The ANMF recently successfully challenged the Royal Children’s Hospital management’s refusal to acknowledge nurses’ interstate and private sector experience. Federal Court Justice Anthony North ruled interstate or private sector nursing experience must be recognised for classification and advancement.

Grades and levels what does it all mean?
As a nurse or midwife your grade reflects your role and responsibility and years of experience. Each grade is reflective of the role and/or responsibility and/or qualifications of the person who holds the position. Each year level is reflective of your years of experience working within a specific grade.

Where can I find information about pay scales?
If you are employed under the public sector nurses and midwives agreement definitions regarding specific grades and what those grades are paid are contained within the Nurses and Midwives (Victorian Public Health Sector) Enterprise Agreement 2016-2020 clauses 83 and 84.

ANMF members can view their specific pay scale on the members portal at members.anmfvic.asn.au

How will I progress?
Public sector employers are required to adjust your year of experience at each anniversary year.

What does experience mean?
The public sector agreement defines experience as paid service, whether in Australia or internationally, as a registered nurse, midwife or enrolled nurse, following registration by the professional registration body, in a grade or sub-grade at least equal or comparable to the grade in which you are employed or about to be employed.

The exception is when an internationally-employed.

What does a year of experience mean?
The public sector agreement defines a year of experience as an average of three shifts or more per week in a year. If you average less than three shifts per week or 48 hours per fortnight (whichever is the lesser), you must complete an additional year to advance.

What is an anniversary date?
An employee’s anniversary date is the date the employee started work as a registered nurse, midwife or enrolled nurse following registration in Australia or internationally (subject to any conditions).

The onus is on you to demonstrate the completed years of experience and anniversary date. The employer may require evidence that would satisfy a reasonable person of the claimed experience with any previous employer/s.

The year levels are capped, for example a Grade 2 nurse currently cannot progress past Year 10, while a Grade 3 cannot currently progress past a Year 2.

If during the year you perform duties in a higher grade, this experience counts towards your substantive grade experience.

The majority of private sector and aged care employers apply the above principals. Visit the member portal to view your workplace agreement at members.anmfvic.asn.au

I’m paid under the Nurses Award, how do I progress?
The Nurses Award 2010 applies similar principals but the definition of a year of experience differs and the hourly requirement is greater at 1786 hours.

Progression for all levels where there is more than one pay point, will occur annually, or in the case of a part-time or casual employee when you have completed 1786 hours of experience.

Progression must also consider the acquisition and use of skill and knowledge, described in Schedule B, gained through experience in the practice settings over such a period.

There is no requirement for the employer to consider your hours only on your anniversary date. Progression should occur yearly if you meet the 1786-hour requirement. Otherwise your year level of increment should change when you do reach the 1786-hour requirement.
ANMF welcomes Andrews Government health budget
Lisa Fitzpatrick, Secretary

The Andrews Government’s 2017-18 budget shows it is continuing to listen to nurses and midwives.

We welcome the spending on providing additional chronic, acute, postnatal and mental health and forensic mental health services, supporting the workforce and improving bricks and mortar.

The budget’s groundbreaking $1.9 billion centrepiece to end family violence is an important cornerstone and will have a dramatic impact on those experiencing violence and all at the frontline trying to help.

We are pleased with the $83.1 million to boost Victoria’s highly qualified maternal and child health nursing service, as part of the plan to identify, refer and support vulnerable families. This initiative demonstrates the government understands MCH nurses’ skills and experience and the increased demand on them. It is great to see investment in this important service which celebrates 100 years this month. See story on page 9.

The budget also ends seven years of uncertainty for the unique Nursing and Midwifery Health Program Victoria (NMHPV). The Nursing and Midwifery Board of Australia was about to cut funding to the NMHPV with the introduction of its national Nurse and Midwife Support phone line and website. The Andrews Government commitment to ongoing NMHPV funding means Victoria retains its free, confidential and importantly face to face support by nurses for nurses, midwives and students of nursing and midwifery with mental health, alcohol or substance use issue. See story on page 5.

The record $325.7 million mental health services investment is an important first step in an area neglected in the past. Funding includes additional forensic mental health in-patient beds at Thomas Embling House, better identification of clients at risk of entering the criminal justice system and specialist mental health support for young people. There are also initiatives to improve support for Aboriginal Victorians. We are pleased to see funding to open and staff additional mental health beds in metropolitan and regional Victoria. Victorians affected by mental illness will also have access to an additional 75,000 hours of community care.

Following our successful Health and Environmental Sustainability Conference last month (see page 6 and 7) ANMF has secured funding in the budget for a new health services project position. This position will work closely with ANMF to co-ordinate health service waste management initiatives designed to curb skyrocketing costs and reduce unnecessary waste going to landfill.

ANMF will ensure $3 million over the next two years to tackle bullying and workplace violence in public health facilities dovetails into our violence prevention work as well as our education agenda for middle managers through the 2016 enterprise agreement. This includes work that is well underway with all public hospitals developing action plans consistent with ANMF’s 10-point plan.

This is a government that can multi-task well and delivers.

Mental health EBA
Mental health members should have started receiving their new pay rates following Fair Work Commission approval for the new public sector mental health and Forensicare agreements in late April. At the time of print, employers were preparing payment schedules for back pay and the good faith payment. Congratulations to everyone who supported this campaign achieving historic wage increases and additional mental health nursing positions.

