Aged care reform victory

also in this issue:
Tasmanians Uniting for Our Health
MyState Next Generation Grant Winners
Because We Care Campaign Reflection
New Report reveals all
Graduates must be employed

HEALTH WORKFORCE AUSTRALIA RECENTLY RELEASED A REPORT HEALTH WORKFORCE 2025 WHICH PROVIDES AUSTRALIA’S FIRST LONG-TERM NATIONAL PROJECTIONS FOR DOCTORS, NURSES AND MIDWIVES.

This report highlights the critical need for reform in the areas of government, training and professions. There is a predicted workforce shortage of 109,000 nurses by 2023, whilst the midwifery workforce is more likely to be in balance.

The report suggests that strategies to improve retention, manage demand and boost productivity are likely to be the timeliest and most cost effective means of managing the significant projected shortages for nurses. Additionally, there will need to be action to boost training system capacity, with the emphasis for nurses concentrated at the professional entry level. This report highlights that the training system is already under strain. It suggests that there needs to be ongoing funding and developing of innovative models for clinical placements, such as simulated learning environments.

Options for closing the projected workforce gap highlighted during the consultative phase of this project were attraction and models of care. Attraction included examining why students were not completing their studies, promoting positive images of nursing, and providing defined career pathways for specific areas of practice. For models of care, a key theme in the feedback was reducing limitations that prevent nurses from working to their full scope of practice and educating the existing workforce about the scope of each nursing role.

The Tasmanian figures assume that all Tasmanian graduates will be employed (i.e. 379 graduates every year from 2012). It also recognises our ageing workforce and assumes that retirements will increase to 5% each year in the near future. With these two assumptions, the Tasmanian workforce will have a demand for approximately 5,700 nurses by 2025; a supply of approximately 7,970 nurses with a workforce gap of approximately 2,240. Without employment of our graduates, this figure will be critical in the near future and Tasmania will again have a nursing shortage forced by the Government’s short term policy and lack of workforce planning.

ANF has been eagerly awaiting the release of this workforce modelling for Tasmania, which must drive the development of a Tasmanian workforce plan and the required employment of greater numbers of graduates.

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Reflecting on ourBecause We CareCampaign

AFTER THREE YEARS, THE ANF NATIONAL BECAUSE WE CARE CAMPAIGN IS COMING TO A CLOSE, WITH THE SUCCESSFUL ANNOUNCEMENT OF THE FEDERAL GOVERNMENT’S AGED CARE REFORM PACKAGE (SEE PAGE 4).

THANK YOU TO ALL MEMBERS WHO HAVE SUPPORTED THIS LONG-TERM CAMPAIGN.
Aged Care Reform Victory
Victory for Aged Care Nurses and Care Workers

The key elements of the funding are:

✓ Higher wages
✓ Improved career structures
✓ Enhanced training and education
✓ Improved career and development
✓ Better work practices

This is the largest investment in Australia’s aged care workforce and is a significant victory for the underpaid Nursing and Care Workers in Aged Care.

Australia’s growing aged population will now receive the support they deserve to enable them to remain in their own homes for as long as possible and continue to receive quality care in aged care facilities.

The ANF is confident this extra funding will assist in closing the wages gap for aged care workers and should result in attracting and retaining staff in the aged care sector.

Tasmanian Nurses and Care Workers in aged care are dedicated, hardworking and most deserving of this increased funding.

For the past three years the ANF’s Because We Care Campaign has focused on the delivery of quality care for older Australians, through better wages, staffing levels and skills mix.

These announcements are a victory for the hard work of ANF members

To ensure there are immediate improvements … the government will also:

• Increase residential aged care places from 191,522 to 221,103.
• Fund $1.2 billion to improve the aged care workforce through a Workforce Compact.
• Provide more funding for dementia care in aged care, and more support for services.
• Establish a single gateway to all aged care services, to make them easier to access and navigate.
• Set stricter standards, with greater oversight of aged care.

ANF congratulates aged care members for their ongoing commitment to the because we care campaign, and celebrates with you the Gillard government announcement to inject $1.2 billion over five years for Australia’s under-resourced aged care workforce, as a centrepiece of its landmark overhaul of the aged care sector.
Residential care

From 1 July 2014, the maximum accommodation supplement that the Government pays to aged care providers when people are unable to meet the cost of their accommodation will be increased from $32.58 to around $52.84 per day. This will help more aged care homes to be built or refurbished.

