**Parental leave**

**Celene McMullan, Information Officer**

**Know your entitlements**

**What am I entitled to?**

Once you have 12 months continuous service with your employer (which may be in different facilities owned by the same employer or different workplaces in the public sector), you are entitled to 52 weeks of parental leave in connection with the birth or adoption of a child, if you are the primary caregiver.

**Can I access parental leave as a casual employee?**

Yes, if you are an ‘eligible casual employee’, i.e. employed on a regular and systematic basis for a sequence of periods of employment during a period of at least 12 months; and, but for the pregnancy or the decision to adopt, you could demonstrate a reasonable expectation of ongoing employment.

**What if it is my partner who will be the primary caregiver?**

The 52 weeks may be shared, but is available to only one parent at a time. The National Employment Standards (NES) allow up to eight weeks unpaid concurrent leave related to birth or placement of an adopted child. In the public sector, and some private EBAs, the non-primary carer is entitled to take one of those weeks as paid leave, which can be taken at the same time as the primary carer.

**Do I get paid?**

Only if an entitlement to paid parental leave is included in your EBA. In the public sector and some private EBAs you are entitled to 10 weeks paid primary carers’ leave. Some aged care EBAs have provision for some paid primary carers’ leave. You can also use any accrued paid leave entitlements (annual leave and long service leave) as part of your parental leave, provided the total time off does not exceed 52 weeks.

Taxpayer funded paid parental leave provides the minimum federal wage for a period of 18 weeks following the baby’s birth. Eligibility criteria apply. For further information call Family Assist on 136 150.

**What do I have to do to apply for parental leave?**

For maternity leave, you must notify your employer at least ten weeks prior to the anticipated commencement of leave, with your written application accompanied by a letter from your treating doctor or midwife confirming your pregnancy and the expected date of confinement.

**When can I commence parental leave?**

You can work up to your due date, as long as you and your unborn baby are well. An employer can require a medical certificate in the last six weeks of pregnancy stating you are fit to continue to work normal duties.

**Can I work while on parental leave?**

The NES allow ‘keeping in touch days’ which enables you to work for up to 10 days while on unpaid parental leave.

**Can I change the period of leave?**

Yes, but only once, to reduce the period or extend the period of unpaid parental leave, for a further period of up to 12 months, by giving at least four weeks’ notice.

**Returning to work**

You must confirm with your employer your intention to return to work at least four weeks prior to finishing your leave (six weeks in the public sector mental health EBA). If you wish to return to work on reduced shifts, you can make a ‘flexible work request’ in writing. Your employer must consider this formal request and respond in writing. Check the Fair Work website or contact Information Line for more information.

**This advice is general in nature; please consult your EBA or agreement.**

If you require more information please call the members-only ANMF Information Line on 03 9275 9333.
Next generation talk creates buzz
Lisa Fitzpatrick

Members with innovative ideas to improve working conditions or a desire to resolve a workplace issue become ANMF Job Reps and Health and Safety Reps.

They attend ANMF training, network with their colleagues, liaise with their ANMF organiser, help implement enterprise agreements and they learn how to participate in the Annual Delegates Conference resolutions which guide the direction of the union.

This year 524 Job Reps, 59 Health and Safety Reps, and 62 who were both, attended the Annual Delegates Conference. Promisingly 161 participants were experiencing their first ‘Dels Conference’. Another 20 were final year nursing and midwifery students who attended as observers to see how it all works.

Job Reps and Health and Safety Reps have been integral to successful campaigns including reducing back injuries, legislating ratios, raising awareness about violence, protecting parental leave and claiming overtime to name just a few.

The issues facing the next generation of members are changing. So ANMF conducted a two-hour focus group session at the recent Delegates Conference to discuss members’ ideas to improve how we recruit, engage and train Job Reps and Health and Safety Reps in the future. There was an exciting buzz amongst participants who provided innovative and challenging insights to inform ANMF’s work to support the members who choose to take on these important roles. Thank you to the delegates who provided constructive and honest feedback. Read about the Delegates Conference on pages 7 and 8.

Inspired to become a Job Rep or Health and Safety Rep? Visit anmfvic.asn.au/reps

Family violence resource
Over the past year ANMF has secured paid family violence leave in many of our enterprise agreements to enable members to attend multiple medical, legal appointments and court dates. This leave is vital to ensure that nurses, midwives and carers, experiencing a family violence situation, do not exhaust their personal leave or lose their job and financial independence in the process.

ANMF’s lawyers Ryan Carlisle Thomas have developed a new digital resource guide to help members understand how they can leave a domestic violence situation safely and navigate the court system.

Members seeking details about accessing this leave should contact the ANMF Information Line or their organiser. See story on page 7.

Voluntary assisted dying
The panel responsible for providing expert legal advice to the Andrews Government on the practical and clinical implications of voluntary assisted dying laws is close to making its final report. ANMF will keep members informed about any developments as Health Minister Jill Hennessy prepares to draft a bill to put before a conscience vote of the Victorian Parliament later this year.

Penalty rates cut
The irony of politicians receiving a pay rise and a marginal tax rate cut was not lost on up to 700,000 workers who lost their legal right to weekend penalty rates on 1 July. Further cuts are scheduled to take place over the next few years. ANMF supports penalty rates for all workers as appropriate compensation for working unsociable hours. The union’s legal advice suggests the Fair Work Commission’s decision to cut penalty rates for retail, fast food, hospitality and pharmacy workers sets a concerning precedent for our membership. ANMF will advise members of all opportunities to campaign for the reversal of these cuts.

ANMF on the move
ANMF is now the largest state union in the country. In mid-August we say goodbye to our headquarters at 532 and 540 Elizabeth Street and we move to our new building across the road at 535. The four-year, $75 million project will enable ANMF to expand its industrial, professional and education services for its growing membership now at more than 79,000. There will be some inconvenience with limited member service during the move from 11am, Friday 11 August until we re-open at 1pm, Tuesday 15 August, including the ANMF phone lines and website at times not being operational.
**Private aged care EBA talks on track**

Negotiations on private aged care enterprise agreements are proceeding well, with in-principle agreements finalised with large providers including Aged Care Services Australia Group (ACSAG), Blue Cross, Royal Freemasons, Arcare, Mayflower, Uniting Agewell, Bentleywood, Jewish Care and up to 40 stand-alone facilities.

These represent about 25 per cent of approximately 580 private aged care facilities in Victoria.

At the time of going to print, agreements reached with Arcare, BlueCross, ACSAG and Royal Freemasons management were going to ballot, with ANMF recommending members vote ‘yes’.

