

**AUSTRALIAN NURSING AND MIDWIFERY FEDERATION
(VICTORIAN BRANCH)**



**Australian
Nursing &
Midwifery
Federation**
VICTORIAN BRANCH

MINUTES OF 24th ANNUAL DELEGATES CONFERENCE

HELD AT

**MELBOURNE CONVENTION AND EXHIBITION CENTRE
1 CONVENTION CENTRE PLACE, SOUTH WHARF, MELBOURNE**

23 and 24 JUNE 2016

PRESENT:

Heather FURNESS	Alan David Lodge
Leanne MOONEY-RICKETSON	Alan David Lodge
Belinda ADAMS	Albury Wodonga Health
Deborah ALLAN	Albury Wodonga Health
Joanne AUDEL	Albury Wodonga Health
Wendy BAKIC	Albury Wodonga Health
Linda BALL	Albury Wodonga Health
Lynda BROWN	Albury Wodonga Health
Donna COOMBES	Albury Wodonga Health
Tracey DELANEY	Albury Wodonga Health
Catherine EVANS	Albury Wodonga Health
Emma-Lee McMANUS	Albury Wodonga Health
Jenny PEARCE	Albury Wodonga Health
Christine SCANLAN	Albury Wodonga Health
Julie TERRILL	Albury Wodonga Health
Dianne GOSCHNICK	Alexandra District Hospital
Bronwyn PYKE	Alexandra District Hospital
Kathleen COLLINS	Alfred Hospital
Andrea FREEMAN	Alfred Hospital
Amalie GARNHAM	Alfred Hospital
Peter HARDWICK	Alfred Hospital
Tara NIPE	Alfred Hospital
Annette BELDE	Angliss Hospital
Daniela BONADDIO	Angliss Hospital
Linda CLARKE	Angliss Hospital
Sarah HAZELL	Angliss Hospital
Fiona HERMAN	Angliss Hospital
Erin KOMISARCZYK	Angliss Hospital
Andrea LEONHARDT	Angliss Hospital
Erin ROUSSOS	Angliss Hospital
Denzyl HEIN	Associate Member
Zanka RENN	Austin Health - Mental Health Service
Marie ATKINSON	Austin Hospital
Melanie CARRON	Austin Hospital
Emma CLARKE	Austin Hospital
Hong-May DAVIDSON	Austin Hospital
Helen DEWES	Austin Hospital
Sandra ELLIOTT	Austin Hospital
Narelle HAYES	Austin Hospital
Cheryl HEYWOOD	Austin Hospital
Rebecca NAUGHTON	Austin Hospital

Sonia REYES	Austin Hospital
Eleonor ROBB	Austin Hospital
Penelope SHEPHERD	Austin Hospital
Ani TOLLEY	Austin Hospital
Chris EDWIN	Australian Red Cross Blood Service - Bourke St
Melissa LUDESCHER	Australian Red Cross Blood Service - Bourke St
Erin WHITE	Australian Red Cross Blood Service - Bourke St
Kathleen McCULLAGH	Bairnsdale Regional Health Service
Lynn BROWELL	Ballarat Health Services - Base Hospital
Donna COMPTON	Ballarat Health Services - Base Hospital
Irene COULL	Ballarat Health Services - Base Hospital
Laura CUMMINS	Ballarat Health Services - Base Hospital
Pauline DISS	Ballarat Health Services - Base Hospital
Sally DOBBIE	Ballarat Health Services - Base Hospital
Cassia DREVER-SMITH	Ballarat Health Services - Base Hospital
Carolyn DRISCOLL	Ballarat Health Services - Base Hospital
Jill HAZENDONK	Ballarat Health Services - Base Hospital
Jacqueline HERMANN	Ballarat Health Services - Base Hospital
Geoffrey JAMES	Ballarat Health Services - Base Hospital
Jodie KENNA	Ballarat Health Services – Base Hospital
Stephen McKENZIE	Ballarat Health Services - Base Hospital
Laura SANDERS	Ballarat Health Services – Based Hospital
Hollie SCHULTZ	Ballarat Health Services - Base Hospital
Mark SMITH	Ballarat Health Services - Base Hospital
Rachel WHITE	Ballarat Health Services - Base Hospital
Teneille YORK	Ballarat Health Services - Base Hospital
Andree GOODMAN	Ballarat Health Services QEGC
Kaylene THREADGOLD	Ballarat Health Services QEGC
Maree BURGESS	Banyule City Council

Julie-Anne STEVENS	Banyule City Council
Susan FOWLER	Baptist Village Baxter
Jacqueline KRIZ	Barwon Health - Aged Mental Health Services
Samantha BROUGHTON	Barwon Health - Mental Health Services - Swanston Centre
Karen BAMPFIELD	Barwon Health Community Nursing
Jennifer BARNES	Bass Coast Health
Christine BURNS	Bass Coast Health
Jennifer BUXTON	Bass Coast Health
Leesa DOBSON	Bass Coast Health
Melinda HOPKINS	Bass Coast Health
Janet LUCKETT	Bass Coast Health
Melissa MACDERMID	Bass Coast Health
Tarsha MACDONALD	Bass Coast Health
Alison MONGER	Bays Hospital
Elizabeth O'NEILL	Beechworth Health Service
Alicia ROBERTS	Belmont Community Health
Naomi McDONALD	Benalla & District Memorial Hospital
Judith ALLEN	Bendigo Health - Anne Caudle Centre
Margaret CREDLIN	Bendigo Health - Anne Caudle Centre
Kye WATSON	Bendigo Health - Anne Caudle Centre
Maria MONDINI	Bendigo Health - Havlin St East
Patricia MURPHY	Bendigo Health - Havlin St East
Patricia SHELTON	Bendigo Health - Havlin St East
Mary EDDY	Bendigo Health - Simpkin House
Heath SHAWYER	Bendigo Health - Simpkin House
Michelle ASTON	Bendigo Hospital - Acute Campus
Kate BOWLES	Bendigo Hospital - Acute Campus
Alison COGHLAN	Bendigo Hospital - Acute Campus
Emma GOULDING	Bendigo Hospital - Acute Campus
Carly HICKSON	Bendigo Hospital - Acute Campus
Anton MORRISON	Bendigo Hospital – Acute Campus
Kimberley PENTREATH	Bendigo Hospital - Acute Campus
Tony RIVETT	Bendigo Hospital - Acute Campus
Kate ROULSTON	Bendigo Hospital - Acute Campus
Tracie SAVANAH	Bendigo Hospital - Acute Campus
Gerard SCANLON	Bendigo Hospital - Acute Campus
Mandy SCOTT	Bendigo Hospital - Acute Campus
Janet McLROY	Boroondara City Council
Rachel HALSE	Box Hill Hospital
Catherine HICKS	Box Hill Hospital
Elizabeth KERR	Box Hill Hospital
Mary KERR	Box Hill Hospital

Kayela LAMBA	Box Hill Hospital
Jennifer LEWIN	Box Hill Hospital
Marian MACDONALD	Box Hill Hospital
Rebecca MACKLIN	Box Hill Hospital
Michele DORE	Boyne Russell House Nursing
Leo GROSPE	Boyne Russell House Nursing
Ann HINDELL	Boyne Russell House Nursing
Coralee HARVEY	Broadmeadows Health Service
Catherine STEANE	Broadmeadows Health Service
Jun LAHOYLAHOY	Bundoora Extended Care
Debra FRANCIS	Bupa - Portland
Denise NUKU	Bupa - Portland
Heather ROBERTS	Bupa - Portland
Joanne TAYLOR	Bupa - Portland
Nicole WHITTLE	Bupa - Traralgon
Lynn GILMOUR	Cabrini Hospital Brighton
Nicole HEALEY	Calvary Health Care Bethlehem
Maureen CORMICAN	Casey City Council
Yvonne GRIFFITHS	Casey City Council
Mary PEKIN	Casey City Council
Olwen BANKO	Casey Hospital
Sarah HEDGES	Casey Hospital
Lee MISKLE	Casey Hospital
Helen O'KEEFE	Casey Hospital
Jane POND	Casey Hospital
Wendy REYNOLDS	Casey Hospital
Sarah SAMI	Casey Hospital
Cecile VAUGHAN	Casey Hospital
Beverley VINCENT	Casey Hospital
Annie YOUNG	Casey Hospital
Norma EWING	Castlemaine Health
Mary Anne ROBERTS	Caulfield Hospital
Margaret BEECHEY	Central Gippsland Health Service - Sale
Cheryl GOODWIN	Central Gippsland Health Service - Sale
Miffy GOSS	Central Gippsland Health Service - Sale
Shirley GREATOREX	Central Gippsland Health Service - Sale
Julie HALL	Central Gippsland Health Service - Sale
Alison HUDSON	Central Gippsland Health Service - Sale
Josiane HUNT	Central Gippsland Health Service - Sale
Lorraine MATES	Central Gippsland Health Service - Sale
Desmond PENDERGAST	Central Gippsland Health Service - Sale
Ruth PUSER	Central Gippsland Health Service - Sale
Lynda WRIGHT	Central Gippsland Health Service - Sale
Patricia GRANT	City of Greater Bendigo

Michelle LEA	City of Greater Bendigo
Anne COLAHAN	City of Melbourne
Denise THOMSON	City of Port Phillip
Pam HILLIS	City of Stonnington
Kathleen DOERRE	City of Whitehorse
Sandra BEVERIDGE	City of Whittlesea
Lynette EDWARDS	City of Whittlesea
Kylie SOMERVILLE	City of Whittlesea
Leanne TAYLOR	City of Whittlesea
Michelle COLLIS	Cobram District Hospital
Debbie GRENNAN	Cobram District Hospital
Jennifer METZNER	Cobram District Hospital
Dawn STANLEY	Cobram District Hospital
Mary NATOLI	cohealth - Collingwood
Marilyn JORDAN	cohealth - Footscray
Leanne HOWARD	Colac Area Health
Karla INGRAM	Colac Area Health
Pauline WHEELER	Colac Area Health
Michelle WAGNER	Cranbourne Integrated Care Centre
Tracey CLARK	Dandenong Hospital
Roslyn KENNEDY	Dandenong Hospital
Tamara KITCHEN	Dandenong Hospital
Natascha MAZUREK	Dandenong Hospital
Jacquie MORGAN	Dandenong Hospital
Tracy SLOANE	Dandenong Hospital
Bronwyn TRAINER	Dandenong Hospital
Marcia TSIROS	Dandenong Hospital
Anna WOJCIECHOWSKI	Dandenong Hospital
Pauline CHANDLER	Darebin City Council
Leanne DWIGHT	Darlingford Upper Goulburn Nursing Home
Mary GARDINER	Dept of Education & Training - Maternal & Child Health Line
Susan O'CALLAGHAN	Dept of Education & Training - Maternal & Child Health Line
Louise WILSON	Dept of Education & Training - Maternal & Child Health Line
Karyn MITCHELL	Dorset Rehabilitation Centre
Anna VASILIADIS	Dorset Rehabilitation Centre
Sean MATHEWS	Eastern@Home
Linda CARR	Echuca Regional Health
Rhonda DULLARD	Echuca Regional Health
Helen JAWORSKI	Echuca Regional Health
Majella PANGRAZIO	Echuca Regional Health
Allison WALTON	Echuca Regional Health

