Focus on Graduate Nurses

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The Tasmanian nursing magazine for ANMF members
2013; A Positive Year

We have had a huge year again with the most significant historical change to our name to recognise our midwifery colleagues; the Australian Nursing and Midwifery Federation!

Our public sector members stood up to protect their working conditions and this resulted in a positive outcome, a one year offer which improves conditions and enables many nurses and midwives to progress to Grade 4 from 2 January 2014 for a three month window. ANMF encourages members to pursue this opportunity for career advancement and recognition.

Addition benefits include doubling the professional development allowance to $300 (pro-rata) and increasing the casual loading to 22% 1March 2014 and 23 % 1 July 2014. All current Classification Reviews will be completed by 31 January 2014 and the Work Value process from Heads of Agreement 2010 will be completed by 31 July 2014 for Grade 5’s and above. Much of the work is still ahead in reviewing the career structure and beginning the negotiations for a new three-year Agreement for 2014.

ANMF is very pleased to achieve recognition for nurses completing their Clinical Honours whilst undertaking the Transition to Practice Program (TTP). This results in nurses receiving an additional 4% allowance. Many graduating nurses recently received notification of their successful engagement to a TTP program with THO’s or the private sector. ANMF has written to the Chief Nurse’s Office requesting consideration of the timing of these letters, which arrived the day before the final exams.

Congratulations to those who are now embarking on their careers in nursing! To those who have missed out on first round offers, ANMF continues to lobby at every opportunity seeking additional funded graduate positions to ensure Tasmania has sufficient workforce replacement in the future. Many graduate nurses are successful through perseverance in achieving their goals, but it may take some time to source the graduate position. ANMF produces a handy booklet for New Graduates and please call into the office if you would like a free copy. Thank you in anticipation to all of those nurses and midwives who will be precepting the new graduates and guiding and supporting them on their journey!

On behalf of the ANMF staff and Councillors, I would like to wish all members, their families and friends a happy festive season, a Merry Christmas and a safe and healthy 2014!
Message from the Branch President

On behalf of the ANMF (Tasmanian Branch) I would like to extend my congratulations to our Branch Secretary, Neroli Ellis for being re-elected for her fourth consecutive term unopposed on Monday 14 October 2013.

I feel this is an opportune time to express the enormous gratitude that I feel as ANMF Tasmanian Branch President to have such a dynamic, inspirational and visionary leader guiding our team and membership within the ANMF Branch.

Reflecting upon the achievements in recent times it becomes apparent how much progression the Branch has made during Neroli’s time as Branch Secretary. With a membership now over 6,500 Nurses, Midwives, Assistants in Nursing and Care Workers in Tasmania, and being a Branch of the largest union in Australia, with Neroli as Branch Secretary the Tasmanian Branch has become a prominent and influential leader in not only all matters relating to the nursing and midwifery professions, but guiding and advocating for the health profession and the Tasmanian community in its totality.

After enjoying the significant benefits of having Neroli in such a role for the past 3 consecutive terms it is possible to become complacent in appreciating how fortunate the Branch is to have such a professional and competent Branch Secretary. However, with the significant challenges ahead for the nursing and midwifery professions and the impending state elections, I could not be more grateful to have such a skilled and knowledgeable leader to navigate the Tasmanian Branch into the future. Despite the challenges and achievements to be attained, every ANMF member can have confidence in knowing that their interests will continue to remain the core focus for Neroli and the ANMF Tasmanian Branch Council.

– Emily Shepherd

Progression from Grade 3 to Grade 4
New criteria for application, assessment and approval

The Nurses and Midwives Enterprise Agreement 2013 has been accepted by ANMF members at the time of this report. The successful industrial campaign by ANMF members resulted in a revised offer from the State Government which addressed a threshold issue for members – having sufficient numbers of senior nurses and midwives (Grade 4) to provide safe patient care, skill mix.

To address the skill mix the following has been agreed:

A 3 month period only from 2 January to 31 March will be open for present Grade 3 Years 8, 7, and 6 to apply for advancement through the formal competency assessment to Grade 4. Competence and criteria for progression will be the same for each of the years but will be simplified for the application, assessment and approval process.

