



Australian Nursing and
Midwifery Federation
(SA Branch)

*in*touch

NEWS FROM THE AUSTRALIAN NURSING AND MIDWIFERY FEDERATION (SA BRANCH)

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NO SILVER LINING IN THIS YEAR'S FEDERAL BUDGET



Unlike last year, where elements of the Federal Budget were among the Coalition's worst kept secrets, the Government held its cards very close to its chest when it delivered its second budget last month.

Indeed, many social and economic commentators had mere titbits of what was likely to be delivered by the Treasurer Joe Hockey; plans to scrap the Federal Government's Paid Parental Leave Scheme and the new 'no jab, no pay' scheme to boost child immunisation rates were two of the biggest teasers.

We were also already aware of the Federal Government's earlier decision not to proceed with plans to reduce rebates by \$5 for common GP consultations and to redefine the time requirements of Level A and B GP consultations.

While these are welcome measures, we had hoped that the Federal Government would also reverse the health cuts that were handed down last year. Unfortunately, this did not happen.

South Australia's health system is still staring down the barrel of close to a billion dollars in cuts from our health budget in 2024. Nationally, the \$50 billion torn from our health care system in last year's budget still stands, which is the equivalent of sacking 1 in 5 nurses and shutting 1 in 13 hospital beds.

This year's Federal Budget will do little to save South Australian hospitals, and nurses and midwives from savage budget cuts over the next decade.

There was also no reprieve from a planned increase in prescription costs, which will see costs rise by \$5 per script from the beginning of next year.

We know that cost is already a major factor in preventing people from having their scripts filled and the flow on effect from this short-sighted cash grab is a significant concern for our health system.

And to add salt into the wounds, the Federal Government will also save \$962.8 million by axing dental and preventative health programs and halt any new GP Super Clinics that have not yet commenced construction.

The ANMF (SA Branch) has consistently lobbied and advocated for comprehensive investment in primary and preventative health care, arguing that tearing money from it is not the way to fund a sustainable health system in the long term.

In 2011 alone, chronic diseases accounted for 90% of all deaths, and government expenditure on conditions including cardiovascular disease, mental health, respiratory conditions and diabetes mellitus costs over \$20 billion a year.

And while there will be a slight rise in funding to the states across the forward estimates, the allocation of these funds is akin to trying to use a Band-Aid to fix the serious trauma in last year's budget.

With all of this in mind, the State Government has quite a task ahead of itself when it hands down its own budget later this month. Attempting to fix this gaping hole in its budget is not as simple as cutting 'x' beds or staff or closing 'y' facilities.

Indeed, this is why the Transforming Health process came about. We can no longer take a piecemeal approach to reforming our sector; the size of the reform required is simply too big.

With this in mind, this year we have chosen the theme Possibilities and Pitfalls: Learning from the Past and Building for the Future for our annual conference.

Our two-day conference will focus on the lessons we have learned from past health care reform, and on the challenges ahead in making sure future change is supported and sustainable.

We are thrilled to be able to announce a range of speakers including Professor Christine Bennett AO, Dr Janet Anderson, Tim Costello and Professor Glenn Gardner. For a full list of our keynote and plenary speakers, see page 8.

You can register online at www.anmfsa.org.au, and all attendees will gain 14 CPD hours.

I look forward to seeing you all there.

Yours sincerely,

Adj Assoc Professor Elizabeth Dabars AM
CEO/Secretary

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Authorised by Adj Assoc Professor Elizabeth Dabars AM, CEO/Secretary, ANMF (SA Branch)

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DRAWING ON THE LEGEND OF ROBIN HOOD TO SOLVE A HEALTH FUNDING EMERGENCY

The ANMF (SA Branch) has turned to an unlikely ally in its newest campaign for safe and sustainable levels of funding for the health care system.

Launching the campaign last month, ANMF (SA Branch) CEO/Secretary Adj Assoc Professor Elizabeth Dabars AM called on governments nationwide to consider the introduction of a new financial transactions 'Robin Hood' tax to fund the shortfall and growing costs of health funding in Australia.

Named for its parallels to the folklore hero known for taking from the rich to give to the poor, the Robin Hood tax would apply to transactions such as stocks, foreign currency, bonds and derivatives and could potentially solve the funding crisis currently facing our health system.

Ms Dabars said the proposal spawned from University of Adelaide research, which shows a tax of just 0.05 per cent on such financial transactions could raise an annual \$16 billion for our health system.

While the paper *Funding a viable and effective health sector in Australia* also canvasses other options including increasing the Medicare levy and tying it to health funding, increasing the GST and the introduction of a state-based health levy, the ANMF (SA Branch) believes the introduction of a Robin Hood tax is the most progressive and fairest way of securing long-term funding for our health system.