Bronwyn HOBBS	Edenhope & District Memorial Hospital
Rosemary MORGAN	Epworth Freemasons Hospital - Victoria Parade
John WILKIE	Estia Health – Benalla
Patricia HIBBERSON	Estia Health - Wodonga
Sharon TORPY	Estia Health - Wodonga
Cheryl CASEY	Eventide Lutheran Homes
Annette DOSANJH	Footscray Hospital
Veronica GAVAGHAN	Footscray Hospital
Allington GONO	Footscray Hospital
Vicky HANSEN	Footscray Hospital
Vicki INGRAM	Footscray Hospital
Olga LEAROYD	Footscray Hospital
Kirsty POTTER	Footscray Hospital
Lorna THOMAS	Footscray Hospital
Lachlan TYPE	Footscray Hospital
Erik MEURS	Forensicare Acute Assessment Unit
Pamela CRISPIN	Frances Perry House
Janine WITCOMB	Frances Perry House
Nicole YOUL	Frankston City Council
Barbara BELL	Frankston Hospital
Lucy CARPENTER	Frankston Hospital
Lynette FARLEY-SMITH	Frankston Hospital
Shirley FLEMING	Frankston Hospital
Stewart FOWLER	Frankston Hospital
Alaina FOX	Frankston Hospital
Katrina HYLAND	Frankston Hospital
Lynette JENNINGS	Frankston Hospital
Jenny JONES	Frankston Hospital
Denise KOHLMAN	Frankston Hospital
Felicity LEAVOLD	Frankston Hospital
Tanya McRAE	Frankston Hospital
Nichole MHATRE	Frankston Hospital
Susan MISTELI	Frankston Hospital
Marcus MOONEY	Frankston Hospital
Christina MORGAN	Frankston Hospital
Dianne MORGANS	Frankston Hospital
Christine O'BRIEN	Frankston Hospital
Caroline POROBIC	Frankston Hospital
Shireen RAJARAM	Frankston Hospital
Emma RIGBY	Frankston Hospital
Christine WALKER	Frankston Hospital
Theresa WALLACE	Frankston Hospital

Rachel WEAVER	Frankston Hospital
Maria BRAGAGNOLO	Fronditha Thalpori Aged Care Services - St Albans
Patricia SALIBA	Fronditha Thalpori Aged Care Services - St Albans
Vicky TZOUVELIS	Fronditha Thalpori Aged Care Services - St Albans
Myrna COLINA	Gary Smorgon House
Maureen MAW	Gateway Health - Wangaratta
Zenaida PENDERGAST	Gippsland Lakes Community Health
Vivienne GREEN	Gippsland Southern Health Service - Korumburra
Ruth HOWELLS	Gippsland Southern Health Service - Korumburra
Jennifer SHEWAN	Glen Eira City Council
Michelle PORTER	Golf Links Road
Luisa WATERHOUSE	Golf Links Road
Carmel O'SULLIVAN	Goulburn Valley Area Mental Health Service - Grutzner House
Vicki THURSTON	Goulburn Valley Area Mental Health Service - Grutzner House
Jane KELLY	Goulburn Valley Health
Nicole MINOTTI	Goulburn Valley Health
Anita STIRLING	Goulburn Valley Health
Joan MARR	Gregory Lodge
Mara MANFRIN	Heidelberg Repatriation Hospital
Yvonne GARLAND	Hepburn Health Services - Creswick
Marjorie ROBINSON	Hepburn Health Services - Creswick
Julie SECCULL	Hepburn Health Services - Creswick
Suzanne SMITH	Hepburn Health Services - Creswick
Yolande McKINNIS	Hepburn Health Services - Trentham Nursing Home
Donna THOMPSON	Hepburn Health Services - Trentham Nursing Home
Caron JONES	Hillside Lodge
Melissa MORTIMER	Hillside Lodge
Fiona KENDALL	Illoura
Diana LYONS	Jacaranda Village
Heather SELKRIG	John Fawcner Hospital
Kerryn BRADSHAW	Kerang & District Hospital
Jennifer FARLEY	Kerang & District Hospital
Megan HEFFER	Kerang & District Hospital
Deaniee HENDERSON	Kerang & District Hospital
Jeanette MAKEHAM	Kerang & District Hospital
Lorraine SINCLAIR	Kerang & District Hospital
Tracey BAKER	Kingston Centre

Margaret DEAKIN	Kingston Centre
Janelle HARWOOD	Kingston Centre
Shylini PRASAD	Kingston Centre
Rachael WHYTE	Kingston Centre
Mark HAYDON	Knox Private Hospital
Vivienne SCHEMBRI	Knox Private Hospital
Christine SIMPSON	Knox Private Hospital
Lee WEMBRIDGE	Knox Private Hospital
Deborah WINDER	Kronstadt Gardens Residential Aged Care
Joanne JACKSON	Kyabram & District Health Service
Belinda WILLIAMS	Kyabram & District Health Service
Narelle MILES	Kyneton District Health Service
Angharad STORY	Kyneton District Health Service
Samantha McMILLAN	Latrobe Community Health Service - Churchill
Jennifer CRUICKSHANK	Latrobe Community Health Service - Morwell
Barbara-Anne EDWARDS	Latrobe Community Health Service - Morwell
Kathleen KOOTSTRA	Latrobe Community Health Service - Morwell
Lauren BAUER	Latrobe Regional Hospital
Sharon BUDGE	Latrobe Regional Hospital
Luka DJUDUROVIC	Latrobe Regional Hospital
Carolyn FOOTE	Latrobe Regional Hospital
Tania KOVACS	Latrobe Regional Hospital
Vanessa MITCHELL	Latrobe Regional Hospital
Audrey MOLINARI	Latrobe Regional Hospital
Claire PHELPS	Latrobe Regional Hospital
Tracy SKINNER	Latrobe Regional Hospital
Jillian WILLIAMS	Latrobe Regional Hospital
June YUEN	Latrobe Regional Hospital
Erica ANDERSEN	Latrobe Regional Hospital - Mental Health Services
Nicole FELSBURG	Latrobe Regional Hospital - Mental Health Services
Alison SHEA	Latrobe Regional Hospital - Mental Health Services
Brian HABERFIELD	Lyndoch Nursing Home
Mary PHILLIPS	Maffra District Hospital
Colleen MEEHAN	Mallacoota & District Health & Support Service
Glennis BARNES	Mallee Track Health & Community Service
Christine POSTE	Maroondah City Council
Melinda GREEN	Maroondah Hospital

Kelly HADEN	Maroondah Hospital
Rita HOWES	Maroondah Hospital
Shealee PURVES	Maroondah Hospital
Dianne VERTIGAN	Maroondah Hospital
Lynette MAUGER	Maroondah Satellite Dialysis Unit
Julie CURRIE	Maryborough & District Hospital
Jacqueline DRIDAN	Maryborough Nursing Home
Deborah HOLLOWAY	Maryborough Nursing Home
David CORSTORPHAN	McKellar Centre
Jennifer RANTALL	McKellar Centre
Jo-Anne McALLISTER	Melton City Council
Karen CANNY	Mercy Hospital for Women
Karen COSTER	Mercy Hospital for Women
Megan HAYES	Mercy Hospital for Women
Kristin KNORR	Mercy Hospital for Women
Philip GUEST	Mercy Mental Health Community Care Units
Jacinta CROFTON	Mercy Mental Health Psychiatric Unit
Melissa HUGHES	Mercy Mental Health Psychiatric Unit
Vanessa POGORZELSKI	Mercy Mental Health Psychiatric Unit
Ma TABUT	Mercy Mental Health Psychiatric Unit
Bethany KNIGHT	Mercy Mental Health Saltwater Clinic
Thomas BANNON	Mercy Mental Health Wyndham Community
Judith FOORD	Mercy Mental Health Wyndham Community
Andrea KAVANAGH	Mercy Mental Health Wyndham Community
Natalie LENTINI	Mercy Mental Health Wyndham Community
Ashleigh LEWER	Mercy Mental Health Wyndham Community
Rachael WROBEL	Mercy Mental Health Wyndham Community
Jillian DOOLEY	Mercy Place - Parkville
Kaylene HART	Mildura Base Hospital
Louise MAROZZI	Mildura Base Hospital
Dilini CALDERA	Monash Health - Dandenong Area Mental Health - Inpatient
Catherine DRAGO	Monash Health - Dandenong Area Mental Health - Inpatient
Alison MATTHEWS	Monash Health - Dandenong Area Mental Health - Inpatient
Sarah RAWLINS	Monash Health - Dandenong Dialysis Unit
Sheena DRAAI	Monash Health - Mental Health - Monash Medical Clayton

