



Australian Nursing and
Midwifery Federation
(SA Branch)

InTouch

News from the Australian Nursing and Midwifery Federation (SA Branch)

April 2013



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New ANMF (SA Branch)
Website

Wins for Aged Care

InTouch

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Cover: Staff and resident at The Lodge,
Wayville

Aged care compact - it's a good start



March this year saw the long waited announcement of the Aged Care Compact by the Minister for Ageing, Mark Butler.

Members will be aware of the long running ANF federal campaigns to obtain reform of the Aged Care sector on a number of fronts including regulation, safe staffing, funding and closing the wages gap.

The review of Aged Care by the Productivity Commission supported our view that addressing the disparity of wages between the Aged Care and public health systems was critical in the battle to attract and retain the skilled workforce required.

However the Productivity Commission did not identify the means by which the wages gap could be narrowed or overcome.

The Federal Government established a process for the development of an industry compact between the ANF and other unions along with the key employer organisations in the sector.

After lengthy negotiations agreement was reached

on a number of issues. However the central issue of improving wages, the responsibility of employers to fund 'on-costs' and the requirement for the use of enterprise agreements to secure the wage increases remained as sticking points.

The Federal Minister, after lengthy consideration and further discussion with all participants finally announced the final package on 5 March. The details of the compact and the ANF national summary was circulated to members via email and the website that same day.

The Aged Care Compact provides some certainty as we bargain on behalf of members employed in sites covered by over 100 agreements in the non government aged care sector.

It also provides much needed additional funds to aged care providers to assist them to overcome the wages gap - but only where those providers meet minimum standards and have enterprise agreements in place.

More details of the compact are available on our website

and a summary is set out in this edition of In Touch.

However the real story is that the compact would never been realised without the hard work, submissions, campaigning and other action of thousands of Nurses and Personal Care Assistants across Australia over several years.

Your willingness to lobby for decent wages, better staffing and safe and effective care for older Australians was central to the decision to have the Productivity Commission inquire into Aged Care.

Your action in making or supporting submissions to that enquiry put the workforce issues at the heart of issues requiring government action and response.

We look forward to working with members in the sector and with employers to implement the compact for the benefit of members, the industry and for the residents and older Australians who you serve.

Adj Assoc Professor
Elizabeth Dabars
CEO / Secretary



Wins For Aged Care Members & Their Residents

There are two success stories to report for members working at Eldercare's The Lodge Aged Care facility at Wayville and Bethsalem Care at Happy Valley.

At The Lodge, staff and unions were called to a meeting at the end of October last year where they were told that consultation with employees over a review of their standard roster would commence. During this meeting staff were told all shifts would be declared 'vacant' and they were to indicate on a preference form their desired shifts. Staff were also informed there was no guarantee their requests would be honored.

Eldercare responded that a comprehensive review had been done without staff involvement. Hours and shifts had already been determined by Eldercare, so no genuine consultation took place.

The ANF-SA challenged Eldercare as to the legality of the process, as it was not compliant with either the recently concluded EBA (which applied to nursing staff) nor the Aged Care Award 2010 which applied to members employed as Personal Care Assistants.

The ANF-SA sought an immediate halt to the process and agreement to meet to

discuss a way forward. The alternative was for the ANF-SA to lodge a formal notice of dispute with the Fair Work Commission.

At the end of the meeting, Eldercare withdrew its proposed roster and agreed to meet and consult. Since then, stage one has almost completed. It involved reviewing rosters for Registered nurses, filling vacant shifts and changing the requirements for Enrolled nurses to Registered nurses on four shifts. Stage two involves filling new and currently vacant Enrolled nurse shifts and trialling the draft roster.

Registered Nurse Katrina Appelkamp was nominated as a Worksite Representative for the consultation process. She said the work of the ANF-SA has been fantastic.

"We've been able to have a say in how things are run. It's a positive outcome for the residents too, to keep staffing levels where we think they need to be," she said.

"Staff were very pleased that they've had complete involvement in the restructuring."

At Bethsalem Care, a new Enterprise Agreement is currently being renegotiated.

A memo was circulated in January advising that payments were being ceased for meal allowances for the in-charge Registered nurse on afternoon and weekend shifts.

The in-charge Registered nurse needs to be available throughout the entire shift and is entitled to allowances because it is not possible for them to leave the premises.

