Focus on Education

ALSO IN THIS ISSUE:
- CPD Calendar
- MyState Next Generation Award
- Aged Care Conference 2012
Wonderful Community Spirit!

2013 BROUGHT THE PROMISE OF A BETTER YEAR WITH NO FURTHER BUDGET CUTS TO PUBLIC HEALTH, THE FEDERAL FUNDING PACKAGE TO BE ROLLED OUT, AGED CARE COMPACT WAGE OUTCOMES TO BE IMPLEMENTED BY JULY AND A 3% PUBLIC SECTOR WAGE INCREASE DELIVERED IN LATE DECEMBER; HOWEVER, THE YEAR HAS NOT STARTED ON A POSITIVE NOTE.

The bushfires savaging all areas of Tasmania have been a stark reminder of our vulnerability and again nurses have been at the centre of the crisis, ensuring people still received the care they needed. Congratulations to the nursing teams at the Tasman Health and Community Service, South East Community Care and regional community services who continued to put their patients/clients as their priority, despite personal adversity.

This is a time to recognise the strength of our community and the extraordinary support shown to date. Unions are here to support our members in the good and the bad times.

Your union is working to support you and is offering financial relief to those individuals and families in this difficult time. Free legal advice on related matters, i.e. insurance, mortgages etc. will also be organised, if required. Application forms for assistance are available from the ANF Office.

Additionally, the ANF Tasmanian Branch is establishing a Bushfire Appeal Fund with all money going directly to ANF members who have been adversely affected by the fires. ANF members are requested to donate money to this account and can do so by:

- Phone (credit card) 6223 6777, 1800 001 241 (outside Hobart area); or
- In person at our Hobart Office, 182 Macquarie Street; or
- By EFT into the following: BSB: 067 000; Account: 00910962; Australian Nursing Federation Tasmania using the reference ANF BFA

Each donation will be received and placed in the ANF Bushfire Appeal Fund. The workings of this fund will be subject to the official Audit, the report of which shall be made available to ANF members.

Monies from this Fund will be available to members in fire affected communities on an application basis. In the event there are unused funds from this Account, these donations will go through the Unions’ Fire Appeal 2013 to the Red Cross Tasmanian Bushfire Appeal. ANF Tasmanian Branch has already received generous donations from other state ANF Branches and interstate colleagues have sent messages of support to Tasmanian ANF members.

ANF is there as part of the nursing community and is proud of our support for our fellow colleagues and our ANF family!
GETTING TO KNOW YOUR Branch Vice President

JAMES LLOYD | ANF (Tas Branch) Vice President

HI – MY NAME IS JAMES LLOYD AND I HAVE RECENTLY BEEN ELECTED AS ANF (TAS BRANCH) VICE PRESIDENT.

I have been nursing since 1989 and I’ve seen a lot of changes in the acute health sector and nursing in general. I trained on one of the last hospital-based training courses. My nursing experience has been in the Neurosurgical and Intensive Care fields. I am currently an After Hours Nurse Unit Manager (NUM) at the Royal Hobart Hospital.

My passion for unionism has always been in the core of my being, but it wasn’t until early 2011 that I decided I needed to have my voice heard ... hence I joined Branch Council.

The ANF (Tas Branch) is a purely apolitical union – our collective passion is for the greater good of the health care sector and those workers who provide the care.

No matter what our political persuasions are, nurses all agree on some fundamentals: nurse/patient ratios, an adequately funded health care system and removing the politics from health care.

Because of this apolitical focus, the ANF has grown to be the largest union in Australia.

I was particularly affected during the mid-2011 cutbacks when the word came down from the top that none of the graduate RNs/ENs were going to get their contracts extended. Hence, one of my passions (I’m very vocal on this subject at Branch Council) is graduate nurses and issues surrounding their employment.

I’m looking forward to 2013 and the challenges it presents. Our new EBA is due to be negotiated mid-year, we have ongoing threats to the health care system, a federal election is due late 2013 and possibly a state election.

I look forward to working with my fellow members of Branch Council, Neroli and the industrial team at ANF in 2013.

Congratualtions! CONGRATULATIONS TO MICHAEL YATES ON HIS RECENT APPOINTMENT AS DIRECTOR OF CLINICAL SERVICES AT CALVARY HEALTH CARE (LENAH VALLEY CAMPUS).

Michaels’ appointment recognises his experience in Clinical and Nursing Management.

ANF (Tas Branch) wishes him well in his role and looks forward to continuing the relationship with Calvary under the nursing leadership of Michael.