Office closure
Moving into the ANMF’s new headquarters across the road at 535 Elizabeth Street, Melbourne is set for mid-August. There will be disruptions and limited member service during the transition from the building we have occupied since 1993. At this stage it is proposed that:

- Thurs 10 Aug - office closed from 12noon
- Frid 11 Aug - limited service
- Mon 14 Aug - office closed
- Tues 15 Aug - office re-opens 1pm

The office will also close for staff professional development on 30 June from 12noon.

Job Rep module
Thank you to the Job Reps who have provided feedback on our new Job Rep Foundations online module. You have reported the content is informative, engaging and covers what a first time rep needs. We are working to address the technical, login and navigation issues you identified. See course registration details on page 10.
A new ANMF seminar this month will explain how Victoria’s new health complaints legislation and code of conduct for unregulated workers will impact on aged care nurses, personal care workers and providers.

The Health Complaints Act 2016, which came into effect early this year, is designed to protect patients, residents and clients and covers registered and unregistered workers, including personal care workers, in the aged care sector.

ANMF’s seminar entitled ‘Health Complaints Act 2016 – what does it mean for aged care in Victoria?’ will be held on Thursday 29 June at the ANMF’s Carson Conference Centre in Melbourne.

Prior to the new law only the person receiving the health service could make a complaint. Now anyone, including family, friends, staff or any third party, can make a complaint.

The legislation also corrects an anomaly that required someone who made a complaint about an unregulated health care worker, such as a personal care worker, to use consumer law to seek resolution.

The new Health Complaints Commissioner, Karen Cusack, will speak at the seminar and explain the unregulated workers code of conduct and her office’s expanded powers to investigate without a complaint and conduct hearings and compel people to attend.

Ryan Carlisle Thomas Lawyers partner Philip Gardner will outline the responsibilities of regulated and unregulated health professionals and aged care providers under the act.

ANMF will explain what advice and support the union will provide to members in relation to the new legislation.

Aged Care Report Card Director Lauren Todorovic will detail the services provided by this online aged care facility rating website designed to let the industry know what is important to residents and their families. Registration anmfvic.asn.au/hcaseminar

ANMF Organisers and mobile billboards visited BlueCross aged care facilities across Melbourne last month to promote nurses’ and personal care workers’ campaign for safer staffing levels and better conditions and wages.

The billboards were parked outside facilities to ensure that residents, their families and the local community understood the campaign was important to everyone.

ANMF also held members meetings at each workplace, passing a resolution calling on management to offer a minimum 10 per cent wage rise over four years. The resolution also called for a further rise to address significantly lower wages at 17 of the 24 BlueCross facilities historically classified ‘low care’ facilities. Registered nurses at these facilities earn $110 less per week than their colleagues at ‘high care’ facilities for the same work. The difference for enrolled nurses is $46.

Until now BlueCross, and several other large providers, has set the Victorian private-for-profit aged care wages benchmark. ANMF wants BlueCross to continue to set the standard. ANMF has already secured in-principle agreements with two other large employers, Aged Care Services Australia Group and Arcare, offering wage increases of at least 10 per cent over four years.

ANMF held a positive meeting with BlueCross management on 12 May and a further meeting was scheduled at the time of print.

Aged care workplaces need ANMF Job Reps. Ask your ANMF Organiser how the role would benefit your workplace and your colleagues. Read more or nominate at anmfvic.asn.au/jobrep

ANMF Organiser Jo Petrini with BlueCross Chelsea Manor members.

Bupa offer keeps wages in lowest 10

ANMF has met with more than 50 aged care employers over the past two months with key providers starting to make in-principle wage offers of around 10 per cent over four-year agreements.

Victoria’s largest aged care provider Bupa Aged Care, which is amongst the 10 lowest paying aged care groups in the state, has only offered a 2.3 per cent pay rise in a one-year agreement. Bupa refused to make any other improvements to staffing levels or working conditions. At the time of print Bupa was preparing to put its offer to a ballot of all employees. ANMF was recommending members vote ‘no’ to the unfair offer. A successful ‘no’ vote would mean Bupa management would have to return to the negotiating table.

ANMF members, staff and officials joined teachers and health and community workers at a vigil last month highlighting the unacceptable treatment of asylum seekers. ANMF (Vic Branch) Assistant Secretary Pip Carew said, ‘Indefinite detention, harsh treatment and intentionally taking away people’s hope is having a devastating impact on men, women and children’s health and mental wellbeing and the ANMF and its nursing and midwifery members cannot stay silent.’

BlueCross billboard campaign

Aged care seminar explains new laws

Australia can do better than this
NMPHV saved

The Andrews Government has saved Victoria’s nurses and midwives health program committing to ongoing funding in the 2017 budget.

This means Victorian nurses and midwives, and nursing and midwifery students, with a mental health, alcohol or substance use issue will continue to have access to ‘fit for purpose’ confidential and free face to face support.

The Nursing and Midwifery Board of Australia was due to cut the 11-year-old Nursing and Midwifery Health Program Victoria’s (NMHPV) funding this month following the launch of its national phone line and website.

Health Minister Jill Hennessy announced the annual indexed funding of $627,000, several days prior to the budget at the Nurses and Midwives Wellness Conference, telling a personal story that highlighted the emotional challenges nurses and midwives face at work.

She described an unscheduled visit to an emergency department on her way to parliament. Noticing a ‘reverential circle’ of nurses, she asked what they were doing. A nurse explained they were preparing to tell a young teenage girl that both her parents had been killed in a car accident.

‘I’ll never forget what this nurse said to me,’ Minister Hennessy said. The nurse explained ‘this is the moment that changes her life, this is the moment that she will never forget and we want to make sure that we do justice to that moment.’