Despite those requirements, a decision was made to remove the meal allowance.

After intervention from the ANF-SA, on behalf of members, Bethsalem Care agreed to reinstate meal allowances for the in-charge Registered nurse and provide back pay.

Cheryl Reid is the Worksite Representative at Bethsalem. She said members are very happy with the outcome.

"The members feel empowered now to stand up and voice their opinions. This incident has made the staff more united," said Cheryl Reid.

"Nurses work long, hard hours and often do unpaid work. We tend to be a passive group because we care so much about our patients and don't want to rock the boat. It takes something important for us to do something about it.

"Drawing a line in the sand over this issue is the best thing we've ever done."

Why are Aged Care Nurses paid less?



Up until the late 1990s, Nurses in private aged care earned the same as Nurses in public acute care and private hospitals. Each was paid the same rate for the same classification, under the terms of our Awards. Since the late 1990s enterprise bargaining became the only way to secure real wage increases and awards stagnated.

In the public acute, aged and mental health sectors, we bargain with the State Government to secure improved wages and conditions. Large scale industrial action in conjunction with bargaining has seen significant gains for our members in those sectors, usually matched by the private hospital sector. In private aged care, the gains have been less, sometimes resulting in significant disparity between what acute sector nurses are paid, compared to private aged care nurses.

Enterprise bargaining has not been as successful in private aged care. There are numerous reasons for this. The ANF enjoys strong membership numbers in the public sector and private hospital sectors. In private aged care, the vast majority of nurses choose to be ANF members, however in the personal care workforce union membership is

low. Misinformation campaigns are common where personal care workers are told they cannot join ANF, which is simply untrue and indeed thousands of personal care workers are already members of the ANF.

Everyone in Aged Care knows that the nursing workforce - Nurses and Personal Care Workers - will be strongest if in one union.

With the workforce in SA broken up across more than 300 aged care facilities, operated by dozens of different employers, bargaining is complex and very resource intensive. ANF has the resources to achieve this and only needs the support of nurses and personal care workers to succeed. In this bargaining round, we have the added benefit of the Gillard Government's recently announced 'workforce compact'.

What is the compact?

This long awaited action on the problem of low wages in aged care is crucial in an industry which determines the quality of life of over 250,000 older Australians – a number which will rapidly increase in the coming years. Calls for action have been made by several Productivity Commission reports, the last being the Caring for Older Australians Report in 2011, which set the platform for the Gillard Government's aged care reform package Living Longer. Living Better in April 2012. The compact is the process by which employers can receive the additional funding.

What the 'compact' means for you

Primarily the compact allows your

employer to access additional Commonwealth funding to improve wages for nurses, personal carers and support staff. It will be up to you, and the ANF, to encourage employers to take up this opportunity. The process applies differently depending on whether your EBA has expired and is due for renegotiation, or whether your EBA is yet to expire.

What if my EBA has expired?

If your EBA has already expired, then your employer needs to negotiate with the ANF for a new EBA that, at a minimum (in order to attract the compact funding), contains the following:

- the agreement rates for personal care workers (and support staff) must be at least 3% above the Aged Care Award 2010 rate. This can be phased in over one year for PCWs/AINs and support staff
- the agreement rates for Enrolled nurses must be at least 8.5% above the Nurses Award 2010. This can be phased in over two years
- the agreement rates for Registered nurses must be at least 12.65% above the Nurses Award 2010. This can be phased in over three years
- a clause stating that if the Fair Work Commission wage increase exceeds the employer funded wage increase (less the compact increase) that the Fair Work Commission increase will apply
- in addition the varied or new agreement must contain a number of clauses agreed in negotiations with the employer that are not in the modern awards. These include:
 - a workload management clause
 - a disciplinary clause that allows for a system of warnings and a right to representation
 - an occupational health and safety clause
 - a general training clause; and
 - provisions allowing a casual worker to convert to permanent employment or for a part-time worker to have their hours reviewed to reflect actual hours worked.

What if my EBA is still current?

The compact also contemplates employers with current agreements varying those agreements to access the compact money. Again those employers are only required to do this if they want the additional funding. The EBA would need to be officially varied through the Fair Work Commission, and include as a minimum:

- a wage table from the current EBA, with additional columns reflecting at least a 1% additional wage increase on top of employer funded increases in each of 2013, 2014 and

2015 and a 0.5% increase in 2016.