Nurses who are assessed as satisfying these requirements may be required to be assigned to areas in which they are competent to perform where there are sufficient Grade 4 Nurses in the area, which may be their first preference.

Processes and guidelines for a possible assignment of duties will be included in s.55 Agreement and will be consistent with the qualifications and skills exercised by the nurse in the current role and the inherent requirements of the alternative position.

Current advancement provisions from Grade 3 to Grade 4 on completion of year 8 will continue to apply without a time limit as per the Nurses and Midwives Heads of Agreement 2010 for the life of the new Agreement.

Access to Grade 4 will also be available by advertised positions (promotion) if the THOs decide they are needed for operational and skill mix requirements. Appointments will be based on merit.

It is expected that all processes will be completed to enable nurses to lodge applications on 2 January 2014.

Members will be notified of any developments via eNews and at www.anmftas.org.au.

If you have any queries about this information please feel free to call the ANMF information Centre on 6223 6777, 1800 001 241 (outside Hobart area) or email info@anmftas.org.au.
My experience in obtaining a Nurse Transition to Practice program in Tasmania

I recently graduated as an Enrolled Nurse Division 2 (HLT51607) through the Tasmanian Polytechnic system. I then continued my studies and obtained Certificate III in Pathology collections (HLT32612) to give myself a further skill-set of taking bloods and other specimen samples.

After registering with AHPRA, I commenced my search into obtaining a “Transition to Practice” program which takes the student nurse from academic knowledge into the real world of nursing practice. I applied for Aged Care and Hospital environments; some stated that due to lack of funding that they were not offering Enrolled Nurses a Transition to Practice program this year. Other facilities had limited positions and would be offering more in the year of 2014. I then made some phone calls to advertised positions for Enrolled Nurses. I was informed that one needed a minimum of six months experience. How are you suppose to achieve this?

The clinical placement hours during your years of study are not sufficient to meet the criteria set by many facilities. During further research into potential employment pathways it was interesting to hear feedback from university graduates who also found it very challenging to obtain a “Post-grad Transition to Practice”. Fortunately, they don’t have to pay their hex fee until they have employment in the industry, and earning a certain amount.

It is clearly evident that the current system in place for training nurses needs to be reassessed and remodeled. It appears many potential nurses are not receiving “Transition to Practice” programs. Some new graduates are changing their mindsets and choosing new career pathways.

I have personally experienced humility, along with other emotions which are destructive on a personal level, and this also affected my family. Then there is the invested cost, and time which cannot be retrieved from the studies you have chosen. Unfortunately one cannot even claim monetary expenses through the tax system if they are not actively employed as an enrolled nurse? It is clear that education is a business, and with no upfront advice of the potential outcomes I believe it is preying on young hopefuls.

Currently within our hospitals we have nurses that are working double shifts, and these nurses are being called in to work on their rostered-off days. As a nurse, we know about duty of care and the essentials to maintain optimum health levels. Why then, do we stress our bodies out to the max, causing an internal acidic environment which may lead to a decline of good health status? Why do we accept sleep deprivation which leads to mental fatigue and poor decision making in our valuable nursing community? All these important questions raise concerns.

I believe the government, managers and ourselves have a duty of care to provide the best nursing practice to those in the care of our health systems. Falling short of this, may increase workers compensation demands and possible litigation from patients that may have not received best practice.

Please bring back hospital base training with on-line theory whilst working in confirmed employment.

– A concerned nurse graduate.

New Grad in Focus – Hayley Close

When beginning my Bachelor of Nursing three years ago, I never would have expected this amount of stress and pressure of finding a graduate position.

In the final days of our degree when I should have been studying for my exam, I instead spent 99% of my time watching my mobile phone for that important call.