Graham STOODLEY	Monash Health - Mental Health - Monash Medical Clayton
Melinda CONNAN	Monash Medical Centre - Clayton
Maxine FRASER	Monash Medical Centre - Clayton
Joanne FULLERTON	Monash Medical Centre - Clayton
Beverley GRANT	Monash Medical Centre - Clayton
Venica INDERJEETH	Monash Medical Centre - Clayton
Katherine JARROTT	Monash Medical Centre - Clayton
Antoinette JOHNSON	Monash Medical Centre - Clayton
Lally KUNJUVAAREED	Monash Medical Centre - Clayton
Irina LEVKOVSKAYA	Monash Medical Centre - Clayton
Clare LOCKE	Monash Medical Centre - Clayton
Ann LOWE	Monash Medical Centre - Clayton
Jade MACFARLANE	Monash Medical Centre - Clayton
Fermin MATEO	Monash Medical Centre - Clayton
Angie NG	Monash Medical Centre - Clayton
John O'LEARY	Monash Medical Centre - Clayton
Bryony ROSS	Monash Medical Centre - Clayton
Cathryne SCARRATT	Monash Medical Centre - Clayton
Vickie STEWART	Monash Medical Centre - Clayton
Margaret SUPEL	Monash Medical Centre - Clayton
Isabel TRUMAN	Monash Medical Centre - Clayton
John VARNEY	Monash Medical Centre - Clayton
Jilska WILLIAMS	Monash Medical Centre - Clayton
Marcia GATES	Monash Medical Centre - Moorabbin
Joanne SPEED	Moorabool Shire Council
Lisa AUCHETTL	Moreland City Council
Andrea LUPTON	Moreland City Council
Bernadette SPEIRS	Moreland City Council
Christopher McNAIR	NEBMHS - Wangaratta Community & Adult Mental Health
Anne MORRISSEY	NEBMHS - Wangaratta Community & Adult Mental Health
Carolyn ATKINSON	Nexus Primary Health - Broadford
Annie BROOKS	Nexus Primary Health - Broadford
Jane FOLEY	Northeast Health Wangaratta
Heather GREAVES	Northeast Health Wangaratta
Susan GREY	Northeast Health Wangaratta
Trudence HILL	Northeast Health Wangaratta
Debra IBBOTT	Northeast Health Wangaratta
Peter LEE	Northeast Health Wangaratta
Alexandra LEWIS	Northeast Health Wangaratta
Lauren MARTIN	Northeast Health Wangaratta
Debra MERRALL	Northeast Health Wangaratta
Brenda SMITH	Northeast Health Wangaratta

Natalie SPEZIALE	Northeast Health Wangaratta
Joanne WATSON	Northeast Health Wangaratta
Lisa DOWER	Northern Hospital
Cassie JEWELL	Northern Hospital
Emily LYNCH	Northern Hospital
Darryl REYNOLDS	Northern Hospital
Kathryn SEAMONS	Northern Hospital
Erin STERRITT	Northern Hospital
Diana NEVILLE	Northpark Private Hospital
Tamara CANNAN	NorthWestern Mental Health - Northern Area - Broadmeadows
Carol ERICHSEN	NorthWestern Mental Health - Northern Area - Broadmeadows
Elisabeth HALL	Oakhill Medical Centre
Patricia BENNETT	O'Connell Family Centre
Margaret WORCESTER	Omeo District Health
Leonie WILLIAMS	Opal Sale
Carol CLAY	Orbost Regional Health
Merrill HERBERT	Orbost Regional Health
Tracy HIBBERSON	Orbost Regional Health
Arie DE LEEUW	Otway Health & Community Services
Lynette HORTON	Otway Health & Community Services
Andrew MORGAN	Outer East Mental Health Services - Inpatient Services
Tracy McINDOE-NORTON	Peninsula Private Hospital
Maureen OAKLEY	Peninsula Private Hospital
Joanne WATERS	Peninsula Private Hospital
Vivienne BRADLEY	Penshurst & District Health Service
Kimberley CAMERON	Penshurst & District Health Service
Sally CASEY	Penshurst & District Health Service
Noreen BURKE	Peter James Centre - Burwood Rehab
Helene JONES	Peter James Centre - Burwood Rehab
Susan McINTOSH	Peter James Centre - Burwood Rehab
Lisa STREET	Peter James Centre - Burwood Rehab
Janina JACKSON	Portland District Health
Nicola TAYLOR	Portland District Health
Judith DIMECH	Queen Elizabeth Centre - Noble Park
Valerie THOMPSON	Queen Elizabeth Centre - Noble Park
Roslyn HOLLAND	RDNS Eastern Melbourne Metropolitan Hub
Elizabeth PERDOMO	RDNS Homeless Persons Program
Lori-Anne SHARP	RDNS Homeless Persons Program
Andrew BECKER	RDNS Northern Melbourne Metropolitan Hub
Susan DOUMBOS	RDNS Southern Melbourne Metropolitan Hub

Jane RICHARDSON	RDNS Southern Melbourne Metropolitan Hub
Anthony CRAUS	RDNS Western Melbourne Metropolitan Hub
Petra SALES	Ringwood Private Hospital
Vivienne WEISSEL	Ringwood Private Hospital
Margaret WESTLAKE	Ringwood Private Hospital
Jean HOLMBERG	Rochester & Elmore District HS
Ruth O'CONNOR	Rochester & Elmore District HS
Heather WICKHAM	Rochester & Elmore District HS
Hao CHEN	Rosanna Views Residential Aged Care Facility
Suzanne MILLS	Rosebud Community Health Centre
Dianne BOYD	Rosebud Hospital
Melissa BROSCHE	Rosebud Hospital
Bronwyn CAMM	Rosebud Hospital
Emma HOLLISTER-CLARKE	Rosebud Hospital
Stephen LOCKWOOD	Rosebud Hospital
Melissa MAXEY	Royal Children's Hospital
Rita MORENO-DIAZ	Royal Children's Hospital
Jillian NORGATE	Royal Children's Hospital
Kim RILEY	Royal Children's Hospital
Mihella SIMRAJH	Royal Children's Hospital
Susy VULICH	Royal Children's Hospital
Kirsten BOLTON	Royal Dental Hospital
Jose Mari VILLADOLID	Royal Dental Hospital
Grace CARROLL	Royal Melbourne Hospital City Campus
Kerrie CROSATO	Royal Melbourne Hospital City Campus
Stephen CUSHNAHAN	Royal Melbourne Hospital City Campus
Sharmaine DAS-TONG	Royal Melbourne Hospital City Campus
John GRANT	Royal Melbourne Hospital City Campus
Meinir GRIFFITHS	Royal Melbourne Hospital City Campus
Fiona GUNN	Royal Melbourne Hospital City Campus
Catherine JARDINE	Royal Melbourne Hospital City Campus
Jo-Anne KEACH	Royal Melbourne Hospital City Campus
Ruth O'CONNOR	Royal Melbourne Hospital City Campus
Tracey RODDA	Royal Melbourne Hospital City Campus

Helen SAVAGE	Royal Melbourne Hospital City Campus
Nicole WATT	Royal Melbourne Hospital City Campus
Silvia WHITESIDE	Royal Melbourne Hospital City Campus
Robyn WHITING	Royal Melbourne Hospital City Campus
Alyce DICKSON	Royal Melbourne Hospital Royal Park Campus
Susan DUNN	Royal Melbourne Hospital Royal Park Campus
David KALLASMAE	Royal Melbourne Hospital Royal Park Campus
Kylie KELTY	Royal Melbourne Hospital Royal Park Campus
Megan LITTLE	Royal Melbourne Hospital Royal Park Campus
Vanessa SIMONS	Royal Melbourne Hospital Royal Park Campus
Melanie TURNER	Royal Melbourne Hospital Royal Park Campus
Patrick SMALL	Royal Talbot Rehabilitation Centre
Ronald HOPPENBROUWER	Royal Victorian Eye & Ear Hospital
Edwina ROLLS	Royal Victorian Eye & Ear Hospital
Rosemary BRENNAN	Royal Women's Hospital
Phoebe BRICK	Royal Women's Hospital
Margaret BROGDEN	Royal Women's Hospital
Wendy BURNETT	Royal Women's Hospital
Shuk CHUNG	Royal Women's Hospital
Geraldine HAMBROOK	Royal Women's Hospital
Marie JONES	Royal Women's Hospital
Jennifer MARKS	Royal Women's Hospital
Stephen MIFSUD	Royal Women's Hospital
Elisabeth MOLONEY	Royal Women's Hospital
Angela MORRIS	Royal Women's Hospital
Shelley TAYLOR	Royal Women's Hospital
Susan WATSON	Royal Women's Hospital
Karen GERMANO	Rural Northwest Health - Warracknabeal
Carol RICKETTS	Rural Northwest Health - Warracknabeal
Gena KELLY	Sandringham Hospital
Marlene SHARPE	Sandringham Hospital
Karen CULLEN	Shepparton Private Hospital
Nicole WILLIAMS	South East Palliative Care
Emily KELLY	South Eastern Private Hospital
Lethi KULANGARA	South Eastern Private Hospital

Kirsty MITCHELL	South West Healthcare – Camperdown
Jennifer CHARLES	South West Healthcare – Warrnambool
Vicky EZARD	South West Healthcare – Warrnambool
Colleen FITZGERALD	South West Healthcare - Warrnambool
Jennifer-Maree GAMBLE	South West Healthcare - Warrnambool
Jane HABERFIELD	South West Healthcare - Warrnambool
Erin KLOSE	South West Healthcare - Warrnambool
Timothy O'BRIEN	South West Healthcare - Warrnambool
Linda SAID	South West Healthcare - Warrnambool
Sameira FERNANDES	St George's Hospital
Melissa SCICLUNA	St George's Hospital
Lynette BAKER	St John of God - Geelong
Jacinta DRON	St John of God - Geelong
Merril HEGG	St John of God - Geelong
Kim McDONALD	St John of God - Geelong
Siobhan BIDGOOD	St John of God - Pinelodge Clinic
Veronica EGAN	St Vincent's Correctional - Port Phillip Prison
Justin MATHEW	St Vincent's Correctional - Port Phillip Prison
Madeleine HARRADENCE	St Vincent's Hospital
Kathryn WELSMAN	St Vincent's Hospital
Russell STEWART	St Vincent's Mental Health Service - Hawthorn Community
David ANDERSON	St Vincent's Mental Health Service - Riverside House
Maria WATES	St Vincent's Mental Health Service - Riverside House
Emma DUNCAN	St Vincent's Private Hospital Fitzroy
Jan MAPLE	St Vincent's Private Hospital Kew
Elizabeth BACON	Stawell District Hospital
Jennifer PRIEST	Stawell District Hospital
Frances BOND	Sunraysia Community Health Services
Donna HARRISON	Sunraysia Community Health Services
Carolyn BOYDEN	Sunshine Hospital
Martina BRAJDIC	Sunshine Hospital
Michael DAWE	Sunshine Hospital
Leo EDWARDS	Sunshine Hospital
Manjinder KAHLON	Sunshine Hospital

