Last month, public sector nurses and midwives received payment of their third and final three per cent pay rise under the Enterprise Agreement, which was supported by an overwhelming 95 per cent of public sector nurses and midwives in November 2013.

Continuing to secure fair and reasonable wages, working conditions and career pathways for our members will again be a key focus for the ANMF (SA Branch) as we move towards 2016.

Our planning for public sector Enterprise Agreement negotiations has commenced to investigate and underpin our claim next year. Site-based meetings throughout metropolitan Adelaide and key regional healthcare sites will commence early in 2016.

Last month we also publicly launched our National Aged Care Staffing and Skills Mix Project in collaboration with researchers from the University of South Australia and Flinders University.

The Productivity Commission’s June 2011 report identified a lack of research on the number of staff, the type of staff such as nurses and care workers, and the mix of these staff types required to support safe residential care.

Using the Productivity Commission’s report as a springboard, the research encompasses four separate stages including the establishment of indicative nursing and personal care interventions for aged care residents; creation of focus groups to explore these interventions; a national missed care survey; and testing and verification of results.

To inform the research, we need as much feedback as we can possibly gather – from aged care staff, residents, friends and family and any other interested stakeholders.

It is anticipated that the overall outcomes of the research will provide for the establishment of evidence-based tools that will inform staffing and skills mix requirement in the Aged Care Industry. For more information about the project and how you can participate, see page 4 of this edition of InTouch.

As we edge closer to next year’s Federal election, we have also launched our ‘Healthcare for All’ campaign, which is a direct response to the Federal Coalition’s attacks on our healthcare system and continued undermining of penalty rates during this term of Parliament.

You may recall our Keep SA Healthy rally which attracted over 3000 South Australians to the steps of State Parliament in June 2014 protesting the cuts and revenue raising measures handed down in the 2014 Federal Budget including:

- Cancellation of National Partnership Agreements, tearing up an agreement on how public hospitals would be funded into the future
- Cuts to primary and preventative health programs
- Planned introduction of co-payments for GP visits, prescriptions and other services

At that rally I confirmed our commitment to fighting these cuts to health up until the next election unless or until they were reversed by the Federal Government. Despite almost universal criticism of these cuts the Federal Coalition is yet to reverse these unfair decisions.

The Healthcare for All campaign builds on our collective efforts to fight to protect the delivery of health care services in SA to meet the ongoing needs of the South Australian community, and to oppose cuts made in the 2014 Federal Budget which adversely impact on both SA public sector health services and cost and access to services offered by non-government providers in primary care. For more information, visit page 3 of this month’s InTouch.

You will see and hear much more about our efforts in these important areas over the coming weeks and months.

Yours sincerely,

Adj Assoc Professor Elizabeth Dabars AM
CEO/Secretary
HEALTH CUTS FIGHT KICKS OFF AHEAD OF NEXT FEDERAL ELECTION

Federal health cuts and the ongoing attacks on penalty rates and paid parental leave will be the focus of the ANMF (SA Branch)’s campaign in the lead up to the next Federal election.

Launched last month, the Healthcare for All campaign will draw public attention to the Federal Government’s failure to consider the long-term health of the South Australian community by supporting a health care system that provides health care access to all.

A key target will be the Federal seat of Hindmarsh and sitting Liberal Member Matt Williams, who supported the Abbott Government’s cuts to health in the 2014 Federal budget.

“These Federal Government health cuts will have a disastrous impact on South Australians over the next few years, with almost $600 million sliced from our health budget in SA by 2018,” ANMF (SA Branch) CEO/Secretary Adj Assoc Professor Elizabeth Dabars says.

“Mr Williams made it clear that he wasn’t prepared to stand up for all his electorate and all South Australians and for the delivery of fair and equitable healthcare.”

The campaign will also draw attention to the Federal Government’s track record on attempting to cut penalty rates and paid parental leave.

“Despite the change in Prime Minister, it is clear that the Liberal Party nationally, will continue to work to dismantle penalty rates – just how far will it go and how long before nurses, midwives and care workers are affected?”

“The Government also promised to expand access to paid parental leave (PPL) prior to the last election but is now trying to do the opposite. Thousands of nurses in the public system and many others in the private sector will lose access to employer funded schemes, creating pressure on them to return to work earlier or resign,” Ms Dabars says.

Ms Dabars says the ANMF (SA Branch) is concerned that these changes could also threaten workforce participation at a time where more needs to be done to attract people to a career in nursing and midwifery given the staff shortages predicted in the coming decade.

