.org](mailto:info@anftas.org) ■**

## PUBLIC SECTOR EBA

**PUBLIC SECTOR EBA EXPIRES ON 30 JUNE 2010. NEGOTIATIONS WILL BE COMMENCING SOON.**

Watch this space for future developments where you can have your say in your EBA.

Thank you to all those who entered the EBA slogan competition. Branch Council has selected the slogan below. ■

**nursing**  
the heart of healthcare 

# Being an ANF Representative - Opportunities & Rewards

THE FAYE HOPPITT REP OF THE YEAR AWARD PROVIDES ANF THE OPPORTUNITY TO ACKNOWLEDGE THE CONTRIBUTION OF OUR REPRESENTATIVES, AND IS ANNOUNCED AT THE ANNUAL DELEGATES CONFERENCE EACH YEAR.

The Rep of the Year for 2009 was awarded to Ian Nethery of the ED at the RHH. Here's what Ian has to say about being an ANF Representative.

**Q Describe your role as an ANF Rep.**

**A** ANF members will often approach their Rep with various concerns about rostering, overtime, double shifts and queries about meal breaks etc. Members will often talk issues through with you before approaching management.

As a Rep you have the opportunity to support other nurses in their interactions with management. Most concerns can be settled on a ward level but if they can't then I will refer onwards to ANF.

**Q What is your biggest achievement as a Rep?**

**A** By far my biggest achievement was being part of the negotiation team for the 2007 EBA.

It was interesting to see the way the Department worked.

Although we did not achieve all that we set out to achieve we managed to get much better wages and conditions than what the Government was offering.

**Q How did you benefit from last year's ADC?**

**A** The networking and presentations at ADC are motivating and enjoyable. Although Reps from different sectors go to the conference with different agendas it is the things that unite us that make the ANF one of the strongest and most influential unions in Australia. I would recommend that any Rep attend the conference.

**Q How would you describe the Federal Biennial Conference?**

**A** It was wonderful to be in the same room with other delegates' from interstate, to meet colleges from all around the country. My particular area of concern is aged care; The conference was strongly focused on better health care for older Australians.

We were addressed by the Federal Minister for Health, Nicola Roxon. Our concerns for aged care were strongly acknowledged and the Minister left the conference well aware that aged care issues are a priority with the ANF.

Hopefully this will be reflected in future funding arrangements, we were certainly left with the impression that it would be.

**Q Why would you encourage other nurses to become an ANF Rep?**

**A** Nurses are the back bone of health care. Only by a strong united voice will nurses be listened to.

As a ANF Rep you have the opportunity to not only support your colleagues but to also



Ian Nethery

have some influence on health policy; and Reps are really well supported by their branch officers.

**Nominate a Rep in your workplace for the Faye Hoppitt Rep of the Year Award. ■**

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# Interview with Aged Care Rep Jane Beechey



Jane Beechey

JANE BEECHEY IS THE AGED CARE REP AT ROSARY GARDENS IN NEW TOWN. SHE HAS A DYNAMIC PERSONALITY AND SUPPORTS HER FELLOW STAFF MEMBERS ACTIVELY. SHE HAS GAINED A WEALTH OF EXPERIENCE OVER THE YEARS LIAISING WITH MANAGEMENT AND THE ANF.

## Q Why did you become an ANF workplace Rep?

A I joined to help make a change in work conditions and so that I could help my colleagues. I was on the negotiating team during our last EBA and decided I'd take my involvement a step further.

## Q Describe your role as a Rep?

A ANF members can raise their concerns with me and we can work together to try and resolve those concerns in-house. If, however, resolution cannot be reached I can act as a go-between for the member and the ANF. My activities include putting flyers and information up on the noticeboards as well as liaising with the ANF organisers and management.

## Q What is your biggest achievement as a Rep?

A Without a doubt that would be actively participating in the last EBA which resulted in the first ever work bans in an Aged Care facility in Tasmania, successfully winning significant salary increases, shift penalties and allowances.