Ian KENNY	Sunshine Hospital
Leighton NOLTE	Sunshine Hospital
Pamela SZATKOWSKI	Sunshine Hospital
Judy TYACK	Sunshine Hospital
Julian YAP	Sunshine Hospital
Erdem YUSUF	Sunshine Hospital
Elaine MASON	Tallangatta Hospital
Ellen OWEN	Tallangatta Hospital
Hollie PURTON	Tatura Hospital
Amy BOWLER	The Mornington Centre
Barrie JANSON	Thomas Embling Hospital
Brian TYRRELL	Thomas Embling Hospital
Melanie CACCAMO	Transitional Care Unit Royal Park Campus
Rachael BAKER	University Hospital Geelong
Mark BENSON	University Hospital Geelong
Amanda BEST	University Hospital Geelong
Kylie COLE	University Hospital Geelong
Josephine CROWE	University Hospital Geelong
Joanne FORRESTER	University Hospital Geelong
Jillian GARDNER	University Hospital Geelong
Leanne HALLWORTH	University Hospital Geelong
Neil HANLEY	University Hospital Geelong
Zeta HENDERSON	University Hospital Geelong
Lara JEFFERY	University Hospital Geelong
Kristy KITTO	University Hospital Geelong
Glenys McPHERSON	University Hospital Geelong
Sharon PITCHFORD	University Hospital Geelong
Kirsten ROBERTS	University Hospital Geelong
Te arahi SAMAKOWIDIC	University Hospital Geelong
Jodie SAVAGE	University Hospital Geelong
Bronwyn VALLANCE	University Hospital Geelong
Ellie VERGARI	University Hospital Geelong
Timothy WRIGHT	University Hospital Geelong
Jessica YORK	University Hospital Geelong
Michelle WILKINSON	Upper Murray Health & Community Services
Anja TENNANT	Valley Private Hospital
Kelwyn HARCOURT	Wantirna Health
Barbara TAPPER	Wantirna Health
Lynn CRUZ	Waranga Aged Care Hostel
Claire CAMPBELL	Waranga Memorial Hospital
Helen LAVERY	Waranga Memorial Hospital
Julia JEFFRIES	Warringal Private Hospital

Michelle BRETNALL	Werribee Mercy Hospital
Melinda DALTON	Werribee Mercy Hospital
Sonia DONES-MARTIN	Werribee Mercy Hospital
Kellie DYER	Werribee Mercy Hospital
Rhonda CRELLIN	West Gippsland Hospital
Carol MUNRO	Western Health - Drug Health Services
Amanda HAYWARD	Whittlesea Lodge Nursing Home
Kibrebal ABERA	Williamstown Hospital
Jane ANGELL	Williamstown Hospital
Lynda BURLING	Williamstown Hospital
Alison CHIRCOP	Williamstown Hospital
Ching LOO	Williamstown Hospital
Yvonne REID	Williamstown Hospital
Lianne GEUE	Wimmera Hospital
Marion TEPPER	Wimmera Hospital
Kimberly TURNBULL	Wimmera Hospital
Denise WICKHAM	Wimmera Hospital
Amanda SCHAAP	Wyndham City Council
Jeannie ABBOTT	Yarra Ranges Shire Council
Lisa FITZPATRICK	Secretary - ANMF (Vic Branch)
Paul GILBERT	Assistant Secretary – ANMF (Vic Branch)
Pip CAREW	Assistant Secretary – ANMF (Vic Branch)
Members of ANMF (Vic Branch) staff	

WELCOME

The Chairperson, Branch President Maree Burgess, declared the Annual Delegates Conference open at 8.55am and acknowledged the traditional owners of the land on which the conference was being held and paid respect to their elders past and present. She welcomed all in attendance and introduced those at the top table. She noted that there 639 delegates which included Job Reps, Health and Safety Reps and 148 delegates attending for the first time, and also acknowledged the Branch Councillors.

A welcome was extended to Federal Secretary Lee Thomas.

REPORT AND CONFIRMATION OF 2015 MINUTES

Moved:	Lyn Mauger	Maroondah Satellite Dialysis Unit
Seconded:	Lori-anne Sharp	RDNS Homeless Persons Program

THAT THE MINUTES OF THE 2015 ANNUAL DELEGATES CONFERENCE BE CONFIRMED AS A CORRECT RECORD.

CARRIED

SECRETARY'S REPORT

The Secretary proceeded to highlight some of the work at the Branch that had either been going on during the last 12 months or that were strategically critical in the next few months.

She noted that one of the election commitments from the Andrews Government was making sure that ANMF was back at the consultative table and involved in the decision making of government and the Department of Health and Human Services. At this stage there were approximately 26 committees or special taskforce groups in which ANMF were involved and the Secretary went through these, which were detailed in last year's resolutions response document.

In addition, the Branch had been able to contribute to the Travis Review which identified innovative work that nurses and midwives were doing and would lead to replicating that work across the state in areas such as in reach, nurse-led discharge, identifying advanced practice roles and encouraging greater utilisation of nurse practitioners.

The Branch had also been involved in the shaping and development of legislation including the Safe Access Zone, lobbying to defeat the Abortion reform draft Bill and the Safe Patient Care (Nurse to Patient and Midwife to Patient Ratios) Act 2015. She noted that Australia now had a second state – Queensland – that had ratio legislation, albeit not as extensive as Victoria.

The Government had also responded positively to ANMF's request to amend relevant legislation that would ensure that privately practising midwives (and other health workers) who unregistered themselves to avoid the scrutiny of AHPRA, now resulted in the Health Services Commission being able to investigate and, if necessary, prohibit those previously registered health professionals and or workers from providing health services. This brought Victoria into line with other states.

Noting that tomorrow there would be the inaugural screening of "Battle: The Road to Ratios Legislation", a documentary produced by Andrew McVitty and funded by the Branch Council to capture and cement into the Branch's history the 15 years that Victorian public sector nurses and midwives battled to achieve, improve and maintain ratios, thereby protecting their patients. The Secretary said it was a testament to the collective determination of Job Reps, members, ANMF staff and Branch Councillors to never back down.

Turning to enterprise agreements which had been a major focus of the last 12 months and would be in the next 12 months, the Secretary said that 83 EBAs covering 721 workplaces and almost 52,000 members had been finalised in the last 12 months. The recent public sector EBA and its clauses had been finalised the previous week and would go to Cabinet the following week for approval. All public sector nurses and midwives would then be provided with an opportunity to vote.

In relation to the facilities that were not in the original single interest agreement, ANMF had had ongoing discussions with the standalone CHC facilities, attended by Minister Hennessy's adviser and had explained the revised career structure for community health nurses which had come out of work done by the ANMF and the CHN SIG in 2013, which was well received. Continuing, the Secretary said that the other issue for community health centres was around government funding and Minister Hennessy had made sure that there was additional funding. The final issue was around the competitive tendering process and it had been agreed that

there would be work done by government in relation to how things could change in relation to competitive tendering. The government was sympathetic to these three issues and the Secretary was confident that the CHCs and other standalones would remain in the public sector EBA.

Negotiations were continuing slowly on the Mental Health and Forensicare, the Secretary noting that they were proving difficult however progress was being made.

Turning to the private acute enterprise agreements the Secretary said that the Healthscope group EBA had been finalised, securing the same wage outcomes as the public sector as well as a consistent outcome for many other clauses. Other private acute EBAs including Ramsay, St Vincent's Private and Health Care were making good progress, with St John of God proving more difficult at this point.

The Secretary said that RDNS nurses had recently rejected an insulting offer from their employer and a protected industrial action ballot would be conducted shortly.

Noting that ANMF (Vic Branch) was the largest affiliate to the Victorian Trades Hall Council and also affiliated to regional trades and labour councils, the Secretary said that Vic Branch had been participating in the Let Them Stay campaign, supporting other unions achieve their EBA outcomes and next week's Federal election marginal seat campaign for the seats of Dunkley, Deakin, Latrobe and Corangamite.

The Trades Hall/ACTU campaign was around 'putting the Libs last' and ANMF had highlighted three areas of most concern to its members. These were protecting Medicare and reversing the freeze on rebates which, if they remained, would ensure that there was not a universal health system but a greater move to a user pays system.

The second issue was around the ripping out of \$57 billion of public hospital funding by the Commonwealth Government over the next 10 years and the Secretary detailed how Victorian health facilities would be affected by this. She noted that it would be impossible for ANMF to make headway in public hospital funding, successfully lobbying the state government to put more money into the Victorian health system, only to have it ripped out at a federal level. The funding required to implement the ratio improvement and extension work was part of the funding that would progress under a re-elected Turnbull Government.

Continuing, the Secretary said that protecting private aged care was also critical. She referred to an announcement made in the May Budget by the Turnbull Government that it was going to cut some \$1.8 billion from private aged care, a sector which could not afford funding cuts. The Secretary explained that, for example, in the seats of Corangamite, Dunkley, Deakin and Latrobe, this equated to funding cuts of \$48.5 million with 5,596 residents affected. The ANMF had joined with providers in condemning these cuts and was asking the community to think about the health and care of the aged population when they cast their vote.

The stance that the Federation was taking nationally on these matters was in line with previous state and national Delegates Conference resolutions with nurses, midwives and carers standing up for health and aged care in this election, the campaign theme being "If you don't care – we can't care".

Moving on the Branch issues, the Secretary said that membership totalled 75,892 and she thanked delegates for their assistance in relation to this. Membership fees had been increased by only 2.5% as reported in OTR, meaning that there would be an increase of between 56 cents and \$1.24 per month depending on classification.

There was currently an ANMF rule change in progress to enable HSRs to fully participate in the Delegates Conference, the Secretary was confident it would be in place for the 2017 Annual Delegates Conference.

The Secretary referred to tomorrow's speaker Andrew Denton in relation to his work around dying with dignity legislation. The Branch had a policy which supported patients being able to have a choice in relation to this issue, with protections for nurses and midwives. She noted that there would be a consultative group set up about the issue of lobbying political parties on this issue and encouraged delegates to be involved this.

There were forms available for delegates to fill in to volunteer for Bridge of Hope, following John Walsh's address to the 2015 conference.

The Secretary also sought volunteers for the public sector EBA workplace implementation committees, stressing the importance of Job Reps' assistance with these. She also sought input from Job Reps (from regional areas at this stage) with respect to the ratio improvement and extension work.

Noting that this year was the 30th anniversary of the 1986 nurses strike, the Secretary invited delegates to contribute their recollections or encourage their colleagues to contribute.

The Secretary discussed the undergraduate employment model noting that this was an election commitment that the Branch sought and received from the Andrews Government. Three hospitals - Monash Health, Eastern Health and Alfred Health – would be piloting undergraduate students working as the assistant in nursing, (Registered Undergraduate Student of Nursing – RUSON) in addition to ratios. This model had been incorporated in the new EBA. She said the pilot was extremely important and ANMF was anxious that it be evaluated properly by nursing universities. She said it was important that they were registered students of nursing and working towards working in the nursing profession, thus growing a registered qualified nursing profession. ANMF would be working with Job Reps working on these wards with these workers.