The Federal seat of Hindmarsh covers the western suburbs of Adelaide. The seat has one of the highest proportions of citizens over the age of 65 in Australia. Hindmarsh was the only seat in South Australia to change hands to the Liberal Party in 2013, and on a 1.9 percent two-party margin it is South Australia’s most marginal seat.

For more information visit www.anmfsa.org.au/healthcareforallsa

The Keep SA Healthy rally in June 2014 was our first public action against Federal Government health cuts
HELP US SHAPE THE FUTURE OF AGED CARE STAFFING AND SKILLS MIX

Over the last two decades, there have been several attempts to establish a method of determining safe staffing levels and skills mix in the aged care sector.

The Productivity Commission’s June 2011 report ‘Caring for Older Australians’ identified a lack of research on the number of staff, the type of staff such as nurses and care workers, and the mix of these staff types required to support safe residential care.

Using the Productivity Commission’s report as a springboard, over 200 aged care services participated in a national research project in 2011-12 – funded by the Australian Government and undertaken by the Australian Nursing and Midwifery Federation – which provided a broad picture of staffing and skills mix in the aged care sector.

In partnership with Flinders University and the University of South Australia, the ANMF is now undertaking a research project that builds on this work and aims to develop a robust staffing methodology for the aged care sector nationwide.

Professor Eileen Willis of Flinders University - who is part of the research team alongside members from the University of South Australia and the ANMF (SA Branch) - says that while there have been a number of aged care research projects over the past decade, this collaboration has a number of important differences.

“The aim of this research project is to produce evidence based metrics to inform staffing and funding mechanisms in residential aged care. It is intended that the findings will point funders and providers to what are adequate staffing levels,” Professor Willis says.

“This project goes a step further in that it is validating the hours of care required for individual residents through wide consultation with the industry.”

Dr Terri Gibson of the University of South Australia says the research project seeks to provide a clear set of guidelines to inform assessment of residents to determine hours of care required that can be used by Aged Care Providers to inform their staffing decisions.

“The methodology and expertise of the research team facilitates consideration of alternative ways of thinking about how best to deliver care to residents in aged care at the right time, in the right place and with the right expertise. The project will therefore provide meaningful research evidence for government and approved providers.”

The research encompasses four separate stages, starting with the establishment of indicative nursing and personal care interventions for aged care residents and creation of focus groups to explore these interventions.

The University of South Australia’s Dr Luisa Toffoli, who will be conducting the focus groups alongside Dr Gibson and team members from the ANMF (SA Branch), says participants will examine and validate the care plans, and care tasks assigned to each resident profile.

“The focus groups will consult widely with aged care stakeholders about draft care plans for typical groupings of residents, for example residents with dementia. The research team will use the focus groups as an opportunity to explore with RNs, ENs and Care Managers how representative and accurate the care plans are,” Dr Toffoli says.
“We need experienced nurses to take a critical look at the care plans and to provide us with feedback that enables the university research team to be able to produce and validate the data.”

Two further data gathering exercises will follow on from the focus groups including a missed care survey to identify what care tasks are missed on a shift by shift basis, undertaken by Drs Ian Blackman and Julie Henderson from Flinders University, working closely with UniSA and the ANMF (SA Branch).

This will allow the research team to identify any of the specific care tasks in the care plans that are routinely missed or delayed, according to the team.

The final data exercise will be a Delphi exercise led by Associate Professor Kay Price from University of South Australia. The Delphi process employs a sequence of rounds to collect data on the outcomes achieved until consensus amongst a panel of experts is reached.

The research team hopes to involve as many aged care workers as possible in the project to ensure the findings are robust and to consider the views and experiences of all aged care workers.

Rob Bonner, Director of Operations and Strategy at the ANMF (SA Branch), says it is important that as many aged care workers and stakeholders as possible take part in this important work.

“We need as much feedback as we can possibly gather from all of those with experience and knowledge of the aged care industry not only to enhance our data collection, but to make sure that all voices are heard and the findings provide a solution to issues from a range of different perspectives,” Mr Bonner says.

It is hoped that the major outcome of this project will be a clear set of guidelines on the number of care staff required in residential aged care, as well as the necessary skill mix of RNs, ENs and Personal Care Workers to ensure the optimum care for residents.

The research team is currently seeking registrations from aged care stakeholders interested in participating in nationwide focus groups, as well as registrations of interest for the national missed care survey that will commence in the new year.