"We are in a no-win situation – where consumers will soon have to pay either with their health or their wallets to access health care," Ms Dabars said.

"Simplistic cuts to health funding and arbitrary, sporadic revenue-raising will not protect and support our health system now and into the future."

She said the funds raised in just one minute through the tax would be enough to employ one new, full-time nurse for an entire year.

"A Robin Hood Tax could completely eliminate the cuts set out in the Federal Budget last year to public hospitals—slated at \$15 billion nationally in 2024/25 and nearing \$1 billion in SA," Ms Dabars said.

She said the cost to a family with an income of \$50,000 would be less than \$1 per week.

"Applying a progressive tax to those who can most afford it will ensure that every Australian can access care if and when they need it," Ms Dabars said.

She added the tax would also promote more equitable access to health care.

"Research has consistently shown that cost is a major factor in deterring the sick and vulnerable from accessing care when it is needed and before medical conditions escalate," Ms Dabars said.

"By removing the immediate day-to-day, week-to-week cost barrier for these client groups, we can ensure that all Australians have timely access to health care, and control the cost increases for health care to all taxpayers."

Not surprisingly, Robin Hood is considered to be a most appropriate ally for this campaign.

"Robin Hood took on a battle against the rich and powerful," Ms Dabars said.

"This tax would redistribute funds from the wealthy to vital services aimed at meeting the needs of those least well off in our community."

Visit www.anmfsa.org.au to view our campaign video or the research paper *Funding a viable and effective health sector in Australia*, authored by University of Adelaide Professor Barry Burgan in conjunction with the ANMF (SA Branch).



ANMF (SA Branch) Adj Assoc Professor Elizabeth Dabars launching the Robin Hood tax campaign.

ROBIN HOOD TAX AND PENALTY RATES ON THE AGENDA WITH FEDERAL GREENS



Elizabeth Dabars with Adam Bandt MP and Senator Penny Wright

The ANMF (SA Branch) recently met with the then-Deputy Leader of the Australian Greens, Adam Bandt MP and spokesperson for Mental Health, Senator Penny Wright.

The meeting focused on the protection of penalty rates and workplace entitlements for nurses, midwives and personal care assistants, and also the ANMF (SA Branch)'s recently-released report *Funding a viable and effective health system in Australia* (see page 3 for more information).

ANMF (SA Branch) CEO/Secretary Adj Assoc Professor Elizabeth Dabars AM said the meeting was a valuable opportunity to discuss the issues facing the professions and the health sector as a whole.

"As a politically independent organisation, the ANMF (SA Branch) is committed to working with all parties to promote the interests of our members and the wider health care sector," Ms Dabars said.

"Both Senator Wright and Mr Bandt reaffirmed their commitment to fighting any cuts to penalty rates or working conditions of Australia's nurses, midwives and PCAs."

"Both MPs also committed to read our report and are receptive to further discussions about the introduction of a Robin Hood Tax, and we hope to be able to continue a productive dialogue with them in the future."



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AND THE WINNERS ARE...

The ANMF (SA Branch) would like to congratulate all nominees and winners of the 2015 Nursing and Midwifery Excellence Awards, which were announced on Friday, May 8.

ANMF (SA Branch) CEO/Secretary Adj Assoc Professor Elizabeth Dabars AM, who presented the Graduate Nurse/Midwife award on the evening, said the awards were a rare opportunity for the nursing and midwifery community to recognise and acknowledge exceptional practice and achievements within the professions.

"It is a rare thing for nurses and midwives to stop and reflect on our collective achievements, and it is a privilege each year to pause and do just that and be part of the celebrations," Ms Dabars said.

THE WINNERS OF THE 2015 NURSING AND MIDWIFERY EXCELLENCE AWARDS ARE:

- Aboriginal Nurse/Midwife: Teresa Branson, Kanggawodli Primary Health Care Services
- Graduate Nurse: Carolann Evans, Flinders Medical Centre, Southern Adelaide Local Health Network
- Clinical Practice Metropolitan: Matthew Ball, Noarlunga Mental Health, Southern Adelaide Local Health Network
- Clinical Practice Rural and Remote: Barbie Sawyer, Mount Gambier Hospital & Health Service, Country Health SA Local Health Network
- Clinical Practice Metropolitan and Rural and Remote: Stephanie Tierney, The Queen Elizabeth Hospital, Central Adelaide Local Health Network
- Clinical Practice Team: Aboriginal Family Birthing Program, Country Health SA Local Health Network
- Education: Sandra Gilbert, South Coast District Hospital, Country Health SA Local Health Network
- Leadership – Present and Future: Elaine Bell, Women's and Children's Health Network