Despite a challenging bargaining environment, with the Turnbull Government stripping $1.8 billion from the aged care budget over the next four years, ANMF has managed to secure agreements which involve pay increases of around 10 per cent over four-year agreements plus various improvements.

The agreements’ average wage increase of 2.5 per cent per year from 2017-2021 is ahead of current inflation (less than 2 per cent) and national average private sector wage increases of 1.9 per cent.

EBA discussions with Homestyle, Lifeview and TLC are continuing while discussions with Ality and Estia were about to begin at the time of going to print.

**Bupa EBA campaign**

At the time of going to print, ANMF (Vic Branch) was not confident that Bupa Care would offer a similar agreement to those offered by similar private aged care providers – a 10 per cent pay rise over four years, plus catch-up pay increases depending on classification.

Bupa Care management has not sought a meeting with ANMF since Bupa staff rejected an offer of an unacceptable one-year agreement with a 2.3 per cent pay rise in late May.

ANMF will lodge a protected industrial action ballot application with the Fair Work Commission in early August if a respectful offer is not received. See the private aged care campaign page in the ‘Campaigns’ section of our website [anmfvic.asn.au](http://anmfvic.asn.au) for up-to-date information.

The pay of Bupa nurses and carers is in the lowest 10 per cent of all private aged care providers in Victoria. The Bupa Care agreement expired in October last year and staff desperately need a fair wage increase which brings them up to industry standards.

Bupa Care, which operates 26 aged care facilities in Victoria, has not provided final vote figures for the May ballot but revealed that about 60 per cent of staff – approximately 2000 employees – voted. We believe that the offer was decisively defeated.

**Aged care staffing levels too low, Senate committee says**

A Senate committee examining the future of the aged care workforce has recognised that staff to resident ratios in some aged care facilities are too low and risk compromising the quality of care.

The report’s findings are no surprise to members in this sector, and the acknowledgement supports ANMF’s longstanding call for minimum nurse and staffing requirements in aged care. The ANMF’s National Aged Care Staffing Skills Mix Project recommended an average of 4.30 resident care hours per day with a skills mix requirement of registered nurse 30 per cent, enrolled nurse 20 per cent and personal care worker 50 per cent as the evidence-based minimum care requirement and skills mix for safe care (outside specialist aged care like that offered in the Victorian public sector).

The Senate Community Affairs References Committee released its report into the future of the aged care workforce in June.

The committee recommended that the Federal Government examine introducing minimum nursing requirements for all aged care facilities in recognition of the complex, greater needs of residents entering aged care. It also raised concerns about the under-utilisation of nurses within the aged care sector.

ANMF (Vic Branch) Secretary Lisa Fitzpatrick said the Senate committee’s review, together with the ANMF’s National Aged Care Staffing Skills Mix Project, provided the Federal Government with more than enough evidence to support the introduction of minimum staffing requirements.

‘The Senate committee has heard many stories from nurses, carers and the families of aged care residents about the neglect that is occurring in this sector due to inadequate numbers of staff, particularly nursing staff,’ Ms Fitzpatrick said. ‘People in aged care deserve better.’

The committee made 19 recommendations, including that the government consider requiring aged care providers to publish their staff to resident ratios to help people make informed choices about aged care facilities. The ANMF welcomes this recommendation.

ANMF also welcomed the recommendation that a new multi-group taskforce, which includes nurses, develop industry-wide agreed career structures for all aged care occupations.

While the committee recommended establishing minimum standards for training and accreditation for aged care workers, ANMF would argue that these already exist – the problem is the variability in training delivery between registered training organisations and absence of obligations on employers.

ANMF has argued for many years that nationally consistent accreditation standards, continuing professional development requirements and regulation of workplace training for new carers is vital for the aged care sector. We welcome the committee’s recommendation that the government examine consistent workforce and workplace regulation for carers including a national registration scheme and code of conduct for healthcare workers.

ANMF has long argued for the Senate committee’s recommendation that pay differentials between the acute healthcare and aged care sectors be addressed and is well-positioned to contribute to this work.

ANMF supports the committee’s recommendation that the Australian Nursing & Midwifery Accreditation Council take the lead in ensuring that aged care is incorporated as a core component of undergraduate and pre-registration nursing courses.

To download the full *Future of Australia’s aged care sector workforce* report visit goo.gl/8lk7zK
ANMF takes home OHS campaign award

Marcus Clayton, National Practice Group Leader for Slater and Gordon’s Industrial and Employment Law practice (far left) with ANMF (Vic Branch) staff, ANMF (Vic Branch) Assistant Secretary Paul Gilbert (centre) and ACTU Secretary, Sally McManus (far right).

ANMF (Vic Branch) was awarded the most ‘Innovative Work Health and Safety Campaign’ at the Australian Council of Trade Unions NexGen17 conference in Sydney.

The award recognised Victorian nurses’ and midwives’ health and safety campaign to end occupational violence and aggression in Victorian hospitals and public health care facilities, outlined in the 10-point plan to end occupational violence and aggression released in 2014.

The ACTU NexGen17 Awards celebrated innovation, achievement and contribution to building the union movement and worker power.

Accepting the award on behalf of members, Assistant Secretary Paul Gilbert reflected how the campaign had begun in an environment where verbal and physical abuse was accepted as ‘part of the job’ and members felt that

Graduate employment up but room for improvement, review finds

A review of Victorian transition to practice programs for graduate nurses has identified an increase in the number of graduates employed by health services of 13 per cent in five years, with 1832 graduates employed in 2016.

However most health services considered they were operating at near full capacity in relation to employing nursing and midwifery graduates. The Department of Health & Human Services review honoured Victorian Premier Daniel Andrews’s pre-election promise made at the 2014 ANMF (Vic Branch) Annual Delegates Conference. ANMF (Vic Branch) was on the review steering committee and has been asked to contribute to an action plan aimed at increasing graduate employment and improving transition to practice programs.

Barriers to increasing the number of graduates were identified in the Department of Health & Human Services Nursing and Midwifery Graduate Transition to Practice Review Report as:

- The number of positions available to employ staff. The number of graduate placements was expected to increase for health services in growth areas.
- The need to maintain an appropriate skill mix of new, or more junior, staff to more experienced clinicians
- The capability to provide additional support to graduates, especially in areas of high patient turnover or high acuity.

While the review revealed that 92 per cent of graduates enjoyed their program and 90 per cent thought their service ran the program well, 73 percent thought the program could be further improved and only about three quarters of graduates reported being satisfied with their occupation at the end of the program.