Have your say in Infusion

If you have a suggestion for something you’d like to see included in Infusion, contact the ANF marketing team by emailing marketingassist@anftas.org 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 ANF.

Public Sector EBA

negotiations start in APRIL for a new

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

Newly Elected Reps

Mandy Gleeson – RN, MCH WACS
Sarah Hill – RN, MCH, DEM
Tania Owens – PCA, OneCare Umina Park
Cindy Adams – PCA, Campbell Town Health & Comm Svc
Brad Hughes – RN, RHH Nephrology South
Kylie Atwell – RN RHH ICU
Jodi Towns – EN, OneCare Rubicon Grove
Aged Care Campaign 2013

IN 2013 ANF (TAS BRANCH) WILL BE TAKING STEPS TO MAXIMISE THE MEMBERSHIP BENEFITS OF THE AGED CARE TEAM.

In Tasmania our population is ageing rapidly due to lower birth rates and increased longevity of life in the elderly. This means that Aged Care is an important part of the future in our great state.

Therefore, Aged Care nurses and care workers are a crucial part of the Nursing team. It is a strong belief from all at ANF (Tas Branch) that by uniting and empowering the Aged Care team as one statewide collective, real inroads can be made to reinforce the workplace conditions for both our Aged Care members and the ageing community that they care for.

Numbers are important when attempting to achieve a result. However, strength of character and resolve are the greatest asset when dealing with uneasy or uncertain times. ANF (Tas Branch) believe that these are two characteristics that Nurses and Carers have in spades and we look forward to working with the Aged Care team in 2013.

Look out for a greater ANF presence at Aged Care worksites and be sure to keep an eye out for activities in your area.

The ANF Aged Care Conference was held on Tuesday 27 November 2012.

Aged Care nurses and care workers travelled to the Tramsheds in Launceston for a fantastic opportunity to listen to some great speakers whilst accumulating CPD points for the day.

Some of the themes presented on the day were ‘Management of the Terminal Phase of Life’, ‘How to Enjoy Life No Matter What,’ ‘The Relevance of Gastrostomy Tubes in an Aged Care Setting’ and ‘Spirituality and Mental Health in Relation to Aged Care.’

The day also included the presentation of the ANF/ME Bank Aged Care Excellence Awards. Congratulations to the following award recipients, as well as to all those who were nominated. The Aged Care sector relies on your commitment and dedication to provide care to older Tasmanians.

Registered Nurse – Winner: Jean Van Nynanten (Hospital Aged Care Liaison Team, Launceston General Hospital)

Enrolled Nurse – Winner: Suzanne Marshall (Launceston General Hospital)

Care Worker – Winner: Cherrie Phillips (The Salvation Army Barrington Lodge)
Cherrie Phillips,
Winner ANF/ME Bank Aged Care Awards, Carer Category

AFTER HAVING WORKED IN RETAIL FOR MANY YEARS, I DECIDED IT WAS TIME FOR A CHANGE IN CAREER.

I enrolled myself into TAFE where I completed Certificate III in Aged Care and Home & Community Care in 2007. This ended with work placement at Barrington Lodge Aged Care Facility where I was offered employment.

Five years later and I am still there. Barrington Lodge has given me a wide range of learning opportunities. I have obtained Certificate II in Continence Promotion and Care and I will have completed Certificate IV in Aged Care by February. Most recently though is my acceptance into university to study an Associate Degree in Dementia Care.

It was an honour to be nominated by the Director of Aged Care of the Salvation Army for the ANF/ME Bank Aged Care Excellence Award 2012; I never thought I would be the one picked out of the many nominations for Tasmania. It is a wonderful feeling to be recognised by these awards. It is awards such as the ANF/ME Bank Awards that make you feel great about the hard work you do and it helps to know the effort and care you put into a day’s work doesn’t go unnoticed.

Thank you for making these awards possible.

Jean Van Nynanten, Winner ANF/ME Bank Aged Care Excellence Award, Registered Nurse Category

WINNING THE ANF/ME BANK AGED CARE EXCELLENCE AWARD THIS YEAR WAS A WONDERFUL SURPRISE, AND RECOGNITION OF THE EFFORT AND ENERGY I ENDEAVOURED TO PUT INTO MY POSITION AS CLINICAL NURSE CONSULTANT (CNC) WITH THE LGH HOSPITAL AGED CARE LIAISON TEAM (HALT).

As part of this liaison team I strived to remain patient-focused and have a can-do attitude. This served me well when Department of Emergency Medicine (DEM) nurses raised their concerns that elders from nursing homes requiring blood transfusions were often left waiting long periods before being seen. There were also concerns that the DEM, with its focus appropriately on emergency situations, was an unsuitable environment for elderly frail persons to be undertaking a long wait.