Building the workforce

The Government is tackling critical shortages in the aged care workforce by allocating $1.2 billion over five years to attract, retain and train aged care workers – and to ensure that they receive competitive wages through a Workforce Compact between government, unions and aged care providers.

Building a gateway to aged care services

A new My Aged Care website and national call centre will be established from 2013 – the first step in building the Aged Care Gateway, an online integrated information and assessment entry point. The website will include an innovative ratings system of aged care homes.

Tackling dementia

Nearly a million Australians are estimated to have dementia by 2050.

The Government is making significant investments to better support people, families and carers living with dementia. A new Dementia Supplement will provide financial assistance of $164.3 million to people receiving Home Care packages and in residential care.

There will be increased support for primary health care providers to undertake more timely dementia diagnosis, and a stronger focus on people with younger onset dementia.

Source: Extracts from Joint Release – The Hon Julia Gillard MP, Prime Minister of Australia and The Hon Mark Butler MP, Minister for Social Inclusion, Minister for Mental Health and Ageing

Federal Office Update

Minister Butler is currently travelling around the states to discuss the aged care reform package with various stakeholders. At the time of writing, ANF Federal Secretary, Lee Thomas has a meeting scheduled with the Minister.

On the Heartbeat for June, what positive impact do you most want to see as part of the Federal Government’s Aged Care Reform funding?

Jen McCall
Umina Park
The most positive impact as part of the package is more funding to look after the residents. We are stretched VERY thin at the moment and want to be able to provide more personal care with more time.

Carol Davis
Umina Park
The most positive impact will be to see more funding come into providing more care within residential care.

Gai Rouse
Umina Park
To get increased staffing as we are always working to maximum capacity. More wages would be nice but really better staffing ratios first.

Christine Butcher
Glenara Lakes
The injection of funds will be important for increasing Carer’s wages and ensuring safe staffing levels in Aged Care, therefore allowing for competent care for older people.

Jodie Fraser
Aged Care Deloraine
It is a good start. Hopefully this will be the beginning of real reform that will see Aged Care as a legitimate and desirable career path, in place of the ‘cottage industry’ it sometimes has been perceived as in the past.

Kate Rodway
Vaucluse Gardens
Regulated Aged Care workers and an increase in funding to Aged Care facilities to provide greater staffing levels. I believe this would ensure positive outcomes for standards of care for residents.
The recent community forums, held collaboratively by ANF and the Australian Medical Association (AMA) Tasmania, were the perfect setting for doctors, nurses and community members to speak up on the real crisis happening in Tasmania’s health care. Politicians were invited to hear the forum discussions and large numbers of the public attended in support.

The forums have highlighted the escalation of the crisis in health care services. Due to the exposure the forums received, and the large amount of media coverage featuring people’s stories, we hope that politicians are now more aware of the impact the budget cuts are having on the Tasmanian community.

Thank you to the following Nurses and Doctors who gave up their evenings to be part of the panel at each forum. Without your input these events would never have been able to occur.

Nurses
- Ian Nethery, RHH
- Patricia Bailey, RHH
- Ros Gorrie, Mental Health Services South
- Diana Butler, LGH
- Emily Shepherd, LGH
- Jenny Parker, LGH
- Jan Robinson, NWRH
- Angela Manion, Mersey Community Hospital
- Bill Kerr, NWRH
- Adele Kear, Mental Health Services NW

Doctors
- Dr Graeme Alexander, GP
- Dr Michael Loughhead, Cardiologist
- Mr Craig Quarmby, Plastic and Reconstructive Surgeon
- Prof Scott Parkes, Intensive Care Specialist, LGH
- Prof Bernie Einoder, Director of Surgery NAHS
- Dr Stuart Day, Anaesthetist
- Dr Glen Richardson, GP
- Mr Russell Furzer, Orthopaedic Surgeon

ANF will continue to support members and the public to tell their story, and we believe the forums were successful in activating the community. Thank you to all of the members and Reps who helped distribute community information brochures and posters, and a special thank you must go to the members of the public who also contributed their time and support.
What was said...

I am concerned about nurses and their families who have lost jobs, or are working under incredible stress and feeling guilty every time a patient complains about our system. The underfunded system is now letting everyone down.

- Neroli Ellis, ANF

We’re not coping.