Experiencing daily emotional, clinical and relationship challenges meant it was important nurses and midwives were resilient enough to be able to live happy and healthy lives, and that included being comfortable asking for support.

“Keeping good mental health is something that I think we need to make a more mainstream issue,” she said.

For details call 9415 7551 or nmhp.org.au

Time to reduce that stress

We all know what’s good for us, but it helps to be reminded. Does gratitude, mindfulness, eating real food, yoga, music and laughter ring any bells?

A record 1100 nurses and midwives, took a day off from caring for others, to reset how they took care for themselves at last month’s Nurses and Midwives Wellness Conference.

The conference is an initiative of the Nursing and Midwifery Health Program Victoria (NMHPV) and the ANMF (Vic Branch).

Master of gratitude for life’s simple things Hugh van Cuylenburg recounted tales of the happiest of people he knew - the children and adults living in the slums of far north India – where he spent time teaching English. The founding director of The Resilience Project said he learned the happiest people practiced three things that made it easier to bounce back when life threw a curve ball – gratitude for what they already had; mindfulness or the ability to shut off negative thoughts; and empathy.

Kay Watts, Smiling Mind’s development manager, encouraged nurses and midwives to create a mindfulness habit to reduce stress levels. She took the audience through a practical exercise to identify and then release intruding thoughts. The free Smiling Mind app offers programs for children and adults.

Calm descended as yoga teacher Carolyn McDonald, a registered nurse from the NMHPV, conducted possibly Victoria’s largest yoga session with 1100 nurses and midwives.

Nutritionist and author Lola Berry shared healthy eating advice focusing on ‘paleo-esque inspired’ protein-based and nutrient dense foods, such as the simple boiled egg and raw nuts, to provide sustained energy during a busy shift.

Nurses, Sue and Danielle, generously gave an intimate account of not coping and how they overcame their challenges using the services of the NMHPV. Their multiple stresses will be familiar. Danielle described being ‘broken’ after experiencing bullying in the workplace, the pressure of her graduate year, moving to an unfamiliar clinical area, setting herself high standards, performance anxiety, identifying with being a nurse at the detriment of everything else and dealing with the death of her father. Sue described a perfect storm scenario involving the death of her mother, being a single parent, shift work and trying to keep up with bills and the mortgage. Danielle and Sue encouraged other nurses and midwives facing difficulties to ask for help by calling the NMHPV.

Registered nurse turned writer and performer Zule Khan lightened the mood with a little ‘gallows humour’ from her show Triage! the Cabaret. The lights were dimmed and few could resist participating in songwriter and 774 presenter Clare Bowditch’s self-care/rock ‘singing masterclass’. Ms Bowditch told the room they were ‘the people who held my family together’ referring to the nurses who cared for her sister Rowena for 22 months in The Royal Children’s Hospital’s intensive care – ‘pre-meerkats’. Rowena died from a rare illness aged seven years. Ms Bowditch was five at the time and she still lives with the ‘reality of a complex grief’. She acknowledged the trauma that was a daily reality for the audience and urged them to utilise healthy coping strategies like the joy of singing together.

NMHPV chief executive officer Glenn Taylor urged everyone to look after themselves by taking one or two ideas from the day to create new healthy habits.
In focus - climate change and healthcare

Normalising clean and green in the health system

Brace yourself Victoria, more than 700 nurses and midwives are armed with a practical ‘to do’ list to change the health system’s impact on the environment.

They’re going to review their hospital or health facility’s mission statement and environmental management plan so they can make informed requests to management for support and resources to change the way things are done. And here’s the best part, their initiatives will reduce expensive clinical waste, reduce the waste sent to landfill, improve patient recovery and staff morale and save money.

That’s because, says registered nurse Ros Morgan, MC at the ANMF’s recent Health and Environmental Sustainability Conference, ‘nurses and midwives recognise the link between the environment and human health and our practice and want to be part of the solution’.

With her infectious enthusiasm for change Ms Morgan said, ‘It’s not a greeny, hippy thing that’s going to go away, human health is impacted by climate change, by the chemicals that we put in the ground, by air pollution, by the quality of our water, by the way that we dispose of our waste.’

Acclaimed horticulturalist Jamie Durie, one of the first to attend former American Vice President Al Gore’s climate reality training, gave an overview of the climate extremes, including drought, Australia was facing. He encouraged the audience to agitate local councils to recognise residential grey water systems that would reduce the amount of precious drinking-quality water used on gardens. Solar panels, efficient hot water systems, planting native plants and establishing a worm farm at home were also on Mr Durie’s list of practical ‘to do’ ideas.

Those who love data soaked up the presentations by Professor Peter Doherty, Nobel Laureate and former Australian of the Year, and Australian National University environment, climate and health researcher Dr Liz Hanna.

Victorian Industrial Relations Minister Natalie Hutchins said there were increased policy and funding requirements for health services to develop management plans focused on energy, carbon, water and waste. In addition, for the first time the public sector nurses and midwives enterprise agreement requires hospital management, the Victorian Hospitals’ Industrial Association and the ANMF to focus on reducing hospital waste.

Registered nurse and horticulturalist Steve Wells made everyone green with envy talking about his work designing beautiful hospital gardens. As Austin Health’s Gardens and Grounds Project Officer he has created green sanctuaries used for patient rehabilitation, for patients and visitors to share a more ‘normal’ moment in the sun and places for staff to recharge.

The conference highlight was a series of case studies of nurses, employed at Barwon Health, the Alfred Hospital and Austin Health, who have introduced successful workplace waste reduction programs. (See page 7.)