## Q What were the issues?

A The major issues were salaries and shift penalties. At the time the carers were getting a higher penalty rate on Sundays than the nurses.

## Q What action did you take?

A The ANF members implemented work to rule bans. This included actions such as no overtime; staying strictly within position descriptions; wearing T-Shirts/badges and stickers; restricting documentation to nursing notes only and appointment making to medical appointments. The families and relatives of residents also voluntarily signed a petition for us.

## Q What were the outcomes?

A We achieved a salary increase, from the original 2.85% offered, to 3.25% per annum (which totalled 10.07% over the life of the agreement). Shift penalties were increased from 12.5% to 15% for Afternoon shift and from 75% to 100% for Sunday shifts! Allowances for In-Charge were increased to \$23 per shift for RNL1 & RNL2. We were also able to have the DON position included in the nursing position classifications.

## Q How did this outcome make you feel as a Rep?

A I felt, in a small way, that I had achieved something and made a real difference!

## Q Where would you like to go as a Rep?

A I'd like to learn more about how to really help people in terms of work issues. I am hoping to be able to participate in the upcoming Rep Training at ANF Hobart and perhaps attend the Annual Delegates Conference in June at the Casino in Hobart.

## Q Why would you encourage other nurses and care staff to become an ANF Rep?

A Firstly, on a personal level, to



"I encourage other members out there to consider becoming Reps in their workplace.

You can do as little as being the eyes and ears of the workplace and putting up flyers. As the Paul Kelly song says – From little things big things grow!"

lighten the load I am dealing with at my workplace. If we had more Reps at Rosary Gardens it would allow more accessibility to representation and information for my fellow workers, as I don't work full-time. Having one or more extra Reps at our workplace would enable staff to have someone that they can approach regardless of the day or time that they are working.

The satisfaction that came out of working together as a group in the EBA was immense and it shows that if members work together they can achieve great things. Being a Rep and enabling such support and group action can be challenging at times, but the positives far outweigh the negatives and I encourage other members out there to consider becoming Reps in their workplace.

You can do as little as being the eyes and ears of the workplace and putting up flyers. As the Paul Kelly song says – From little things big things grow! ■

# Your Rights At Work

A group of nearly 50 "Your Rights at Work" supporters met on Parliament House Lawns, Hobart on 18 February to hear the Secretary of Unions Tasmania call on Liberal leader Will Hodgman to release an industrial relations policy so that working Tasmanians could make an informed decision in the lead up to the March state election.

A group of ANF and CPSU SPSFT organisers who were participating in the Organising Foundations training course at Unions Tasmania attended the event. ■



Do you have an elected safety rep in your workplace? Do you have a forum such as an OHS Committee to raise health and safety issues in your workplace? Did you know employees can run a safety rep election and get a committee started?

Unions Tasmania has launched its latest dates for Elected Safety Rep training. (See advert) ■

## OHS AND YOU!

THE MINING INDUSTRY IS ONE OF THE MOST DANGEROUS OCCUPATIONS TO WORK. IN AUSTRALIA, MINERS ENSURE THEIR HEALTH AND SAFETY AT WORK IS MAINTAINED BY HAVING ELECTED SAFETY REPS AND OHS COMMITTEES THAT ARE CURRENT AND CONSISTENTLY GET RESULTS.

Safety audits, risk assessments, safety gear and appropriate training are all provided to ensure workers get home safely at the end of their shift. Everyone knows their rights and responsibilities, if it isn't safe then the Elected Safety Rep can call a stop to work.

Some State Governments have

legislated to provide jail terms for assaults against emergency workers as violence, assaults and threatening behaviour against emergency staff and nurses is escalating. ANF has a Zero Tolerance against Violence policy and the ANF Infoline can give you advice and support on how to vote an Elected Safety Rep in, how to set up an OHS Committee and what your rights are. Call Infoline on 6223 6777 or email [info@anftas.org](mailto:info@anftas.org)

All employees have the right to a safe and healthy workplace and can ensure standards are maintained and improvements that may be needed can be dealt with at the workplace level.