- Dr Stuart Day, Anaesthetist

The rug has never been pulled out at such a rapid rate.

- Mr Craig Quarmby, Plastic and Reconstructive Surgeon

The cuts were developed by ‘a department of bureaucrats’ without adequate consultation with health professionals.

- Neroli Ellis, ANF

Sometimes we are working three shifts in two days. Nurses are getting sick and depressed because they are overworked. It’s compromising our care of the patients. When someone dies in our waiting room…I blame whom?

- Diana Butler, Department of Emergency Medicine Nurse

Hundreds of people are waiting to get to a clinic to get on the waiting list. Health care in this state is a dog’s breakfast and all the State Government is doing is putting less food in the bowl. It will take decades to recover from this year’s cuts, let alone next year’s cuts.

- Dr Graeme Alexander, Claremont GP

It is frightening. If it was my relative in the bed I would not be happy.

- Angela Manion, High Dependency Unit Nurse

We have to choose which one of a large group we’re going to select to operate on.

- Mr Russell Furzer, Orthopaedic Surgeon

Half of the LGH’s employee wages go to people who do not touch the patients…the State is going broke trying to save money.

- Prof Bernie Einoder, Director of Surgery, NAHS

Trim out all the fat in the Health Department… Trim all the waste and put it into frontline health services.

- Dr Michael Loughead, Cardiologist

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Your Say - Budget Cuts
Member Survey

THANK YOU TO ALL MEMBERS WHO CONTRIBUTED TO OUR RECENT SURVEY ABOUT THE BUDGET CUTS, AS PART OF THE PROTECT FRONTLINE HEALTH CAMPAIGN. BELOW IS A SUMMARY OF THE SURVEY RESULTS. ANF WILL USE THIS DATA TO CONTINUE TO CAMPAIGN AGAINST THE GOVERNMENT’S CUTS.

Is there more stress in your workplace as a result of budget cuts?
- Yes 95.7%
- No 4.3%

Has there been more overtime worked in your ward/unit since the implementation of the budget cuts?
- Yes 63.6%
- No 36.4%

Are shortcuts being taken in your area with staffing and unplanned leave replacement as a result of budget cuts?
- Yes 69.7%
- No 30.3%

Do you feel secure in your employment with DHHS?
- Yes 42.5%
- No 57.5%

Have you considered leaving Tasmania as a result of budget cuts?
- Yes 45.0%
- No 55.0%

Do you believe patient care has been compromised as a result of announced budget cuts?
- Yes 88.6%
- No 11.4%

Are you aware of patients being unable to be admitted due to a lack of available beds?
- Yes 75.0%
- No 25.0%

Do you feel secure in your employment with DHHS?
- Yes 42.5%
- No 57.5%

Have you considered resigning your employment as a nurse as a result of the budget cuts?
- Yes 40.9%
- No 59.1%

Do you believe the wait times for Emergency Department patients for inpatient beds have increased?
- Yes 88.1%
- No 11.9%

Have the budget cuts had an effect on staff morale?
- Yes 95.0%
- No 5.0%

As a nurse, do you believe you are valued by the DHHS and the Tasmanian Government?
- Yes 11.4%
- No 88.6%

Do you have faith in the Tasmanian Government to deliver quality health services in this State?
- Yes 5.0%
- No 95.0%
Warm windproof jackets for Community or Out-Reach Nurses

IF YOU ARE A COMMUNITY OR OUT-REACH NURSE AND HAVE A UNIFORM SUPPLIED BY THE DHHS, YOU ARE ENTITLED TO A WARM, WINDPROOF JACKET AS PER THE HEADS OF AGREEMENT 2010 (SEE CLAUSE 5.4.5 OF THE AGREEMENT DEALING WITH UNIFORM ALLOWANCES).

For eligible nurses to obtain these bonded fleece jackets with the DHHS logo prior to winter a temporary ordering process has commenced. Please contact your NUM/Manager to place an order. Fittings are available with Leigh Kelly Agencies. Please phone them on 6224 2255 (Hobart) or 6334 1988 (Launceston) for an appointment. Replacement of uniform items is through normal wear and tear.