- Research: Kamal Bhandari, Modbury Hospital, Northern Adelaide Local Health Network
- Nursing Excellence: Merrilee Clarke, Country Health SA Local Health Network
- Midwifery Excellence: Meredith Hobbs, Lyell McEwin Hospital, Northern Adelaide Local Health Network

RECIPIENTS OF THE SA NURSING AND MIDWIFERY PREMIER'S SCHOLARSHIPS ARE:

- Allana King, Royal Adelaide Hospital
- Michelle Oaklands, Royal Adelaide Hospital
- Joanne Peak, Adelaide Women's Prison and Pre-Release Centre
- Kerry Wakefield, The Queen Elizabeth Hospital
- Su White, Royal Adelaide Hospital

The ANMF (SA Branch) extends its warm congratulations to all nominees and recipients.



L-R: Elizabeth Dabars with Graduate Nurse/Midwife winner Carolann Evans; Graduate Nurse/Midwife nominees and winner Carolann Evans.

This year's ANMF (SA Branch) Annual Professional Conference *Possibilities and Pitfalls: Learning from the Past and Building for the Future* is scheduled for 5-6 August. Visit www.anmfsa.org.au to reserve your place at this year's conference.

WORLD RECOGNISED RESEARCHER TO UNVEIL FINDINGS ON AUSTRALIAN NURSING ROLES AT THIS YEAR'S ANMF (SA BRANCH) CONFERENCE

Attendees at this year's ANMF (SA Branch) conference will be among the first in the world to hear the full findings of a national study into advanced nursing roles and practice.

Study leader and Professor of Nursing at Queensland University of Technology Dr Glenn Gardner will present the results, which she says are the culmination of nine years of research by a team committed to clarifying the difference between levels and roles in nursing such as a specialist nurse, a nurse practitioner and advanced practice nurse—and for very good reason.

"We can't keep doing health service the way we've always done it. It's very medical-centric. People don't have to go to GPs and specialists for all their health care needs. Australia has a flexible nursing workforce with a range of skills and knowledge," Dr Gardner says.

"We have to use nursing better in health care, but we can't do that until we know more about the skill levels of our nursing workforce."

"The general population has enormous trust in nurses—we're among the top three most trusted professions in Australia."

She says the research was largely prompted by ongoing international debate and commentary over many years about the confusion surrounding the title of advanced practice nursing.

"We wanted to clearly identify the position titles of nurses in Australia that are practicing at an advanced level and delineate these from other levels of nursing," she says.

In Australia, she says, nursing titles are often ambiguous, inconsistent and variously defined.

"Until this research, in Australia we didn't really know what advanced practice nursing was. We know about nurse



practitioners but they work under a different legislative framework to other levels of Advanced Practice Nurses," Dr Gardner says.

"There are currently 77 official nursing titles across Australia, so of course this creates confusion."

"But, by standardising position titles as part of our research, we've been able to significantly reduce that number."

She says the ultimate objective of the research was to map advanced practice nursing roles and titles to achieve consistency across all states of Australia—a goal Dr Gardner is pleased to confirm was achieved.

She credits a large part of this to the thousands of Australian Registered Nurses who took the time to participate in the study.

"More than 5,700 Registered Nurses working in clinical environments across the country provided valuable input into this research by responding to the online survey in April last year," Dr Gardner says.

"A sample of this size provides for some pretty reliable findings."

Informed by this feedback from those at the coalface and the career structures from every state and territory, Dr Gardner's research team used sophisticated statistical tests to standardise role titles nationally.

"We used a validated tool to measure all Registered Nurses and identify those that meet the standard of advanced practice on this tool," Dr Gardner says.

"We were able to match the practice profile of all position titles across Australia and standardise them into a minimum data set, so we're now able to tell the difference between Advanced Practice Nurses, Foundation Practice Nurses and Nurse Practitioners."

The resulting national map of nursing roles will allow educators, employers, regulators, nurses and midwives to have clearly defined roles across all states. She says it will also provide clarity for non-nursing health service funders and managers to know about the service capability of different levels of practice.

"This research gives clear guidelines about how our nursing workforce can best be used," Dr Gardner says.

"We can now identify what an Advanced Practice Nurse is—and so can non-nursing health service planners."

"With the findings from this research we can now match the level of nursing practice to best meet the level of clinical complexity of patient groups."

Dr Gardner will present all of the findings and discuss the national research in more detail at this year's ANMF (SA Branch) Annual Professional Conference in Adelaide on 6 August.