### Employee's Safety Representative Training

Introductory (Stage 1) Training Course

Unions Tasmania offer accredited OH&S training for Elected Health & Safety Representatives.

This course applies for all State and Public/Private employees.

**Course Dates 2010:**

- 12/13 and 19/20 May 2010
- 4/5 and 11/12 August 2010
- 6/7 and 13/14 October 2010
- 1/2 and 8/9 December 2010

**Venue:**

Unions Tasmania  
370 Elizabeth Street  
NORTH HOBART 7000

# Representative Training

## NORTH WEST COAST

Open to all ANF workplace reps in the public, private and aged care sector.

<b>Tuesday 4 May</b>	9.00am – 12.30pm 1.30pm – 4.30pm	Intro to Workplace Rep <i>Advanced Rep</i>
<b>Wednesday 5 May</b>	9.00am – 12.30pm 1.30am – 4.30pm	Intro to Workplace Rep <i>Advanced Rep</i>
<b>Thursday 6 May</b>	9.00am – 12.30pm 1.30pm – 4.30pm	<i>Advanced Rep</i> <i>EBA Training</i>
<b>Venue</b>	ANF Office, 63 Best Street, Devonport	

## NORTH

<b>Wednesday 12 May</b>	9.00am – 12.30pm 1.30pm – 4.30pm	Intro to Workplace Rep <i>Advanced Rep</i>
<b>Thursday 13 May</b>	9.00am – 12.30pm 1.30pm – 4.30pm	Intro to Workplace Rep <i>EBA Training</i>
<b>Venue</b>	To be confirmed	

## SOUTH

<b>Wednesday 19 May</b>	9.00am – 12.30pm 1.30pm – 4.30pm	Intro to Workplace Rep <i>Advanced Rep</i>
<b>Friday 21 May</b>	9.00am – 12.30pm 1.30pm – 4.30pm	Intro to Workplace Rep <i>Advanced Rep</i>
<b>Venue</b>	ANF Office, 182 Macquarie Street, Hobart	

**Intro to Rep Training** – For all new ANF Workplace Representatives: What is an organised union, asking work colleagues to join in, mapping, communication and handling objections.

**Advanced Rep Training** – For all ANF Reps who have completed Intro: Understanding agreements and awards, grievance process and rules of natural justice, procedural fairness and role of the rep.

**EBA Training** – For all ANF Reps who are about to go into EBA negotiations at their workplace: Developing workplace campaigns and frameworks, writing resolutions, negotiations and ANF workplace reps rights under new Fair Work laws. ■

### Newly Elected Reps

**Karen Bracken** – Karingal  
**Pam Sykes** – RHH PDU  
**Kim Ford** – RHH Specialist Clinics  
**Nadele Clark** – Queenborough Rise  
**Sally Dare** – Queenborough Rise

# Professional Development

## APRIL

### CARDIAC MANAGEMENT

Fundamentals. Interactive session covering cardiac anatomy and physiology relating to ECG, cardiac rhythm and ECG interpretation

**Hobart:** Thurs 22 April, 6pm – 8pm  
*Presented by Ken Harriss – ANF Southern Organiser*

**Launceston:** Wed 14 April, 6pm – 8pm  
*Presented by Andy Brown – CNE, LGH*

**Devonport:** Wed 28 April, 6pm – 8pm  
*Presented by Yvonna Zuydam – RN, NWRH*

### NATIONAL REGISTRATION, POISONS ACT, SCOPE OF PRACTICE

National Registration, Poisons Act. Scope of practice and decision making framework

**Hobart:** Tues 27 April, 6pm – 8pm  
**Launceston:** Tues 20 April, 6pm – 8pm

**Devonport:** Wed 21 April, 6pm – 8pm  
*Presented by Catherine Entriken – Manager of Accreditation and Projects, Nursing Board of Tasmania*

## MAY

### MEDICATION MANAGEMENT

Medication updates and medication management of Menopause

**Hobart:** Tues 11 May, 6pm – 8pm  
*Presented by Helen Howarth – Pharmacist Academic and Mary Collins – GP South*

Acute and chronic pain management  
**Launceston:** Thurs 20 May, 6pm – 8pm  
*Presented by Ann Todd – Pharmacist, GP North*