What makes the whole transition even more frustrating is that we are told that the hospitals are desperately in need of more nursing staff, when there all of us fresh and passionate graduate nurses dying to get onto the wards to expand our knowledge further… yet it is so difficult to get your foot in the door. I put more effort and stress into my applications for DHHS and Calvary than any other assessment within my degree and when I didn’t receive an interview for DHHS (along with many others) I was so devastated, this was the hospital where I had spent so many days growing into a beginning level practitioner and proving my competencies.

Only hours before my final exam did I get that call for a position at Calvary in the North of the state, it was the best most relieving phone call I have ever had! Although my heart goes out to all of the other students whom I know are so talented and will make wonderful nurses who have yet to receive any sort of offer.

– Hayley Close
ACST Graduate Nurse Program

By 2056, 1 in 4 Australians will be aged over 65.

Our population is ageing faster than ever before, and so it stands to reason that aged care will be one of the most important sectors in the country over the coming decades.

In Tasmania, the situation is even more extreme, with our population ageing faster than any other State or Territory. To cater for this demographic shift, we must continue to push for meaningful reform and put programs in place to ensure our older population receive the care and services they need.

In 2012, Aged and Community Services Tasmania (ACST), the State’s peak body for aged care providers, created its Graduate Nurse Transition to Practice Program to promote the Aged Care Services Sector as a career pathway of choice and provide employment opportunities for newly graduated nurses.

Facilitated by ACST on behalf of its member organisations from around the State, the program provides structured support and mentoring to newly graduated nurses through their transition to full-time or part-time employment. Organisations who choose to participate in the program also benefit greatly. Retention rates after program completion are high, meaning that organisations who invest time and effort into developing and mentoring nurses may gain a valuable long-term employee at the end of the program.

Aged care is such a diverse professional environment, and through exposure to various areas such as sub-acute care, low care, dementia-specific care, palliative care, health and wellbeing and management of chronic illnesses participants in ACST’s Graduate Nurse Program are equipped with the skills and knowledge necessary to become competent and confident nurses.

The aged care sector in Tasmania has long recognised the importance of investing in the future of the industry and developing first class clinicians and leaders who specialise in caring for older people in residential, community and multi-purpose environments.

Aged care is ideal for nurses looking for a complex, challenging and person-centred career. Very few other workplaces will provide an opportunity to develop such close relationships with clients and their families and to work with such a broad range of healthcare professionals.

We all deserve to age in comfort and with dignity, and by creating systems and programs where Tasmania can both retain and attract nurses, we can help ensure a bright future for our ageing population.

Darren Mathewson
Chief Executive Officer
Aged and Community Services Tasmania

On the Heartbeat for December:
What is your most memorable experience as a new Grad Nurse?

“Every time someone offers their heartfelt thanks to the nurses for their care during that person’s stay in hospital I feel a great sense of pride, as though I can take just a little piece of that credit for myself. It puts the whole point of nursing into perspective for me.”
Sancia West, RN, Mersey Community Hospital

“Having been an AIN prior to obtaining my diploma I have since enjoyed being in a position to do more for the residents without having to hand the tasks over. I love being a nurse as it is such a rewarding job and there is always something new to learn.”
Caitlin Hunt, EN, Bupa South Hobart

“My most memorable moment of becoming an Enrolled Nurse was the day my diploma came and I realised that all my study was worth the effort.”
Gregg Llewellyn, EN, Meercroft Home for the Aged

“My most memorable moment as a new grad was the first time I received a card from a patient with my name on it.”
Vicki Nicholls, RN, RHH

As a student Enrolled Nurse I would not have survived without my colleagues and the support the group gave each other; from tears to laughter. When I successfully completed my qualification I felt so proud and it was so special not to need someone watching over everything I did!”
Anne Sands, EN, Midlands MPC

“I remember being terrified on my first day in 6D. I had a fear of suddenly being ‘Wow I’m Here’.”
Laurelle Robinson, RN, LGH
New Grad In Focus – Lauren Fracalossi

Lauren Fracalossi works in a busy surgical unit at the Royal Hobart Hospital. Lauren completed her Bachelor of Nursing through Fast Track in Hobart and having an interest in research she decided to complete an additional honours year. Lauren secured a position as a new graduate in 2012 and is currently in her second year as a Registered Nurse.