Nearly half the health services staff consulted highlighted the need for graduates to be better supported by transition to practice coordinators or education staff.

‘It remains unclear as to whether calls for further support from dedicated coordinators or nurse educators rather than from ward/unit staff as professional peers, was influenced by perceptions of graduates as ‘students’ who may be on ‘placements’, rather than as fully qualified (albeit novice) clinical professionals,’ the report noted.

While 77 per cent of staff felt they provided positive and productive feedback to graduates, fewer graduates agreed with this statement (69 per cent) compared to managers (90 per cent). About 93 per cent of graduates completed their program in 2015, a 14 per increase from 2013. Of the graduates who completed their program in 2015, 77 per cent were retained in full or part time employment, with retention significantly higher in metropolitan health services.

The review found that on average, health services are spending $5000 more per graduate than the $17,000 per graduate they receive in funding support from the Victorian Government.

To address barriers to graduate employment ANMF has so far recommended that data be gathered to assess the number of new nurse and midwife registrations, the number of graduates who obtain employment in a graduate program through Computer Match and outside of Computer Match, and the number of graduates who obtain employment outside of any formal graduate program.

ANMF (Vic Branch) supports the review’s recommendation that collaboration expand between larger and smaller health services as a means to attract nurses to hard-to-recruit locations, provide diversity of graduate experience and support smaller healthcare services to provide graduate programs.

ANMF looks forward to the public release of the review’s supplementary report about graduate program experiences, which is focused on graduates’ perceptions of programs. ANMF is contributing to strategies that support graduates – for example, ensuring graduates feel safe to ask questions and report adverse events.

ANMF is also advocating for graduates’ access to education and training opportunities, such as occupational violence and aggression training.
Our Job Rep and HSR of the Year

Longstanding ANMF member and HSR, Liz Barton, from Peninsula Health, has been awarded the 2017 Hannah Sellers Job Rep of the Year.

Presenting the award at the Annual Delegates Conference, Federal ANMF Secretary Lee Thomas said Ms Barton is passionate about standing up for her colleagues’ rights and ensuring her patients’ needs are met.

Ms Barton, a palliative care nurse, has been instrumental in recruiting new members and encouraging them to take an active interest in ANMF activities, and is a strong advocate for workplace occupational health and safety, Ms Thomas said.

An ANMF member for nearly 40 years, Ms Barton’s commitment to her Job Rep role has seen her rallying outside hospitals, gathering petition signatures, writing letters to politicians and contributing to the ANMF’s recent work improving nurse/midwife: patient ratios.

Ms Barton’s extensive knowledge of enterprise bargaining agreements and workplace processes is highly valued by her colleagues.

Sue Lanyon from Melbourne Endoscopy Group was named winner of the ANMF (Vic Branch) Health and Safety Representative of the Year award.

Presenting the award, Victorian Trades Hall Council Secretary Luke Hilikari said Ms Lanyon submitted and encouraged colleagues to submit many incident reports over a 12-18 month period relating to concerns including inappropriate patient trolleys, manual handling risks, inadequate staffing, and wearing personal protective equipment.

Ms Lanyon worked closely with her ANMF organiser and the ANMF occupational health and safety team to provide relevant documents, photos and minutes of OHS meetings so issues could be escalated and resolution sought.

As a result of the evidence Ms Lanyon provided, the ANMF was able to pursue matters with her employer, with outcomes including new equipment, changes to processes and increased staffing.

Ms Lanyon’s commitment as an HSR included coordinating with other HSRs and Job Reps to meet with management and clinical staff to advocate for change. Together they have achieved safety outcomes such as lowering the admissible patient body mass index (BMI), so staff can safely move patients using the equipment available and initiating trials for safer cannula, resulting in the introduction of a new product.

‘Sue is a great example of what an HSR can achieve, how HSRs and Job Reps can work together and why we need more HSRs in the workplace,’ Mr Hilikari said.

More work ahead to stop violence

The work ahead to make nurses and midwives safe at work was a key priority in Health Minister Jill Hennessy’s video message to the recent Annual Delegates Conference.

Unable to attend the conference in person, Ms Hennessy was still keen to address delegates about the work underway between the ANMF and the Andrews Government to ensure nurses and midwives went home ‘unharmed and uninjured’ after a shift.

She spoke about implementing ANMF’s 10 point plan to end violence, the ongoing review to implement consistent code greys across the system and a recent doubling, to $40 million, of the government’s investment in projects to protect the workforce.

‘And we want to drive a culture where people have confidence in reporting and that they feel if they report something some action will be taken and they won’t just be wasting their time making reports that don’t lead to anything,’ Ms Hennessy said.

New WorkSafe Victoria commercials, launched last month, were to ‘remind the community that our nurses, our midwives, our paramedics are the modern day heroes of our time and it’s important that they’re not treated, not just disrespectfully but in many cases violently and with aggression.’

‘We’ve made a couple of really terrific starts around the investment and setting out the strategy,’ Ms Hennessy said, ‘Now we’ve just got to make sure it’s implemented well and that nurses and midwives right across the state, whether they’re working in a rural environment or in a busy metropolitan hospital, can wake up and feel a confidence that they’re walking into a safe workplace.’

Family violence

Using the different entry points of the health system to assist people experiencing family violence is an important part of the Andrews Government $1.9 billion investment whole of community response to the unacceptable behavior.

Ms Hennessy said the government’s large investments in training the health workforce meant they would be able to better respond to people who might have experienced family violence. She also said an $81 million investment in the maternal and child health nursing service would also be a critical way to help vulnerable families at risk of violence.

‘But we also need to remember that our workforce and our nurses and midwives are not immune from family violence as well and that’s why things like paid family violence leave in the nurses’ and midwives’ public sector enterprise agreement has also been a recent achievement that we’ve done together,’ she told the delegates.

Clinical voices needed

Safer Care Victoria was recently established by the Andrews Government to drive reforms in quality, safety, training and support across the health system aimed at eliminating avoidable harm and strengthening patient care.

Ms Hennessy said clinical networks would be set up to focus on setting standards through evidence and collaboration with the workforce and it was essential the strong clinical voice of nurses and midwives was heard through this process.

She said she wanted to ensure the wisdom and experience of the people working in the frontline and their ideas, concerns and ‘niggles’ were recognised in policy.
The timing of when a person leaves a family violence situation is often not of their own choosing.

ANMF has assisted members who have been thrust into an unfamiliar court system because neighbours have called the police during a violent incident. Police intervention can trigger legal processes beyond the control of those involved.

That’s why ANMF has worked with law firm Ryan Carlisle Thomas to write a new ebook to guide people experiencing family violence through the practical steps to change their situation and keep themselves, their children and their pets safe.