This dilemma gave me the opportunity to utilise the skills in Project Management developed during my recent Graduate Diploma in Aged Care from UTAS. Under the title of ‘Better Place, Better Outcome’ I devised a program which allowed nursing home staff to give routine blood transfusions with the clinical support of the HALT and the Australian Transfusion Service.

This project was seen by many aged care facilities as an innovative idea that allowed aged care nurses to up-skill and be supported in providing improved care to their residents.

Sadly, following budget cuts, this program has not been able to continue and I am no longer in my role as CNC of HALT. Nevertheless I hope to be able to continue my focus and interest in advocating for improved elder care in any nursing role I undertake.

So thank you to my nominee, ME Bank and the ANF for your encouragement and acknowledgement in presenting me with this award.
2013 looks set to be a big year for education and conferences for ANF. With the opening of the ANF (Tas Branch) Health Education and Research Centre comes a new range of services on offer for our members.

Keep an eye out for more information on the following conferences for 2013:

- Aged Care – South
- Aged Care – North
- 2 Day Conference – Wound Care and Acute Emergency Management
- Midwifery
- ANF Workplace Reps can also look forward to the Annual Delegates’ Conference, being held in the South of the State on 9 and 10 May. Nominations are open now for the Faye Hoppitt Rep of the Year Award and Resolutions are also being accepted. Forms can be found at the ANF website. Nominations and Resolutions close on Friday 22 March 2013.

More information about all conferences will be printed in Infusion closer to the date, and the ANF website will be updated regularly with details.

For more information about any ANF education or conferences, please call the ANF office on 6223 6777, 1800 001 241 (outside Hobart area) or email educationassist@anftas.org.

If you worked as part of ‘Group G’ at the Launceston General Hospital between 1985 and 1988 you are invited to attend a 25 year reunion.

**DATE:**
Saturday 23rd February 2013

**TIME:**
6:30 pm

**VENUE:**
‘The Sporties’ Restaurant, Charles Street, Launceston

**RSVP:**
8th February 2013.

Contact Suzie Bennett suzie.bennett@dhhs.tas.gov.au or 0439583480 or Susan Hanson susanj.hanson@dhhs.tas.gov.au for further details.
Family Violence is an Industrial Issue

**FAMILY VIOLENCE IS EXPERIENCED BY A SIGNIFICANT NUMBER OF AUSTRALIAN WORKERS AND WHILE FEMALES OFTEN EXPERIENCE THE ABUSE, FAMILY VIOLENCE ALSO AFFECTS MALES. FAMILY VIOLENCE HAS EFFECTS WITHIN THE WORKPLACE WHEREBY THE EMPLOYEE’S WORK PERFORMANCE, PRODUCTIVITY, ATTENDANCE AND HEALTH AND SAFETY CAN BE COMPROMISED.**

Nearly half of all workers experiencing family violence have trouble getting to work due to physical injury, restraint, hidden car keys or failed child care arrangements. This can cause problems for their employer when they are continuing to be unable to go to work or take excessive sick leave to address issues at home.

Financial independence for people suffering family violence is so important and with workplace support women can stay safely in their jobs and homes.

Violence against women costs the community $1.8 billion per year.

On 20 November 2012, a new Ministerial Direction (MD) was launched which acknowledges and prescribes arrangements and requirements of the State Service to support employees who are experiencing family violence.

The new MD will now cover 28,000 public sector workers in Tasmania.

The MD allows for:

1. Arrangements that allow employees to access personal leave entitlements to address issues, or to attend legal, financial, child care, housing or any other matter arising from family violence
2. Access to flexible work arrangements to reasonably accommodate your needs
3. Access to Employee Assistance Program
4. Arrangements to assist workplace managers in ensuring that risk to health and safety of employees experiencing family violence and their co-workers are reasonably managed

However, there is more work to be done in regards to this provision. The Unions Tas proposed model clause for Family Violence provides for workers to have access to an additional 20 days of paid ‘special leave’ so this means they do not have to deplete their personal leave.

**What Does Consultation Really Mean?**

**THE ANF NORTHERN TEAM WOULD LIKE TO WISH ALL ANF MEMBERS AND REPRESENTATIVES A HAPPY AND SAFE YEAR AHEAD.**

2012 was a dramatic year for nurses across Tasmania with the fallout from the Tasmanian Government Budget Cuts still being felt in all sectors. ANF members have been subject to much change throughout 2012 and more change is inevitable.

