



A Message from the Branch Secretary

As we head into the Christmas period, I want to take this opportunity to wish all of our members a safe and happy festive season. For those Nurses, Midwives and Assistants in Nursing who will be caring for the Canberra community at this time, I trust that you will have some time with friends and loved ones.

Staff of the ANMF ACT Branch will be having a well-earned break over the Christmas period and you will find details of the Office closing times in this Newsletter along with details of how to get support for more urgent workplace issues.

2018 has been a great year of union activism. Our ANMF ACT Workplace Delegates have provided fantastic leadership around union activity in their workplaces and the number of Workplace Delegates continued to grow during 2018. We aim to grow our membership in 2019 so that we can exert greater influence over the issues of most concern to Nurses and Midwives - it is important that the collective voice of Nurses and Midwives is heard wherever decisions are being made about workforce and health and aged care more broadly.

The Branch will continue to work with ACT Health on the implementation of the Nurse and Midwife Safe Strategy and the development of a workload management framework, including mandated minimum Nurse/Midwife to patient ratios. These two initiatives have the potential to transform workplaces and result in safer workplaces for Nurses, Midwives and patients.

At the national level, we will see a Federal Election in 2019 and the Branch will work with the greater union movement to ensure that the next Australian Government delivers more for every day working people and that we have a fair and just society for all Australians.

There's lots to achieve in the New Year and remember, you are the union, so get involved in 2019.

Best wishes and see you in 2019.



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Matthew Daniel
Branch Secretary



Important Notice

Over the Christmas – New Year period the ANMF ACT Branch Office will be closed from midday, 21 December 2018 and re-open at 9am, 7 January 2019.

If issues arise at work during this time that require assistance, please contact your Workplace Delegate (WPD) in the first instance.

Workplace Delegates, or indeed any other ANMF ACT member, can attend meetings as a support person. You can also email the ANMF ACT at anmfact@anmfact.org.au with details of the issue and actions being taken or call the office on **02 6282 9455** and leave a message including brief details of the issue.

Staff will check emails and messages periodically during the close down period and will respond to urgent matters.



Membership Fees 2019

Public & Private	12 Months	6 Months	3 Months	Fortnightly
RN/RM	728.04	364.02	182.01	28.00
EN	660.29	330.15	165.07	25.40
AIN	560.08	280.04	140.02	21.54
Aged Care				
RN	668.72	334.36	167.18	25.72
EN	547.84	273.92	136.96	21.07
AIN	449.47	224.74	112.37	17.29

Direct Debit dates remain unchanged over the Christmas and New Year period and will occur on:

Friday 14 December 2018

Friday 28 December 2018

Friday 11 January 2019

Friday 25 January 2019

Quarterly Credit Card debits will take place on Monday 7 January 2019



Our Organised Leaders



Lachlan has been a Workplace Delegate for the past 2 years and he has played an instrumental role in bargaining for his workplace's first Enterprise Agreement. Unfortunately for us, Lachlan has made the move to Victoria where we are sure he will continue to build union power and keep up the fight for the Nursing profession.

We caught up with Lachlan before he left to ask a couple of questions on his experience as a Workplace Delegate.

Why did you decide to join your Union?

I joined the Union in Victoria after a presentation for all Graduate Nurses in 2014, however, I was interested even before that, after seeing the hard work and dedication of the Nurses in Victoria strike against poor workplace conditions, and for better pay and staff ratios.

What made you want to become a Workplace Delegate (WPD)?

I didn't really "decide" to become a Workplace Delegate (WPD) – during 2016 and 2017 unfavourable workplace conditions and treatment of staff wore down our staff to exhaustion and the Union became involved when our company at the time decided an EBA was needed. My clinic had a visit from the ANMF who suggested a WPD, to which all heads in the room turned to me and I was unanimously chosen to represent my clinic. At first, I was reluctant because like any young Nurse I thought there were people far more qualified than me who could undertake the role. However, since beginning the role in 2017 I haven't regretted it for a second and have taken my role very seriously and tried my best to represent my clinic and be the voice for the Nursing staff.

What changes do you hope to achieve in your organisation?

I hope to have laid down the groundwork for better staff conditions, such as standard contracted hours and leave entitlements. My vision is hoping for better safety and satisfaction of the staff, and more power to 'push back' onto the onerous duties my clinic has undertaken since we opened in 2015.

What does unionism in your profession mean to you?

Unionism means strength in numbers and a voice that can be heard for those who feel they cannot express their feelings.

Why did you decide to become a Nurse?

I became a Nurse when I couldn't access the course that I wanted to study; Paramedicine.

Through Nursing I discovered that I preferred this over the stresses of Acute Nursing. Being a Nurse led me to Renal Nursing and Haemodialysis, which I have a great passion for and am undertaking further education in.

What key factor impacts your ability as a Nurse to deliver safe patient care?

Unrealistic acuity and patient loads.