Preparing a Curriculum Vitae

GENERAL MATTERS TO INCLUDE IN A CURRICULUM VITAE (ALSO CALLED A RESUME) IF APPLYING FOR A JOB:

- Objective (state what you as an individual believe that you have accomplished and will bring to the new position)
- Work Experience with key accomplishments of each position held
- Education level/Qualifications attained
- Affiliations/membership of organisations relevant to nursing, midwifery or health care
- Special skills that you have gained
- Additional information (personal skills, such as good communicator, team player etc)

Long Service Leave (LSL) provisions for employees in the private sector

LONG SERVICE LEAVE IS A PERIOD OF PAID LEAVE FOR EMPLOYEES WHO HAVE BEEN WORKING FOR THE SAME BUSINESS/EMPLOYER FOR A LONG PERIOD OF TIME.

- The Long Service Leave Act 1976 provides long service leave entitlements for most Tasmanian private sector workers.
- Under the current Act, workers must complete 15 years of continuous employment to qualify for LSL entitlements.

In general terms, continuous employment means uninterrupted employment with a single employer, although the Act does allow for some interruptions in employment, including the taking of Annual or LSL, Maternity Leave, standing down for a period not exceeding six months on account of slackness of trade, jury duty etc.

The Act also deems continuous employment where there has been a transmission of business and the worker has been employed by the new employer within two months.

Current LSL entitlements under the Act are as follows:

- 13 weeks LSL in respect of the first 15 years of continuous employment;
- 8.66 weeks LSL in respect of each additional 10 years of continuous employment.

WHAT IS THE WAGE PAYABLE WHILE TAKING LONG SERVICE LEAVE?

An employee who is granted a period of Long Service Leave is entitled to the ordinary pay which would be payable had the employee not taken Long Service Leave during that period. Ordinary pay includes shift penalties, casual loadings, and allowances paid for all hours worked and purposes of an award.

AMENDMENTS TO LONG SERVICE LEAVE ACT 1976 (APPLIES TO PRIVATE SECTOR WORKERS)

Amendments to the Long Service Leave Act 1976 will become effective from 1 July 2012. The new Long Service Leave entitlements are:

- 8.66 weeks LSL in respect of the first 10 years of continuous employment, and
- 4.33 weeks LSL in respect of each additional 5 years of continuous employment.

The change does not affect the rate at which LSL is accrued which works out at 0.8667 weeks per year of service.

The Act includes transitional arrangements to provide some staggering of the taking of LSL. Under these arrangements:

- Workers who have completed 12 or more years of continuous employment as at 1 July 2012 will immediately be able to take their LSL entitlement if they wish, subject to the needs of their employers' establishments.
- Workers who, as at 1 July 2012, have completed nine or more years but less than 12 years of continuous employment will have to wait until 1 July 2013 before they can take their leave (subject to the needs of their employers' establishments).
- This does not prevent a worker with 10 or more years of continuous employment (or their personal representatives) from receiving their LSL entitlements in the event that the worker leaves their employment or dies during the period 1 July 2012 to 1 July 2013.

Contact Us

If you have any queries please do not hesitate to contact the ANF Information Centre on 6223 6777, 1800 001 241 (outside Hobart area) or email info@anftas.org.
Northern Integrated Care

THE NORTHERN INTEGRATED CARE SERVICE (NICS) OPENED IN JANUARY 2012 AT THE LAUNCESTON GENERAL HOSPITAL.

The purpose and vision of this centre is to improve the health and wellbeing of the northern community and to support people with chronic illness by breaking down the barriers often felt by people trying to negotiate the maze of health care providers.

New service models are being developed collaboratively with the Northern Area Health Service (NAHS), University of Tasmania (UTAS) and Tasmania Medicare Local (TML) and will include input from a range of clinicians and consumers.

The John Morris Diabetes Centre has relocated their services into NICS providing opportunities for a more integrated model of care for those people living with diabetes in our community.

Teaching, learning and research will be integrated into the operation of the service with the co-location of the Launceston Clinical School and the continuation of a close working relationship with UTAS. The Psychological and Mental Health Nurse Initiative services delivered by TML are also located at NICS, as are Refugee Health and the Spinal Service Nurse. Smoking Cessation and the TML Refugee Clinics will commence this month, adding to the services already provided.

There are also opportunities which arise from having a range of chronic condition service providers under the same roof and the way forward has the potential to be both exciting and innovative.