The management of change is critical and ANF promotes that an inclusive, collaborative approach will always yield greater results and less conflict, and delivers smarter outcomes. When faced with changes to their working conditions the first question members frequently ask ANF is “what can we do about this?”

The Nurses (Tasmanian) State Service Award 2012 gives nurses the capacity to influence any decisions that are made in relation to their employment.

Below is an overview of Consultation in relation to the current State Service Award:

- Where an Agency proposes major changes in work arrangements and practices that are likely to have significant effects on employees the Agency is to notify the employees who may be affected by the proposed changes and the relevant union/s prior to the implementation of any changes.
- Major change in work arrangements and practices that are likely to have significant impact on employees include those matters that may be directly linked to public sector restructuring processes including amalgamations and the implementation of new technologies, systems and workplace practices that improve productivity and efficiency and the quality and quantity of organisational outcomes.
- The employer is to consult with the relevant employees and relevant union/s to discuss the introduction of any changes referred to in subclause (b) and the effects the changes are likely to have on employees and measures proposed to avoid or reduce the adverse effects of such changes on employees.

- Consultation is not simply advice on what is about to happen. Consultation is providing the employee(s), union(s) or other relevant persons, with genuine opportunity to influence the decision or decision maker.

Consultation is not joint decision making or a barrier to the prerogative of management to make decisions. The employee(s), union(s), or other relevant persons must be given a reasonable opportunity to suggest alternative proposals, and communicate these considerations to the proposer(s).

Consultation is therefore not just “This is the way it is going to be”. Consultation is meaningful involvement in any process of change. It is the experience of ANF that inclusion leads to smart outcomes where all parties benefit.

If things are changing in your workplace and you want to become involved please do not hesitate to contact the ANF Information Centre on 6223 6777, 1800 001 241 (outside Hobart area) or info@anftas.org.
Before becoming an Extended Care Assistant (ECA), Umina Park’s Tania Owens worked in Administration in the mining industry.

Whilst living on the West Coast Tania served the community as a volunteer ambulance officer; a time and responsibility she relished. After moving to Hobart, Tania was looking for a career change and further study. She chose to undertake her Certificate III in Aged Care and become part of the nursing team. Tania has absolutely no regrets with this new career choice.

Tania chose to become an ANF Workplace Representative (Rep) because she supports what the ANF represents; ANF is the voice and strength for thousands of Nurses, Midwives and Care Staff who work together to improve the professional status, education and working conditions for the nursing team – whilst safeguarding the quality of patient care. “Carers need a voice” Tania states, “which is what ANF provides.”

The invaluable role of ECAs as part of the nursing team is most obvious to Enrolled and Registered Nurses who work closely alongside them. However, Tania believes that the important role ECAs perform is not always recognised by many others. By becoming an ANF Rep, she hopes to draw attention to the importance of the ECA role in the nursing team.

As an ANF Rep Tania aims to become more aware of the workplace rights of Carers. She also aspires to assist in the progress of her work place team; from those working on the floor through to management. Tania understands the relationship between high member density and achieving outcomes when negotiating Enterprise Agreements (EAs). She has been a strong ANF Rep in recruitment by sharing with her colleagues the values to the individual and the workplace of becoming an ANF member.

As an ANF Rep, Tania will be a ‘voice’ for ECAs at the next Umina Park General Staff EA negotiations and welcomes other ECAs who may wish to share this role. With the assistance of the ANF Organiser, ANF ECA Reps will take Carers’ concerns to management as part of those negotiations with the aim of improving working conditions. This has a direct flow on effect to the nursing care provided to the residents.

As a member of ANF, Tania may choose to stand for election as an ANF Tasmanian Branch Councillor. Tasmanian Branch Council is the management and policy making body of the Tasmanian Branch of the Federation and Tania has shown interest in exploring a possible position on this council in the future. Tania also has aspirations to further her career by applying for further nursing studies.

ECA Reps assist ANF in understanding the specific needs of Carers and how best ANF can cater for these valuable members of the nursing team. ANF encourages other ECAs interested in becoming a Workplace Representative to contact your ANF Organiser or the ANF Information Centre on 6223 6777, 1800 001 241 (outside Hobart area) or info@anftas.org.

Congratulations Tania on being such an active ANF Rep for your work colleagues and welcome to the ANF team.

“Carers need a voice … which is what ANF provides.”

Are you on track for an ideal work/lifestyle balance?