Pathways to change: a family violence strategy and resource guide was officially launched by Ryan Carlisle Thomas lawyers Elizabeth Becker and Danae Lekakis at the recent Annual Delegates Conference.

The ebook was inspired by the lawyers’ experiences helping clients who had difficulty identifying family violence as anything other than physical violence, knowing who to turn to and understanding their legal rights.

‘As lawyers we face the insidiousness of these crimes on a daily basis,’ Ms Becker said. ‘Mary’s story’, a blend of real client experiences (see case study), was used to illustrate how the new guide could help someone safely prepare to leave a family violence situation and deal with unexpected court proceedings.

ANMF (Vic Branch) Assistant Secretary Paul Gilbert worked closely with Ryan Carlisle Thomas on the project and hopes the ebook would be a ‘one-stop resource’ for members.

In “Mary’s” instance someone else called the police and quite rightly the police came,’ Mr Gilbert said, ‘it was clear there had been an assault and right then and there the police served an order stopping the partner from seeing the other person.

‘You can imagine the horror and the fear that would be associated with that and then you end up having to appear in court within the next three days confronting the partner.

‘You don’t know whether you need a lawyer, you don’t know what the hell is going on, you don’t know what that means for your rights with your children, your pets, and you don’t know what it means for the joint bank account your wages are about to get paid into,’ Mr Gilbert said.

ANMF members are encouraged to contact the union for advice and information about family violence leave arrangements at your workplace.

Ryan Carlisle Thomas offers a first appointment free and ANMF members may be able to access flexible payment options.

The ebook ‘Pathways to change: a family violence strategy and resource guide’ is available to download via computer, tablet or smart phone at rctlaw.com.au/resources/pathwaystochange

Practical guide to leaving family violence

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‘Mary’s story’

Mary, aged in her 30s, worked two shifts a week in an aged care facility. She has two young children and had been in a relationship with her partner, Frank, for 10 years.

She went to the Ryan Carlisle Thomas office on a Monday morning after a violent incident over the weekend. She was referred to the law firm by a magistrate’s court support worker. She was confused and distressed.

Police had attended Mary’s home and had taken out a police initiated safety notice on her behalf to protect her and her two children, Amy aged six and Sam aged two. Frank had flown into a rage after Mary had spent all of her weekly shopping allowance in one store. Frank yelled at Mary telling her she was stupid and dumb. He grabbed her by the throat and he pushed her against the kitchen wall. He split her lip and broke her nose and two ribs.

Amy and Sam saw all of this. They were hysterical. Neighbours heard their screams and the police were called. Frank was removed from the house.

Mary was told she must attend court on the following Tuesday morning because they were going to seek an intervention order for her. Mary was concerned about what she would do if they were successful.

Would Frank lose his job? How would she pay the mortgage and bills? Would this make Frank even angrier?

Ryan Carlisle Thomas guided Mary through the immediate and longer-term challenges she was facing. They explained what family violence was and discussed the legal aspects of her situation. Mary was able to identify behavior she’d not previously considered to be family violence. Frank had controlled all financial aspects of her life, she didn’t have access to her own bank account and she relied on Frank to give her money for food and essentials. Frank had been verbally abusing Mary for years. Her self-esteem was eroded. Intimidation and verbal abuse were normal features of their relationship.
When Anna O’Connell set out to research the values and attitudes of early career nurses and midwives, the stinging words of Sir Robert Francis QC, leader of the Mid Staffordshire inquiry, were in the back of her mind.

The inquiry had investigated what went wrong at the UK’s Stafford Hospital where between 400 and 1200 patients died as a result of poor care between January 2005 and March 2009. In 2013 the Report of the Mid Staffordshire NHS Foundation Trust Public Inquiry was released.

The inquiry found ‘many examples of totally unacceptable nursing care, behaviour and attitude’, (although it should be noted that the term ‘nursing care’ also covered care by nursing assistants). There were also profound systemic issues underlying poor care such as understaffing and staff trying to meet unrealistic targets.

Ms O’Connell, a graduate midwife program manager at Monash Health, has been a nurse and midwife since 1983 and has been working with early career nurses and midwives for 12 years. She wanted to shed light on the values and attitudes that early career Victorian nurses and midwives were bringing to their work.

Ms O’Connell’s research is titled ‘In Florence’s footsteps?’ referencing the traditional image of those entering nursing and midwifery as motivated purely by altruism and dedication to the patient.

Ms O’Connell was interested in researching the motivations for today’s nurses and midwives for entering the profession and how their attitudes impacted on patients.

‘Not so much comparing what we think nurses used to be like because I think that would be a little bit naïve to believe all nurses and midwives were like Florence Nightingale and were completely altruistic,’ she said.

‘It was more looking at what are the beliefs and values of nurses and midwives today and are they aligned with the beliefs and values we expect from nurses and midwives, that sense of wanting to put your patients first?’

Ms O’Connell conducted semi-structured interviews with seven nurses and midwives working across Monash Health’s facilities. The interviews covered their rationale for choice of career, how they felt about caring, how they felt about their profession, their perceptions of the challenges of nursing and midwifery and self-care.

“These young women amazed me with their passion and dedication to their job... I just have so much hope for the profession. They have such dedication despite facing such pressures,” Ms O’Connell said.

The nurses and midwives interviewed showed an impressive level of maturity and self-awareness, Ms O’Connell said, especially considering their youth and junior status in their professions.

While their dedication was undeniable, a worrying factor emerging from the interviews was the frustration they expressed about the culture and conditions of the workplace.

‘The most scary thing was how many of them had days where they were really talking about feelings, emotions and responses we would think of as burnout even though they had only been working for a couple of years,’ Ms O’Connell said.

Today’s nurses and midwives are entering increasingly stressful professions, caring for patients with greater acuity and complications arising from diabetes and obesity, Ms O’Connell said.

Health facilities would do well to heed the concerns being expressed by these junior nurses and midwives.

‘They are highly skilled, highly aware, highly dedicated professionals and if we don’t look after them, we’re going to lose them,’ Ms O’Connell said.

Anna O’Connell will deliver a presentation In Florence’s footsteps? Exploring beliefs and values in novice nurses and midwives at the Australian Nurses and Midwives Conference, 21 and 22 September.

Ms O’Connell’s presentation is among sessions being delivered in seven streams by clinicians and academics at the conference.