Focus groups commence in Adelaide on Wednesday, November 4, before heading to Melbourne on Tuesday, 10 November, Sydney on Wednesday 11 November and Brisbane on Thursday 12 November.

It is not too late to join a focus group or register your interest in taking part in the project. Visit www.safestaffinginagedcare.com for more information.

Ballots now open for 2016 bookings!

Thinking about your next getaway? Book your next stay at an ANMF (SA Branch) Holiday Home!

The two homes, located at Goolwa Beach on the Fleurieu Peninsula, are available exclusively to members to rent at heavily reduced rates.

Ballots for peak holiday times for the first half of 2016 – including Easter and schools holidays – are now open!

For more information or to make a booking, visit www.anmfsa.org.au and follow the prompts from the home page.
PENALTY RATES NOT SAFE UNDER NEW PM

After a tumultuous month in Federal politics, it did not take long for new Prime Minister Malcolm Turnbull to confirm his willingness to support a cut to weekend penalty rates.

Speaking to a Sydney radio station last month, Mr Turnbull argued that pay rates on the weekend for hospitality and retail workers only existed due to historical factors.

“The only reason they’re different, I assume, is history,” Mr Turnbull said.

While Mr Turnbull has said any changes to penalty rates would be included in a package of policies that left workers no worse off, ANMF (SA Branch) CEO/Secretary Adj Assoc Professor Elizabeth Dabars says the union would not support cuts to penalty rates in any sector.

“Penalty rates provide much needed compensation for nurses, midwives and aged care workers working challenging and antisocial hours,” Ms Dabars says.

“Any move to cut penalty rates only further punishes workers who already pay a high price for giving up time on weekends and public holidays to serve the community.”

“Despite a change in leader, this Government is attacking penalty rates – just how far will it go and how long before nurses, midwives and care workers are affected?

As predominantly shift workers, if penalty rates are reduced or removed, vast numbers will leave the workforce.”

Ms Dabars added that it was difficult to envisage a system that did not leave workers worse off, particularly for those who only worked weekends.
Top: The Lyell McEwin Emergency Department
Right: An artists impression of the new rehabilitation pool at Modbury Hospital (source: SA Health)
Below: The Modbury Hospital (source: SA Health)
A series of announcements were made about the proposed realignment of some services between the Lyell McEwin Hospital and the Modbury Hospital under Transforming Health last month.

The State Government announced it would spend $32 million to upgrade Modbury Hospital, building a new hydrotherapy pool and rehabilitation centre and repurposing wards to expand rehabilitation services to 52 beds.

Modbury Hospital will become an elective surgery centre, providing 23-hour elective procedures. In addition to a shifted focus on rehabilitation and elective surgery, Modbury will still retain a number of services already at the hospital, including mental health, geriatric medicine and palliative care services.

Modbury Hospital’s Emergency Department will still remain open, however, complex cases will be transferred to the Lyell McEwin Hospital or the RAH. Emergency, complex and multi-day surgery will also move to the Lyell McEwin Hospital, which will also feature a 24/7 orthopaedic trauma surgery service providing faster access to orthopaedic surgery.

**WHICH SERVICES ARE MOVING AND WHAT OTHER SERVICES WILL BE PROVIDED?**

- Modbury Hospital will become the major rehabilitation centre for north and north eastern residents with a new gym and hydrotherapy pool.
- Cardiology inpatient services, some medical and surgical inpatient services, emergency and complex surgery will move from Modbury Hospital to the Lyell McEwin Hospital.
- A gastroenterology outpatient service, elective endoscopies, and 23-hour elective surgery will commence or relocate to Modbury Hospital.
- A new cardiac catheter laboratory will be built at Lyell McEwin Hospital.
- An expanded one-stop breast service will be developed at Modbury Hospital.
- The dedicated eye centre will no longer be developed at Modbury Hospital.
- The Lyell McEwin Hospital will have 24-hour super Emergency Department, with senior doctors and nurses on-site at all times.
- 7 day allied health support will be available at the Lyell McEwin Hospital.

**WILL I NEED TO MOVE SITES AS A RESULT OF TRANSFORMING HEALTH?**

At the time of writing the ANMF (SA Branch) was still awaiting the release of the Transforming Health implementation schedule but discussions with the Department about transition principles have commenced. These discussions will cover employment security, arrangements for transfer and relocation and separation packages, and such principles will be important in providing protection to employees during the periods of change that lie ahead.

**WHERE TO FROM HERE?**

It is proposed that the realignment of services will occur in the first half of 2016. The State Government has also advised that building works at Modbury Hospital are expected to commence in late 2015.