- analysis to ensure the existing wage increases in the current EBA are at least 2.75% per annum, or the Fair Work annual wage review increase, whichever is higher.

In addition, the varied agreement must contain a number of clauses agreed in negotiations with the employers that are not in the modern awards. These include:

- a workload management clause
- a disciplinary clause that allows for a system of warnings and a right to representation
- an occupational health and safety clause
- a general training clause
- provisions allowing a casual worker to convert to permanent employment or for a part-time worker to have their hours reviewed to reflect actual hours worked

A Residential Aged Care provider that is also a home care provider will need to extend the coverage of the RAC agreement to their employees in home care.

Where to from here?

While there is no deadline to sign up to the Compact, only those employers who have an enterprise agreement in place by 1 November 2013 will have the money back paid to 1 July 2013, when the first increases should flow to employees. Given the Federal election later this year, and the absence of any commitment from the Coalition should they win government, it is critical that we act as soon as possible.

ANF will be actively engaging with all aged care employers to ensure these welcome initiatives are implemented as soon as possible.

NEW RAH ROOMS SIGNAL SAFETY AND COST CONCERNS

The new Royal Adelaide Hospital's single-bedroom design will result in higher care costs because of the need to increase staffing levels.

SA Health said the hospital will have 100 per cent single bedrooms with dedicated ensuites. However, evidence suggests a mix of single and shared rooms is best to cater for the diverse needs of patients including those who need closer attention or feel anxious alone.

ANMF (SA Branch) CEO/Secretary Adj Assoc Professor Elizabeth Dabars warns that solely providing single rooms may have serious consequences.

"We notified the state government before the last election and since, that single rooms will result in the need to increase staffing levels to provide safe, effective care," said Adj Assoc Professor Dabars.

"It is a matter of common sense that more staff will be required when caring for patients in single rooms compared to the incidental patient observation and care that can occur in bays of two to six people."

Adj Assoc Professor Dabars was interviewed recently about this issue for a story in The Advertiser.

She reiterated to the journalist the ANMF (SA Branch)'s strong position on staffing levels and skills mix.

The current enterprise agreement provides for 70 per cent Registered nurses and 30 per cent Enrolled nurses/assistants in nursing. A reduction in the skill mix of staff is not supported, given the clear evidence that shows reductions in qualified staff increases mortality and morbidity of patients.

The enterprise agreement is being renegotiated this year, and the issue of staffing levels and mix is on the table.

"We will not accept reductions in staffing and mix as a result of the negative impact it would have on safe patient care," said Adj Assoc Professor Dabars.

"In relation to workforce supply, we know there are Registered and Enrolled nurses available for work.

"We have been disappointed with the failure of SA Health to employ sufficient graduate nurses to meet the future needs of the state. SA Health employed only 50 per cent of the one-thousand graduating nurses or midwives last year.

"We know there will be a shortage of about ten-thousand by 2025 if recruitment and retention of nurses is not addressed now."

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Find us on Facebook

The ANMF (SA Branch) has a brand new Facebook page.

If you use Facebook, we invite you to 'like' us to receive the latest information about the issues affecting you and your profession. You will find lots of articles from Australia and overseas, conversations and links to blogs and websites relevant to Nurses, Midwives and Personal Care Assistants.

Facebook is an important social media tool in our kit. For Victorian and WA nurses, their Facebook pages were key for communication during their recent successful collective bargaining campaigns.

To help prepare for our upcoming collective bargaining, please join us on Facebook, 'like' us, and share the page with others.

To find our Facebook page, log into Facebook then simply type in the "find" field our name, "Australian Nursing and Midwifery Federation (SA Branch)".

To 'like' us, simply click the 'like' button on the right hand side, just under our cover photo.

Take an active role in the ANMF (SA Branch) by helping to further create community awareness for issues affecting our professions. Together we will continue to protect, develop and empower Nurses, Midwives and Personal Care Assistants both now and into the future.



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| Gold | Best Bank Customer Service | Banks |
| Gold | Best Bank Speed of Approval | Banks |
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| Gold | Best Bank Loan for Refinancing | Banks |
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WIN! WIN! WIN!

Movie Ticket Give Away

Adventures in Zambezia is an animated family film set against the backdrop of the majestic Victoria Falls in southern Africa on the Zambezi River.