Dr Glenn Gardner

Dr Gardner is recognised internationally for her research into advanced practice nursing and the practice and health service role of the nurse practitioner. She has been lead investigator on several landmark studies into advanced practice nursing service and role development and has published extensively from this work in leading nursing journals. Dr Gardner has collaborated with nurse leaders and policy makers to provide a strong evidence base for nurse practitioner service development in Australia including foundation national standards for nurse practitioner education, regulation and practice. She holds qualifications in nursing, sociology and education and received her PhD from the University of Queensland. She has experience in acute care nursing practice and clinical development and more than 20 years in postgraduate nursing education.

2015 ANNUAL CONFERENCE PROGRAM PACKS A PUNCH

We are thrilled to reveal the keynote and plenary speakers and entertainment for the 2015 ANMF (SA Branch) Annual Professional Conference *Possibilities and Pitfalls: Learning from the Past and Building for the Future*.



PROFESSOR CHRISTINE BENNETT AO

Topic - Leading the development of the long-term blueprint for the future of the Australian health care system

Prof Bennett is Professor and Dean, School of Medicine, Sydney, The University of Notre Dame Australia, and has over 30 years of health industry experience in clinical care,

strategic planning and senior management in the public, private and non-profit sectors.

In February 2008, Prof Bennett was appointed Chair of the National Health and Hospitals Reform Commission that advised governments on a long-term blueprint for the future of the Australian health system.

Prof Bennett has previously held positions as Chief Medical Officer for MBF Australia Limited and subsequently the Bupa Australia Group, Associate Director Health Services Planning in NSW Health; General Manager of the Royal Hospital for Women; Chief Executive of Westmead Hospital and Health Services; Partner for Health and Life Services at KPMG Australia; CEO of Total Healthcare Enterprises – a private primary health care company; and CEO of Research Australia.

Prof Bennett is a specialist paediatrician and is actively committed to medical professional issues, social policy and medical research.



DR JANET ANDERSON

Topic - Pembury Single room hospitals evaluation: experience patient and staff perspectives

Dr Janet Anderson is a Research Fellow in the Patient Safety and Service Quality Research Centre at King's College, London. She worked for many years as a clinical psychologist in hospitals and

private practice before receiving her PhD in psychology from the ARC Key Centre for Human Factors and Applied Cognitive Psychology at the University of Queensland. In 2004 she joined the University of Surrey as a lecturer in Ergonomics where she designed and directed a Master's programme in Systems, Safety and Ergonomics and developed a programme of research in patient safety.

Dr Anderson's research interests are focussed on understanding human performance and safety in complex work domains such as healthcare. Her current research projects include developing prospective hazard analysis tools for healthcare and examining the effectiveness of incident reporting systems in health care.

This year's conference - *Possibilities and Pitfalls: Learning from the Past and Building for the Future* - will focus on the lessons we have learned from past health care reform, and on the challenges ahead in making sure future change is supported and sustainable.

The conference promises to be an exciting event in your professional and practice development calendar and will provide great opportunities for nurses, midwives and personal care assistants to gain knowledge, skills, expertise while earning 14 CPD hours.

To register for the 2015 ANMF (SA Branch) Annual Professional Conference visit www.anmfsa.org.au



TIM COSTELLO AO

Topic - Nursing and Midwifery: Obligations for the social good

Tim Costello is one of Australia's most recognised voices on social justice, leadership and ethics, having engaged in public debates on gambling, urban poverty, homelessness, reconciliation and substance abuse.

Since 2004, as Chief Executive of World Vision Australia, Tim has also been instrumental in ensuring that the issues surrounding global poverty are placed on the national agenda.

His passion for justice and for helping to alleviate the suffering of poor communities in the developing world quickly became evident when the devastating Asia tsunami struck on Boxing Day, 2004. The leadership he showed at the time helped to inspire an unprecedented outpouring of generosity from the Australian public, with World Vision Australia raising more than \$100 million for tsunami relief.



NICK CHAMPION MP

Topic - Vision for ensuring a strong and sustainable health care system and services for all Australians

First elected in 2007, Nick is the member for the federal seat of Wakefield. At the 2010 election he became the first Labor member in history to be re-elected to the federal seat of Wakefield.

Nick grew up in Kapunda in South Australia's mid-north. He completed Year 12 at Kapunda High School and worked as a fruit picker and station hand every summer during his high school and university studies.

After completing a Bachelor of Arts at the Salisbury campus of the University of South Australia, he worked as a cleaner, salesman, trolley collector and union organiser, training officer and occupational health & safety officer.

Nick currently holds the position as Shadow Parliamentary Secretary for Health.



SENATOR PENNY WRIGHT

Topic - Vision for ensuring a strong and sustainable health care system and services for all Australians

Senator Penny Wright was elected to the Senate at the 2010 Federal election and took her seat on July 1, 2011.