Lauren joined the ANMF as a student, seeing it as being an important way of becoming part of the nursing profession. Lauren believes it gives her a sense of security knowing she is part of an organisation that supports nurses, especially given the Nursing and Midwifery Board requirement for Professional Indemnity Insurance.

When asked about her graduate year she recalls the transition from student to Registered Nurse was daunting to begin with. “It took time, but I felt satisfaction in being able to put together what I had learnt through the university into my everyday practice”.

Lauren found the main difference between being a student to being a Registered Nurse as one defined by the level of responsibility. “As a Registered Nurse you begin to see just how much patients need. As a student you always had someone who is working with you accepting that responsibility.”

For Lauren, patient care is the priority and being able to put her knowledge into practice was very satisfying. Lauren felt that the support from her Nurse Unit Manager and the nursing team in which she works helped facilitate her transition.

Lauren found the responsibility of vulnerable patients the biggest challenge as a new Registered Nurse. She has had to gain the practical skills to look after many devices such as pumps, PCA’s and epidurals. She has also had to deal with the challenges around coordinating care in a pressured environment when a patient deteriorates. High patient acuity was initially challenging, but over time her time management skills developed, making patient care easier.

“I used to go home and worry, but as my confidence grew it led to knowledge that what I was doing was right and that it would be ok.”

Lauren’s most memorable moments as a new graduate stem from the appreciation of patients and their relatives, when receiving nursing care. Lauren remembers looking after a cancer patient for some time. When the patient was leaving the ward Lauren complimented her and said, “You look a million dollars”. The patient returned to the ward at a later date and introduced Lauren to her relatives. The patient had remembered Lauren’s reaffirming words and thanked her for it.

Lauren has found her NUM and senior nursing colleagues to be the strongest influence on her as a nurse. “They have given me something to aspire to and have provided me with guidance when I need it. I always ask lots of questions in order to learn and grow as a Registered Nurse.” They have been a great help to her and are very supportive giving her guidance when she needs it. She is always asking lots of questions and learning more as she grows as a Registered Nurse.

Lauren was initially interested in research, but having been immersed in clinical practice she sees a pathway clinically as a Nurse Practitioner or a Clinical Nurse Consultant where she can remain focused on clinical care. She knows there are so many possibilities going into the future. Lauren gives the following advice for new graduates. “Learn as much as you can, never be afraid to ask questions and don’t be too hard on yourself.”
NW Reps and Members Show True Commitment

Jan Robinson, ANMF NW Organiser states she is, “Truly amazed every day at the dedication and commitment shown by the THO-NW ANMF Representatives”. At this very difficult time in preparation for and during the industrial action the Reps have been willing to go the extra mile by attending regular meeting, putting up posters, delivering information through an email tree and educating their colleagues about the industrial campaign and the reasons for this action.

Some have embraced the daunting task of speaking with the media to assist the community in understanding why the Government has forced nurses to take this action. The time given by Reps is voluntary and the amount of time given recently displays their commitment to the nursing profession, safe staffing and safe patient care. Their involvement also demonstrates their concern for colleagues who are overburdened with workloads and responsibilities, which at times is way beyond what they should bear.

ANMF members in the THO-NW have also shown commitment to the industrial campaign. Participating in industrial action highlights to the Government the goodwill of nurses. Nurses keep the health department afloat and it is not until they withdraw their support of non nursing duties that this becomes evident to those who are not involved everyday in this profession. Nurses spend countless hours every day on non nursing duties which in turn keeps them away from providing care to patients which is where they really want and need to be.

Taking industrial action is a difficult and uncomfortable task for most nursing staff and they have to be really angry about what is occurring to do so. It may often seem that what you are doing is having little effect, but multiply this by all the nurses in Tasmania and believe me you will be heard!

Well done to all ANMF Representatives and Members everywhere and thank you for your dedication to your profession and the ANMF.

Interview with a Grad Nurse

When did you graduate from UTAS School of Nursing?