The State Government has appointed Deloitte to work with the LHNs and the Department over the next 12 months, with an initial focus on assisting the LHNs and the Department to plan for changes at a local level.

The ANMF (SA Branch) will continue to hold worksite meetings to discuss Transforming Health announcements and the implementation process. These meetings and walkarounds will be an opportunity for members to raise any questions or concerns, and discuss any issues they may have.

Keep your eyes on our e-Bulletin and worksite bulletins for dates and times of scheduled visits.
Members regularly seek advice and assistance after developing psychological issues as a result of problems in their workplace. So just what are your rights under the new Return to Work legislation?

Diagnosable psychological conditions including anxiety, mood disorders, depression and adjustment disorders are common in the nursing and midwifery industry.

Under the South Australian Return to Work Act 2014, members can receive compensation for psychological injury if it occurs during the course of employment and the employment was the significant cause of the injury.

In order to have a successful claim, a member needs to be able to prove that they have a recognised psychological or psychiatric condition (for example, being stressed is insufficient to lodge a claim for compensation) and that work was the ‘significant contributing cause’ of the development of the condition.

Employers often argue that work was not the substantial cause and that other stressors in the member’s life caused the condition. For example, if the member recently suffered the loss of a loved one, or went through a tough divorce, an argument could be made that work was not the substantial cause of the illness.

But assuming that these first two elements are met, the employer may then rely on the defence that the illness resulted from ‘reasonable administrative action taken in a reasonable manner’ - such as suspension, warning(s), disciplinary meeting(s), conduct or performance, allegation(s), performance review/appraisal.

Nonetheless, as a recent case demonstrates, the employer’s actions must be reasonable, observe due process and adhere to principles of transparency, fairness and equity.

Although the decision in this case was made under the old Act, these principles still apply in the new legislation.

CASE SUMMARY:
The Workers Compensation Tribunal (WCT) recently decided in favour of the employee in Rajan v Department of Health and Ageing (SA Pathology)

In this case:
- The employee worked in various roles for 15 years.
- The employer initiated disciplinary action against employee.
- The employee claimed that poor workplace conditions caused him to suffer for a period of 18 months.
- The employee claimed that his psychological injury was due to a toxic workplace culture, inadequate management support, lack of leadership, low morale and a dysfunctional work environment.
- The employer rejected the claim initially and alleged that the injury only arose after disciplinary action was taken.
- The WCT found that the employee’s condition existed prior to the disciplinary action. The fact that the worker only sought medical assistance after his suspension was not held against him;
- The WCT found that the SA Health HR Manual – Management Guidelines for investigation(s) into Misconduct was not adhered to by the employer.
- The WCT found the process adopted by the employer was flawed. Issues included: inadequate notice to attend meetings and the lack of time provided so that the employee could organise representation.
- WCT decided in the employee’s favour. He was awarded compensation including income maintenance and reimbursement for medical expenses.

If you believe you have been mistreated at work or require assistance with a Return to Work claim, please contact the ANMF (SA Branch) Duty Officer on 08 8334 1900 or enquiry@anmfsa.org.au. Make sure you maintain a proper evidentiary trail – diarise all relevant interactions and retain copies of email and documents.
Times are changing and so are we.

From 2016, members will have access to regular, enhanced electronic communications and a revamped South Australian magazine in hard copy each quarter, as well as continued access to our monthly national journal, the ANMJ.

Watch this space for further information.
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.

Take advantage of our FREE FIRST APPOINTMENT offer and DISCOUNTED RATES for ANMF (SA Branch) Members.

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

FREE CALL 1800 324 324
WHEN:  TUESDAY, NOVEMBER 17
FROM 9.00AM TO 4.00PM
WHERE:  ANMF (SA BRANCH)
191 TORRENS ROAD, RIDLEYTON
CPD:  6 HOURS

The complex and interconnected nature of the health care landscape challenges even the most capable nursing and midwifery leaders. These leaders are now required to have a sound understanding of a range of financial measures, understanding the short and long-term implications their decisions have on both the quality of care and finances.

To help with these pressures, the Australian Nursing and Midwifery Education Centre (ANMEC) has developed a course that explores the fundamentals of budgets, rostering and financial planning in the workplace.

Managing Staff Budgets and Rosters teaches participants how to develop a budget, working within budget constraints, managing staff rosters, identifying budget problems and developing strategies to mitigate financial risk.

The workshop has been specifically tailored to develop and support the skills set of current and future nursing and midwifery leaders.