Currently we have a 1:4 ratio in our clinic which doesn't factor in the challenges of the ageing renal population and their various comorbidities as renal disease affects EVERY major system in the body in some way.

What challenges do you see in nursing?

The challenge for Nursing into the future I think will come with the advent of Electronic Medical Records (EMR) and how each EMR will be different between one clinic to another. Australian healthcare and medicine industries realistically need to have a well-planned, universal healthcare framework for EMR's so the information can be received and updated appropriately. An EMR should be better than or equal to, the paper-based formats Nursing has relied upon for years. Before EMR are executed, it should be well-introduced with formal education for each staff member before use.

Further, an EMR should never replace or block person-to-patient contact and should be streamlined to work alongside the Nurse rather than be another barrier between the Nurse and the Patient. We already have to contend with smartphones, do we really need ANOTHER computer between us and our patients?

Share your best self-care nursing tip...

Anger, frustration, regret and grief bottled up is nothing but a combustible poison that will do more damage the longer you hold onto it. Make sure you learn and have a constructive way to open the bottle and turn that energy into something good for you and the world – even if it means avoiding the chores just one more night!

The holidays are around the corner, so how about this. If you're a current ANMF ACT member, for every new financial member you sign we'll give you a...

\$25 Westfield Gift Voucher!!

Contact the ANMF ACT Branch office for details



Join the health fund that's all about you.

At Nurses & Midwives Health, we're dedicated to caring for the carers. And the great news is, as a member of ANMF, you're eligible to join us. When you join, you become part of the family. And it's that reason why your family member members are eligible to join us too.

**NURSES & MIDWIVES
HEALTH**

Caring for the carers

For your free, side-by-side comparison, and our latest offers, visit nmhealth.com.au or call **1300 344 000**

Eligibility criteria and conditions apply. Nurses & Midwives Health Pty Ltd ABN 70 611 479 237.
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MENTAL HEALTH NURSE **SAFETY!** **ACTION RALLY**

On the 30th November we held an action rally at the Canberra Hospital campus to highlight the importance of Mental Health Nurse safety and Nurse & Midwife safety more broadly.



Ken Hart – Long serving member of the ANMF

Ken Hart has been an ANMF Member since January 1977. ANMF Industrial Officer, Michael Quincey O'Neill, sat down with Ken to have a chat about his career as nurse, his life as an ANMF member and running marathons.

Thanks for agreeing to have a chat. So, why did you become a Nurse?

Initially, I was going on a mission with the Christian Missionary Alliance and I was at the Alliance College of Theology doing a licentiate of theology. At the time I was an electronics technician and they said, that's not very useful. So, I said, well, what would be useful? And they said nursing would be useful.

So, I decided to go into it. I didn't really know what I was getting into. And my father said to me, you'd do really well at that. Because you have to remember I was only the third male nurse they'd trained at the Woden Valley Hospital at that time.

I never got as far as going on mission as I didn't complete my licentiate. What happened was, once I got into nursing and once, I had explored a few areas I found that was practically a mission in itself. There's a lot of need out there.

What's your advice for young nurses making their start for Nurses today?

They need to see nursing from a psycho-social political realm. I mean it's a lovely thing helping people and saving lives—you feel great about it. But if don't have a broader perspective where nursing fits into society then you're always going to be a few bedpans short.

So how can young Nurses get more political?

I think the first thing you need to do is join the union! The union is there to represent the people and to do the will of its members. What do you want to do? Tell the union and do it!

How important was being a Member of the Australian Nursing and Midwifery Federation for you?

It was crucial to my survival as a nurse. I was very close a lot of times to quitting and the union was

always there for me. I had a significant issue that went on for several years, thankfully I had Union support.

I don't have a particularly good grasp of the legal situation and the latest awards and things like that so an ANMF official would come and sit with me and they would bring up all the rights and entitlements I was working under but didn't always know about.

What is your proudest moment as a unionist?

Well, there was a time when we weren't getting a response from management about something. So, we marched into the offices at the Canberra Hospital and the Director of Nursing escaped down the fire escape. That was great. We occupied the offices.

Did you get what you wanted?

No, we never got what we wanted, but we got their attention. There isn't a problem unless they recognise there's a problem so at least they reached that point.

What the ANMF does right is that it fosters strong leadership, leaders, whether a Delegate or Branch Secretary, who can get the attention of the rank and file. Someone like Ged Kearney [former Federal President of the ANMF, now Federal Member of Parliament for Batman] was a great leader.

So, retirement. Do you miss working as a Nurse?

Yes, I do. I miss it a lot. It was very difficult for me to transition from nursing into retirement. I mean, if you've been nursing for forty years and doing everything by the clock, it can take a while to adjust – it took me about a year and a half after retirement.

So, what are the plans now?

I try to keep busy six days a week and take Sunday off. I want to race in the Boston Marathon, so I'm training for that now. I think it will take me another year to get up to running a full marathon. I haven't run my first full marathon yet, but once I set my mind to something I always follow through.

End of Newsletter