Moved: Stephen McKenzie Ballarat Health Services – Base Hospital
 Seconded: Tim O'Brien South West Healthcare - Warrnambool
 THAT THE SECRETARY'S REPORT BE RECEIVED.

CARRIED

The balance of the conference comprised discussion and debate on motions, interspersed with speakers and other proceedings over the two days.

MOTIONS FOR DEBATE

1.

Moved: Mary Natoli cohealth Collingwood
 Seconded: Mary Gardiner Maternal and Child Health Line, Department of
 Education and Training

THAT THIS CONFERENCE CALL ON ANMF (VIC BRANCH) TO CONTINUE TO SUPPORT PROGRESS TOWARD A REFERENDUM FOR RECOGNITION OF ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES IN OUR AUSTRALIAN CONSTITUTION AND TO ENSURE THAT THERE IS NO PLACE FOR RACIAL DISCRIMINATION IN IT.

Mary Natoli spoke to the motion.

Zeta Henderson spoke against the motion.

Mary Natoli exercised her right of reply.

CARRIED

2.

Moved: Mary Natoli cohealth Collingwood
 Seconded: Mary Gardiner Maternal and Child Health Line, Department of
 Education and Training

“That this conference call on ANMF (Vic Branch) to continue to speak out about the need for Australia's migration system to be responsive to the needs of people who seek asylum from societies where there are oppressive regimes and armed conflict and to urge our government to be part of a cooperative regional response to this overwhelming refugee crisis.”

Mary Natoli spoke to the motion.

Jacqueline Kriz spoke to the motion, also Dave Corstorphan, and it was agreed to amend the motion to read:

THAT THIS CONFERENCE CALL ON ANMF (VIC BRANCH) TO CONTINUE TO SPEAK OUT ABOUT THE NEED FOR AUSTRALIA'S MIGRATION SYSTEM TO BE RESPONSIVE TO THE NEEDS OF PEOPLE WHO SEEK ASYLUM AND TO URGE OUR GOVERNMENT TO TAKE A LEAD ROLE IN A COOPERATIVE AND COMPASSIONATE REGIONAL RESPONSE TO THIS OVERWHELMING REFUGEE CRISIS AND, FURTHER, THAT AUSTRALIA'S RESPONSE DOES NOT INCLUDE 'OFF SHORE DETENTION' TO PLACES LIKE NAURU, CHRISTMAS ISLAND, PNG AND CAMBODIA.

CARRIED

3.

Moved: Samantha Broughton Barwon Health Aged Psychiatry Service

Seconded: Jacqueline Kriz Barwon Health Aged Psychiatry Service

THAT THIS CONFERENCE REQUEST ANMF (VIC BRANCH) TO CONTINUE TO CAMPAIGN AGAINST THE SAVAGE FUNDING CUTS TO THE HEALTH SECTOR AND PUBLISH THE FINANCIAL IMPACT THAT THESE ONGOING CUTS WILL HAVE ON OUR PUBLIC SECTOR FACILITIES SO THAT IT REMAINS HIGH ON THE PUBLIC AGENDA AND, FURTHER, THAT THIS RESOLUTION BE SENT TO THE NATIONAL ANMF FOR INCLUSION IN THE 2017 BIENNIAL NATIONAL DELEGATES CONFERENCE AGENDA.

Samantha Broughton spoke to the motion.

CARRIED

4.

Moved: Jacqueline Kriz Barwon Health Aged Psychiatry Service

Seconded: Zeta Henderson University Hospital Geelong

THAT THIS CONFERENCE CALL ON ANMF (VIC BRANCH) TO CONTINUE TO CAMPAIGN ABOUT THE ADVERSE HEALTH IMPACTS OF CLIMATE CHANGE AND THE NEED TO TRANSITION TO ZERO EMISSIONS ENERGY SOURCES AS SOON AS 2018 TO AVOID DANGEROUS AND IRREVERSIBLE IMPACT ON THE ENVIRONMENT AND HEALTH AND TO MEET AUSTRALIA'S PARIS COMMITMENT TO LIMIT GLOBAL WARMING TO 1.5 DEGREES OR WELL BELOW 2 DEGREES AND, FURTHER, THAT THIS RESOLUTION BE SENT TO THE ANMF FEDERAL OFFICE FOR INCLUSION IN THE 2017 BIENNIAL NATIONAL DELEGATES CONFERENCE AGENDA.

Jacqueline Kriz spoke to the motion.

CARRIED

5.

Moved: Erik Meurs Forensicare – MRC

Seconded: Bryan Tyrrell Forensicare – MRC

THAT THIS CONFERENCE REQUEST THAT ANMF (VIC BRANCH) ADVOCATE AND LOBBY THE VICTORIAN GOVERNMENT AGAINST (FURTHER) PRIVATISATION OF OUR PRISONS AND MAINTAINING A PUBLICLY RUN PRISON SYSTEM.

Erik Meurs spoke to the motion.

Brian Tyrrell spoke to the motion.

CARRIED

6.

Moved: Donna Coombes Albury Wodonga Health

Seconded: Lynda Brown Albury Wodonga Health

“That this conference request that ANMF (Vic Branch) investigate using video conferencing that would allow for members to easily participate in statewide meetings.”

Donna Coombes spoke to the motion.

The Secretary spoke to the motion.

LOST

7.

Moved: Christine Burns Bass Coast Health

Seconded: Leesa Dobson Bass Coast Health

THAT THIS CONFERENCE REQUEST THAT ANMF (VIC BRANCH) ASSIST WITH A REVIEW OF THE SECURITY NEEDS OF REGIONAL HOSPITALS, PARTICULARLY GIVEN THE GEOGRAPHICAL DIFFICULTIES IN GAINING A TIMELY RESPONSE FROM VICTORIA POLICE.

Christine Burns spoke to the motion.

Leesa Dobson spoke to the motion.

CARRIED

8.

Moved: Min Hopkins Bass Coast Health

Seconded: Christine Burns Bass Coast Health

THAT THIS CONFERENCE REQUEST THAT ANMF (VIC BRANCH) FURTHER CLARIFY IN THE SAFE PATIENT CARE ACT 2015, THE DEFINITION OF WARD/UNIT.

Min Hopkins spoke to the motion.

Assistant Secretary Paul Gilbert spoke to the motion.

CARRIED

9.

Moved: Lisa Auchettl Moreland City Council

Seconded: Annie Lupton Moreland City Council

THAT THIS CONFERENCE REQUEST THAT ANMF (VIC BRANCH) CONTINUE TO ACTIVELY LOBBY GOVERNMENTS TO INCREASE FUNDING IN ORDER TO PROVIDE THE NECESSARY ENHANCED SERVICE TO MCHN CLIENTS.

Lisa Auchettl spoke to the motion.

CARRIED

10.

Moved: Min Hopkins Bass Coast Health

Seconded: Christine Burns Bass Coast Health

THAT THIS CONFERENCE REQUEST THAT THE RATIO IMPROVEMENT WORK BEING CONDUCTED BY ANMF (VIC BRANCH) INCLUDE THE RECLASSIFICATION OF BASS COAST HEALTH TO A LEVEL 3 HOSPITAL AND LEVEL 2B EMERGENCY DEPARTMENT.

Min Hopkins spoke to the motion.

Christine Burn spoke to the motion.

CARRIED

11.

Moved: Erik Meurs Forensicare – MRC
 Seconded: Brian Tyrrell Forensicare – MRC

THAT THIS CONFERENCE REQUEST THAT ANMF (VIC BRANCH) LOBBY THE RELEVANT STATE MINISTER TO PUT ON THE NATIONAL AGENDA THAT ALL STATE AND TERRITORY GOVERNMENTS WORK TOWARDS INTRODUCING A NATIONALLY CONSISTENT CLIENT MANAGEMENT INTERFACE SYSTEM (CMI).

Erik Meurs spoke to the motion.
 Brian Tyrrell spoke to the motion.
 The Secretary raised a number of points of clarification.
 Dave Corstorphan raised a point of clarification.
 Judy Foord spoke to the motion.
 The Secretary spoke to the motion.

CARRIED

12.

Moved: Lisa Auchettl Moreland City Council
 Seconded: Annie Lupton Moreland City Council

THAT THIS CONFERENCE REQUEST THAT ANMF (VIC BRANCH) CONTINUE TO ACTIVELY WORK TOWARDS ENSURING THAT DET/LGA/STATE GOVERNMENT RECOGNISE THERE IS NOT A SHORTAGE OF MCHN WORKFORCE BUT A SHORTAGE OF MCHN FUNDED POSITIONS AND, FURTHER, THAT SCHOLARSHIP AMOUNTS OFFERED BY DET/LGA TO STUDENT MCHNS INCREASE SO AS TO BETTER REFLECT THE REAL COST OF THE MCHN DEGREE/QUALIFICATION.

Lisa Auchettl spoke to the motion.

CARRIED

13.

Moved: Lisa Auchettl Moreland City Council
 Seconded: Annie Lupton Moreland City Council

THAT THIS CONFERENCE REQUEST THAT ANMF (VIC BRANCH) INCLUDE IN FUTURE MCHN EBA LOG OF CLAIMS THE FOLLOWING:

- A) A CLINICAL EDUCATOR AVAILABLE FOR ALL NEW GRADS AND MCHNS
- B) A MORNING TEA BREAK AND AFTERNOON TEA BREAK DURING THE DAY
- C) IMPROVED ADMINISTRATIVE TIME TO BETTER COPE WITH CDIS SOFTWARE
- D) ABILITY TO TRANSFER SICK LEAVE TO LGA FROM PUBLIC AND PRIVATE HOSPITALS
- E) A RELOCATION ALLOWANCE TO ATTRACT MCHN TO RURAL / REGIONAL LOCATIONS
- F) THE REVISED MODERN AWARD ANNUAL LEAVE ENTITLEMENT OF FIVE WEEKS.

Lisa Auchettl spoke to the motion.

CARRIED

14.

Moved: Lisa Auchettl Moreland City Council

Seconded: Annie Lupton Moreland City Council

THAT THIS CONFERENCE REQUEST THAT ANMF (VIC BRANCH) ACTIVELY WORK TOWARDS CHANGING THE CURRENT PRE-EMPLOYMENT MEDICAL EXAMINATIONS REQUIRED AT SOME LOCAL GOVERNMENT AREAS (LGA) TO SOMETHING MORE RELEVANT/APPROPRIATE.

Lisa Auchettl spoke to the motion.

CARRIED

15.

This motion had been withdrawn.

16.