There will also be nine keynote addresses, including Domestic Violence Victoria CEO Fiona McCormack on what nurses, midwives and carers should know about domestic violence and Richard Weston from the Healing Foundation, an organisation that oversees projects that address the harmful legacy of colonisation on Australia’s Aboriginal and Torres Strait Islander people.

Don’t miss out on the premier conference for your profession. Book now at ANMFVIC.ASN.AU.
New standards for enrolled nurse study programs

The Australian Nursing & Midwifery Accreditation Council has released new accreditation standards for higher education providers offering enrolled nurse study programs.

Changes include a requirement for enrolled nurse students to provide proof of English language proficiency prior to starting a study program, if they would be required by the Nursing and Midwifery Board of Australia to provide a formal English language skills test when applying for registration.

Students of enrolled nursing are also now required to provide evidence of having sufficient literacy and numeracy skills prior to starting a study program.

ANMF staff were members of an expert advisory group for the review process, which began in September 2015.

The review included a forum on the English language skills and numeracy requirements, who can teach and assess in the program and the quality of clinical placements.

Other accreditation changes that education providers are required to demonstrate include:

- the required minimum of 400 hours of workplace experience includes only hours successfully completed by the student.
- staff teaching enrolled nurse practice units are NMBA registered enrolled or registered nurses with at least one qualification standard higher than the program of study being taught
- adequate indemnification of students and staff undertaking activities as part of program requirements
- governance arrangements with health service providers that support the monitoring of students’ learning and teaching while undertaking workplace experience
- the program is delivered within Australia, including workplace experience.

For more details about the changes, including frequently asked questions, visit anmac.org.au

ANMAC will be reviewing the 2012 Registered Nurse Accreditation Standards this year.

The review process was scheduled to begin in July.

Ice seminars for mental health nurses

The Andrews Government has provided funding to ANMF (Vic Branch) to extend our methamphetamine (ice) addiction seminar program to mental health nurses.

Partnering with Turning Point, we are delivering these new seminars throughout Victoria, starting in Melbourne and Bendigo. The seminar is funded by the Victorian Government as an outcome of the Premier’s Ice Action Taskforce.

The mental health seminars explore ice/methamphetamine use in Australia, the science of addiction and effects on brain and behaviour. Participants will develop an understanding of harms associated with methamphetamine use and dependence.

On completion of this seminar nurses will be able to:

- describe the signs, symptoms and behaviours (indicators) associated with different levels of methamphetamine use and identify health risks of emergency presentations including intoxication
- describe withdrawal symptoms
- identify key clinical guidelines for managing aggressive or agitated behaviour
- identify long term effects of use on patients who use methamphetamine
- identify individual and broader beliefs about methamphetamine use and patients who use methamphetamine
- outline barriers and enablers to patients accessing services
- develop a range of questions to elicit the required information to help someone who is intoxicated on methamphetamine.

Attendees can learn more about delivering health services to methamphetamine-affected people and the potential mental health interactions.

This course is relevant for mental health nurses working across the health sector including in the community, mental health, and drug and alcohol services and are designed to complement the standard Frontline Worker Ice Training Package released earlier this year. nceta.androgogic.com.au

You can register online at anmfvic.asn.au or via the ANMF (Vic Branch) Education Centre registration form in the back of On the Record, or call the ANMF (Vic Branch) Education Centre for further information on 9275 9363.

Places in these seminars are limited so you are advised to register early as they fill quickly.

Please email ANMF (Vic Branch) Education centre: education@anmfvic.asn.au if you have any queries about the sessions.

Don’t forget

ANMF (Vic Branch) Education Centre is moving to 535 Elizabeth Street this month.

Friday 11 August
Office closed from 11am
Limited on-call service only

Monday 14 August
Office closed

Tuesday 15 August
Office opens at 1pm
ANMF (Vic Branch) education grants

Each year, ANMF (Vic Branch) offers grants to assist nurses and midwives in further study or professional development.

The $5000 Annual Higher Education and Research Grant is available for Masters and PhD students. The research proposal must be of clinical nursing significance and completed within two years of the application closing date. The proposal must already have been approved by your university’s ethics committee and research supervisor. Applications close 29 September.

The ANMF Elizabeth Hulme Grant for ANMF SIG members supports an ANMF Special Interest Group or member undertaking clinical nursing research or higher education study. Applications close 29 September.

The $4000 ANMF (Vic Branch) Humanitarian Grant was established to assisted overseas nurses who enter Australia as refugees to gain their registration with the Nursing and Midwifery Board of Australia. The award is available each year to applicants who have a nursing qualification, have received or are in the process of obtaining refugee status, undertake a pre-registration or supervised practice program to gain registration and provide confirmation of acceptance in education programs and details of associated costs.

The Irving Buzzard Midwifery Prize acknowledges clinical and theoretical excellence in midwifery. Nominations close on 29 September. The winning candidate will receive the coveted Irving Buzzard Prize badge and $1000.

Applications are now open for the Vi Elliott Occupational Health Nurses Trust Grant, which makes up to $3000 available for nurses in or moving into occupational health nursing, to attend professional development, undertake a course or undertake a research project in this field. Applications close 31 August.

For application forms for all grants visit anmfvic.asn.au/recognition or email Trish O’Hara: tohara@anmfvic.asn.au or phone 9275 9333.

Nurses Memorial Centre scholarships

Applications are now open for five scholarships being offered by the Nurses Memorial Centre for study in 2018. Applications close on 31 August for the Nurses Memorial Centre scholarships which are:

- The Australian Legion of Ex-Servicemen and Women scholarships (up to $10,000 per award)
- The Vivian Bullwinkel Award (up to $5000 per award)
- The Betty Jeffrey Award (up to $5000 per award)
- The Prince Henry’s Affiliates scholarship (up to $3000)
- The Anne Murray Mental Health Scholarship (up to $5000)
- The Indigenous Nurses Scholarship (up to $5000).

The Anne Murray Mental Health Scholarship and the Indigenous Nurses Scholarship are new scholarships. For more information and to apply online visit nmc.org.au

Special Interest Groups

Visit anmfvic.asn.au/interest-groups for all ANMF special interest group news, events and meetings.