Sustainability Victoria Chief Executive Officer Stan Krpan said a mobilised, educated and organised workforce was key to the transition to a low-carbon economy. He encouraged everyone to make the TAKE2 pledge at sustainability.vic.gov.au

St Vincent’s Health Group Manager, Energy and Environment Matt Power said his organisation had reduced total energy consumption by 35 to 40 per cent by implementing multiple energy efficient technologies simultaneously which gave a ‘massive bang for your buck’.

Talk of ‘Armageddon’ is disengaging, according to Monash University lecturer Trish Schwerdtle who is integrating environmental sustainability learning objectives into the undergraduate nursing curriculum. She hopes her ‘green curriculum’ will become the ‘new normal’ in nursing and midwifery. She also believes Gen Y will save planet Earth because they are opportunistic and innovative and change was becoming less about hierarchy and more about the ability to influence a network.

More than just providing climate change evidence and data, the conference inspired 740 nurses and midwives to roll up their sleeves and agitate for change.
Setting up sustainability in Ward 11

‘We set up recycling in our ward primarily to make a difference to the environment. Also to see if we could re-direct the majority of ward-generated waste towards recycling’, says Belinda Nash, an Associate Nursing Unit Manager at Ward 11, a sub-acute ward at the Austin Hospital which had no formal recycling program.

Ms Nash explained how recycling went from ‘ad hoc, just a bit of paper, maybe some batteries’ to becoming a vital part of Ward 11’s practice, with recycling education now embedded in all new staff inductions.

Ms Nash and her colleagues set about establishing a recycling program for their ward with the support of their nurse unit manager. Austin Health’s sustainability officer performed a waste audit collecting 24-hours worth of ward waste so they could see where there was room for improvement.

The results indicated they were throwing out recyclables in general waste and that they were contaminating some recycling bins with the wrong type of waste.

The team then focussed their efforts on educating and engaging their colleagues. New recycling bins were placed in strategic spots with illustrated signs showing what could be disposed in the bins.

A fun and engaging noticeboard was set up with random facts, projects in future, statistics as well as a place for staff to leave their suggestions for new projects.

Ms Nash admits there was resistance from staff on the basis of time, however they focussed on keeping it positive ‘like [Duane Miller] said, no nagging’.

Luckily the patient services assistants were equally committed to support these efforts which contributed to their success.

Through persistent, positive staff engagement, Ward 11 created the cultural change needed for a successful recycling program.

Intensive care for the environment

The key to a sustainable workplace is to ‘think big, but start small, [and] keep it fun and friendly’, says Duane Miller, Alfred Health Intensive Care Unit (ICU) nurse.

In Mr Miller’s presentation, he asserted that becoming more sustainable involves a cultural change and, to do that you want to encourage your colleagues and avoid nagging them.

The Alfred ICU ‘Green Team’ began with a group of environmentally-minded colleagues wanting to do their part to reduce waste.

Through brainstorming and asking other colleagues for ideas, The Alfred ICU ‘Green Team’ set about making incremental changes over five years.

They started off by changing the ‘careless culture’ of throwing away thousands of single-use styrofoam cups destined for landfill and the easy switch to double-sided printing.

‘We talked about the positive changes [and] didn’t focus on doom and gloom’, Mr Miller says. ‘We wanted staff to do this because they wanted to, not out of fear of being told off’.

Initiatives included fun and educational games using chocolate as a reward, the production of a staff newsletter called ‘Trash Talk’, and dressing up in green superhero costumes.

Staff participation rose when they felt respected by the ‘Green Team’ and had fun.

‘It takes a while but we kept up positive messaging, made it easier and removed barriers to change as possible’.

Despite this, they still had 15 per cent of staff opposed to the changes. Mr Miller says the best way to deal with ‘saboteurs’ is to make them feel heard, but don’t engage as they won’t participate.

After all the end goal is to contribute towards a healthier planet.

‘We provide intensive care for our sickest patients but for the environment too,’ he says.

The human story behind Hazelwood

‘Hazelwood highlights the importance of sustainability or else,’ says Mark Richards.

Until recently Mr Richards worked at Hazelwood power station as a unit controller before he was made redundant via text message. He had worked there for 28 years.

‘What happened to me in the La Trobe Valley is not an act of god, is not the result of simple market forces or unforeseen event. It’s the result of responses to climate change by government, businesses, investors’.

With transition to renewables, Mr Richard’s presentation at was a reminder that protecting workers is critical, along with joining a union.

‘Communities shouldn’t be collateral damage in shift towards renewables’, he stated, citing Germany starting its move towards renewables in 1969 without job losses.

With a 22 per cent unemployment rate which will grow with the Hazelwood closure, Morwell is at figures close to the 25 per cent unemployment during the Great Depression in the 1930s.

He encouraged nurses to think about how their profession may change in the future.

‘Change is inevitable. Ignoring it will mean one thing: others will shut your future.’

‘For those who believe nursing will remain unchanged, maybe it’s time to consider how technology, automation, financial, medical and legal responsibilities will change and how they affect the way you do your job today.’

He advised nurses and midwives to be active in their union and work together to ensure they were prepared for the future.

WANT TO LEARN MORE?
See ANMF’s new ‘Nursing for the environment’ seminar on page 12
Member profile

Operation back pay

Oncology nurse Catherine McMutrie loves her field of work and after stints in aged care and working for the government in quality management, she returned to clinical nursing in 2004 at the Peter MacCallum Cancer Centre.

‘I thought “I just want to be a nurse”,’ she said. Caring for cancer patients is all about the relationship.