Set in a bustling bird city, Adventures in Zambezia is the story of Kai - a naïve, but high-spirited young falcon who travels to the bird city of Zambezia where he discovers the truth

about his origins and, in defending the city, learns how to be part of a community.

For your chance to win one of ten double passes to see Adventures in Zambezia – tell us what it means to you to be part of the nursing community.

Email your entries to enquiry@anmfsa.org.au ensuring you put in the subject line: Competition Entry - Adventures in Zambezia



Geraldine Hannon



Coroner's Cases

As part of our commitment to education and providing the best possible care for the community, we have decided to share cases from the Coroner's Court of South Australia that involve nurses and midwives. A range of experts will comment on cases. It is our intention that the stories be used to highlight issues facing nurses and midwives, as well as best practice.

In January this year, the State Coroner handed down his findings into the death of a 42 year-old man who died at Flinders Medical Centre.

The man had collapsed at Westfield Marion Shopping Centre in mid 2010 and was transported to the Flinders Medical Centre. He was asystolic on arrival and could not be revived.

The man had a history of acute coronary syndrome and in 2002 he had an angioplasty.

Two days before his death, the man experienced chest pain while exercising at the gym. The next day he had further chest pains at work and a workmate called an ambulance.

Paramedics reported that the man's chest pain had resolved by the time they arrived. They obtained a past medical and recent history and transported the man to the Queen Elizabeth Hospital.

The triage nurse told the inquest in the Coroner's Court that he recalled the man had been brought in by the Ambulance Service, however for reasons he could not explain, in the triage form he incorrectly

stated that the man had walked in to the Emergency Department and did not indicate he had arrived by ambulance. The form also wrongly stated that the man had been exercising at the gym that day when he developed chest pain. The triage nurse explained it was a very busy day and he had triaged 39 patients during that shift.

A Registered nurse on duty in the Emergency Department did observations and arranged for a cardiograph to be obtained. She knew the man had arrived by ambulance, however after reading the triage form and speaking with the man, she failed to understand there had been a further episode of chest pain that very morning.

The Registered nurse told the court that it did not enter her mind when speaking with the man that a history of chest pain the previous day did not gel with the fact that he had arrived by ambulance, suggesting an acute problem that very day.

She acknowledged that she should have asked him why he arrived by ambulance. She explained it was a very busy day.

After normal results from an ECG and Troponin test, a doctor

discharged the man from the Queen Elizabeth Hospital.

Twenty four hours later the man had collapsed at Westfield Marion Shopping Centre and later died at the Flinders Medical Centre.

The Coroner found that the man's death was entirely preventable had the relevant staff at the Queen Elizabeth Hospital, namely the doctor, triage nurse and Registered nurse, taken a proper history from him.

The Coroner said had that occurred, he had no doubt the man would not have been allowed to leave the hospital without a second Troponin test or a second ECG and he would have been appropriately treated.

Geraldine Hannon, a partner at Duncan Basheer Hannon Lawyers, had several comments to make about this case.

She said the theme that is evident in the findings of the Coroner's Inquest is that the nurses involved did not adhere to the required standards of Nursing Practice.

"It is understandable that in a busy Emergency Department there are pressures which may distract an

individual Nurse from providing the appropriate care," said Geraldine Hannon.

"The Inquest findings illustrate the dire consequences that may occur when there is a failure to adhere to best practice principles.

"Each nurse is personally accountable for the provision of safe and competent nursing care. In this case, there was a reliance on the initial history taken by the triage nurse compounded by a lack of thorough checking of the history with the patient and personally taking the history and not relying on the notes already on the file.

"The nurses involved in the care of the patient are a risk of having breached the Code of Professional Conduct, the Code of Ethics and the National Law and find themselves subjected to disciplinary proceedings."

Ms Hannon said it is incumbent on each nurse to ensure that she or he is aware of the requirements and laws governing the nursing profession and, even where they may be working in difficult circumstances, ensure that the required standards of care are met.



by 5pm Monday 15th April 2013 and don't forget to include your name and membership number with your entry.

Good Luck!

Featuring the voice talents of Abigail Breslin, Samuel L. Jackson, Jeff Goldblum, Richard E. Grant and Leonard Nimoy.

Only at the Movies! April 11

WIN! WIN! WIN!