Moved: Lynda Brown Albury Wodonga Health

Seconded: Donna Coombes Albury Wodonga Health

“That this conference request that ANMF (Vic Branch) in the next EBA negotiate a clause which enables a retiring nurse, with unused sick leave, to donate a portion of that sick leave to a ‘pool’ which could be accessed by those with limited sick leave available due to ill health.”

Lynda Brown spoke to the motion.

The Secretary spoke raised a point of clarification.

Isabel Truman spoke to the motion.

It was agreed to amend the motion to read

THAT THIS CONFERENCE REQUEST THAT ANMF (VIC BRANCH) IN THE NEXT EBA NEGOTIATE A CLAUSE WHICH ENABLES NURSES AND MIDWIVES, WITH UNUSED SICK LEAVE, TO VOLUNTARILY DONATE A PORTION OF THAT SICK LEAVE TO A ‘POOL’ WHICH COULD BE ACCESSED BY THOSE WITH LIMITED SICK LEAVE AVAILABLE DUE TO SERIOUS ILL HEALTH.

Kathryn Seamons spoke to the motion.

The Secretary spoke to the motion.

Naomi McDonald spoke to the motion.

Pauline Chandler spoke against the motion.

Michelle Wilkinson spoke for the motion.

Phoebe Brick spoke against the motion.

Lynda Brown exercised her right of reply.

CARRIED

17.

Moved: Mary Natoli cohealth Collingwood

Seconded: Lori-anne Sharp RDNS

THAT THIS CONFERENCE REQUEST THAT ANMF (VIC BRANCH) ACTIVELY PURSUE THE LONG-AWAITED IMPLEMENTATION OF A REVISED CAREER STRUCTURE FOR COMMUNITY HEALTH NURSES.

Mary Natoli spoke to the motion.

CARRIED

DAY 1 – THURSDAY 23 JUNE 2016

COMMUNICATION

Allie Mooney, The People Interpreter

Allie Mooney commenced her address by noting that people were different from each other and, while every person was by nature given a personality, what made them unique was the way they were raised, their adult experiences, beliefs, culture and competency and skill. Delegates would today be provided with a communication tool which Allie Mooney said was transformational and would enable them to get closer to all they had contact with.

Outlining the four different personalities of people – playful, precise, peaceful and powerful, Allie Mooney explained how improvements would occur in people’s business and personal lives when these differences were understood, respected and celebrated. She gave techniques on how different personalities could best relate with each other and spoke of the importance of becoming a predictor of people’s behaviour and a reader of people.

Allie Mooney said that different personalities had different needs and the key was to treat others as they wanted to be treated, adding that smart people knew not to be an extreme person but to modify so that they were more in the centre relating to all four personalities.

FEDERAL REPORT, HANNAH SELLERS JOB REPORT OF THE YEAR AWARD AND HEALTH AND SAFETY REP OF THE YEAR AWARD

Lee Thomas, Secretary, Australian Nursing & Midwifery Federation

Lee Thomas presented the Federal Office report, noting that despite a pledge to the contrary the then Abbott Government had made massive cuts to health with the cuts in public health in Victoria equalling \$17.7 billion. She referred to the double dissolution by the subsequent Turnbull Government whereby Australia was now in an election campaign. Federal Executive had established and run an issues-based election campaign to pressure the parties to re-establish the national health partnerships agreement and put money back into federal health, to restore funding in aged care, to mandate safe staffing levels in the sector and to ensure that Medicare stayed public and continued to provide universal health care for all and to ensure that all workers continued to get penalty rates.

Lee Thomas discussed the ANMF campaign entitled ‘If you don’t care, we can’t care’ and the two ads that had been produced were shown to delegates.

In addition, on the previous Saturday the Federation had conducted a national aged care phone-in and survey and received close to 2,500 respondents, with very significant results; the top two issues had been the removal of funding from the sector and the inadequate staffing levels.

Lee Thomas spoke to a score card she had compiled which set out which healthcare issues were supported by which party in the lead up to the 2 July election. She said that, unlike the United States, Australia was a nation which currently guaranteed healthcare to all, decent

childcare, good education and an environment where old people could live out their lives, and stressed that this should be continued, an important thought for the July 2 election.

HANNAH SELLERS JOB REPRESENTATIVE OF THE YEAR AWARD – 2016

Lee Thomas presented the 2016 Hannah Sellers Job Representative of the Year Award to Christina Morgan from Frankston Hospital, Mary Eddy from Simpkin House, Bendigo and (in absentia) to Damien Hurrell from Bendigo Hospital.

HEALTH AND SAFETY REP OF THE YEAR AWARD – 2016

Lee Thomas noted that the winners of 2016 Health and Safety Representative of the Year Award were Wendy ('Mim') Davis and Sean Pearce of Simpkin House, Bendigo, which were accepted by Mary Eddy on their behalf.

FIRST STATE SUPER

Melissa Bodycoat, Manager – Strategic Partnerships, First State Super

Melissa Bodycoat addressed delegates on the work of First State Super and spoke of the importance of financial security, even before reaching retirement. She explained that superannuation was not covered in someone's will and the decision for its disbursement would be made by the superannuation fund in the absence of a completed binding death benefit nomination form and stressed the importance of filling this out. She also discussed the life insurance component offered by superannuation funds.

Turning to the issue of consolidation of superannuation funds, Melissa Bodycoat said that First State Super had now simplified this process, and it now could be done on line. As well as the possibility of adding money to the superannuation fund, it obviated the paying of unnecessary fees to a fund that a member may not have been aware of.

MATILDAS' PAY PARITY

Melissa Barbieri, Matildas Captain during their pay dispute with Football Federation Australia

Melissa Barbieri, former captain of the Matildas, Australian's national women's soccer team, addressed delegates on the Matildas' pay dispute with Football Federation Australia. She outlined the sacrifices that she and her team mates had had to make in order to play soccer at that level, noting that their conditions and match fees were significantly less than their male counterparts.

In June 2015 the Matildas' contracts with Football Federation Australia expired and, with negotiations having stalled and the players not having been paid for two months, the Matildas took the decision to withdraw from a tour to the USA. This was an extremely difficult time for the Matildas and their union, the Professional Footballers Association, but Melissa Barbieri said that the team and union stood strong and two weeks post-strike they received an increased in their earnings, their match fees and an agreed workload with 12 month contracts.

Melissa Barbieri, who retired in September 2015, referred to the improved workplace conditions and the yearly increase in payments, and said the game had flourished, had more participants than netball and had qualified for the upcoming Olympics in Rio. However, there was more to do; pay parity, even fair pay, had not been reached but the foundations had been set.

Melissa Barbieri said that the improved conditions and payments meant that the financial burdens on the Matildas were not so heavy. She said that Australia remained behind some countries in how it treated its female athletes but a light had been shone on the plight of women in sport and gender equity. Melissa Barbieri said there remained a lack of media coverage and a lack of commercial support and called on everyone in the room to support women in sport.

GUEST SPEAKER

Tim Costello, CEO, World Vision Australia

Tim Costello commenced his address by recounting events around the birth of his first child in Switzerland, recalling with appreciation the important role that the midwives had played. Noting that in over 65 countries where World Vision was involved health professionals were very thin on the ground, Tim Costello explained in poor communities nurses and midwives were not just service providers, they were educators, agents of change and advocates. Behavioural change when it came to things like hygiene, safer pregnancy, attitudinal changes in other cultures where women were not empowered and where there could be a social stigma attached to so many health conditions, saw so many midwives as brave, counter-cultural agents of change.

Continuing, Tim Costello spoke of the inequality of health services in life at its start and spoke of the work of a number of people who had made a difference in Third World countries.

Turning to Australia, Tim Costello said the country had come a long way to genuine universal health care, with more attention to prevention, with more attention to a holistic model of wellbeing, but had a long way to go when compared with New Zealand who allowed women to choose a midwife, GP or obstetrician to be their primary maternity carer, defining childbirth as a life process rather than a medical event. He referred to a joint study by Latrobe University and Royal Women's Hospital at the end of 2015 which found that women who were cared for by the same midwife throughout their pregnancy were less likely to need intervention during birth and less likely to report a traumatic birth. Tim Costello said that the World Health Organisation recognised midwives as the most appropriate and cost effective health professional to manage a normal pregnancy and birth.

Believing that the high level of health care in Australia was one of the blessings that Australian often took for granted, Tim Costello said that nurses and midwives should have even greater professional recognition from the Australian community as their training had equipped them to do much more than what they were often allowed to do. In this era of pressure of health budgets Tim Costello hoped that the influence and voice of nurses and midwives would be extend into the arena of public policy.

There were a number of questions from the delegates.

SHE MATTERS

Andie Patchett, St Kilda Gatehouse

Andie Patchett explained that Gatehouse, a not for profit organisation, operated two centres: a drop in centre in St Kilda for women who were street sex workers, and a young women's centre in Dandenong for girls and young women affected by commercial sexual exploitation.

Andie Patchett spoke of the work of St Kilda Gatehouse and how valuable it was to the women who used it. One of its strengths was that it created a safe community, social inclusion and fed back to the women their value as they often did not believe they mattered. An equally large part of Gatehouse's work was to educate the broader community about the value of the women and the need to include them in society, Andie Patchett noting that they had once been little girls who were not protected by society. Seeking their experiences of nurses, Andie Patchett said she had been told about the respect, understanding, care, tenderness and dignity extended to them when they were most in need.

Following the address, there was a bucket collection, which raised \$3,590.50.

STATE ADDRESS

The Hon Jill Hennessy MP, Minister for Health, Minister for Ambulance Services

The Minister referred to her address at the 2015 conference when she had detailed issues on which her government and the ANMF were working and proceeded to reflect upon what had been achieved in the last year. She said there were significant and substantial achievements in relation to improving the health and safety of the workforce as well as patient outcomes. As the Minister for Health she was equally committed to ANMF's values that the workforce be valued, recognised and rewarded noting that any success of the health system was fundamentally dependent on the workforce.

The Minister gave an update about the government's commitment to legislate nurse to patient ratios noting that in October last year the Safe Patient Care bill was passed, a very significant achievement. She referred to the 15 years this had taken and acknowledged the role of Lisa Fitzpatrick who had been fierce, firm and focused in making sure that the government delivered on its promise to nurses and midwives that it would legislate nurse to patient ratios. The Minister noted that there was still more work to do on this important reform, adding that before the 2014 election the government had committed to, after it had established nurse to patient ratios, looking at a process as to how it could improve and expand them; she confirmed that the government had established an expert committee to do that. It would consult with the ANMF, take public submissions and work with other representatives of the healthcare workforce.

