2017 NSWNMA
Annual Conference
resolutions

Parts A to E &
General Business
# Table of Contents

## Part A: Rules of the Association
- A.1 NSWNMA Council .................................................................................................................................................. 4
- A.2 NSWNMA Council .................................................................................................................................................. 5
- A.3 NSWNMA Council .................................................................................................................................................. 5
- A.4 NSWNMA Council .................................................................................................................................................. 5

## Part B: Policies, Position Statements and Guidelines
- B.1 NSWNMA Council .................................................................................................................................................. 6
- B.2 NSWNMA Council .................................................................................................................................................. 6
- B.3 NSWNMA Council .................................................................................................................................................. 6
- B.4 NSWNMA Council .................................................................................................................................................. 6
- B.5 NSWNMA Council .................................................................................................................................................. 6
- B.6 NSWNMA Council .................................................................................................................................................. 6
- B.7 NSWNMA Council .................................................................................................................................................. 7
- B.8 NSWNMA Council .................................................................................................................................................. 7
- B.9 NSWNMA Council .................................................................................................................................................. 7
- B.10 NSWNMA Council .................................................................................................................................................. 7
- B.11 NSWNMA Council .................................................................................................................................................. 7
- B.12 NSWNMA Council .................................................................................................................................................. 7
- B.13 NSWNMA Council .................................................................................................................................................. 7
- B.14 NSWNMA Council .................................................................................................................................................. 8
- B.15 NSWNMA Council .................................................................................................................................................. 8
- B.16 NSWNMA Council .................................................................................................................................................. 8

## Part C: Organising and Campaigning
- C.1 Manly District Hospital Branch .................................................................................................................................. 9
- C.2 Western Sydney Community Branch ......................................................................................................................... 9
- C.3 Manly District Hospital Branch .................................................................................................................................. 9
- C.4 Wollongong Private Hospital Branch .......................................................................................................................... 10
- C.5 Royal Prince Alfred Hospital Branch ......................................................................................................................... 10
- C.6 Royal Prince Alfred Hospital Branch .......................................................................................................................... 10
- C.7 Bodington Aged Care Service Branch ...................................................................................................................... 10
- C.8 Long Jetty Continuing Care Branch .......................................................................................................................... 11
- C.9 Gosford Private Hospital Branch .................................................................................................................................. 11
- C.10 Liverpool Hospital Branch ........................................................................................................................................ 11
- C.11 Estia Health at Figtree Branch .................................................................................................................................... 11

## Part D: Industrial and Bargaining
- D.1 John Hunter Hospital Branch ...................................................................................................................................... 13
- D.2 John Hunter Hospital Branch ...................................................................................................................................... 13
D.3 Lismore Base Hospital Branch ................................................................. 13
D.4 Port Macquarie Base Hospital Branch ..................................................... 13
D.5 Port Macquarie Base Hospital Branch ..................................................... 14
D.6 Coffs Harbour Hospital Branch ............................................................... 14
D.7 John Hunter Hospital Branch ................................................................. 14
D.8 Coffs Harbour Hospital Branch ............................................................... 15
D.9 Coffs Harbour Hospital Branch ............................................................... 15
D.10 Coffs Harbour Hospital Branch ............................................................. 15

Part E: Professional, Educational and General .................................................. 16
E.1 Hunter Drug & Alcohol Nurses Branch ..................................................... 16
E.2 Lismore Base Hospital Branch ................................................................. 16
E.3 Lismore Base Hospital Branch ................................................................. 16
E.4 Liverpool Hospital Branch ...................................................................... 16
E.5 Royal Prince Alfred Hospital Branch ....................................................... 17
E.6 Lismore Base Hospital Branch ................................................................. 17
E.7 Langton Centre Branch ........................................................................... 17
E.8 John Hunter Hospital Branch ................................................................. 18
E.9 Hunter Drug & Alcohol Nurses Branch ................................................... 18
E.10 Sydney Children’s Hospital Branch ......................................................... 19
E.11 Coffs Harbour Hospital Branch .............................................................. 19
E.12 Coffs Harbour Hospital Branch .............................................................. 19
E.13 Estia Health at Figtree Branch ................................................................. 19