Nurse Champion for Patients Suffering Allergies

Deryn Thompson's 32 year career has taken her from Aged Care to Palliative Care and then, by chance, to becoming an Allergy Nurse.

What started as extra work – just one day a week for an allergy specialist - has become Deryn's passion and mission.

"I was learning on the job. The doctor was very much into up-skilling Nurses and explained everything. He was great. I soon realised that we needed to be able to train nurses in the field," said Deryn Thompson.

"New Nurses would come in and I was trying to source evidence-based information in the 1990s and there was very little literature available. I started to think about what I could do to assist Nurses develop the required skills and knowledge ."

Deryn networked with Allergy Nurses across Australia. After finishing her Nursing Degree, which whet her appetite for more learning, she decided it was time to start a formal allergy course.

"I met with UniSA to float the idea. The person I met with said there was a place for it. The Australasian Society of Clinical Immunology and Allergy (ASCIA) and UniSA surveyed nurses and doctors and funding was granted to create a course.

"In 2005 I wrote the course and it started in 2006. It's a 16 week online course with a practical component at the end for competencies in Allergy Nursing.

"The course is run in Australia, New Zealand and Singapore, and we're in the process of doing a student intake in South Africa for this year."

Since 2006, between 50 and 60 Nurses have achieved the qualification. In 2006, Deryn also became interested in eczema. After winning the Premier's Nursing Scholarship, she travelled to England

and spent six weeks in Nurse Led Clinics focusing on dermatology.

"I learnt so much there. When I came back, we set up the Eczema Education Clinic at the Women's and Children's Hospital.

"I saw an overlap in young children with allergies and eczema and parents needed to be able to access specialists and a nurse to explain to them what to do.

"The Eczema Education Clinic is open one morning a week. I show the parents how to do the wrapping and put on creams. Without patient education, as soon as their skin looks better people usually stop doing everything they have to do and it's important that they keep going."

Deryn's commitment to education also sees her teaching undergraduate nursing students at UniSA, and giving community talks about eczema and allergies.

"I'm driven by the love of my work and wanting to provide better patient care. I could never have done all this without the great support of doctors, other nurses, the AICSA and allergy specialists who support nurses' professional development."

The SA Allergy Nurses group meets bi-monthly and any nurses interested in finding out more about working with allergies are welcome to attend. For details, email Katherine Connell at kd.connell@bigpond.com.au

In May the Australian Dermatology Nurses Association is holding an education day and conference. You can find out more at www.adna.org.au And for more information about allergies, go to www.allergy.org.au

Another Hospital Review Underway

A financial review of the Women's and Children's Hospital to identify potential savings is a waste of time and money.

After the 2012 Hospital Budget Performance and Remediation Review, which was undertaken across the Southern, Central and Northern Adelaide Local Health Networks, SA Health decided to conduct a financial review of the Women's and Children's Hospital based services. SA Health said the review will assist in ensuring services are provided efficiently and effectively, to meet the current and future needs of the state's health system. An external consultant, Deloitte, has been appointed to undertake the review. It is anticipated to be completed by May this year, with a public consultation process to follow.

Last year's health network reviews, also by Deloitte, recommended slashing 114 beds and 308 jobs. SA Health has not ruled out further job cuts.

ANMF (SA Branch) CEO/Secretary Adj Assoc Professor Elizabeth Dabars was interviewed for a story in Adelaide Now. She has concerns about duplication.

"Having multiple reviews when they have not even made a decision about existing reviews into the same services seems to us to be a complete waste."

Past reviews have covered whole health networks, including hospital-based and community services. After significant work by the ANMF (SA Branch) and submissions to SA Health, this review will be confined to hospital-based services. It will not include community services that are part of the Child Youth and Women's Health Network. This is a win for our members. However, undertaking a review does not address the significant issues faced by our profession.

The ANMF (SA Branch) is not opposed to efficiencies. Our submission to SA Health identified many areas for efficiencies that would still allow nurses and midwives to provide safe, quality care. These include:

- Opening Nurse Practitioner Primary Care Clinics in GP Plus/GP Plus Super Centres
- Improved patient flow
- Providing alternatives to acute care

We will keep you informed of progress in these matters.

Warning over an Email Scam Targetting Health Workers



David Roper

SA Health and the Central Adelaide Local Health Network are the targets of a growing number of sophisticated phishing attacks.