Turning to the recent enterprise bargaining outcome, the Minister said she was incredibly proud that the agreement delivered wage justice for Victorian nurses, bringing their wage rates into line with New South Wales nurses by 2019. She added that for too long Victorian nurses had given up their ability to get significant wage rates because they put the interests of patient safety and nurse to patient ratios before the interest of their own back pocket.

In addition to the wage rates the Minister said that in addition to the wage rates, the EBA contained a number of important things including around occupational health and safety

outcomes, quality and safety, delivering and improving in some rural and regional hospitals the 8/8/10 roster.

The Minister noted that the mental health EBA had not been concluded as yet and she had been assured by her colleague Minister Foley that matters were progressing reasonably well. She also referred to community health nurses and some other standalone facilities and said that work was being done on legal and technical issues to try and encourage their employers to be part of the EBA.

The Minister said that she would be directing health services to make a critical policy change to ensure that women taking paid maternity leave would be paid superannuation.

Turning to occupational health and safety and violence and aggression in the workplace, the Minister said that the previous week she, alongside ANMF representatives, had launched the Occupational Violence Taskforce that set out a series of recommendations about important work that needed to be done to improve the safety and well-being of the nursing and midwifery workforce. She said this was a personal priority of hers and spoke of the importance of doing practical things that enabled health workers to be safe in their workplaces. The Minister said she would also be requiring greater accountability from health services about the way in which they improved their response to the risk of occupational violence and aggression, or endemic bullying in the healthcare sector which she believed was also underreported.

The Minister spoke of how highly she valued the opportunity to work with the ANMF and to learn from the direct voices of nurses and midwives and she listed the government committees and taskforces that included ANMF representatives.

The Minister concluded by acknowledging the commitment of nurses and midwives on a day-to-day level and their passion and wonderful work, and spoke of her personal satisfaction in what was being achieved.

Questions from the floor were invited.

Mary Natoli from cohealth said that she was the voice of the 60 community health nurses in the inner north and west of Melbourne and expressed thanks to the Minister for her recognition of community health nurses and their role and acknowledge her support for their position and said that they eagerly awaited the outcome.

Carole Ricketts from Rural North West Warracknabeal expressed appreciation for the 8/8/10 roster noting that it would make a big difference to their working and personal lives.

Lori-anne Sharp from RDNS Homeless Persons Program said that RDNS was currently under negotiation for a new EBA and in the last 12 months RDNS had undergone significant organisational change with the reduction of 14 centres to 4 regional hubs and amalgamation with RSL Care. To ensure that the state of Victoria received a quality district nursing that allowed people to stay in their homes longer, prevent hospital admissions and generally provide skilled holistic care, they were seeking parity with the public sector of which they had been a part of prior to 2007. Lori-anne Sharp said that the RDNS offer of a one-year agreement with a loss of CPD allowance and wage increase of less than 1.5% would not suffice. She asked the Minister if she could intervene to ensure that district nurses in this state received the remuneration and conditions they deserved.

In response the Minister said although the government had no legal or formal role, she would be happy to go back and talk to her department about what it could do to assist and to encourage, noting that there was a strong public interest in having an effective district nursing service that could retain staff as well.

MOTION FROM THE FLOOR

Moved: Heather Selkrig John Fawkner Hospital
 Seconded: Lori-anne Sharp RDNS Homeless Persons Program
 THAT A VOTE OF THANKS BE EXTENDED TO MINISTER HENNESSY FOR HER WONDERFUL WORK AS HEALTH MINISTER.

Heather Selkrig spoke to the motion.

CARRIED UNANIMOUSLY

DISSECTING THE 2016 EBA

Paul Gilbert, Assistant Secretary, Australian & Nursing Federation (Vic Branch)

Paul Gilbert went through each of the major changes achieved in the 2016 bargaining round, explaining in detail what each of these meant, and how they should be implemented in the workplace.

ORIGINS AND AMBITIONS OF ISLAMIC STATE

Professor Damien Kingsbury, Personal Chair and Professor of International Politics

Professor Kingsbury, referring to the troubled situation in the Middle East, explained that radical Islam had come from an ideology known as Salafism, an ultra conservative, austere, fundamentalist and puritanical religious movement that was founded in Saudi Arabia. This was really developed in the early to mid-20th century leading to the political military movement the Muslim Brotherhood. A key tenet of this ideology was that there were no innocents and all good Muslims must follow the faith or they were the enemy. This was developed further as an ideology in Afghanistan as a consequence of the Soviet invasion and manifested as Al-Qaeda.

Since 1999 there had been the development of an Al-Qaeda affiliate in Iraq, which did not get much traction until after the US invasion of Iraq in 2003. It did not cohere, however, until there was an opening up of political divisions between Shi'ite and Sunni Muslims in Iraq. There was also a division within Al-Qaeda in Iraq between those that thought there should be a global strategy, which was Al-Qaeda's position, and the view that was being increasingly taken in Iraq that it was necessary to win the local war first and look at expanding later. This led to the splitting of Al-Qaeda into two organisations – one which remained as Al-Qaeda, in a substantially weakened form and other which became Islamic State.

Professor Kingsbury discussed the actions of the United States with respect to Iraq and Afghanistan and the growth of Islamic State. He explained that a number of people who join Islamic State come from countries around the world, e.g. Tunisia, Saudi Arabia, Russia, Turkey, France, Belgium, Morocco, Lebanon, Germany, the UK and even from Australia although the precise number of these was not known. Islamic State had taken real risks in its

occupation of territory but the risks had proved successful and the world was starting to see an international response, but specifically oriented and targeted by individual countries.

With respect to the future of Islamic State, Professor Kingsbury said its biggest problem was not the campaign against it via air force attacks by the US or Russia, or the consolidation of Syrian and Iraqi armies on the ground, but a split within Islamic State between those who had joined because they were alienated after the US invasion of Iraq and those who joined it purely for religious reasons. This represented the greatest opportunity for division and ultimately the defeat of Islamic State. If it was to be destroyed over the next couple of years, it was likely that while the structure of Islamic State would disappear the ideology would continue. Professor Kingsbury believed that the best-case scenario was that conflict and instability in that part of the world would continue for perhaps 20-30 years from now and if things did not go well and there was a failure of the states consolidate and start treating their Sunni populations with a degree of dignity and equality then the conflict was ultimately indefinite.

A number of questions were asked from the floor.

BANKVIC

Rani Macaulay, Member Relationship Manager, BankVic

Rani Macaulay spoke about the work, activities and products of BankVic, noting that it had 100,000 active members and was the fourth largest mutual bank in Australia. BankVic was fully government backed and regulated and had over \$1.5 million in assets, and was not for profit, operating for the benefit of its members, not shareholders, with profits returned to its members via products and services.

As part of its investment in the health sector BankVic would be opening a branch at the Alfred hospital shortly, also Northern Health in Epping and Western Health in Sunshine. BankVic also provided support to the community and in the last twelve months had contributed over \$200,000 to the health sector.

THE HUMAN SIDE OF SAFETY

Alan Newey, Director, Chat Safety

Alan Newey described to delegates a workplace accident in which he had been involved in 1999 when he lost his dominant right arm in a conveyor belt accident. He noted that \$800 had been considered too expensive to spend on a guard which could have prevented his injury, adding that his total safety training had lasted less than two minutes and he, in turn, passed on the same training to the next person. The company as a result of the accident had had to spend \$250,000 on fully guarding the belt.

Alan Newey spoke about the painful and lengthy recovery and rehabilitation process and the effect that his accident had on his family.

Referring to some statistics, Alan Newey said that 860,000 people per day got injured at work, with 2.3 million having been killed at work internationally the previous year with 15,000

unreported near misses, stressing that if people did not report incidents, they could not be fixed.

Communication (management and shop floor) was vital and could prevent workplace accidents. Alan Newey conclude his address by urging delegates to speak up if they saw something that was not right and encourage others to do so and to work together.

GUEST SPEAKER

The final presentation of the day was from Denise Scott.

The Chairperson declared the conference adjourned at 4.58pm.

DAY 2 – FRIDAY 24 JUNE 2016

The Chairperson opened Day 2 of the conference at 8.45am and acknowledged the traditional owners of the land on which the conference was being held and paid respect to their elders past and present.

SAFE PATIENT CARE ACT

Assistant Secretary Paul Gilbert

With ratios now contained the Safe Patient Care Act, Paul went through the processes for dealing with potential breaches of ratios, and the obligations on the employer to maintain the status quo provided the proper dispute settling processes are complied with by ANMF.

Following the presentation there were a number of questions from delegates.

DYING WITH DIGNITY

Andrew Denton

Andrew Denton commenced his address by recounting the pain of his father in the final days of his life and the profoundly shocking experience of watching him die. The similar experiences of many other people shared with him over the nineteen years since his father's death had led him to seek an answer to the question 'surely we can do better than this'. He spent hundreds of hours talking with nurses, doctors, politicians, lawyers, academics, priests, surgeon, palliative care specialists and activists on the both sides of the debate – in Australia and overseas. Above all, he had spent time with those who had embodied the need for a change in the law - the dying and their families. He had turned all of this into the podcast series 'Better Off Dead', freely available online, his contribution towards informing and inflaming the debate about assisted dying in Australia.

The starting point of his enquiry was an anti-euthanasia convention in Adelaide featuring speakers from around the world where he heard in detail what was happening in places such as Oregon, Netherlands and Belgium which had laws and regulatory systems in place to support assisted dying, the speakers warning that safeguards did not work and the elderly and vulnerable were threatened.

Andrew Denton then travelled overseas to explore these issues and what he found was almost the exact opposite – long-running and robust systems based on years of open research and debate, with multiple safeguards and overwhelming acknowledgement that they did work from across the spectrum – the public, medical bodies and political parties of every hue.

Andrew Denton said that it still amazed him that we lived in a society where it was legally and ethically acceptable for a dying patient to choose a slow psychologically painful death by dehydration and starvation but legally and ethically unacceptable for that same dying patient to choose a death that was quick and painless. He had put this question to several doctors, who had replied that euthanasia was not part of quality care – in stark contest to what he had found overseas.