Course presenter and ANMF (SA Branch) Manager of Professional Programs, Jenny Hurley, said the course would provide participants with an invaluable opportunity to gain a big picture understanding of why sound financial management is so important for today's nursing and midwifery leaders.

"In today's demanding health care environment, nurses and midwives are under considerable pressure to deliver safe quality patient care while also delivering efficient and effective financial strategies," Ms Hurley says.

"Every management decision has financial implications and every financial decision has management implications, and this course helps to explain this complex relationship in a way that is both comprehensive and easy to understand."

So, whether you already hold a leadership role, or are looking to enter a similar role in the future, this course provides a cost-effective and inclusive learning environment.

Financial Budgets in the Workplace runs on Tuesday, November 17 from 9.00am to 4.00pm.

Course cost is $200 and attendees will gain 6 CPD hours!

To register, visit www.anmfsa.org.au/learning/continuing-professional-development/ or call us on 8334 1900
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 that cater for those interested in clinical practice, professional practice or general topics, making it easy for you to reach your CPD requirements!

**CLINICAL PRACTICE**

**MANAGING THE DETERIORATING CLIENT (CPD 4 HOURS)**

This 4 hour session provides nurses and midwives with contemporary knowledge on the management of a deteriorating client. Clinical assessment is an essential part of every nurse and midwife’s practice and each participant will learn more about the latest research and clinical assessment tools to improve their ability to identify the signs and symptoms of deterioration.

This will include the topics:

- Recognising the Deteriorating client: The observation ‘chart’, its value and limitations.
- Managing the Deteriorating client: I’ve completed the observation, now what?
- Responding to the deteriorating client: Escalation of care - by who and to whom? Critical thinking and its value. Why are trends in observation important?

*Presented by Paul Whitson, Education Facilitator - Resuscitation Office, Clinical Education Centre, The Queen Elizabeth Hospital*

**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 9 November 1300-1600  
**Cost:** Members $90, Non-members $120

**CHILD SAFE ENVIRONMENTS – REPORTING ABUSE AND NEGLECT UPDATE SESSION (CPD 3 HOURS)**

This session involves a 3 hour revision on child safe environments which includes definitions and indicators, responding to the child and deciding when to report. It is suitable for nurses, midwives and personal care assistants who have completed the Child Safe Environments mandatory training and require a yearly update.

*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 16 November 0900-1200  
**Cost:** Members $20, Non-members $30

**MANAGING STAFFING BUDGETS AND ROSTERS (CPD 6 HOURS)**

This workshop is designed to explore the fundamentals of budgets and financial planning in the workplace. The program teaches participants how to develop a budget, work within budget constraints, manage staff rosters, identify budget problems and develop strategies to mitigate risk.

*Presented by Jenny Hurley, Manager of Professional Programs, ANMF(SA Branch)*

**Skill level:** Advanced  
**Suitable for:** Registered Nurses and Registered Midwives  
**Date/time:** Tuesday 17 November 0900-1600  
**Cost:** Members $200, Non-members $200

**GENERAL**

**PROFESSIONAL PRACTICE**

**FORUM: ADVANCE CARE DIRECTIVE, RESUSCITATION PLANNING AND CONSENT (CPD 3 HOURS)**

This is an interactive workshop suitable for nurses, midwives and personal care assistants which provides an opportunity to understand the legal obligations and process for Advance Care Directive, changes to third party consent, as well as understand your role in the new resuscitation planning process.

Participants will have a chance to work through the new Advance Care Directive form, the resuscitation planning process and form and discuss the changes to third party consent and how these changes affect you.

*Presented by Kathy Williams, Principal Policy Officer, Policy and Legislation, SA Health and Christy Pirone, Principal Consultant, Safety and Quality, SA Health*

**Skill level:** Introductory  
**Suitable for:** Registered Nurses, Registered Midwives, Enrolled Nurses and Personal Care Assistants  
**Date/time:** Monday 16 November 0900-1200  
**Cost:** Members $20, Non-members $30

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

To register, visit the ANMEC website at www.anmec.edu.au

Goodstart Early Learning has partnered with the ANMF (SA Branch) to offer discounted childcare rates for members (up to 15% off your daily fee*).

Goodstart provides quality early learning in a caring long day care environment, so your child is ready for school and life.

Contact Goodstart to find your nearest centre and enquire about the discount available:

1800 816 208
corporate.enrolments@goodstart.org.au
goodstart.org.au/corporate-care

* Terms and conditions apply. Discounts vary per centre and are available at selected centres.