Phishing is an online attempt to gain information by masquerading as someone you would otherwise trust. The term is derived from "fishing" in the hope that a potential victim will take the bait by clicking on a harmful link or opening an attachment that is infected with a computer virus. As a result, copies of usernames, passwords,

credit card details and other sensitive information that may be stored on their computer or employer's network can be accessed.

For health workers, such emails may be requesting medical information about prominent patients and could even come from a co-worker whose username/password has been stolen.

David Roper, the managing partner of IT Management Consulting firm CIO Partners, said it is wise to be sceptical about the authority of email messages.

"One key thing that a lot of people don't realise is that any standard email message is never guaranteed to be from who it says it is from, especially when it says it comes from a common name they recognise," said David Roper.

"As a general rule, legitimate organisations will never ask for personal information via email. You should never respond to an emailed request for personal or sensitive information."

David suggests the following to help you recognise when someone is phishing:

- Phishers commonly include upsetting or exciting statements to get people to react immediately, such as threats to disable your account if you do not act on their instructions now
- Phisher emails are typically not personalised, but they can be

To protect yourself:

- Do not click on links in an email if you suspect the message may not be authentic

- Avoid filling out forms in email messages that ask for personal information, and never tell anyone your username/password
- Get in the habit of looking at the address bar in your web browser and the address behind the links in your emails. If they are different to what you would expect, be suspicious
- You can always telephone the apparent sender (using their number from an official directory) if you think something may be amiss

If you receive a phishing email, the best thing to do is immediately delete it without responding.



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Lockleys
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- > **Tuesday 7 May**
Anglicare SA
4-8 Angus Street
Kent Town (stair access only)
6:30-8:30pm

To register, or for more information, call Linda on 8131 3456

www.anglicare-sa.org.au/fostercare

Norwegian Delegation visits ANMF (SA Branch)

The ANMF (SA Branch) was delighted to host a delegation of Norwegian health administrators and the Norwegian Nurses Association during March.

We have many issues in common including issues of funding, pressures on services and single room hospital development.

The visit here follows the ANMF (SA Branch)'s 2012 visit to St Olav's Hospital in Trondheim which explored the use of single patient rooms. Some of the delegation were from that health service and were delighted to renew the acquaintance.

Hopefully the visit helps set the basis for ongoing communication and support.



Out & About

ANMF (SA Branch) attended Flinders University's Orientation on 21 and 22 February for students about to embark on their studies to become a Nurse and/or Midwife.

New students had a chance to meet staff and fellow new students as well as having the opportunity to meet with ANMF (SA Branch) staff and familiarise themselves with the many benefits and services on offer when taking up a membership us.

ANMF (SA Branch) also attended two orientation days for students of the University of South Australia's School of Nursing and Midwifery on 28 February and 1 March.

ANMF (SA Branch) stand at Uni SA's Orientation Week



Please check brochures or the website – www.anmfsa.org.au for details relating to discounts for members and multiple enrolments, venues and information about bookings.

April 2013

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|---------------|-------------|--|
| Thursday, 4th | 1800 -2100 | Understanding the importance of relationships in early childhood (CPD 3 hours) NEW COURSE |
| Tuesday, 9th | 0930 -1130 | Developing a Professional Portfolio (CPD 2 hours) |
| Tuesday, 9th | 1300 -1700 | Financial Planning for your Future (CPD 4 hours) NEW COURSE |
| Monday, 22nd | 0930 - 1600 | Massage in Nursing (CPD 6 hours) |
| Monday, 29th | 0900 -1200 | Manual Handling (CPD 3 hours) |
| Monday, 29th | 1300 -1600 | Basic Life Support (CPD 3 hours) |

May 2013

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| Monday, 6th | 0900 – 1200 | Working with Mothers with Mental Illness (CPD 3 hours) |
| Monday, 6th | 0900 – 1600 | Basic Life Support Instructor Update (CPD 6 hours) |
| Tuesday, 7th | 0900 – 1600 | Wound Management (CPD 6 hours) |
| Monday, 13th | 0900 – 1200 | Information Technology for Health Care Professionals (CPD 3 hours) |
| Tuesday, 14th | 0900 – 1200 | Venous Access Devices (CPD 3 hours) |
| Tuesday, 21st | 0900 – 1300 | No Lift, No Injury Instructor Update (CPD 4 hours) |
| Wednesday 22nd | 0900 – 1200 | Documentation, Delegation and Dilemmas (CPD 3 hours) |
| Monday 27th | 0900 – 1600 | Basic Life Support Instructor Course – Day 1 (CPD 6 hours) |



Working category and student members are instantly covered by Journey Accident Insurance as long as you are financial. Working category members are protected for direct travel to and from work, which includes dropping off children at childcare or school and picking them up, as well as authorised meal breaks within a five kilometre radius of your workplace.