She is a proud member of the Australian Greens in parliament and works hard on behalf of people at home in South Australia and throughout our nation. As Greens national spokesperson for Mental Health, Legal Affairs and Schools, Penny is passionate about having a more inclusive Australia where all people can participate fully in the community and fulfil their potential.



JACK SNELLING MP

Topic - Transforming Health: Minister's vision

Jack Snelling holds office as Minister for Health, Minister for Mental Health and Substance Abuse, Minister for the Arts, Minister for Health Industries and is the Leader of Government Business in State Parliament.

He was first appointed to the Labor Ministry in March 2010.

Jack's other portfolio responsibilities have included Treasury, Veterans' Affairs, Ageing, Science and Information Economy and Road Safety.

Jack was first elected to the South Australian Parliament in 1997 as the Member for Playford, which includes the suburbs of Ingle Farm, Para Hills, Pooraka and Walkley Heights.



PROFESSOR GLENN GARDNER

Topic - ANSWER 4 Nursing and Midwifery: What is the difference between advanced and expanded nursing and midwifery roles?

Professor Glenn Gardner leads a program of research into health service innovation and advanced nursing roles. Her 2004 research into the role of nurse practitioners resulted in development of practice, education and authorisation standards for nurse practitioners. These standards were adopted nationally by nurse regulatory authorities and education providers and laid a foundation for ongoing nurse practitioner standards review and development. Professor Gardner was lead researcher on the landmark ARC funded, Australia wide nurse practitioner study (AUSPRAC).



ASSOCIATE PROFESSOR BARRY BURGAN

Topic - Funding a viable and effective health sector in Australia

Associate Professor Barry Burgan teaches at various levels in corporate and business finance. His research interests are in the areas of public finance issues, cost benefit evaluation (particularly in cultural industries) and regional modelling. He was previously Director of the South Australian Centre for Economic Studies and has been at the University of Adelaide for 18 years. Prior to roles in academia, he worked as a management consultant.

Assoc Prof Burgan recently prepared the report 'Funding a viable and effective health sector in Australia' on behalf of the ANMF (SA Branch).



ADJ ASSOC PROFESSOR ELIZABETH DABARS AM

Topic - Transforming Health

CEO/Secretary since March 2008, Elizabeth works tirelessly to achieve the goals of ANMF (SA Branch) and to create a future that our members seek and so justly deserve. Elizabeth worked as a personal care assistant during her undergraduate years, starting her career as a Registered Nurse in both metropolitan and country health settings upon completion of her degree.

She has acted as an ANMF (SA Branch) Worksite Representative, Organiser, Industrial Officer and, since graduating from law, a Solicitor with ANMF (SA Branch) and Duncan Basheer Hannon, providing legal advice to many ANMF (SA Branch) members. In addition to her qualifications in nursing, education and law, Elizabeth also holds qualifications in leadership and governance and was made a Member of the Order of Australia (AM) in June 2014 for her services to the nursing and midwifery professions.



JUDITH KIEJDA

Topic – The Robin Hood Tax Campaign

Judith Kiejda holds a Bachelor of Nursing and a Graduate Certificate in Health Science Education. She is also a Registered Nurse and Midwife. She joined the NSW Nurses and Midwives' Association (NSWNMA) as an organiser in 1994 and has held a number of positions within the Association before being elected to the position of Assistant General Secretary in June 2003 and was re-elected unopposed in 2007 and 2011.

Judith is also a Junior Vice-President of the ACTU; Vice President of Unions NSW; the Asia-Pacific Health co-ordinator for Public Services International which is the global union federation for public sector trade unions.



LEE THOMAS

Topic - State of Play: The battle over health funding, State and Federal relations.

Lee Thomas is the Federal Secretary of the ANMF and her priority is to ensure that the voices of nurses, midwives, and assistants in nursing are heard. Prior to becoming ANMF Federal Secretary, Lee held the position of Assistant Federal Secretary and Branch Secretary of the ANMF (SA Branch).

Lee commenced her nursing career as a personal care attendant in aged care, and completed her General Nurse education at the Queen Elizabeth Hospital in Adelaide and subsequently her Midwifery education at the Queen Victoria Hospital in 1987. Lee also holds a Bachelor of Nursing and a neonatology certificate, is a registered midwife and is currently enrolled in a law degree.



JUDITH LUCY

Entertainment

Since 1995 Judith Lucy has been performing shows - all of them have been proper, gut aching, 'provide warnings to asthmatics' funny. Rivetingly honest, with a gatling gun gag rate - no one sees just one Judith Lucy show. She's also the best-selling author of two devastatingly honest, hilarious books and created two of her own ABC series Judith Lucy's Spiritual Journey and Judith Lucy Is All Woman.