**Devonport:** Tues 4 May, 6pm – 8pm  
*Presented by Lorraine Smith – Pharmacist, Mersey Hospital*

### DEMENCIA

Caring for clients with dementia  
**Hobart:** Tues 18 May, 6pm – 8pm  
**Launceston:** Wed 12 May, 6pm – 8pm  
**Devonport:** Tues 11 May, 6pm – 8pm  
*Presented by Linda Graham – CNE, DBMAS*

### TRAINING LOCATIONS:

**Hobart:** ANF, 182 Macquarie Street

**Launceston:** Colonial Inn, 31 Elizabeth Street

**Devonport:** ANF, 63 Best Street

### COST:

\$25 ANF Members  
 \$15 ANF Student Members  
 \$50 Non Members\*  
 \$30 Student Non Members\*

*\*If positions available*

For registrations or more information please contact the ANF Office on 6223 6777, 1800 001 241 (outside Hobart area) or [educationassist@anftas.org](mailto:educationassist@anftas.org)

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# Annual Delegates Conference

24 & 25 June 2010 – Wrest Point, Hobart

The Annual Delegates Conference is held in appreciation and recognition of the contribution made by ANF reps; this year it will be held in Hobart at the Wrest Point. A two day program includes dynamic key note speakers, professional development to inspire you, debates on resolutions and the announcement of Rep of the Year.

## Conference Focus

**DAY 1:** Rep development, future direction, resolutions and a dinner to thank you for your contributions. **DAY 2:** Working together, violence issues, national registration and partnerships in business.

## To Register

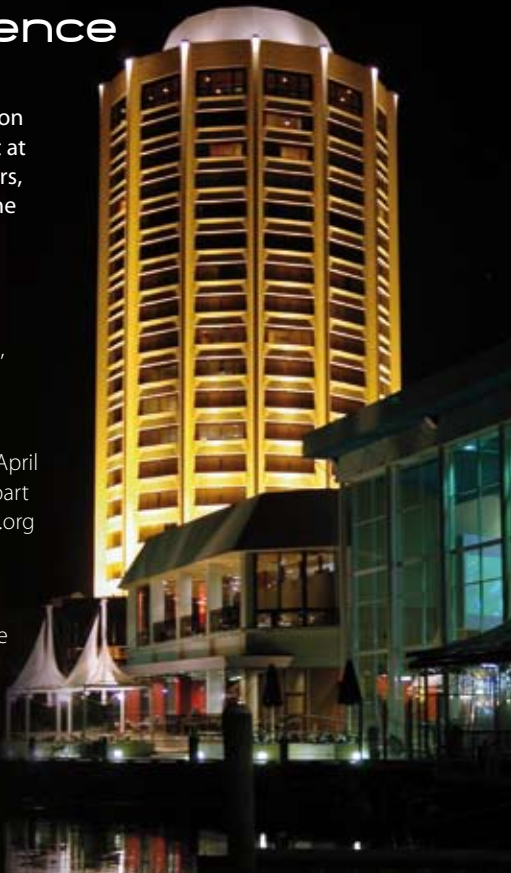
To register visit the website to download registration forms. Register by 30 April to go into the early bird registration draw. **Mail:** ANF, Reply Paid 70389, Hobart TAS 7000 (no stamp required) **Fax:** (03) 6224 0229 **Email:** marketing@anf.tas.org

## Resolutions

If Reps have any resolutions you'd like discussed at the Conference please forward them to us via post, fax or email by Friday 30 April 2010. If you'd like help developing your resolution please contact the Information Officer on 6223 6777 or 1800 001 241 (outside 62 area) or you can ask your organiser.

## Faye Hoppitt Rep of the Year Award

Do you know an ANF Rep who has achieved outstanding results with/or for their fellow ANF Members? If so, nominate them for the 2010 ANF Faye Hoppitt Rep of the Year Award.



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