I graduated in February 2013 from the Fast-track Bachelor of Nursing course.

How did you feel on the first day you commenced work as a Registered Nurse?

Nervous!! I was so worried that I would encounter something I hadn’t experienced on one of my placements or that I did not know how to handle. On the other hand I was also very excited to finally be able to practice independently and to learn new skills and to see what I could handle.

Did you feel you were prepared for the responsibility?

At the time I didn’t think I was prepared, however, looking back I think that I was as prepared as I could be. I needed to gain confidence in my abilities and skills, which I could only do from experiencing all types of unexpected situations. I was realistic in the fact that I understood that I didn’t know everything and that I had so much to learn which I think is important. It’s very easy to think after you finish your degree that you are expected to know everything and know how to deal with every situation. The reality is that no one expects you to. Staff and colleagues understand you are still learning and help to share some of the responsibility placed on new graduates.

Can you describe the transition from undergraduate to practitioner?

It’s a bit of a whirlwind, scary and exciting. You learn so many new skills everyday and handle situations that you never thought you would be able to.

What has been your most important achievement?

My most important achievement would probably be the amount of confidence that I continue to develop in my practice. Each day I deal with unexpected situations that I never thought I would be able to do independently and I am able to utilise new skills.

What plans do you have for your future career in nursing?

I don’t have any specific plans. I have recently been offered a new position at the LGH which I am very excited about which is as far as I have planned. Ideally I would like to gain experience in different areas and find which area of Nursing suits me the most.
St Mary’s is a small township on the east coast of Tasmania, approximately 1.5 hours from Launceston and 2.5 hours from Hobart. During the 1840s St Marys housed over 300 convicts. In the 1880s the railway arrived allowing the surrounding townships and dairy farmers to use St Marys as a hub for services.

The hospital was built in 1927, but over the years, due to improvements and extensions to meet the growing demands of the community for health services, the old building has disappeared.

In the entrance corridor of the St Marys Heath Centre a significant plaque is embedded in the wall. It is the plaque laid by Robert W. Legge on the 27th September 1927 to mark the commencement of the building of the St Marys District Hospital. Mr Legge was carrying on the work of his father, Colonel William V. Legge who, until his death in 1918, was a strong advocate for better medical facilities in the Fingal Valley.

At the official opening ceremony on the 25th April 1928, the then Premier of Tasmania, the Honourable Joseph Aloyius Lyons, paid tribute to the public spirit of St Marys and surrounding communities. He went on to say: “You are fully deserving of this new hospital. It is a fine little institution, constructed on modern lines and equipped in a manner that leaves nothing to be desired. It was opened to patients a few weeks ago and is already recognised as an agency for great good in the district.”

“There is one phase of hospital work that appeals to me, that is the maternity ward. I moved in the House, some years ago, for an investigation to be held into maternity hospitals throughout the State and I was Chairman of the committee appointed for that purpose. In some country districts we learnt of the great trouble and inconvenience some of the mothers of our future citizens had to contend with. Some heart-rending stories were told of things that happened in the country. Since then everyone has been trying to bring about better conditions. My Government has been able to contribute in this by assisting communities to build more hospitals such as this in country areas.”

In 1928 the hospital accommodated for five patients, with cots for three children. The original staff members were Matron A.N. Morgan, Sister A.E. Harrison and Probationer Miss Dawson. Another Probationer was engaged a few months after the opening. Today St Marys has eight subacute beds, one A&E room, Medical Practice on site, community nursing and home help, allied health including, physiotherapist, Mental Health Worker, Social Worker, Diversional Therapist, and Podiatrists.

Extended care is also provided to the community through the day centre, home help and community nursing fields. Visiting health workers and the Tasmania Lymphoedema Clinic also utilise this site. There are approximately 50 staff working in a varied of ways from full time, to part time to casual on call basis. The staff at St Marys Health Centre are committed to providing the best care to the community, and ensuring that health needs are met.

You can find an extended version of this article in the next ANMF weekly eNews.