If you are injured, 85 per cent of your earnings or two-thousand dollars per week – whichever is the lesser - will be paid.

Student members are protected for direct travel between home and the normal educational institute, which includes a deviation to attend another educational institution or library and

Journey Accidents: We Have You Covered

As a member of the ANMF (SA Branch) you are covered if you have an accident on your way to or from work or study.

dropping off children at school or childcare and picking them up. If you are injured, 90 per cent of expense to a maximum of five-hundred dollars per week for domestic help, home tutorial or extra travel expenses will be paid.

The insurance only covers people who are members at the time of an accident.

The ANMF (SA Branch) policy is underwritten by Lumley Insurance. If you need to make a claim, here is what to do:

- Phone the ANMF (SA Branch) membership team on 8334 1902 as soon as possible and advise you have been in an accident and want to make a claim

- You will be sent a Journey Injury Claim Form to complete

There is a 14 day excess period, which was reduced from 21 days at the end of last year. The excess period is for all members: full time, part time and casual. This means that if you make a claim and it is accepted, no payment will be made until the 14 day excess period has ended.

You can find out more information in your members' handbook, on-line at our website www.anmfsa.org.au or by calling our membership team on 8334 1902.

New ANMF (SA Branch) website



Following several months of design, development and testing we are delighted to announce that the Australian Nursing and Midwifery Federation (SA Branch) has a new website that is more user-friendly and offers greater access to a range of on-line industrial and professional tools!

Our new website facilitates quick and easy access to up-to-date information for all members, whether you work in the public or private sector, midwifery, mental health services, aged care or any of the myriad of services and settings in which our nursing and midwifery professions work.

Our web address has not changed, so you will access the new website by using the same address – www.anmfsa.org.au

Key changes and additional functionalities that members will immediately notice about our new website include:

- New and updated 'Menu' and 'Content' fields that reflects the broad range of services delivered by the ANMF (SA Branch) in 2013
- Members will now via the website, be able to;
 - Request a new Member Card
 - Print Tax Invoices for their Subscriptions for the last 2 financial years
 - Print a copy of their Professional Indemnity Insurance Certificate
 - Make real time payments
 - Access their details as stored in UNISON and change/update their details
 - Enrol on-line for CPD courses delivered by ANMEC (ANMF (SA Branch)'s owned and operated education provider)
- Access expanded content on the Federal Award and Enterprise Bargaining framework, Fair Work Act(s), OH&S, Workcover and Legal Services
- Student members will be able to enrol on-line for courses delivered by ANMEC, as well as make real time payments
- Access more extensive information on ANMF (SA Branch)'s facility, including Venue Hire options, room hire rates

It has been a huge project to develop and implement such a dynamic, user friendly website. Whilst the content will continue to evolve over time, we encourage members to explore the new site and become familiar with its layout and offerings.

New passwords required for ANMF (SA Branch) members

All ANMF (SA Branch) members will need to generate a new password to access the "Membership Area" on the new website.

Please note that your current password will not give you access via the new website.

To generate a new member password simply follow these steps:

- Log onto the ANMF (SA Branch) website via www.anmfsa.org.au
- You will find the portal to the membership area on the top right hand side of the home page
- Click on "Forgotten/Generate Password"
- You will then be prompted for your membership number, given name, family name and email address. Please note the details you enter must match those of your ANMF (SA Branch) membership
- Once you enter your details click "Generate Password"
- A new system generated password will be emailed to you
- Use this system generated password to log into the members' area (using the portal on the top right hand side of the home page)
- If you want to change your password you can do so via the "Members Area" (using options on the left hand side menu list)

If you have difficulty generating a new password – contact one of our friendly ANMF (SA Branch) membership team who will be happy to assist you on 8334 1902 or via email: enquiry@anmfsa.org.au