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www.nurseline.com.au

Linda French and Tania Owens from Umina Park

The Tasmanian nursing magazine for ANF Members

INFUSION

FEBRUARY 2013

Kerry is an Extended Care Assistant (ECA) at Tandara Lodge Nursing Home in Sheffield and received the Runner up Award for her active involvement as an ANF Workplace Representative in the recent Enterprise Agreement (EA) process.

Kerry assisted by consulting with and representing ECA members and raising their concerns with Management at the negotiation table. Her representation resulted in the successful introduction of the inaugural General Staff EA which covers ECAs at Tandara Lodge.

Tandara Lodge ECAs are well represented not only by Kerry, but also Christine Riley. Kerry and Christine work well as a team, ensuring all the ECAs get to have a voice.

Christine assisted in identifying work conditions which could be targeted for improvement in the negotiations and liaised widely with her colleagues. ANF also thanks Christine for her participation in this win for members.

Other Ausmed CPD Seminars

Palliative Care Nursing - Practical Skills  
18 - 19 Feb - 10.5CPD 1460

Nursing Complex Patients  
27 - 28 May - 10.5CPD 1636

Diabetes - Nursing Management  
29 - 30 Jul - 10.5CPD 1511

Pain Management  
19 - 20 Sep - 10.5CPD 1530

Clinical Nursing Assessment - Advanced  
11 - 12 Nov - 11CPD 1647

Interested in a career in health care?

The ANF (Tas Branch) Health Education & Research Centre will be offering courses in:

Certificate III in Home & Community Care (CHC30312)  
Certificate III in Aged Care (CHC30212)

Commencing Wednesday 10 April 2013  
For further details, call 6223 6777

Positions are available for full fee paying Australian residents. Course information sessions to be held in February.
Student profile

TANYA JONES IS PRESENTLY STUDYING AT THE ANF HEALTH EDUCATION AND RESEARCH CENTRE. SHE COMMENCED THE DIPLOMA OF NURSING (BRIDGING) IN EARLY 2012 AND WILL COMPLETE THIS IN THE NEXT COUPLE OF MONTHS.

Previously she held a Certificate IV in Nursing that she gained in NSW. Tanya received a scholarship from the Nursing and Allied Health Scholarship and Support Scheme (Undergraduate) from the RCNA to fund the course. She was happy to answer a couple of questions for Infusion.

What made you commence the course?
I changed my job and realised that it would be a good time to do some more study to increase my knowledge and confidence in my new role. Although I was still an Enrolled Nurse the work was more challenging.

What do you think that you have gained from the course?
I have increased my knowledge base, skills and confidence, allowing me to apply this knowledge to my day-to-day nursing care.

How have you found the study?
Getting back into study is a challenge but I am enjoying the feeling of accomplishment after completing each module. I am considering the Advanced Diploma, once I complete the Bridging Diploma.

What steps have you taken to get the study completed?
Any tips for prospective students re their study habits?
When I receive my modules from ANF I work out a time plan and organise the modules into a folder and work through them one by one. It can be a bit overwhelming when I receive a few modules at a time, so I work on one at a time.

How has the course impacted on your workplace? On you professionally? On your career?
The course has helped me professionally with gaining and improving the skills and knowledge we require to provide quality nursing care. I am able to consolidate learning within my workplace and gain new skills. I am looking forward to the Intravenous Therapy and Medications Unit which will be beneficial to my practice and workplace.

Would you recommend it to other ENs?
Definitely, it is a valuable learning exercise in consolidating knowledge and learning new skills that benefit yourself and the people we care for.

The Diploma of Nursing (Bridging) is a qualification available for Enrolled Nurses who hold either a Certificate IV or received hospital training. It extends the scope of practice for Enrolled Nurses and provides opportunities for extended personal and professional development. In addition to the Bridging Diploma the ANF Health Education and Research Centre also provides the Advanced Diploma in Nursing for Enrolled Nurses who presently hold a Diploma in Nursing. This course has funded positions available for Enrolled Nurses seeking to extend their scope of practice.

For information on these courses please contact the ANF Health Education and Research Centre on 62236777, 1800 001 241 (outside Hobart area) or email awoolley@anftas.org.
JULIE PORTER IS A STATEWIDE CLINICAL NURSE EDUCATOR (SWCNE) WITH THE STATEWIDE MENTAL HEALTH SERVICE (SMHS) AS PART OF THE DEPARTMENT OF HEALTH AND HUMAN SERVICES (DHHS) IN TASMANIA.

Originally from Upper Hutt, NZ, she trained as a Registered Nurse at Christchurch Polytechnic and has since completed degrees in Management, Mental Health, Tropical Medicine, Adult Education and Training and is now working towards a PhD combining interests of mental health, education, and rural health.