Reference: “A Little bit of Heritage”, Jim Haas, St Patricks Head and Esk Valley Historical Society Inc
**Newly Elected Reps**

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<th>Name</th>
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<tr>
<td>Shelley Bustos</td>
<td>RN, Hobart Day Surgery</td>
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<td>David Koh</td>
<td>RN, LGH, ICU</td>
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<td>Teresa Howlett</td>
<td>EN, RHH, OPU</td>
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<td>Sallyann Churm</td>
<td>RN, Christian Homes Tasmania, Snug Village</td>
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<td>Caitlin Hunt</td>
<td>EN, Bupa South Hobart</td>
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<td>Gaye Merrylees</td>
<td>RN, Mary’s Grange Home for the Aged</td>
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In response to concerns raised by members in the workplace ANMF has been working very closely with workplace representatives, members, managers and HR to identify the extent of the issues and develop strategies to resolve them.

A working group has been established and fortnightly meetings have been occurring for several months and although the process has been slow positive results are apparent.

An audit of the roster and a staff survey has been undertaken, and preliminary findings indicate that the reported concerns are both real and redeemable. Anecdotally members report that the working environment has improved.

While the work is not complete it has been an extremely positive process demonstrating the value of an inclusive process where both union and management can work together to achieve a positive outcome. We all look forward to the positive and professional relationship continuing to ensure issues are promptly identified and addressed.

Congratulations to all members for their contribution and commitment to resolve the issues and improve the working environment.

**Healthscope Report**

Members at Hobart Private and St Helens Private Hospital have been extremely patient during the protracted and difficult Enterprise Agreement discussions and finally the negotiations.

Based on member feedback ANMF approached Healthscope seeking further consideration of the following key issues and Healthscope have advised as follows:

1. **Public Holidays not worked** – Healthscope have agreed to alter the formula to remove extended periods of annual leave (a minimum of 1 week) from the calculation of number of days worked in the previous 6 months.

2. **Removal of the preceptor allowance** – Healthscope have proposed a phasing out of the allowance as follows:
   - July 13 - July 14 – full allowance paid
   - July 14 - July 15 – 50% of the allowance paid
   - July 15 - no allowance paid

3. **12 hour shifts** – Healthscope have declined to exclude new employees from agreeing to work 12 hour shifts.

ANMF acknowledges that while not all members will be content with these outcomes, the majority of members who completed our survey have stated that they would like the agreement to be put to ballot.

ANMF has therefore agreed to go to ballot however, ANMF has not given “in principle” to the offer. Healthscope will present a draft for ANMF consideration in approximately 3 weeks.

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**Do you have an ideal work/life balance?**

Are you looking for nursing work on a casual basis, for extra shifts and income, or simply seeking a more flexible lifestyle?

NURSELine is committed to finding you the perfect nursing balance. Join the preferred supplier of nurses and find out about great pay rates. For more information call 1800 688 180 or visit www.nursecoline.com.au

**YOUR LIFE. YOUR CAREER.**
On Thursday the 17th of October the ANMF Tasmanian Branch attended the Biennial National Delegates Conference in Brisbane. Carrying the Tasmanian Branch’s votes were Branch councillors from across the State including Ros Gorrie, Andrew Ostler and Kim Ford from the South; Angela Manion from the North West; Emily Shepherd from the North and the Tasmanian Branch Secretary Neroli Ellis.

The conference theme was protecting our profession, patients and our planet. Interestingly many of the resolutions presented and carried were reflective of these very interests. Some of the successful resolutions included our Tasmanian resolution directing the ANMF Federal Branch to lobby all funding avenues to ensure ongoing employment for our graduate nurses post their graduate year; the Federal Branch vehemently opposing privatisation of any public hospitals and ensuring that the Federal branch endeavours to purchase Australian made products in future.

The presentations during the conference were inspiring and often not because they were good news stories, but more because they reflected the enormous challenges that nurses and midwives have faced over the last two years both here in Australia, particularly New South Wales and Queensland. Additionally, one of the international speakers from Canada highlighted the challenges faced by nurses in Canada and across America as a result of the global financial crisis and reduced credit rating. The motivating nature of these presentations was the way in which nurses and midwives faced these trying circumstances and continue to overcome them with solidarity and encouraging one and other.