The Federal Minister for Health, the Hon Sussan Ley MP, declined our speaking invitation and our request that she suggest an alternative Coalition MP to speak in her place.

ANMF (SA BRANCH) CELEBRATES INTERNATIONAL NURSES AND MIDWIVES DAYS

Australian Nursing and Midwifery Federation (SA Branch) and members gathered at Marion Shopping Centre on Friday, May 8 to celebrate International Midwives Day (May 5) and International Nurses Day (May 12) offering a free blood pressure check for shoppers.

Member for Fisher Nat Cook MP, Member for Elder Annabel Digance (both former nurses and midwives respectively) and Member for Mitchell Corey Wingard MP also visited our stall to have their blood pressure taken by ANMF (SA Branch) CEO/Secretary Adj Assoc Professor Elizabeth Dabars AM.

During the weeks prior Annabel Digance MP was also kind enough to host a group of nurses and midwives at State Parliament House to celebrate both days.

Ms Digance spoke in the House of Assembly about the significance of both days, and then hosted a lunch for those who were able to take part in the parliamentary delegation.

The ANMF (SA Branch) was encouraged by the heartfelt contributions from all sides of the House, from MPs of all sides including Nat Cook, David Speirs, Vincent Tarzia, Paul Caica, Dan van Holst Pellekaan, Chris Picton, Michael Pengilly, Peter Treloar, Adrian Pederick and Steven Griffiths.

Ms Dabars said the MPs support and acknowledgement was not just important for the ANMF (SA Branch)'s 19,000 members, but for all of nurses, midwives and personal care workers working in South Australia.

"Nurses are the rare profession who can be with life as it comes into the world with the first breath and at the final end with the last breath—overwhelming or inspiring, confronting, emotional and privileged. So, be proud of who you are, be proud you are a nurse, stand up and be heard, make that difference, embrace progress, drive change, and be the change you want to see"

Annabel Digance MP

"I believe it is one of the best forms of public service, and we in this house continually should remember the people we are to serve, the members of the public, and the members of the public who actually serve us..."

David Speirs MP



L-R: Celebrations at Parliament House; Celebrations at Marion Shopping Centre; Corey Wingard MP having his BP checked by Elizabeth Dabars



MAKE YOUR HEALTH COVER COUNT



Private health cover is rarely top of mind as a means of saving money at tax time. But, you might be surprised to learn that—without appropriate hospital cover—you could be paying more in tax.

1. MEDICARE LEVY SURCHARGE

Without hospital cover, you could be charged \$900* this tax time. That's significant cash you could otherwise be putting towards protecting your health. The Medicare Levy Surcharge is charged to people who don't have private hospital cover and who earn above a certain income. This levy can be as much as 1.5 per cent depending on your individual or combined family earnings. Visit www.healthpartners.com.au/MLS to view the income thresholds.

TIP: If you individually earn more than \$90,000, or as a family more than \$180,000 combined, you could take out hospital cover for around the same amount^ of the Medicare Levy Surcharge.

2. PRIVATE HEALTH INSURANCE REBATE

The rebate on private health insurance was introduced as a financial incentive to help Australians afford private health cover. Back then, the rebate was calculated at 30 per cent and could be taken either as a discount on premiums or a refund at tax time. But, the way the rebate is determined and who is eligible to receive it has since changed. The rebate now depends on your age and income, and is adjusted annually by a 'rebate adjustment factor'. It is up to you to nominate which rebate tier is suited to your circumstances. If you nominate an incorrect rebate, or your circumstances change, it will be adjusted in your tax.

TIP: Determine the rebate tier suited to your age and income and advise your health fund. For more information, visit <http://www.healthpartners.com.au/GovernmentRebates>

3. LIFETIME HEALTH COVER LOADING

If you don't have hospital cover by 30 June after your 31st birthday, you'll pay a higher premium when you eventually do take out cover. A two-per-cent Lifetime Health Cover loading is applied to your premium for every year you delay

taking out hospital cover after the age of 30. So, if you take out hospital cover for the first time at age 40, you will pay 20 per cent more than if you had joined at the age of 30. Remain without hospital cover for even longer and this Government loading will continue to accrue until it reaches the maximum of 70 per cent. The Lifetime Health Cover loading applies for a maximum of 10 years and, while this may not directly affect you at tax time, it can certainly leave you with less in your pocket when you decide you do need private hospital cover.

TIP: If you're 30 or approaching 30 years of age, now is the time to look into the most suitable level of private hospital cover to suit your needs and budget.