The primary function of the SMHS SWCNE position is to provide support and assistance in ensuring workforce development needs are met across SMHS services. The role has a clinical focus, uses principles of adult education and works in both a consultative and collaborative manner. Services across SMHS and other key stakeholders are seen as customers and the role is that of co-ordination and facilitation to achieve workforce development objectives.

The SWCNE has a leadership support function assisting regional educators and other clinicians with an education component as part of their role. Some examples of the support provided are:

- Providing research support to other clinical staff
- Facilitating the SMHS Workforce Development eJournal
- Co-ordinating the Authorised Provider of Endorsed Courses (APEC) endorsement for SMHS

2013 is the second year of research at UTAS towards a PhD investigating education outcomes and examining how education has an impact on clients, predominantly mental health consumers.

- Mental Health Act Authorised Officer training and competency checks in Southern region and other regions upon request
- Participating in clinical supervision and providing clinical supervision to other clinical staff
- Upholding and promoting the principles of Australian College of Mental Health Nursing by providing credentialing and support
- Having a close affiliation and working alongside the UTAS School of Nursing and Midwifery e.g. guest lecturer / tutor

2013 is the second year of research at UTAS towards a PhD investigating education outcomes and examining how education has an impact on clients, predominantly mental health consumers. The intent is to develop, implement and promote an integrated model, relating to building a tool to measure Return on Investment for training.

The new research and contribution to knowledge is primarily utilising application of principles of adult learning within training for mental health key stakeholders, particularly in rural areas. Key concepts include an eclectic range incorporating Mental Health Outcomes, Continuous Improvement, Return on Investment, Clinical Skills, Rural Health, and Neuro-Linguistic Programming (NLP).

Having relocated from rural North Queensland with 3 cats and a dog to Tasmania in 2010, Julie loves the Tasmanian lifestyle; especially waking up to see the River Derwent, driving to work watching the ever changing moods of the river, a seemingly abundance of rainbows as well as being a volunteer crew member on Hobart's Tall Ships TSTA Lady Nelson and the Windeward Bound.

Julie would be happy to hear from colleagues, especially those with an interest in training and development.

As the position is state-wide email is most efficient – julie.porter@dhhs.tas.gov.au.
Health Education and Research Centre Opens

IT IS WITH PRIDE THAT ANF (TAS BRANCH) OPENS ITS NEWLY ESTABLISHED HEALTH EDUCATION AND RESEARCH CENTRE (HE&RC).

The title reflects our new strategic vision for the education arm of the ANF (Tas Branch) Business in that we aim to excel in training and education that is relevant for a range of health professions as well as increasing our research profile.

Over the past few editions of Infusion we have been sharing aspects of the innovation being advanced through our educational activities. Fiona Reeve (Nurse Educator) redesigned our Continuing Professional Development program and 2013 will see a reinvigorated and reenergised program. Corrine Trevitt (Nurse Educator) is overseeing the undergraduate nursing courses delivered by HE&RC (HE&RC). The HE&RC facilities are available for hire by contacting awoolley@anftas.org or by phoning (03) 6223 6777. The facilities include:

- Lecture theatre with cutting edge visual display equipment
- Specialised audio equipment that subtly supports people with hearing impairment
- Two small meeting rooms
- A large boardroom
- Video-conference facilities
- Conference facilities
- A large flexible training room specifically designed for health education by authentically replicating a nursing ward
- A separate high fidelity simulation suite with a separate control centre viewing room.

Most importantly, our new education and training facilities will be instrumental in providing current and future students with a sophisticated and supportive learning environment to undertake their studies.

HE&RC and Simulation

THE HE&RC, LOCATED AT THE HOBART OFFICE OF ANF (TAS BRANCH) SUPPORTS THE DELIVERY OF HIGH QUALITY EDUCATION AND TRAINING IN THE TEACHING-LEARNING PROCESS.

Simulation based nursing education is now becoming commonplace in any training program and with the opening of our new training facilities HE&RC will begin to incorporate simulation into its training courses and professional development activities.

Despite its recent popularity, simulation is not new in education and training. It has a long and rich history in the aviation and military fields where it is used to safely prepare pilots for responding to high intensity situations.

As concerns for quality and safety in nursing continue to inform education providers on how to best prepare our future nurses, simulation has found a place in nurse and medical education.

Although some are romanticised by the highly technical aspects of computer operated mannequins that can now speak, breath, excrete, and respond to medical interventions, simulation based nurse education consists of much more.

It is actually the authenticity of the teaching and learning environment and the interaction between a realistic nursing situation and the student that create the conditions for high quality and effective learning to occur through simulation. These important aspects are reflected in the design of the HE&RC facilities.