‘It’s the complexity of communication, the skills that you build up over time around communication. There’s so much education involved with people who are having chemotherapy, radiotherapy, and managing the toxicity of both is not a “one size fits all” for these patients.

‘And you don’t just meet them once. You might know them over several years.’

Ms McMutrie knew she wanted to work in this field after doing a clinical placement at the Royal Children’s Hospital while a student. Her dedication to nursing cancer patients is echoed by others in her team who care for cancer patients in their homes. One nurse has been working at Peter Mac for 30 years.

So it was a surprise to discover that for some years, members of the team had not been receiving the correct pay.

M Ms McMutrie knew she wanted to work in this field after doing a clinical placement at the Royal Children’s Hospital while a student. Her dedication to nursing cancer patients is echoed by others in her team who care for cancer patients in their homes. One nurse has been working at Peter Mac for 30 years.

So it was a surprise to discover that for some years, members of the team had not been receiving the correct pay.

When members of the team work on weekends, one steps up to take on a coordination and management role, as well as caring for patients. Under their enterprise agreement, nurses, nominated to be in charge, were meant to have been paid extra for the additional duties and responsibilities.

‘Over the years people would say “This is ludicrous”. We all moaned about it but we didn’t do anything about it,’ Ms McMutrie said.

After one particularly difficult public holiday weekend when Ms McMutrie had been the ‘nominated nurse’, she reached the end of her tether and spoke to her manager.

While the nurses were reassured to hear that the higher duties weekend role would be officially recognised as an ‘in charge’ role, Ms McMutrie galvanised an effort to obtain back pay for her colleagues for all the weekends they had worked as the ‘nominated nurse’ in charge.

‘We stayed silent for too long,’ Ms McMutrie said. ‘Way too long.’

Ms McMutrie contacted the ANMF which confirmed that under their agreement the nurses were entitled to a higher pay rate for the weekends they had taken on coordination and management duties.

Ms McMutrie then doggedly pursued the team’s back pay. Luckily, one team member never deleted emails, so had records of each weekend’s roster. With that information, and the hospital’s records, Ms McMutrie was able to identify who had worked as the ‘nominated nurse’ and created a spreadsheet to calculate back pay. Even so, the amount was disputed, with the hospital initially calculating back pay on its estimate of hours the nurses would have spent on coordination and management duties over the weekends.

‘We all got summoned to a meeting where we were handed envelopes which outlined that our backpay claim had been agreed to but when I opened up the envelope I thought “That’s not a lot of money for so many hours”,’ Ms McMutrie said.

‘I spoke for the group and said “We will be seeking advice on this. We’re not signing this.”’

The ANMF then negotiated with the hospital to ensure that nurses were paid their entitlements under the enterprise agreement, with back pay totalling thousands of dollars.

‘It’s easy to pay people what they’re entitled to,’ Ms McMutrie said.

Unsurprisingly, ANMF suggested to Ms McMutrie that she become a Job Rep, as her persistence in pursuing her colleagues’ pay entitlements was exemplary.

‘I guess one person had to be the coordinator of it and I felt good about standing up for them and taking it through to the end,’ she said.

‘And it’s actually energised everyone too. We’re not going to stay silent anymore.’

The Job Rep role is not always as hands-on but the story of how these members worked with ANMF to recover pay illustrates the crucial Job Rep role as conduits between their colleagues and the ANMF. For more details and training dates, see page 10 or visit anmfvic.asn.au/reps.
Last year 84,404 births were registered in Victoria – each one representing a new life and a challenging time for families.

Thanks to the determination and compassion of a group of women 100 years ago, one of the first people those 84,404 babies and their parents will see at home, is a nurse.

And as Victoria’s maternal and child health service is one of the best in the world, that nurse is highly qualified for the job. She is both a registered nurse and a midwife, with postgraduate qualifications in child and family health nursing.

Before the Victorian Maternal and Child Health Service was established, babies were at great risk of contracting a severe illness and dying before reaching their first birthday. Victoria had the highest infant mortality rate in Australia, with 74 deaths under 12 months per 1000 live births. In 1917, 1873 babies under 12 months died.

Diarrhoea, dysentery and respiratory infections were the main causes of death. Babies born into impoverished homes in the slum areas of inner-city Melbourne fared worst, as these babies were more likely to be fed formula or cows’ milk kept in unsanitary and unrefrigerated conditions. ‘Summer diarrhoea’ claimed the lives of many.

The establishment of a milk depot — the Lady Talbot Milk Institute — with bottles of clean milk delivered with a block of ice to the poor in Collingwood, Richmond and Fitzroy, improved matters slightly – but mothers needed more education and healthcare.

Dr Isabel Younger had worked at the Queen’s Hospital for Children in London and studied child welfare in the US, where she had learned the importance of educating women in hygiene and nutrition to lower child mortality rates. With friends Mrs W. Ramsay and Ethel Hemphill, Dr Younger established the first baby clinic at Richmond in June 1917, employing Sister Muriel Peck as the nurse in charge.

The number of baby health centres rapidly grew throughout Victoria over the following decade, as women lobbied their local councils to establish a centre within walking distance. By 1950 there were nearly 400 baby health centres and 15 circuits of a mobile service. Among her many contributions, she introduced a compulsory course and examination for maternal and child health nurses and with Dr Kate Campbell, co-wrote The Guide to The Care of the Young Child, which became ‘the bible’ for maternal and child health nurses on publication in 1947.