Advance Care Planning Nurses
Topic: Members meeting, When: Thursday 14 September, 4pm – 6pm Venue: ANMF at 535 Elizabeth St, Melbourne Inq: Anne Marie Fabri, Secretary 9495 3235 annemarie.fabri@nh.org.au

ANZANAC HIV Nursing
Inq: Milena Pinamonti 0466 280 445 anzanac.vic@gmail.com

CoNSA Vic/Tas
Topic: Annual General Meeting When: Thursday 5 October Venue: ANMF at 535 Elizabeth St, Melbourne Inq: consavt@gmail.com

Day Surgery
Inq: Chris Guidotti chris_guidotti@y7mail.com

Diabetes Nurse Educators
Topic: Members meeting When: Wednesday 25 October, 6pm – 9pm Venue: ANMF at 535 Elizabeth St, Melbourne Inq: Catherine Wallace-Wilkinson 0411 557 631 positivehealth@bigpond.com

Immunisation Nurses
Topic: Members meeting When: Wednesday 20 September, 6.30pm – 10pm Venue: ANMF at 535 Elizabeth St, Melbourne Inq: INSIG administration membership@immunisationnursesvic.org.au

Injured Nurses Support Group
Topic: Members meeting When: Tuesday 15 August, 11am – 12.30pm Venue: Ross House Association 247 Flinders Lane, Melbourne VIC 3000 Inq: Annie Rutter 1300 760 602

Medical Imaging Nurses Association
Topic: National conference When: 14 – 15 October Venue: Grand Hyatt Melbourne Inq: Deborah Shears deborah.shears@i-med.com.au

Orthopaedic Nurses Association
Topic: Plastering workshop When: Wednesday 16 August, 6pm – 8.30pm Venue: To be confirmed Inq: Cheryl Dingey 9345 7027 Meinir Griffiths 9342 8417 onavic@anmfvic.asn.au

Palliative Care Nurses
Topic: Members meeting When: Monday 21 August 6pm – 8.30pm Venue: To be confirmed Inq: Carole de Greenlaw

Pre-Admission Nurses
Topic: Professional day When: Saturday 25 November, 8am – 1pm Venue: ANMF at 535 Elizabeth St, Melbourne Inq: Kate Hussey k.hussey@healthscope.com.au

Safe Patient Handling
Topic: Members forum When: Friday 15 September, 9.30am – 2pm Venue: ANMF at 535 Elizabeth St, Melbourne Inq: Stephen Morley smorley@bendigohealth.org.au

Victorian Association Of Maternal & Child Health Nurses
Topic: Executive meeting When: Wednesday 13 September, 6pm – 9.30pm Venue: ANMF at 535 Elizabeth St, Melbourne Inq: VAMCHN executive vamchn.group@gmail.com

Victorian Association Of Research Nurse
Topic: Professional Development Day When: Friday 20 October, 8.30am – 5pm Venue: ANMF at 535 Elizabeth St, Melbourne Inq: Sean Hosking

Victorian Midwifery Homecare
Topic: Members meeting When: Wednesday 25 October Venue: ANMF at 535 Elizabeth St, Melbourne Inq: Ingrid Ridler iridler@mercy.com.au

Victorian School Nurses
Topic: Members meeting When: Tuesday 24 October, 6.15pm – 9pm Venue: ANMF at 535 Elizabeth St, Melbourne Inq: Gina Harrex 0401 717 352

Victorian Urological Nurses Society
Inq: vunssecretary@gmail.com
Interested in work health and safety?
Consider studying the Certificate IV in Work Health and Safety (BSB41412)
Commencing 19 September 2017

Health and safety are critical to nursing and midwifery practice. ANMF (Vic Branch) health and safety representatives contribute to the workplace safety of their colleagues.

This course will enable participants to gain a broader understanding of health and safety laws and their practical application.

Nurses and midwives with qualifications in work health and safety may have opportunities to work in other fields including industry and regulation.

This course provides participants with an understanding of a preventative approach to work health and safety and helps to build the health and safety knowledge and experience of employees, health and safety reps and health and safety trainers. The structure of the course involves fortnightly or weekly face to face classes, self-directed study and online components.

Register now at goo.gl/qquDuq Enquiries: call 03 9275 9363 or email education@anmfvic.asn.au

*Please note: ANMF (Vic Branch) is working towards applying for approval for Victorian Skills First government funding for the course and should this be approved the cost of the course will be less than $500 for eligible applicants.

OHS courses
Nurses, midwives and personal care workers are exposed to many hazards including manual handling, violence and aggression, bullying and harassment, stress, shiftwork, hazardous substances and infectious diseases.

Health and Safety Reps (HSRs) are the highly dedicated representatives who work to maintain a safe and professional workplace. Become an HSR or upgrade your HSR skills at one of our courses.

Under Section 67 of the Occupational Health and Safety Act 2004, HSRs and Deputy HSRs, after being elected, are entitled to attend a five-day course.

The course must be WorkSafe approved and chosen by the HSR in consultation with their employer. The HSR is entitled to time off work with pay and the costs associated with attendance at the course paid by the employer. Under OHS legislation and guidelines, employers must not obstruct or prevent HSRs from attending an approved course.

For further details about 2017 OHS training and conferences visit anmfvic.asn.au

Job Rep training

Job Rep Introductory Program

All new Job Reps are encouraged to undertake this program which includes an online module followed by a one-day face to face training day to help you understand the role and how you can help your colleagues build a strong ANMF presence, as well as a happier and safer workplace.

Job Reps must complete the online module before registering for the training day.

The online module, which takes about an hour to complete, provides basic information about the Job Rep role, the structure of the Branch, an introduction to the industrial relations system and an overview of the current and historical role of unions.

The one-day face to face training will provide practical skills, further information and a range of Job Rep resources.

We urge any new Job Reps to complete the online module and register for one of our monthly face to face introductory training days.

If you are a more experienced Job Rep but haven’t attended any training for three years or more, we encourage you to undertake this training to refresh your knowledge and skills.

OHS Refresher OHS Training Course (WorkSafe Victoria approved)
October 12, 9am – 5pm, New venue: ANMF (Vic Branch) at 535 Elizabeth Street, Melbourne.
Cost: $250 (payable by employer)
Register: goo.gl/e5Bqsq

This one-day refresher course relates specifically to health and aged care workplaces, with a strong focus on issues and hazards relevant to nursing and midwifery, and is designed to refresh HSRs’ knowledge and understanding of the OHS regulatory framework.

HSR Initial OHS Training Course (WorkSafe Victoria approved)
23, 24 and 25 August, 7 and 8 September 9am – 5pm, New venue: ANMF (Vic Branch) at 535 Elizabeth Street, Melbourne.
Cost: $750 (payable by employer)
Register: goo.gl/GpHT2D

This course relates specifically to health and aged care workplaces, with a strong focus on issues and hazards relevant to nursing and midwifery, and is designed to equip elected HSRs and Deputy HSRs with an understanding of the OHS regulatory framework. It is also designed to provide participants with the skills required to implement effective hazard control strategies in the workplace.