For more information about the simulation training facilities that are for hire at HE&RC please contact awoolley@anftas.org.

ANF (Tas Branch) Congratulates Angela McKay

ANGELA MCKAY RECENTLY GRADUATED FROM THE UNIVERSITY OF TASMANIA WITH THE DISTINCTIVE AWARD OF FIRST CLASS HONOURS FOR HER RESEARCH. ANGELA HAS BEEN STUDYING THE BACHELOR OF NURSING (HONOURS) COURSE WHILE WORKING AS FULL TIME LECTURER AT THE SCHOOL OF NURSING AND MIDWIFERY.

Her research aimed to describe nursing students’ experiences of High Fidelity Simulation (HFS) and interpret the ways students make sense of those experiences to examine the influence HFS has on their professional identity formation.

Her qualitative research design led to the discussion of HFS as an intense process of professional socialisation in which students, given the right conditions, can experiment with their emerging professional identities.

Her research supervisor Dr Lisa Dalton says “these are important insights into simulation based nurse education because they provide new theoretically informed and evidence based rationales for better understanding how to design and deliver simulation based scenarios”.

As well as working to oversee simulation at the School of Nursing and Midwifery, Angela has recently been appointed as the Principal Educator with the Health Workforce Australia program Simulated Learning Environment (SLE) Project. The SLE Project is a partnership with UTAS and DHHS to expand SLE activities in Tasmania.

ANF (Tas Branch) looks forward to working collaboratively with Angela in her new role to advance education and research specific to simulation through the HE&RC.
ANF Professional Development Days
for nurses, midwives and care workers

20 February 2013
An overview on Mental Health, Seclusion & Restraint and Trauma Informed Care & Law and the Nurse

When: Wednesday 20th February 2013
Where: ANF (Tas Branch) Health Education and Research Centre 182 Macquarie Street, Hobart
Structure: The day consists of 3 sessions. You can choose to come to 1, 2 or all 3 sessions and you will obtain CPD hours according to your attendance.

Session 1: Mental Health: State and National Perspectives
Time: 8.30am – 11.45 am
CPD: 3 hours
Presenters: Coral Muskett, EDON
Cat Schofield, Director of Nursing, Mental Health Services, DHHS
Overview: • The new Mental Health Plan • Prevalence and causes of mental health disorders • Challenging the myths about mental illness • Most common disorders – treatments & prognosis

Lunch: 11.45am – 12.15pm
Lunch will be provided to participants registering to attend all three sessions**

Session 2: Seclusion & Restraint, and Trauma Informed Care
Time: 12.15pm – 2.15pm
CPD: 2 hours
Presenters: Coral Muskett, EDON
Cat Schofield, Director of Nursing, Mental Health Services, DHHS
Overview: • The historic practice of seclusion • Understanding why seclusion & restraint are used • Legislation that governs seclusion & restraint • Management of challenging health care consumers

Trauma Informed Care
• Understanding Trauma Informed Care
• Impacts of adverse childhood experiences
• Overview of Trauma Informed Care Services
• The challenges incorporating Trauma Informed Care into current models of care

Tea break: 2.15pm – 2.30pm

Session 3: Law & the Nurse - Being safe at work and privacy/right to information
Time: 2.30pm – 4.30pm
CPD: 2 hours
Presenter: Lisa Grosser, Industrial Office, ANF (Tas Branch)
Overview: • Understanding Criminal assault • Critical incident stress debriefing • Privacy and right to information • Documentation & confidentiality

20 March 2013
An Overview on Cardiac Disease, Cardiac Management & Law and the Nurse

When: Wednesday 20th March 2013
Where: The Tramsheds, 4 Invermay Road, Launceston
Structure: The day is broken into 3 sessions. You can choose to come to 1, 2 or all 3 sessions and you will obtain CPD hours according to your attendance.