Campaigns that have been carried out across Australia highlighted that the challenges that we face in Tasmania and not dissimilar to our interstate colleagues and they also gave some insight into the challenges we may face in the future with an impending State election as well as ideas as to how to deal with them. We also had the opportunity to participate in a rally to support our Queensland colleagues in protesting against privatisation and the slashing of workers compensation legislation for all workers. We rallied through the streets of Queensland with gusto in support of all nurses and midwives and ended outside parliament house where thousands of workers parted to allow us to march right through the middle to the front to their clapping and cheering. It really was a very moving experience and one which reaffirmed why we are nurses and midwives.

Overall it was an extremely beneficial experience and creating networks with our interstate colleagues will serve us well in the coming years as we no doubt face challenges that they have faced and continue to now. The Tasmanian Branch were grateful to have had this experience and also to carry the voice of all Tasmanian ANMF members to a Federal level, and I can assure you, our voices were heard.
Know someone in nursing who deserves an award?

Recognise their outstanding leadership and innovation by nominating them in one of three categories:

🌟 Nurse of the Year
🌟 Team Innovation
🌟 Outstanding Graduate

$30,000 in prizes to be won!*  

*Generously provided by: me Bank

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2013 in Photos

2013 Public Sector EBA Campaign

Annual Delegates Conference 2013
Bushfire Recovery

HERC Opening

Aged Care Month  World Mental Health Month
The ANZICS/ACCCN Intensive Care ASM was held this year at the Hotel Grand Chancellor in Hobart, Tasmania, between October 17-19 2013. It was the 38th Australian and New Zealand annual scientific meeting and the 19th Annual Paediatric and Neonatal Intensive Care conference.

The conference was themed this year as “Walk on the Wild side”. For those of us associated with Critical Care Medicine and Nursing Practice we know it can be both a challenging and rewarding experience. As practitioners we are involved in making life and death decisions often on the run and at times it can feel like we are walking on the somewhat ‘risky’ wild side of life.

This year the scientific committee has introduced some variety to the program by including combined adult and paediatrics scientific sessions, exploring similarities and differences across the age groups. As well several small groups have been introduced to do concurrent workshops and integrated ANZICS CTG work, so that front-line workers could directly hear about the big trials that they assisted with in their own ICU.

The conference offered a range of opportunities including attendance to workshops on Friday and Saturday, breakfast sessions on Friday morning and a full scientific programme on all days. We had ample breaks between sessions during which time lunch, morning and afternoon tea were provided.

The opening plenary for the adult meeting certainly kept within the conference theme. Our first speaker was K Mitchell who presented a paper titled “Going to the Extreme to Understand Critical Illness”. This paper focused on work done by the Caudwell Xtreme Everest Hypoxia Research Consortium: A combination of field, laboratory and clinical research of human responses to hypoxemia. The aim of CXE-HRC is to ‘fingerprint’ individual patterns of acclimatisation to environmental hypoxia during graded ascent to high altitude (Everest Base Camp), in order to identify biomarkers of hypoxic performance, which may ultimately lead to novel strategies for the patho-physiological hypoxemia and cellular hypoxia observed in critically ill patients.

This was followed by “The Thylacine and Lazarus Project: when Intensive Care Fails, does Extinction mean Forever”. This subject certainly bought us back down to earth and then further back in time, sharing with us the conservationist focus on the ‘intensive care’ of the seriously endangered species. The main focus was on efforts being made to bring an iconic Australian animal back to life. The Thylacine project focused on the Tasmanian Thylacine and the Lazarus project focused on the bizarre Gastric brooding frog. The rational for this controversial agenda, in the two cases, was a moral imperative because we are responsible for their extinction.