In 1942, the Victorian Association of Maternal and Child Health Nurses (VAMCHN) – a special interest group of the Victorian Branch of the ANMF – was formed. The association continues to successfully advocate for the professional, industrial and educational interests of Victorian maternal and child health nurses.

Today’s Victorian Maternal and Child Health Service is a free, universal service available from birth to school age, offering 10 key ages and stages consultations including a home visit, first-time parent groups, 24-hour/seven days support via the Maternal and Child Health Line and an enhanced Maternal and Child Health Service for families requiring more intensive support.

To commemorate the centenary, ANMF (Vic Branch) has interviewed maternal and child health nurses, including Branch President Maree Burgess and the current VAMCHN Chair Bernice Boland, as well as key contributors to the field such as Professors Emeritus Dorothy Scott and Gay Edgcombe. This has been a joint ANMF (Vic Branch) and VAMCHN project. Our digital exhibition, funded by the ANMF, about the Victorian Maternal and Child Health Service is available at anmfvic.asn.au

A maternal and child health nurse standing on a pier greeting a mother and her children in East Gippsland circa 1930s. Photo courtesy of the State Library of Victoria.
Job Rep Introductory Program

All new Job Reps are encouraged to undertake this program which includes an online module and 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 and a happier and safer workplace.

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

The compulsory 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 expand on what you have already learned in the online module by providing 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. And if you are a more experienced Job Rep but haven’t attended any training for three years or more, we also encourage you to undertake this training to refresh your knowledge and skills.

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 listed below.

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.

HSR Refresher OHS Training Course (WorkSafe Victoria approved)

Date: 6 July Time: 9am-5pm
Venue: Carson Conference Centre, ANMF House, 540 Elizabeth St, Melbourne
Cost: $250 (payable by employer)
Register: goo.gl/BFVnsm

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)

Date: 23, 24, 25 August, 7 & 8 September 2017 Time: 9am-5pm each day
Venue: Carson Conference Centre, ANMF House, 540 Elizabeth St, Melbourne
Cost: $750 (payable by employer)
Register: goo.gl/GSPH2D

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.

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

Keeping it Organised

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.

Download the instructions for the online module at anmfvic.asn.au/reps/intro-programs or if you have any questions, contact the Job Rep training team on jrt@anmfvic.asn.au
ANMF (Vic Branch) monthly membership fee increase

ANMF (Vic Branch) membership fees will increase from 1 July 2017 for the 2017/18 financial year.

Fees will increase by two per cent. The increase will enable ANMF to continue to provide members with professional indemnity insurance and legal, professional and industrial support, advice and representation as well as quality education, both face to face and online, at a reduced cost. The increase will also enable ANMF to expand services over the next 12 months and employ additional staff to assist members.

Financial members receive an annual $400 credit to access modules on the ANMF’s online CPD Portal at cpd.anmfvic.asn.au ANMF also provides affordable, quality face-to-face education and training.

Membership fees are tax deductible as a work-related expense. Most ANMF members should receive back at least 30 per cent of their fees paid in any financial year in their tax return. A full schedule of the 2017/18 membership fees is available by calling the membership department on 9275 9333 or regional toll free on 1800 133 353 or visiting anmfvic.asn.au

MEMBERSHIP CATEGORY | MONTHLY INCREASE
--- | ---
Registered nurse/midwife more than 24 hours | $1.01
Registered nurse/midwife less than 24 hours | $0.75
Enrolled nurse more than 24 hours | $0.75
Enrolled nurse less than 24 hours | $0.47
Assistant in nursing more than 24 hours | $0.75
Assisting in nursing less than 24 hours | $0.47
Student working / direct entry midwife working as AIN/PCW - more than 24 hours | $0.75
Student working / direct entry midwife working as AIN/PCW - less than 24 hours | $0.47
Student nurse / midwife (not working in the health or aged care industry) | No change
Nurse / midwife academic (cash) | $0.40
Nurse / midwife academic (debit) | $0.32
Associate / maternity leave | $0.16
Dental nurse | $0.37
RDNS health aide | $0.37

ANMF (Vic Branch) special interest group news, events and meetings.

Advance Care Planning Nurses
Topic: Members’ Meeting
When: Thu 15 June, 4pm-6pm
Venue: ANMF House
Inq: Anne Marie Fabri, Secretary annemarie.fabri@hn.org.au 9495 3235

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

CoNSA Vic/Tas
Topic: Meeting of the Waters
When: Sat 22 July, 8am-4pm
Venue: TBA
Inq: consavt@gmail.com

Day Surgery
Inq: Chris Guidotti chris_guidotti@y7mail.com

Diabetes Nurse Educators
Topic: Members’ Meeting
When: Wed 25 October, 6pm-9pm
Venue: ANMF House
Inq: Catherine Wallace-Wilkinson positivehealth@bigpond.com 0411 557 631

Immunisation Nurses
Topic: Biennial Immunisation Conference
When: Fri 30 June, 8.30am-4.15pm
Venue: Grand Hyatt Melbourne
Inq: INSIG administration, membership@immunisationnursesvic.org.au

Medical Imaging Nurses Association
Topic: MINA National Conference
When: 14-15 October, 8am-12.30pm
Venue: Intercontinental Melbourne
Inq: Deborah Shears deborah.shears@i-med.com.au

Orthopaedic Nurses Association
Topic: Professional Day and AGM
When: Thu 29 June, 8am-5.30pm
Venue: ANMF House
Inq: Cheryl Dingey 9345 7027 Meinir Griffiths 9342 8417 onavic@anmfvic.asn.au