Keeping It Organised Program

This two-day program provides an update on the new public sector EBA, problem solving to address specific workplace issues, building the ANMF profile and presence as well as giving Job Reps valuable dedicated time with their organiser to develop an organising plan to implement in the workplace.

Job Reps must only attend the Keeping It Organised training program that applies to their organiser and geographical area.

23 and 24 August, Latrobe Organisers: Liz McCormack/ Lynne West
12 and 13 September, Melbourne Organisers: John Mills/ Jo Petrini
25 and 26 October, Wangaratta Organiser: Alison Kairns
1 and 2 November, Melbourne Organiser: Gail Were/Judith Milne

For inquiries email jrt@anmfvic.asn.au
Breakdown of the 12 ACFI questions and all ACFI business rules, a comprehensive overview.

Presenter: Margaret Lang
Date: 1 September 2017, 9.30am – 4.30pm

Medication administration for nurses and midwives

Presenter: Jennifer Irwin
Date: 9.30am – 4.30pm

This seminar will focus on the process and procedure for inserting peripheral IV in the adult patient. It includes an overview of relevant anatomy, selection of insertion sites and cannula, insertion techniques, infection control, common problems and corrective action. Identification of appropriate equipment, specific cannulation techniques and participant practice will be conducted utilising manikin simulation.

Member $190, Non-member $240, Job Rep or SIG member $180
(This is not an accredited course)

Foundations of pharmacology and medication administration for registered nurses

Presenter: Kate Potter
Date: 24 August 2017, 9.30am – 4.30pm

This four day course revises your knowledge of medication administration and pharmacology and medication administration. This seminar focuses on advanced skills development for nurses caring for older people who suffer from chronic/persistent pain.

Member $190, Non-member $240, Job Rep or SIG member $180

Two-day Paediatric Advanced Life Support program

Presenter: ACCCN accredited trainers
Date: 12 and 13 September 2017, 9am – 5pm

This practical and theoretical program is directed learning, course code: 4131 program contact and four hours self-study. A total of 16 CPD hours are assigned to this program (based on 12 hours practical level and four hours self-study). A total of 16 CPD hours are assigned to this program. This program provides healthcare professionals training in paediatric basic and advanced life support in a clinical setting. The program content includes an overview of cardiac anatomy and physiology, ECG recording and trace interpretation and defining common arrhythmias – cause, presentation and management.

Job Rep or SIG member $180

Management of chronic/persistent pain in older people

Presenter: Dr Rosalie Hudson
Date: 6 September 2017, 9.30am – 4.30pm

Many older people needing nursing care suffer from one or more serious, chronic illnesses that are characterised by pain. How is this pain assessed and how are appropriate interventions identified, particularly for those with cognitive impairment? This seminar focuses on advanced skills development for nurses caring for older people who suffer from chronic/persistent pain.

Member $190, Non-member $240, Job Rep or SIG member $180

Effective communication for nurses

Presenter: Bonnie Miller
Date: 13 September 2017, 9.30am – 4.30pm

This workshop is designed to support nurses to communicate in a clear, assertive and sensitive way in a multidisciplinary, multicultural and often tense environment where clients, patients and colleagues alike have diverse and varying needs.

Member $190, Non-member $240, Job Rep or SIG member $180

Two-day Paediatric Advanced Life Support program

A total of 16 CPD hours are assigned to this program (based on 12 hours program contact and four hours self-directed learning), course code: 4131 12 and 13 September 2017, 9am – 5pm Presenter ACCCN accredited trainers

Leadership in Nursing Workshop

Presenter: Bonnie Miller and Jim Cummame, Directors
Date: 15 September 2017, 9.30am – 4.30pm

This workshop will include a thorough examination of recording and interpreting ECGs and is suitable for registered nurses. The day includes an overview of cardiac anatomy and physiology, ECG recording and trace interpretation and defining common arrhythmias – cause, presentation and management.

Member $190, Non-member $240, Job Rep or SIG member $180

Register for courses online at anmfvic.asn.au/coursecalendar
Together you will explore fundamentals to leadership success in nursing, including leadership capabilities, behaviours and leadership skills as they sit within the nursing values.

Member $380, non-member $500, Job Rep or SIG member $360

Managing fluid and electrolyte administration and blood transfusion in the acute care setting

CPD: 6 hours, course code: 4073, 21 September 2017, 9.30am – 4.30pm
Presenter Kate Potter
This in-depth seminar discusses the theories and assessments behind various fluid therapies. The focus is on advanced understanding and skill development for nurses managing fluids in the acute patient. The why, what and when of fluid, blood and blood products orders and their clinical effects.

Member $190, Non-member $240, Job Rep or SIG member $180

Contemporary wound management

CPD: 12 hours, course code:3984 20 and 27 September 2017, 9.30am – 4.30pm, Presenters: Julie Baulch and Anne Bryant
This two day interactive course will examine the basic anatomy and physiology of wound healing, the importance of health assessment and wound diagnosis and explore a range of wound management practices, including frameworks for assessment, factors affecting healing, diagnostics and planning care.

Member $380, non-member $500, Job Rep or SIG member $360

October 2017

All Relationship management in the healthcare sector

CPD: 6 hours, course code:3970 5 October, 9.30am – 4.30pm
Presenter Bonnie Miller, Director, The Value Creation Group
This new seminar examines opportunities for nurses to develop collaborative relationships by discussing and understanding relationship and conflict management in the healthcare environment. Whether you would like to understand the underlying causes of conflict, how to negotiate good outcomes, or learn how to best manage common responses to conflict, this seminar will equip you to engage in constructive relationship management.

Member $190, Non-member $240, Job Rep or SIG member $180

The Bottom Line – how chronic constipation and faecal incontinence interact

CPD: 4 hours, course code: 4075, 11 October, 9am – 1pm
Presenter Lisa Wragg, Continence Foundation of Australia, Victorian Branch
Every nurse and midwife has experienced a patient who has suffered from the discomfort and physiological effects of constipation.

It’s estimated that over a million people in the Australian community suffer with constipation and, if left untreated, constipation can lead to faecal impaction and/or faecal incontinence. This workshop will cover the pathophysiology of the bowel and case studies will explore current management strategies used to resolve faecal impaction, manage faecal incontinence and develop bowel regimes to prevent ongoing constipation.

Member $115, Non-member $200, Job Rep or SIG member $105

The principles of documentation in the current nursing environment

CPD: 6 hours, course code: 5529 16 October 2017, 9.30am – 4.30pm
Presenter Allyson Odgers
Designed to assist nurses to revisit the principles of documenting care and other activities in an objective and concise manner within the context of a diverse range of readers, this course covers the importance of transparency, clarity and positive patient/client/family and health care outcomes in an increasingly litigious health care environment.