North West Representatives Band Together

ANF RECENTLY HELD STATEWIDE FORUMS TO INFORM THE COMMUNITY OF THE IMPACT OF BUDGET CUTS. HOLDING SUCH AN EVENT IS NO MINOR FEAT AND TAKES A LOT OF PREPARATION AND NEGOTIATIONS WITH VENUES, SPEAKERS AND KEY STAKEHOLDERS.

ANF marketing and staff play a pivotal role in these preparations, and a huge bulk of the credit must go to the Workplace Representatives, whose work determines the success of any event.

North West has the least number of ANF staff on the ground, yet contains a spirit that brings out activism when it is needed. Perhaps this is because the North West has faced turmoil in health, with Mersey Hospital having faced several threats to its service over the years. Perhaps it is due to North West having to bring out that fighting, resourceful spirit to gain equity when bigger regions overshadow the smaller region.

Whatever it is, ANF knows it has a core group of Workplace Representatives that respond to calls for help. The community nurses in particular did an excellent job getting pamphlets delivered, with some clients pitching in to help. Representatives then spoke on the panel while others worked in different roles for the entire evening. The community extended the display of spirit by having the largest attendance in the State with more than 300 present!

ANF asked some of the NW Reps what it means to them to be a Representative and help out at such events:

“IT IS WORTHWHILE TO HELP SO THAT THE COMMUNITY CAN SEE THAT WE HAVE THEIR HEALTH ISSUES AS THE MAIN PRIORITY AS WELL AS OUR JOB SECURITY.”

“TO ENSURE THAT THE CONCERNS OF NURSES IN THE NW ARE HEARD AROUND THE STATE.”

“TO SHARE THE LOAD AROUND.”

“BEING AN ANF REP HAS GIVEN ME THE OPPORTUNITY TO BE INVOLVED IN PROTECTING OUR HEALTH SYSTEM. SOMETIMES IT IS DOING SOMETHING SMALL IN THE WORKPLACE AND SOMETIMES IT IS DOING SOMETHING LIKE SPEAKING AT THE COMMUNITY FORUM. I FELT IT WAS EXTREMELY IMPORTANT TO THE NORTH WEST COMMUNITY TO BE INVOLVED IN THIS CURRENT PROBLEM, AND BEING INVOLVED AS AN ANF REP MEANT I COULD HAVE A ROLE IN ACHIEVING THIS.”

ANF thanks North West Workplace Representatives for their dedication and commitment to the nursing profession and their concern for the health of their community.
EBAs - About More than Just Wages

A LOT OF DISCUSSION HAS BEEN TAKING PLACE WITHIN ANF ABOUT THE ADDITIONAL ENTITLEMENTS THAT CAN BE ACHIEVED BY EMPLOYEES, APART FROM WAGES, PENALTY RATES AND ALLOWANCES, AS PART OF THE ENTERPRISE AGREEMENT PROCESS.

One of these areas is family violence and the impact that it has upon an individual who is being subjected to family violence. The union movement has recently seen employers, such as Queensland Rail, introduce within their Enterprise Agreements clauses that are aimed at supporting employees who are the victims of family violence.

Below are some details that the ANF would like our members to consider.

WHAT IS THE CURRENT POSITION?
ANF understands that in the absence of an EA clause specifying entitlements for the victim of family violence, an employer would not be required to provide any additional entitlements outside of those contained within the EA.

WHAT DOES THIS MEAN?
A person who is being subjected to family violence may be required to access other forms of leave (such as leave without pay) to attend any appointments or obtain medical support that has been the result of family violence. This is a concern to the individual as it is a threat to their financial independence.

WHAT IF THERE IS A FAMILY VIOLENCE CLAUSE?
Dependant on the provisions within the clause itself, the inclusion of a specific clause dealing with family violence would potentially enable an employee to be supported throughout, without having to sacrifice either their income or other entitlements.

WHAT’S HAPPENING NOW?
At the time of writing there are no registered agreements that the ANF is a party to, which include a clause addressing family violence. ANF will be including a family violence clause in all future Logs of Claim for enterprise agreements.

WHAT’S HAPPENING IN THE FUTURE?
ANF believes that the inclusion of a family violence clause into all agreements in the future is something that should be considered by both ANF members and their employers.

Inclusion of a family violence clause is something that the ANF hopes all employers will be considering when their respective agreements are being negotiated.