Following on from these the delegates were given the options of combined adult and paediatric medical and nursing sessions. The next two days this theme followed and extended, combining most allied health care specialities which feature in ICU’s: Clinical Trials, Multidisciplinary, Nursing Free papers that ranged from Cardiovascular to Nursing Scholarships, Nursing and Physiotherapy, Nursing and Pharmacy, and Nursing and Allied Health, just to name a few. This allowed us the delegates a wide range of topics to choose from. It became quite a norm to see groups going to and from the various rooms. It was a great pity that I could not clone myself and attend more sessions, which were often running concurrently with something of great interest.

The social programme deserves a mention as Hobart put its best foot forward. On Friday night most delegates converged by the busload to the Museum of Old and New Art, MONA. On consensus this event got two thumbs up. On the last night of the conference a gala dinner was held at the Princes Wharf. It was a fabulous end to the ASM, Tasmanian food and wine being well presented.

In my humble opinion every nurse should try to attend a conference designed for whichever area or speciality in which they work. It is a worthwhile experience, being both enjoyable and educational. The result of your experience is that you will return to your area of discipline invigorated and able to share your newfound knowledge to improve your working life and assist your patient by providing even better more evidence-based care.

– Nicoll Meade-English

Let’s go to the movies!

Discount* movie tickets are available for all ANMF members.

**State Cinema tickets are not valid for special events and festivals and cannot be used after 5pm on Saturdays
***CMAX and Metro tickets will be sent to member’s addresses at own risk. ANF will not be held responsible for lost tickets.

Village movie tickets can be purchased through the ANF offices in Hobart and Launceston - $9.50 adults, $7.50 children, extra fees may apply for 3D films

Village Gold Class tickets are available from the Hobart office - $29.00

State Cinema tickets are available from the Hobart office - $12.50**

CMAX tickets can be purchased from Jenny Cole, Devonport Community Health Centre - $12.50 adults, $9.50 children

Metro tickets can be ordered through the Hobart office*** - $12.00 adults, $8.50 children

*Ticket prices are subject to change without notice
**State Cinema tickets are not valid for special events
***CMAX and Metro tickets will be sent to member’s addresses at own risk. ANF will not be held responsible for lost tickets.

Great Christmas Gift Ideas!
The Anglicare Tasmania Inc. Collective Agreement 2012 has been approved by the Fair Work Commission and will operate from 21 October 2013 with the nominal expiry date being 30 July 2014. Entitlements under the new Agreement include the following:

- **Wage Increases:**
  1/7/2013 – Fair Work Australia Increase in 2013 wage review or CPI for March quarter 2013 (whichever is greater)
  1/7/2014 – Fair Work Australia Increase in 2014 wage review or CPI for March quarter 2014 (whichever is greater)

For social and community services employees supplement funding installments to be received from the State and Commonwealth Governments for Equal Remuneration Order:

- 1/12/2012 – 2.41%
- 1/12/2013 – a percentage based on fully utilizing any supplementation funding installments.

- **Casual Loadings:**
  1/7/2012 – 23%
  1/7/2013 – 24%
  1/7/2014 – 25%

- Maintenance of existing shift penalties
- Inclusion of external telephone service provision
- Inclusion of a duties allocation allowance – $1 per hour
- Allowances to increase (with exception of meal and accommodation reimbursements and Graduate Salary Loading) from ffpp on or after 1 July each year. The amount of the increases shall be equal to the annual percentage increase in the Consumer Price Index for Hobart (All Groups) for the 12 months ending March quarter of the same year.
- Inclusion of Grand Parenting Leave provision – 2 days paid leave
- Inclusion of Family Violence Clause.

Have your say in **INFUSION**

If you have a suggestion for something you’d like to see included in **Infusion**, contact the ANMF marketing team by emailing marketing@anmftas.org.au or calling Matt on 6223 6777.

Letters and articles from members are also welcome. Contributors should note that their articles may be edited and will be published at the discretion of the ANMF.
Merry Christmas to members, councillors, sponsors and friends of the ANMF.

ANMF opening hours over the Christmas – New Year period:
Closed from Wednesday 25 December 2013 and re-open Thursday 2 January 2014.

May the magic and the wonder of the holiday season stay with you throughout the coming year.