



Australian
Nursing &
Midwifery
Federation
AUSTRALIAN CAPITAL TERRITORY

THE COLLECTIVE PERSPECTIVE

November E-Newsletter 2018

Nurse & Midwife Safety

Nurses and Midwives work in many varied and complex health environments and they are aware of the risks that come with working in some areas of health care. Nurses and Midwives need to know that their safety concerns are both heard and acted upon and that everything that can be done to keep them safe is being done. At the core of every safe workplace is a proactive culture which commits the time and resources to minimise risk and clearly articulate management and staff responsibilities through plans and policies.

The ACT Branch continues to support members working in the ACT Division of Mental Health, Justice Health and Alcohol & Drug Services (ACT Mental Health) in their efforts to decrease the number of assaults on nurses, particularly those nurses working at Dhulwa and the Adult Mental Health Unit at Canberra Hospital.

Through the hard work of our ANMF Dhulwa Workplace Delegate, and the strength of the ANMF membership, we achieved a win in the campaign to improve nurse safety, with ACT Mental Health increasing the security presence at Dhulwa.

An increased security presence alone is not enough to keep our Dhulwa nurses safe. Nurses have also called for better care planning, increased staffing and greater consultation with nurses who provide direct care.

The volume and frequency of assaults on nurses at Dhulwa clearly demonstrates that elements of the existing care environment, including the model of care, care planning, policies and procedures, safety systems, and Work Health and Safety Committees, failed to keep nurses safe. The ANMF has continued to request details of the assaults at Dhulwa, however, we are still no clearer on exactly what failed to keep nurses safe at Dhulwa or what has been done to address safety issues.

ACT Mental Health has expressed concern that an increased security presence in the clinical area at Dhulwa may negatively impact on the therapeutic environment. This concern is misplaced when nurses are being seriously assaulted.

While the yet to be released Nurse/Midwife Safe Strategy is expected to set the direction for nurse/midwife safety, the immediate issues in ACT Mental Health can and must be addressed. The ANMF will continue to press ACT Mental Health for improved nurse safety.

Keep an eye on your emails and ANMF ACT Facebook for further details on how you can help to #Keep Our Nurses Safe.

Yours in Union



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ANMF ACT Branch Secretary



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ANMF ACT Branch

ANMF ACT Branch Council Election Australian Electoral Commission Post-Election Report E2018/134

Following the Australian Electoral Commission (AEC) declaration of results for the ANMF ACT Branch Council election on 17 September 2018, the AEC advised the ANMF ACT Branch that the ANMF Federal Rules do not include a process for the withdrawal of nominations.

The ANMF ACT Branch gives notice to members that copies of the relevant extract of the AEC post-election report, and the ANMF ACT Branch's response to the AEC, are available to members, free of charge. If you wish to obtain a free copy of these documents, please contact the Office on: Ph (02) 6282 9455 or email anmfact@anmfact.org.au.



What are the benefits?

Whilst we are probably best-known for our electrical shopping service, which has helped literally hundreds of thousands of members save on anything with a plug, that's not all we do. Motor vehicles, rental cars, cameras, computers, travel, accommodation, entertainment, wine, gift cards, jewellery, insurance and health products are just some of the categories we cover.

Union Shopper realises the need to keep our valuable member service exclusive to bona fide members of associated Unions right here in Australia. That's why we've created a **Members Only** area.

Registered Members Receive

- easy login access to our Members Only area online
- super-quick service for electrical product purchasing
- save with all the latest specials and offers from our preferred suppliers
- ability to conveniently update your profile 24/7
- option to receive regular free e-Newsletters full of fabulous offers
- limited-time subscriber-only specials
- nominate your partner to use Union Shopper

Go to Union Shopper at <https://www.unionshopper.com.au/> to discover ways to save \$\$\$\$



Change THE RULES

The **Change the Rules** campaign is coming to Canberra to support the ACTU's national day of action.

In the media recently, we have seen rallies held across the country as part of the national **Change The Rules** campaign. This campaign is aimed at the broken rules which adversely impacts on many aspects of the industrial landscape. Things like sham and temporary contracts, insecure work, loss of penalty rates, leave entitlements, wage theft and unpaid superannuation to name a few.

While you may not be directly affected by some of these issues, it is almost certain you know someone who is. Someone like our parents, siblings, children or grandchildren entering the workforce.

All the conditions we enjoy today have been hard earned by Union members just like you. Conditions continue to be under threat and we've even seen some workers lose their penalty rates. Big Business has too much power and the country's wealth is unevenly distributed in favour of the big end of town. Bosses are getting big pay rises while wage increases for working people have flat lined.

It's Canberra's turn to Change the Rules, see you at the rally.

Bring a friend and see you there, Comrades!

14 Moore Street, Civic





Industrial Team Q&A

Question

I am a Registered Nurse working on a ward in one of Canberra's hospitals, with a young family. I work on a full-time basis (i.e. 38 hours a week) but I have been doing a lot of overtime recently.

I am worried the amount of overtime I am working is becoming excessive and it is starting to impact upon my fatigue levels, my ability to spend quality time with my family and to care for my young children outside of work hours.

Can you please advise me?

J

Answer

Dear J

Thank you for contacting the ANMF.

Under Section 62 of the Fair Work Act 2009 (Act) your employer may request from time to time that you work additional hours which are reasonable.

For a full-time employee such as yourself, additional hours are any hours which you work above your set 38 hours per week. For a part-time employee, additional hours are any hours above the employee's ordinary hours of work in a week, or 38 hours per week, whichever of the two is the lesser amount.

However, as per Subsection 62(2) of the Act, an employee may refuse to work any additional hours if they are unreasonable.

Reasonable and Unreasonable Additional Hours – what's the difference?

Now, there is no hard and fast rule as to whether any additional hours worked are either reasonable or unreasonable, however, the Act provides a list of criteria under Subsection 62(3) setting out a number of factors that need to be considered and applied to each situation; these factors include any risk working these extra hours may have on your health and safety, whether the hours are impacting upon your family responsibilities, any notice you have received from your employer to work the additional hours (if any) and any other matter that may be relevant.

Hence, if you are requested to work additional hours and you believe that those hours are unreasonable you should refer your manager to the above criteria.

If your manager doesn't accept your reasoning, you should contact your Workplace Delegate or contact the ANMF and we can discuss with you how you can best address the matter.

Kind regards Your ANMF Industrial Team