**Based on a single annual income of \$90,001 for MLS purposes. For more information on the MLS, including when the levy applies, income for MLS purposes and thresholds, please visit the ATO website or call Health Partners.*

^Based on an annual premium of \$826.79 with Health Partners Bronze Hospital 500 single policy, including a Base Tier rebate, 0% lifetime health cover loading and 3% direct debit discount.

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10% discount available on Platinum, Everyday Value Plus and Everyday Value package products for ANMF (SA Branch) members or 3% discount on all other products when contributions are paid via direct debit. Conditions and eligibility criteria apply.

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Rebecca Lewis, Senior Associate at DBH Family Lawyers was a Registered Nurse for over 20 years and has been practicing family law for more than 10 years. This experience in nursing and law puts Rebecca in a unique position to understand the specific issues affecting ANMF (SA Branch) members.

Call Rebecca Lewis to arrange your free first appointment at our office at 66 Wright St, Adelaide.

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- De Facto & Same Sex Relationships
- Parenting Disputes
- Family Violence Issues
- Child Support
- Spousal Maintenance
- Divorce

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2014 winners, left to right: Outstanding Graduate: Zoe Sabri, Nurse of the Year: Stephen Brown, and Team Innovation: Prof Jeanine Young representing the Pepi-pod® Program.

HESTA
Australian
Nursing Awards

NOMINATE NOW!
Nominations close
31 July 2015

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

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CPD CALENDAR

The Australian Nursing and Midwifery Education Centre (ANMEC) is offering a range of topics and sessions in the coming months for your Continuing Professional Development (CPD).

There are a range of courses on offer and cater for those interested in clinical practice, professional practice or general topics, making it easy for you to reach your CPD requirements!

CLINICAL PRACTICE

BASIC LIFE SUPPORT (CPD 3 HOURS)

This 3 hour session will enable participants to maintain their annual competency in this area and will include an overview of the current Australian Resuscitation Guidelines. This session will allow participants the opportunity to review and practice the principles of basic life support including the use of an automated external defibrillator.

Presented by ANMEC Education Team

Skill level: Introductory
Suitable for: Registered Nurses, Registered Midwives, Enrolled Nurses and Personal Care Assistants
Date/time: Monday 15 June
0900-1200
Cost: *Members* \$90
Non-members \$120

CLINICAL SKILLS UPDATE SESSION (CPD 6 HOURS)

This session is designed for nurses and midwives who would like to review and update their basic clinical knowledge and skills. The session incorporates a review of legislation that governs nursing and midwifery practice, practising specialised vital signs and administering medication, including IV fluids. To consolidate the participants learning, the second half of the day includes the use of simulation training to understand the management of a deteriorating client.

Presented by ANMEC Education Team

Skill level: Introductory
Suitable for: Registered Nurses, Registered Midwives and Enrolled Nurses
Date/time: Friday 31 July
0900-1600
Cost: *Members* \$120
Non-members \$150

VENEPUNCTURE WORKSHOP (CPD 3.5 HOURS)

This 3.5 hour interactive 'hands on' session will enable participants to understand the anatomy, techniques and safety related to Venepuncture together with the correct use of Venepuncture equipment and optimal specimen collection. These aspects, in conjunction with practical demonstration and practice, will support the expansion of this skill set within a clinical setting.

Participants will be provided with a Certificate of Attendance and a Log Worksheet and will be required to record 10 witnessed successful Venepunctures at their workplace to achieve competency. This workshop is a precursor to advanced techniques and as such does not include education in Peripheral IV Cannulation (or Jelco).

Presented by ANMEC Education Team

Skill level: Introductory and pre-requisite for Peripheral IV Cannulation Workshop
Suitable for: Registered Nurses, Registered Midwives and Enrolled Nurses
Date/time: Friday 14 August OR Friday 30 October
0900-1230
Cost: *Members* \$140
Non-members \$170

PERIPHERAL IV CANNULATION (CPD 3 HOURS)

In this session, through simulation and practical demonstration, participants are able to interactively learn and understand the anatomy, technique, safety and equipment necessary to successfully perform PIVC, along with indications/contraindications, complications, maintenance and removal.

These aspects will provide participants with the knowledge and skill set to effectively perform PIVC in the clinical setting. Participants will be provided with a Certificate of Attendance and Procedure Log and will be required to record 5 successful insertions, under supervision, at their workplace to achieve competency.

Presented by ANMEC Education Team

Skill level: Advanced (pre-requisite: Venepuncture Workshop or current experience in Venepuncture)
Suitable for: Registered Nurses, Registered Midwives and Enrolled Nurses
Date/time: Friday 14 August OR Friday 30 October
1330-1630
Cost: *Members* \$140
Non-members \$170



**MEDICATION MANAGEMENT
(CPD 4 HOURS)**

This session will enable participants to feel more confident when administering and managing medications, including monitoring and objectively assessing outcomes and adverse reactions. It will provide assistance in knowing where to access up to date medication information and will address common medication management issues such as crushing of medications, inhaler devices, analgesic patches, drug interactions and medication requiring specific consideration e.g. anticoagulants.