Member $190, Non-member $240, Job Rep or SIG member $180

Recognising and responding to clinical deterioration

CPD: 6 hours, course code: 4004 17 October 2017, 9.00am – 4.30pm
Presenter Simon Plapp
This new workshop explores the important aspects of early recognition and management of deterioration in patients in acute care. Important to NSQHS Standard 9: Recognising and responding to clinical deterioration in acute health care, this workshop provides an important perspective on patient assessment. Through case studies the course focuses on:

- Who is at risk?
- The signs and symptoms that should “worry” you?
- How to manage care in a timely and effective manner?

Member $190, Non-member $240, Job Rep or SIG member $180

Can’t find the course you’re looking for? Phone the Education Centre on 03 9275 9363 or email education@anmfvic.asn.au

Register for courses online at anmfvic.asn.au/coursecalendar
**The importance of documenting nursing care within the aged care environment**

CPD: 3 hours, course code: 3990
20 October 2017, 9.30am – 4.30pm
Presenter Margaret Lang

This seminar highlights the importance of an understanding of the significance of accurate documentation in aged care. Identifying the when, why and what of documentation with regards to client care, funding and legal issues. The seminar will include a discussion on the ACFI and Aged Care Accreditation Standards and the principles of an effective handover.

Member $190, Non-member $240, Job Rep or SIG member $180

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**Assessment skills in the acute setting**

CPD: 6 hours, course code: 4072
20 October, 9.30am – 4.30pm
Presenter Kate Potter

This one day seminar updates knowledge and skills in patient assessment with an emphasis on the accurate, effective and timely assessment of patients in the acute setting.

Member $190, Non-member $240, Job Rep or SIG member $180

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**White belt quality improvement training**

26 October, 9.30am – 4.30pm,
Presenter Tristan Vasquez,
Senior Improvement Manager
ANMF House, Melbourne

ANMF (Vic Branch) is partnering with the Transformation & Quality Team at Melbourne Health to deliver this quality improvement training. During this interactive one day workshop you will learn about Lean Principles and tools and their application to healthcare. You will be introduced to Lean Six Sigma Methodology; a structured approach to problem solving which will provide you with skills to manage a local improvement project.

Member $550, Non-member $700, Job Rep or SIG member $520

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**Cleft palate CPD**

Every three minutes, somewhere in the world, a baby is born with a cleft of the lip and/or palate making it one of the most common birth defects. ANMF has a new module on our CPD Portal, ‘Cleft lip and palate management’, developed by the Royal Children’s Hospital. This module intends to provide nurses and midwives with the opportunity to learn more about the needs of children born with clefts of the lip and palate, how they are managed and the specialist teams who provide this care in Victoria. Successfully completing this module will provide you with four CPD hours to contribute to the total required for re-registration.

ANMF members are entitled to $400 credit per year for online learning at the CPD Portal, with associate members entitled to $80 credit annually.

cpd.anmfvic.asn.au

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Can’t find the course you’re looking for? Phone the Education Centre on 03 9275 9363 or email education@anmfvic.asn.au

Register for courses online at anmfvic.asn.au/coursecalendar
Register online
at anmfvic.asn.au/education
or complete this form and return
to the ANMF Education Centre.

Venue
The ANMF (Vic Branch) Education Centre, ANMF (Vic Branch)
Registered Training Organisation (RTO ID: 22609), nursing laboratory
and library are located near the Melbourne CBD at ANMF House,
540 Elizabeth Street, Melbourne.

Please note ANMF is moving soon.
Courses scheduled after 10 August 2017 will be held at the ANMF
Education Centre’s new location at 535 Elizabeth Street, Melbourne.

Upcoming course program
Visit anmfvic.asn.au/education
for information about these and upcoming courses.

Continuing professional development (CPD)
All nurses and midwives are required to undertake 20 hours
of continuing professional development each year as part
of the requirements to re-register with the Nursing and Midwifery
Board of Australia. For information visit nursingmidwiferyboard.gov.au

Costs
Significant discounts on many Education Centre courses (excluding
government-funded courses) are available to ANMF members,
Job Reps and ANMF Special Interest Group members. Courses may be
tax deductible. Ask your tax consultant for advice.

PLEASE USE BLOCK LETTERS

First course:
Course name
Course code Course date(s)

Second course:
Course name
Course code Course date(s)

Personal details
Please circle: Ms / Miss / Mrs / Mr
Last name
First name__________ DOB__________
Street address
Suburb_________________ Postcode__________
Phone hm__________ wk__________
mob_________________
email_________________
workplace_________________

Please circle: AIN/PCA Registered nurse Enrolled nurse Midwife
ANMF member: yes / no Member no.____________
Job Rep / SIG member

NMBA registration no.____________

Payment details (please note AMEX is not accepted)
Please circle: Cheque Credit card Money order
Credit card number
Expire _______ Amount: $_______
Cardholder name
Cardholder signature

Please forward fully completed registration form and payment:
ANMF (Vic Branch) Education Centre
Box 12600 A’Beckett Street Post Office
Melbourne Vic 8006 OR scan and email to education@anmfvic.asn.au
Once payment is received a receipt will be posted to you.

Please make cheques payable to ANMF (Vic Branch) Education Centre.

Disclaimer
ANMF (Vic Branch) Education Centre (ABN No 17 196 548 707) will endeavour to ensure that the speakers and
content for this seminar proceed as advertised. However, unexpected circumstances may necessitate the utilisation
of a replacement speaker(s). ANMF (Vic Branch) Education Centre disclaims any liability for any errors/omissions in
terms of information provided at this educational event.

Refunds and cancellations
The decision to proceed with or reschedule a seminar is based on the number of participants registered, however if
ANMF (Vic Branch) Education Centre cancels a session you will receive a full refund.
If you cancel your registration the following will apply:
a) Over seven days notification, full refund (less 10 per cent administrative fee)
b) Less than seven days notification no refund will apply.

Thursday 21 and Friday 22 September

MELBOURNE CONVENTION AND EXHIBITION CENTRE

anmfvic.asn.au/anmc

Kym Peake
Department of Health and Human Services
Targeting Zero: eliminating avoidable harm and strengthening quality of care on the Victorian health system

Dr Moira Jenkins
Psychology and Workplace Management and Conflict Management Services
Creating mentally healthy workplaces – leading from within

Richard Weston
Healing Foundation
Intergenerational Trauma: how the past touches the present and what we can do about it

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