Session 1: Cardiac Disease
Time: 8.30am – 11.45am
CPD: 3 hours
Presenter: Sue Sanderson, NP (MNSc)
Overview: • Basic cardio-vascular anatomy, physiology CVS, disease processes, heart failure • Risk factors, cardiac rehabilitation, secondary prevention

Lunch: 11.45am – 12.15pm
Lunch will be provided to participants registering to attend all three sessions**

Session 2: Nursing care of the person with cardiac disease
Time: 12.15pm – 2.15pm
CPD: 2 hours
Presenter: Shaun Probert, CN, DEM LGH (BN, Grad Dip Nursing)
Overview: Cardiac Management, ECG’s and Chest pain
• A brief overview of cardiac disease, with discussion centred on simple management techniques and nursing interventions no matter where you work • A review of basic ECG interpretation and discussion around arrhythmias and signs and symptoms of infarction

Tea break: 2.15pm – 2.30pm

Session 3: Law & the Nurse - negligence, privacy, and consent
Time: 2.30pm – 4.30pm
CPD: 2 hours
Presenter: Caroline Saint, Nursing Industrial Officer, ANF (Tas Branch)
Overview: • Negligence • Privacy • Consent

ANF Professional Development Calendar
February – June 2013
Available now from the ANF Office or online www.anftas.org
The Australian Red Cross Blood Service Nurses Enterprise Agreement Tasmania 2012 has been approved by Fair Work Commission (FWC) and came into effect on 28 November 2012. Improvements of wages and conditions achieved include:

**WAGE INCREASES:**
- 1/1/2012 = 3%
- 1/1/2013 = 3%
- 1/1/2014 = 3%
- 1/1/2015 = 3%

**ALLOWANCES:**
- Afternoon Shifts:
  - From commencement of Agreement = $24.17/hour
  - 1/1/2013 = $24.90
  - 1/1/2014 = $25.64
  - 1/1/2015 = $26.41
- Higher Duties Allowance for employees engaged for a period of three or more full shifts/fortnight to undertake duties of a Donor Centre Manager (Business and Team Management Grades 1 to 3) position or Session Leader (Nursing Grade 3) position.
- Maintaining of Qualifications Allowance for all employees who, prior to the commencement date of this Agreement, were in receipt of a Qualifications Allowance and remain in their current roles.
- Meal Allowance provided when employees are required to work after the usual finishing hour of work beyond one hour (Mon – Sat inclusive).

**LEAVE ENTITLEMENTS:**
- Employees may accrue an unlimited amount of their accrued personal leave for the purpose of caring for carers leave each anniversary year.
- Paid Maternity/Adoption Leave of 14 weeks.
- Paid Concurrence (Parental) Leave of two weeks.
- ‘Additional leave for shift workers’ clause provides for one additional week’s leave for employees who are regularly rostered and work weekends.
- Three days leave per annum for new employee Reps to attend union related activities and/or training.
- Personal Leave – 15 days per annum.

**REduNDancy/sEVERANCE PayMENTS:**
- Maximum redundancy entitlement of 30 weeks (15 years service)
- For voluntary redundancies an additional redundancy payment of up to eight weeks maximum (more than three years service).

**rElATIONSHIPS**
- Between 1730 and 1735.
- Between 1735 and 1740.
- Between 1740 and 1745.

**OTHER:**
- Inclusion of ‘Training’ clause for compulsory and non-compulsory training.
- Inclusion of ‘Union Delegates’ clause recognising Union Delegates or elected Workplace Representatives participating in duties, including education, training and Annual Delegates’ Conference, at the Employers discretion.

**The Medibank Health Solutions Enterprise Agreement 2012** has been approved by FWC and came into effect on 20 December 2012. Improvements of wages and conditions achieved include:

**WAGE INCREASES:**
- 1/7/2012 = 3%
- 1/7/2013 = 3%
- 1/7/2014 = 3%
- 1/7/2015 = 3%

**CASUAL LOADINGS:**
- 1/7/2012 = 23%
- 1/7/2013 = 24%
- 1/7/2014 = 25%

**LEAVE ENTITLEMENTS:**
- Lockdown – Contagious Sick (Personal) Leave clause – maximum of four days per occasion with time absent not deducted from employees personal leave accrual.
- New Bereavement Leave clause – three days paid leave in lieu of Compassionate Leave with Employer to consider two extra days Bereavement Leave where death of an immediate family member requires Employee to travel interstate or further (unpaid for casuals).

**REduNDancy/sEVERANCE PayMENTS:**
- Employees whose employment is terminated for reasons of redundancy shall be paid as follows:
  - **Years of continuous service**
    - >1yr, <2yrs
    - >2yrs, <3yrs
    - >3yrs
  - **Weeks Redundancy Pay**
    - 4 weeks
    - 6 weeks
    - 2 weeks per completed year of service – minimum 7 wks, maximum 20 wks

**OTHER:**
- Inclusion of Domestic Violence Leave and Support clause
- Paid time to attend First Aid courses for employees required to have a current First Aid Certificate
- Flu vaccine to be paid for by employer
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!* 

Winners announced at the awards dinner on Thursday 9 May 2013, in Melbourne.

Visit hestaawards.com.au for more information.