Presented by Sue Edwards, Clinical Pharmacist

Skill level: Introductory
Suitable for: Registered Nurses, Registered Midwives and Enrolled Nurses
Date/time: Tuesday 18 August
 0900-1300
Cost: *Members* \$90
Non-members \$120

**DIABETES WORKSHOP
(CPD 6 HOURS)**

This interactive 6 hour workshop will enable participants to update their knowledge and skills in diabetes management, recognise diabetes as a chronic disease and discuss the implication of its management and increase skills in promoting and supporting diabetes self care.

Presented by Jenny Taylor, Consultant Diabetes Educator

Skill level: Introductory
Suitable for: Registered Nurses, Registered Midwives and Enrolled Nurses
Date/time: Wednesday 24 June
 0900-1600
Cost: *Members* \$160
Non-members \$200



GENERAL ABORIGINAL CULTURAL AWARENESS (CPD 6 HOURS)

This 6 hour workshop will assist participants to gain insight into Aboriginal cultural diversity and health practices from a historical and social perspective. Participants will then explore how this knowledge can be used to improve clinical practice and gain better outcomes for Aboriginal patients/clients.

Presented by David Copley, Registered Nurse & Mental Health Nurse

Skill level: Introductory
Suitable for: Registered Nurses, Registered Midwives, Enrolled Nurses and Personal Care Assistants
Date/time: Monday 22 June
 0900-1600
Cost: *Members* \$50
Non-members \$70

**HAZARDOUS MANUAL TASKS
(FORMERLY KNOWN AS MANUAL HANDLING) (CPD 3 HOURS)**

This 3 hour update enables participants to maintain their annual competency in this area. The session includes an overview of the 'No Lift, No Injury' policy and will allow participants the opportunity to review and practice the principles of manual handling.

Presented by ANMEC Education team

Skill level: Introductory
Suitable for: Registered Nurses, Registered Midwives, Enrolled Nurses and Personal Care Assistants
Date/time: Monday 15 June, Friday 3 July OR Monday 9 November
 1300-1600
Cost: *Members* \$90
Non-members \$120

CHILD SAFE ENVIRONMENTS – REPORTING ABUSE AND NEGLECT (CPD 7 HOURS)

This session on child safe environments includes definitions and indicators, responding to a child and deciding to report. It covers values and attitudes, discounting child abuse, child safe environments and is suitable for people who have never attended child safe environment (child abuse) mandatory training previously.

Presented by Melanie Robinson, Learning and Business Development Coordinator, ANMEC

Skill level: Introductory
Suitable for: Registered Nurses, Registered Midwives, Enrolled Nurses and Personal Care Assistants
Date/time: Monday 20 July
 0900-1700
Cost: *Members* \$120
Non-members \$150

PROFESSIONAL PRACTICE

**WORKING OVERSEAS IN LESS DEVELOPED COUNTRIES
(CPD 2 HOURS)**

The session will inform participants about attributes and skills necessary to work in complex political emergencies leading to transitions to sustainable development work. A question and answer session will be conducted to elucidate further information requirements for future sessions in this series.

Presented by Anne Morris, RN, RM, and former Country Director for CARE International and Oxfam with experience in Somalia, Sudan, Rwanda, Democratic Republic of the Congo, West Bank Gaza and Iraq.

Skill level: Introductory
Suitable for: Registered Nurses, Registered Midwives, Enrolled Nurses and Personal Care Assistants
Date/time: Wednesday 15 July
 1500-1700
Cost: *Members* \$20
Non-members \$30

MASTER CLASS: MEDICO – LEGAL DOCUMENTATION (CPD 2 HOURS)

This workshop is designed for nurses and midwives seeking an advanced level of knowledge in relation to medico – legal documentation. Participants can build on their knowledge of documentation and understand the risks in practice through the use of real life legal case scenarios.

Presented by Geraldine Hannon, Duncan Basheer Hannon, Partner, BA; LL.B (Hons); Dip. Bus.

Skill level: Advanced
Suitable for: Registered Nurses, Registered Midwives and Enrolled Nurses
Date/time: Wednesday 26 August
 0900 – 1100
Cost: *Members* \$50
Non-members \$80



All CPD topics are taught by qualified practitioners and educators with the latest best practice knowledge.

To register, visit the ANMF (SA Branch) website at www.anmfsa.org.au/learning