Referring to the recent report handed down by the Victorian inquiry into end of life choices, Andrew Denton said that in its conclusion the committee rejected maintaining the status quo as an inadequate head in the sand approach to policy making and the plight of Victorians discussed in their report. It recommended a law for assisted dying that would allow people to seek assistance to die. The committee also found strongly in favour of increased resources and funding for and education about palliative care and in doing so made it abundantly clear that assisted dying and palliative care were both important points on the spectrum of end of life care in general. This report, Andrew Denton said, was the best chance for this law to be written in Australia

Andrew Denton referred to the ANMF's position statement, also the nurses' code of ethics and the NMBA professional standards for nurses. He said that an assisted dying law would not only offer choice and dignity to their patients but offer protection to nurses and clear guidelines as they negotiated good palliation with doctors, adding that the core of these laws were that they were voluntary for nurses and doctors and for patients.

Andrew Denton said that, if nurses were in favour of this, now was the time for them to be heard and help their politicians to understand that forcing a dying patient to suffer at the end of their illness against their will was the very definition of doing harm.

There were several questions from the floor.

Delegates were invited to sign up to participate in the ANMF (Vic Branch) 'Nurses for a good death' group.

ANMF DOCUMENTARY

The Secretary welcomed Belinda Philp (Morieson), the previous Branch Secretary of ANMF, noting that under her leadership in 2000 members of ANMF (Vic Branch) achieved nurse/midwife patient ratios for the first time, adding that it was important that nurses and midwives today understood what had taken place in the fifteen years leading up to that time, to achieve this.

Belinda Philp spoke of the importance of nurses and midwives being able to control their workloads and commended and congratulated nurses and midwives for the stand they had taken over the years to improve and maintain ratios of nurses and midwives and in the magnificent success of having them legislated.

Delegates then viewed the documentary entitled 'Battle: The Road to Ratios Legislation'.

HESTA

Helena Higginbottom, Client Services Manager, HESTA

Helena Higginbottom spoke about the achievements and work of HESTA. She noted that HESTA had over 800,000 members and managed \$33 billion on their behalf – their retirement savings. The average HESTA member was skilled, vocationally driven, reliable, 43 years old, educated and would have around \$42,000 in her super account. She would take time out of the workforce to care for others and as a result would retire with about half the superannuation savings of a man. HESTA had strongly advocated on behalf of its members at

the Senate inquiry into the economic security of women in retirement, wanting to ensure that structural change was made to the super system to make it fairer to women.

Helena Higginbottom urged delegates to take ownership of their superannuation and to be knowledgeable about the insurance options available to them and the level of cover that would best suit their needs. It was also important to ensure that beneficiaries were updated.

DESTIGMATISING MENTAL ILLNESS

Craig Hamilton

The Chairperson introduced Australia radio broadcaster Craig Hamilton who, following a psychotic episode in 2000, was diagnosed with bipolar disorder. Prior to this he knew very little about depression, bipolar disorder or how debilitating mental illness could be. Noting that it was the most confronting and challenging experience of his life, he proceeded to address delegates on the importance of destigmatising mental illness.

Craig Hamilton gave an account of his public breakdown and its subsequent impact which led to his decision to share his story to encourage open and honest conversations in the community about mental illness.

NO BUSINESS IN ABUSE

Shen Narayanasamy , Executive Director, No Business in Abuse, Human Rights Campaign Director - GetUp

Shen Narayanasamy proceeded to talk about 'No Business in Abuse' or taking on business in detention. She discussed the movement which had arisen in response to the involvement of business in detention and the impact that such a movement can have.

There were two detention centres, located in PNG and Nauru, where people were kept on average for three years without charge, trial, access to justice or adequate health care. Noting that these centres were managed by corporations that were paid by the Australian Government, e.g. Transfield and Wilson Security at an average rate of \$1.4million a day, Shen Narayanasamy described the movement which arose against corporations involved in, or investing in companies that were involved in detention.

Shen Narayanasamy described the impact of the campaign where, at the end of 2015 there was so much public approbation against Transfield that it rebranded to Broad Spectrum. What then started was 85 little campaigns across the country led by ordinary people in hospitals, schools, universities and local councils. Ultimately the company owning and operating the detention centres announced that it would walk away from February 2017. It currently appeared as though no company was tendering for this contract.

There were several questions from delegates.

MOTION FROM THE FLOOR

Moved: Andrew Morgan Eastern Health – Mental Health

Seconded: Darryl Reynolds Northern Health

THAT THIS CONFERENCE, NOTING THE PRESENTATION BY SHEN NARAYANASAMY, EXECUTIVE DIRECTOR, NO BUSINESS IN ABUSE, REQUEST THAT ANMF (VIC BRANCH) RAISE WITH THE HEALTH MINISTER THEIR CONCERNS ABOUT PUBLIC HEALTH FACILITIES CONTRACTING OUT SERVICES TO PRIVATE COMPANIES WHO ALSO BENEFIT FROM OFF SHORE DETENTION CONTRACTS AND, FURTHER, THAT ANMF (VIC BRANCH) WRITE TO ALL RELEVANT HEALTH FACILITIES WHERE KNOWN CONTRACTS ARE HELD WITH SUCH COMPANIES E.G. WILSON SECURITY, ADVISING OF ANMF MEMBERS' CONCERNS.

The Secretary spoke to the motion.

Andrew Morgan spoke to the motion.

Bill Guest spoke against the motion.

CARRIED

A NEW WORKSAFE

Clare Amies, CEO, WorkSafe

Clare Amies proceeded to discuss occupational health and safety, specifically with respect to Victoria healthcare workplaces across the state, and how safety could be improved, with a focus on prevention. Noting that a lot of WorkSafe's focus had been to realise that the largest employer was the healthcare sector with more than 300,000 workers across approximately 21,000 workplaces, with a substantial increase in employment continued to be projected across the next 15 years. There was a continual rise in employment, driven in particular by the aging population and changes in delivery modes to in home healthcare and WorkSafe's response to this needed to be carefully managed to ensure that the risks to the health sector did not increase.

Referring to the three reports VAGO had released between 2013 and 2016 regarding health and safety risk in public hospitals, occupational violence against healthcare workers and bullying and harassment in the healthcare sector, Clare Amies noted that they had all led to the conclusion that occupational health and safety in healthcare workplaces was not a priority and there was also little or no understanding of sector-wide health and safety risks and emerging trends. There were also findings around the under-reporting of occupational violence and bullying across healthcare. WorkSafe had welcomed these reports and was working closely with DHHS and the ANMF to implement agreed actions and outcomes recommended in these reports.

Clare Amies noted that the psychological health of workers was also a significant focus for WorkSafe, which was committed to continuing to support employers and workers through these challenges. WorkSafe needed to be more visible and instill confidence that matters would be followed up. She went on to discuss many areas of improvement that WorkSafe were undertaking including strengthening its enforcement function, better stakeholder engagement and an improved website.

Referring to the importance of health and safety reps. Clare Amies said that WorkSafe was continuing to support them with a renewed focus on their needs across the state.

SENATE INQUIRY INTO WOMEN'S ECONOMIC SECURITY IN RETIREMENT

Senator Jenny McAllister, Senator for New South Wales

Senator McAllister spoke about the findings of the recent Senate inquiry into the economic security of women and the key themes of the inquiry, noting that the starting point for initiating the enquiry was the glaring difference in the superannuation balances of men and women. Women had super balances at retirement on average of around half men's and one-third of women had no super. These issues were fundamentally about dignity and quality of life for women as they work and as they age.

Women's super balances were not in themselves the problem but the symptom of the problem; women's retirement outcomes were an outcome of their working lives. Senator McAllister referred to the enormous changes that relate to the women at work, with women's participation in the workforce having risen by almost 40% in the last 35 years. As a consequence, there had been enormous economic growth and women experience significantly greater economic independence. Despite this, on the policy level there was often a conflicted approach to women's work: sometimes it was framed as an opportunity for women but in the public debate it was often framed as a burden – a problem foisted on families that they had to have two people working.

On the one hand Australia had committed to lifting female workforce participation but on the other hand some politicians were trying to implement policy decisions that made it more difficult for women to work, e.g. paid parental leave. The failure to resolve these conflicts had real implications for women's economic security.

Senator McAllister referred to a 2009 enquiry into pay equity and workforce participation which found that the Australian workforce was highly segmented from a gender perspective, that women were concentrated in in secure employment, their work was likely to be interrupted by breaks in paid employment and they had not fared as well as men in enterprise bargaining or in individual contracts. Thus, at the end of their work life women found themselves with less savings, less super and less housing security.

Senator McAllister said that the aged pension was absolutely critical for women and stressed that any attempts to wind it back, limit its scope or range, or reduce the amount should be strenuously resisted. She said it was also necessary to think about the broader social safety net and the relationship between health and aged care and stressed the importance of a properly funded health and aged care system. The inquiry had also found lack of housing ownership was also an important issue, particularly for older, single women. Senator McAllister discussed the recommendations made in the report and spoke of the importance of focusing on these.

The biggest part of the problem was the gender pay gap, Senator McAllister noting that the last Labor government had done significant work on this, but there was still work to do.

RIPPLES AND WAVES

Rabia Siddique, 2016 Australian of the Year finalist, criminal and human rights lawyer, retired British Army Officer, former terrorism and war crimes prosecutor

Rabia Siddique gave an account of her life from when she and her family arrived in Australia in the mid-1970s, describing the challenges that an Indian Muslim family faced at that time and an incident which left her feeling powerless and voiceless led to her belief that she could help others and make a difference. Rabia Siddique recounted her experiences as an officer in the British Army including a hostage situation in Iraq and its aftermath and her subsequent successful claim against the British Ministry for discrimination. She noted that while she got her justice the win was not in the success the case gave her but the win and the wisdom and learning was what happened in the days that followed when she received feedback from around the world from people inspired to now seek justice for themselves.

Rabia Siddique spoke of the power of the one – that power that all individuals had to create ripples of change – and added that when ripples came together they created waves. Her case led to a change in the debate about the role of women in the military and an investigation was conducted which changed policies and attitudes towards the way women and ethnic minorities were treated in the armed forces.

In conclusion, Rabia Siddique recounted the words of African American human rights lawyer Bryan Stevenson who had dedicated his whole life to serving people marginalised by poverty, race and disability. He talked about the four actions needed to be taken in order to create lasting change: preparedness to confront reality, the good and the bad; preparedness to change one's narrative (perception of self and the world); preparedness to protect and preserve hope at all costs; and preparedness to do something uncomfortable when it really matters.

CLOSE

The Chairperson thanked delegates for their participation in the conference, the Branch staff for their contribution towards the conference and in particular the Events team for their hard work in making the conference so successful. She also expressed appreciation on behalf of all present to the Secretary and Assistant Secretaries for their vision, commitment and sheer hard work. The Secretary then thanked Maree Burgess for her excellent chairing of the conference.

The conference closed at 4.10pm.