INSIG Continuing Great Work

Jo Hopkins, INSIG President

THE IMMUNISATION NURSES SPECIAL INTEREST GROUP RECENTLY HELD OUR AGM, AND ELECTED EXECUTIVE AND REGIONAL COMMITTEE MEMBERS FOR THE NEXT TWO YEARS.

I am the new President, bringing experience from General Practice, Public Health (CDPU) and Local Government Immunisation. Maree Farquhar is Vice President; she has 12 years paediatric experience and has worked as a Nurse Immuniser since 2003.

Kate Herbert is now Secretary. Kate has a background in paediatrics, infection control and is (slowly) getting through a Masters of Public Health. Sue Wood holds the Public Relations position. Sue is a Nurse Immuniser working as a sole trader running flu vaccination clinics statewide for corporate and small business. Helen Grainger, Becky Judd and Trish Horne are the Regional Representatives.

Over the next two years, the new INSIG Committee would like to continue to bring education and networking opportunities to our members. Our aims are to:

• Promote immunisation nurses to employers
• Grow the membership
• Explore how to deliver more to members in remote areas of Tasmania
• Encourage each of our members to be fully vaccinated themselves, and have each one persuade a colleague to be vaccinated for Influenza and Pertussis.

We would like to thank the outgoing Executive Committee and will endeavour to continue their great work. We hope to remain as excited as they were at the end of their term.

Anna Stewart Memorial Project

The Anna Stewart Memorial Project is an annual work experience program aimed at increasing women’s active union involvement and the union movement’s acceptance and understanding of female members. The project was established in recognition of Anna Stewart, a long time campaigner for women’s rights and prominent union official who died tragically in 1983.

ANF invites Reps and Activists to apply to be part of this great program.

7 to 16 August 2012

Your chance to learn more about Unions

Please contact Erin Smallbon, ANF Organiser on 6223 6777 or southern@anftas.org for more information and application details.

Applications close Monday 18 June 2012

“My participation in the Anna Stewart Memorial Program has enlightened me in a range of areas, professionally and personally.”

— Anneke Davies, ANF 2011 Participant
ANF members were encouraged to nominate someone in the next generation of their family, a child, niece, nephew or ward, who has recently made the move to study nursing; and to nominate them for the grants with an explanation of how they have encouraged nursing as a career option for their family. The students were also required to explain why they were inspired to enter nursing and how they would use their newly acquired skills to benefit the Tasmanian community.

Entries for the grants far exceeded our expectations and judges spent a large amount of time deliberating over who to select for the grants.

Congratulations to our winners Gabrielle Hoare, Kayla Ferguson and Madeline Seyfried. Both Gabrielle and Kayla are studying nursing at the Newnham Campus of the University of Tasmania and Madeline is studying in the Fast Track program in Hobart.

Gabrielle has followed in her mother’s footsteps, entering nursing as a mature aged student. After working in the dentistry field for more than a decade, she has decided to undertake her RN studies and is looking forward to being able to use her skills to benefit communities around Tasmania.

Kayla is embarking on her studies and will become the fifth member of her family to enter nursing. Kayla is working in Aged Care to assist her financially through her studies and wants to stay in Tasmania once she graduates as she feels it is important for Tasmanian youth to support the State.

Madeline felt the desire to enter nursing because of her family history. Her mother works in Aged Care, she has aunts and cousins working as nurses, and her grandmother was an Australian nurse working in India during World War I. Madeline hopes to follow her mother’s career and enter the Aged Care industry.

Presentations were held in Launceston and Hobart for the recipients where they were presented with cheques from MyState and a certificate in recognition of their achievement. All were grateful to ANF and MyState for providing them with the opportunity to enter this award. ANF looks forward to continuing to support our upcoming nursing and care staff.

As a single woman trying to work and study Gabrielle has achieved commendable results and would benefit enormously and be very grateful for any financial assistance available.

I wish to continue my career in Tasmania, and in the current economic climate, it is vitally important to attempt to keep the Tasmanian youth in Tasmania.

Two years ago when Madi told me she wanted to be a nurse I encouraged her and couldn’t have been prouder. Her personality, caring nature and with a burning desire to be the best nurse, she will succeed.
Your Education

Scholarships

Advanced Diploma
There are still funded places available for our Advanced Diploma course, so if you are an EN wanting to increase your knowledge contact us now!

Meetings and Conferences
There is a large amount of conferences happening around the country in the coming months. The following can be used towards your annual CPD requirements.