Palliative Care Nurses
Topic: Members’ Meeting
When: Mon 15 May, 6pm-8.30pm
Venue: ANMF House
Inq: Carole de Greenlaw records@anmfvic.asn.au

Safe Patient Handling
Topic: Members’ Forum
When: Fri 15 September, 9.30am-2pm
Venue: TBA
Inq: Stephen Morley smorley@bendigohealth.org.au

Pre-Admission Nurses
Topic: Professional Day
When: Sat 24 June, 8am-1pm
Venue: ANMF House
Inq: Kate Hussey k.hussey@healthscope.com.au

Victorian Midwifery Homecare
Topic: Members’ Meeting
When: Wed 28 June 10.30am-12.30pm
Venue: ANMF House
Inq: Ingrid Ridler iRidler@mercy.com.au

Victorian Perioperative Nurse
Inq: enquiries@vpng.org.au 1300 721 169

Victorian School Nurses
Topic: Members’ Meeting
When: Tue 24 October 6.15pm-9pm
Venue: ANMF House
Inq: Gina Harrex 0401 717 352

Victorian Urological Nurses Society
Topic: Meeting of the Waters
When: Sat 22 July 8am-4pm
Venue: TBA
Inq: vunssecretary@gmail.com

Injured Nurses Support Group
Topic: Members’ Meeting
When: Tue 20 June 11am-12.30pm
Venue: ANMF House
Inq: Annie Rutter 1300 760 602

★ ANMF House is located at 540 Elizabeth St Melbourne

Special Interest Groups
Visit anmfvic.asn.au/interest-groups for all upcoming ANMF (Vic Branch) special interest group news, events and meetings.
Education calendar

June 2017

**Contemporary wound management** (Code 3983)
CPD: 12 hours
7 & 14 June 2017, 9.30am-4.30pm
Presenters Julie Baulch & Anne Bryant
In this two-day interactive course you 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/SIG member $360

**Two-day paediatric advanced life support program** (Code 4130)
CPD: 12 hours
Mon 19 and Mon 26 June 2017, 9am-5pm
Presenter ACCCN accredited trainers
This practical and theoretical program provides healthcare professionals training in paediatric basic and advanced life support in a clinical setting. The program content runs over two days with certification for both BLS and ALS on the second day. Based on the latest 2010 Australian Resuscitation Council guidelines, the program incorporates theoretical lectures, clinical skill stations and scenarios. Registration includes a program manual and e-learning material.

Program includes:
- Priorities of care
- Paediatric Basic Life Support algorithm and principles
- Advanced airway management including laryngeal mask airway insertion
- ECG interpretation of life treating rhythms and defibrillation
- Pharmacology including intravenous cannulation
- Post resuscitation care
- Team roles
- Legal and ethical issues.

The program is most suitable for those with little or no experience or knowledge of paediatric ALS or those wanting a comprehensive update. It is also suitable for experienced Adult ALS trained healthcare professionals requiring paediatric ALS Certification.

A total of 16 CPD hours are assigned to this program (based on 12 hours program contact and four hours self-directed learning).
ANMF/ACCCN member $360, non-member $460

**Adult ALS Certification: 2-day program** (Code 4984)
CPD: 12 hours
Wed 14 & 21 June 2017, 9am-5pm
Presenter ACCCN accredited trainers
ANMF (Vic Branch) Education Centre in partnership with the Australian College of Critical Care Nurses delivers the ACCCN accredited advanced life support course. This course is most suitable for those with little or no experience/ knowledge of ALS or those wanting a comprehensive update. Prior reading is expected. This two-day program is for healthcare professionals who are required to provide adult basic and advanced life support in a clinical setting. The program incorporates theoretical lectures, clinical skill stations and scenarios.

A total of 16 CPD hours are assigned to this program (based on 12 hours program contact and four hours self-directed learning).
ANMF/ACCCN member $360, non-member $470

**Nursing for the environment: a practical introduction to environmentally sustainable practices in health service delivery** (Code 5002)
CPD: 6 hours
13 June 2017, 9.30am-4.30pm
Facilitators Ros Morgan and Monika Page
This new hands-on seminar will explore why environmental sustainability is important to nursing and midwifery practice and more broadly to health. The program includes two seminars, the first covering the professional and practical aspects of sustainability in health. Prior to the seminar you will receive pre-reading and information. Participants will develop a personalised resource and action ‘toolkit’ to help you set up or progress your own workplace actions. Although participants don’t have to attend the second seminar it is recommended that you attend both. Bring your questions, your ideas, your stories of successes and failures, your frustrations and your hopes.
Member $100, non-member $300

July 2017

**Medication administration – principles and practice revisited** (Code 3993)
CPD: 12 hours
19 & 26 July 2017, 9.30am-4.30pm
Presenter Sue Pleunik
This two-day workshop is designed to update the register nurse skills in medication administration. Topics covered include administration via all five routes, drug calculations and managing IV pumps, syringe drivers and PCA systems.
Member $380, non-member $500, Job Rep/SIG member $360

August 2017

**Advanced skills for dementia care** (Code 3996)
CPD: 6 hours
2 August 2017, 9.30am-4.30pm
Presenter Dr. Rosalie Hudson
This workshop assists nurses to increase their knowledge, skills and confidence to offer people with dementia (in any setting) the best practice, evidence based person-centered care emphasising end-of-life care for people with advanced dementia and appropriate symptom management.
Member $190, non-member $240, Job Rep/SIG member $180

Course key

- **ALL**: Course available to all nurses, midwives, PCAs and AINs
- **RN**: Course available to registered nurses
- **EN**: Course available to enrolled nurses
- **M**: Course available to midwives
**Wodonga ice/methamphetamine addiction seminar – nurse/midwife program**

CPD: 3 hrs
7 August 2017
Session 1: 9.30am to 12.30pm (Code: 4124)
Session 2: 1.30pm to 4.30pm (Code: 4125)
Location: Albury Wodonga Health Wodonga Campus, Vermont Street Wodonga

ANMF (Vic Branch) is pleased to partner with Turning Point to deliver this program focusing on ice/methamphetamine use in Australia, the science of addiction and effects of methamphetamine on brain and behaviour, and ice use and mental health.