CRANAplus 30th Annual Conference
“Remote Pearls of Wisdom”
24 – 27 October 2012, The Sebel, Cairns Qld

13th National Immunisation Conference
19 – 21 June 2012, Darwin NT

Australia’s Health 2012 Conference
21 June 2012, Canberra ACT

Drug and Alcohol Nurses of Australasia Conference
13 – 15 June 2012, Melbourne Vic

2012 Primary Health Care Research Conference – Inform, influence, implement: Research improving policy & practice
18 – 20 July 2012, National Convention Centre, Canberra ACT

13th Mental Health Conference – 2012
6 – 8 August 2012, Outrigger, Surfers Paradise Qld

The combined Australian Diabetes Society/ Australian Diabetes Educators Association conference
29 – 31 August 2012, Gold Coast, Qld

16th Annual Chronic Diseases Network Conference: Promoting Healthy Childhood – Preventing Chronic Conditions
20 – 21 September 2012, Darwin Convention Centre, Darwin NT

International Congress of Aviation and Space Medicine 2012
16 – 20 September 2012, Melbourne Convention Centre, Melbourne Vic

24th Scientific Meeting of the International Society of Hypertension
24 September – 4 October 2012, Sydney Exhibition Centre, Sydney NSW

6th Pacific Region Indigenous Doctors Congress
3 – 7 October 2012, Alice Springs NT

4th Australian Rural and Remote Mental Health Symposium
“Putting People First: Mental Health Needs and Initiatives in Australian Rural and Remote Communities”
19 – 21 November 2012, Adelaide SA

12th National Rural Health Conference
Strong Commitment. Bright Future.
7 – 10 April 2013,
Adelaide Convention Centre, SA

ICN 25th Quadrennial Congress
18 – 23 May 2013, Melbourne Vic
Discount* movie tickets are available for all ANF members.

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.

CMAX tickets can be purchased from Lyn Bakes, Surgical Ward Mersey or Jenny Cole, Devonport Community Health Centre – $12.50 adults, $9.50 children.

Metro tickets can be purchased from Helen Long, Day Surgery NWPH – $12.50 adults, $8.50 children.

Please note a change in pricing to our State Cinema tickets – available through the Hobart office – now $11.50, cannot be used after 5pm on Saturdays.

*Ticket prices are subject to change without notice.

The Changing Landscape of Health

The Australian Medical Association Tasmania has initiated this event as an advocacy and policy forum.

The aim is to see all governments, industry professional associations, unions, academics and specialist representatives using this unique chance to improve the health system in Tasmania.

Sub-themes:
- Fitting Public and Private Health into one system
- Lead Clinician Groups – how they will work
- Activity based funding

Saturday 21 July 2012, 10:00am – 5:00pm
C3 Convention Centre, Anglesea Street, South Hobart
REGISTRATION: $199
www.amatas.com.au

Know Your CPD Requirements

Attend the ANF CPD session Know Your CPD Requirements, and receive a FREE ANF CPD Portfolio.

The ANF CPD Portfolio is your companion guide in meeting your legal professional development hours. The Portfolio contains Professional Practice Guidelines from the ANMC and AHPRA, along with Professional Portfolio Templates and a section for you to build your own Professional Portfolio.

Available to members for $20 ($40 for non members)

Please note a $10 postage fee per folder applies to posted items.

Portfolios can be purchased from the ANF Office or www.anftas.org

Contact Natalie – 6223 6777 or anf@anftas.org

Order your 2012 | 2013 Entertainment Book from ANF

ONLY $60

Contact Natalie – 6223 6777 or anf@anftas.org
**JUNE**

**KNOWING YOUR CPD REQUIREMENTS**

Attendees receive a free ANF CPD Portfolio. Discuss the progress of nursing and midwifery and impact of this on practitioners, explore the NMBA endorsed benchmarks for practice, explore the role of reflective practice in continuing competence, and define the term Professional Portfolio and the relationship to practice.