These face to face seminars are designed to complement the standard Frontline Worker Ice Training Package released earlier this year. https://nceta.androgogic.com.au This seminar is fully funded by the Andrews Government as an outcome of the Premier’s Ice Action Taskforce.

**Research influences in nursing and midwifery practice**

(Code 4076)
CPD: 3 hours
1 August 2017, 9am-midday
Presenter Dr Wendy Pollock

Midwives and nurses are expected to implement ‘evidence-based practice’. This session will cover where to get up to date evidence-based information, how to evaluate the ‘evidence’ and what to consider in applying this ‘evidence’ to your own practice.

Member $115, non-member $200, Job Rep/SIG member $105

**Foundations of pharmacology and medication administration for registered nurses**

(Code 5209)

CPD: 24 hours
31 August, 7, 14 & 21 September 2017
9.30am-4.30pm
Presenter Jennifer Irwin

Maintaining your knowledge regarding the underpinning information associated with medication management can be challenging. This four day course revises your knowledge of pharmacology and medication administration. Topics include pharmacology and adverse drug reactions as well as an overview of common medications using a systems approach.

This seminar series will give attendees access to the IntelliLearn medication safety package.

Member $700, non-member $900, Job Rep/ANMF SIG member $650

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**September 2017**

**ACFI for registered and enrolled nurses**

(Code 3988)

CPD: 6 hours
1 September 2017, 9.30am-4.30pm
Presenter Margaret Lang

Any nurse working in aged care will encounter ACFI. This seminar explores all ACFI business rules, a comprehensive breakdown of the 12 ACFI questions and a practical review of compiling and completing an ACFI appraisal pack.

Member $190, non-member $240, Job Rep/ANMF SIG member $180

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**Management of chronic/persistent pain in older people**

(Code 4001)

CPD: 6 hours
6 September 2017, 9.30am-4.30pm
Presenter Dr Rosalie Hudson

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/SIG member $180

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**Two-day Paediatric Advanced Life Support program**

(Code 4131)

CPD: 12 hours
Tuesday 12 & Wednesday 13 September 2017, 9am-5pm
Presenter ACCCN accredited trainers

This practical and theoretical program provides healthcare professionals training in paediatric basic and advanced life support in a clinical setting. The program content runs over two days with certification for both BLS and ALS on the second day. Based on the latest 2010 Australian Resuscitation Council guidelines, the program incorporates theoretical lectures, clinical skill stations and scenarios. Registration includes a program manual and e-learning material.

Program includes:

- Priorities of care
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The program is most suitable for those with little or no experience or knowledge of paediatric ALS or those wanting a comprehensive update. It is also suitable for experienced Adult ALS trained healthcare professionals requiring paediatric ALS Certification.

A total of 16 CPD hours are assigned to this program (based on 12 hours program contact and four hours self-directed learning).

ANMF/ACCCN member $360, non-member $470

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**IV cannulation for registered nurses and midwives**

(Code 4063)

CPD: 6 hours
24 August 2017, 9.30am-4.30pm
Presenter Kate Potter

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/ANMF SIG member $180 (Please note: this is not an accredited course)

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**Adult ALS certification: 2 day program**

(Code 4164)

CPD: 12 hours
23 and 30 August 2017, 9am-5pm
Presenter ACCCN accredited trainers

ANMF (Vic Branch) Education Centre in partnership with the Australian College of Critical Care Nurses delivers the ACCCN accredited advanced life support course. This course is most suitable for those with little or no experience/knowledge of ALS or those wanting a comprehensive update. Prior reading is expected. This two-day program is for healthcare professionals who are required to provide adult basic and advanced life support in a clinical setting. The program incorporates theoretical lectures, clinical skill stations and scenarios.

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We have moved to a new Home Page design with several new features we hope you enjoy. We have also released a module on CVADs which references current standards and clinical literature.

This CVADs module cover the insertion, infection, patency, management and complications associated with CVAD devices, as well as the similarities and differences between different CVADs.

It references the latest standards and related medical literature and is relevant to all nurses and midwives that may encounter these devices in their clinical practice.
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.

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.

www.anmfvic.asn.au

Course registration form

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
Expiry 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 16 9548 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.
Register before 30 June to claim the cost of this conference on your tax return this year!

Thursday 21 and Friday 22 September

MELBOURNE CONVENTION AND EXHIBITION CENTRE

ANMF member prices from $370
Save $300 by registering before Friday 18 August 2017

anmfvic.asn.au/anmc

Professor Jane Fisher
Director, Jean Hailes Research Unit, Monash Health
Gender Competence in midwifery and nursing care: what does this mean and why does it matter?

Fiona McCormack
Chief Executive Officer, Domestic Violence Victoria
The role that Domestic Violence Victoria plays in supporting women, children and families who are affected by family violence, including the role of registered nurses and midwives in this space.

Professor Christine Duffield
Professor, Nursing and Health Services Management, University of Technology Sydney
Impact of adding nursing support workers on patient, nurse and system outcomes

#anmc