**2 CPD hours**

Hobart

Tuesday 19 June, 9:00am - 11:00am

Venue: ANF Office, 182 Macquarie Street, Hobart

Presenter: ANF Education Team

**LIVE WELL TO PREVENT CANCER**

Provide information on all of these risk factors and look at personal risk factors

**2 CPD hours**

Hobart

Monday 25 June, 6:00pm - 8:00pm

Venue: CCAMLR, 181 Macquarie Street, Hobart

Presenter: all sessions: Di Mason, Senior Officer, Education and Information, Cancer Council Tasmania

**JULY**

**PALLIATIVE CARE**

Symptom control & management for quality of life

**2 CPD hours**

Hobart

Thursday 5 July, 6:00pm - 8:00pm

Presenter: Sally Bonde & Jane Jube, Clinical Nurse, Palliative Care

**MEDICES & YOU/BEYOND MATURITY BLUES**

Information about medicines. Anxiety, depression and older people

**2 CPD hours**

Hobart

Thursday 12 July, 6:00pm - 8:00pm

Launceston

Monday 9 July, 6:00pm – 8:00pm

Ulverstone

Tuesday 10 July, 6:00pm – 8:00pm

Presenter: Jane Bowman, Peer education Coordinator, COTA

**PARKINSONS DISEASE**

An overview

**2 CPD hours**

Launceston

Monday 16 July, 9:00am - 1:00pm

Presenter: Julie Crack, Clinical Nurse Consultant, Neurological Support, LGH

**KNOWING YOUR CPD REQUIREMENTS**

Attendees receive a free ANF CPD Portfolio. Discuss the progress of nursing and midwifery and impact of this on practitioners, explore the NMBA endorsed benchmarks for practice, explore the role of reflective practice in continuing competence, and define the term Professional Portfolio and the relationship to practice.

**2 CPD hours**

Hobart

Tuesday 17 July, 9:00am - 11:00am

Presenter: ANF Education Team

**DUTIES OF HEALTH CARE PROFESSIONALS & LIABILITY ISSUES**

1. Duties of health care professionals: sources of duties; law and ethics
2. Claims in negligence: Bolam principle; duty of care/breach of duty of care; common law and statute; case examples
3. Consent to health care: right to consent (autonomy and self determination); exceptions to consent; case examples
4. Disclosure duties

**2 CPD hours**

Hobart

Thursday 19 July, 9:00am - 1:00pm

Presenter: Lisa Grosser, ANF Information Officer

**DIABETES CARE & MANAGEMENT**

Case reviews, Insulin resistance, adult onset of type 1 diabetes, diabetes and refugee populations

**2 CPD hours**

Hobart

Tuesday 31 July, 6:00pm - 8:00pm

Presenter: Michelle Woods, Diabetes Nurse Practitioner/Senior Lecturer

**COST**

ANF now offers courses over a range of CPD hours. Cost varies depending on the length of the course and CPD hours accrued. Please refer to the CPD hours for each course to the pricing below.

**2 CPD hours**

$45 ANF Members

$90 Non Members*

$35 ANF Student Members

$55 Student Non Members*

* If positions available

**REGISTRATION**

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

You can register and pay for multiple sessions online and get a copy of your receipt and confirmation straight away via email from PayPal.

www.anftas.org

Payment online is via PayPal. Safer, simpler, smarter.

For enquiries please contact the ANF office on 6223 6777, 1800 001 241 (outside Hobart area) or educationassist@anftas.org.

**CONTINUING PROFESSIONAL EDUCATION ONLINE**

www.anftas.org

Just one click and you’re on your way.

$7.70 per topic for ANF Members

$10.00 per topic for Non Members

ANF Members can record continuing professional education portfolio online, which can be printed for your records.

JULY VENUES WILL BE CONFIRMED CLOSER TO THE DATE
Program includes:

- Panel on legal issues
- Clinical practice
- Making nursing research work
- Continuing professional development portfolio.

Check the ANF website for more program details.

Cost (7 CPD hours):

- ANF Members $150.00
- Non Members $190.00*
- ANF Student Members $120.00
- Student Non Members $160.00*

* if positions available

Registrations:

Register and pay online in 4 easy steps. Receive a copy or your receipt and confirmation straight away via email from PayPal.

Payment online is via PayPal®. Safer, simpler, smarter. PayPal accepts Visa, Mastercard, debit card and bank account.

NORTH

Wednesday 20 June
8:30am – 4:30pm
The Tramsheds
4 Invermay Road, Inveresk

SOUTH

Friday 22 June
8:30am – 4:30pm
Tattersall’s Park Function Centre
6 Goodwood Road, Glenorchy

For more info or to register:

www.anf tas.org

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