General Business ............................................................................................. 21
GB.1 NSWNMA Council ............................................................................... 21
GB.2 Sydney/Sydney Eye Hospital Branch .................................................... 21
GB.3 South Coast Private Branch .................................................................... 21
GB.4 Hornsby & Ku-Ring-Gai Hospital Branch ............................................. 22
Part A: Rules of the Association

A.1 NSWNMA Council

AC4/2017 MOVED B Holmes SECONDED J Kiejda
That this Annual Conference endorses as Association policy the synchronisation of elections of the Australian Nursing and Midwifery Federation New South Wales Branch (ANMF NSW) and the New South Wales Nurses and Midwives’ Association (the Association) in accordance with the Industrial Relations Act 1996 [NSW], and Conference approves changes to the following Rules (as set out in the attached schedule) to effect this policy for elections to be held in September/October 2018:

- Rule 24 Committee of Delegates (rule to cease)
- Rule 24A Committee of Delegates (new rule in lieu of Rule 24)
- Rule 27 Council (rule to cease)
- Rule 27A (new rule in lieu of Rule 27)
- Rule 29 Executive (rule to cease)
- Rule 29A Executive (new rule in lieu of Rule 29)
- Rule 30 Duties of the President (rule to cease)
- Rule 30A Duties of the President (new rule in lieu of Rule 30)
- Rule 31 Election of General Secretary and Assistant General Secretary (rule to cease)
- Rule 31A Election of General Secretary and Assistant General Secretary (new rule in lieu of Rule 31)
- Rule 32 Election of Members of Council (Other Than General Secretary and Assistant General Secretary) (rule to cease)
- Rule 32A Election of Members of Council (Other Than General Secretary and Assistant General Secretary) (new rule in lieu of Rule 32)
- Rule 33 Election of Executive (Other Than General Secretary and Assistant General Secretary) (rule to cease)
- Rule 33A Election of Executive (Other Than General Secretary and Assistant General Secretary) (new rule in lieu of Rule 33)
- Rule 36 Duties of the Guardian
- Rule 39 Annual Conference (rule to cease)
- Rule 39A Annual Conference (new rule in lieu of Rule 39)
- Rule 40 Order of Business at Annual Conference (rule to cease)
- Rule 40A (new rule in lieu of Rule 40)
- Rule 42 Chairperson for Conferences (rule to cease)
- Rule 42A Chairperson for Conferences (new rule in lieu of Rule 42)

Conference acknowledges that approval of the rules changes is ultimately a matter for the New South Wales Industrial Registrar and that amendments may be required to effect the intent of Conference’s resolution. Should this be the case, Council will alter, rescind or make new rules in accordance with Rule 51 (a) of the Association’s rules.

CARRIED

A.2 NSWNMA Council
AC6/2017 MOVED B Holmes SECONDED J Kiejda
That this Annual Conference endorses amendment of Rule 5 Membership of the Association by deleting "Australian Nursing Federation" and inserting “Australian Nursing and Midwifery Federation” in lieu thereof. CARRIED

A.3 NSWNMA Council
AC7/2017 MOVED B Holmes SECONDED J Kiejda
That this Annual Conference endorses amendment of Rule 37 Ineligibility for Office by deleting "Australian Nursing Federation" and inserting “Australian Nursing and Midwifery Federation” in lieu thereof. CARRIED

A.4 NSWNMA Council
AC13/2017 MOVED B Holmes SECONDED J Kiejda
That this Annual Conference endorses the deletion of Rule 48 Illegal Strikes and the consequential re-numbering of Rules 49 to 55 inclusive. CARRIED
Part B: Policies, Position Statements and Guidelines

B.1 NSWNMA Council
AC14/2017 MOVED G Wilson SECONDED R Noort
That the Policy on Alcohol and other Drug Issues in the Workplace be endorsed. CARRIED

B.2 NSWNMA Council
AC15/2017 MOVED S Brazil SECONDED G Wilson
That the Policy on Assistants in Nursing, as amended, be endorsed. CARRIED

B.3 NSWNMA Council
AC16/2017 MOVED O’B Smith SECONDED M Nicholson
That the Policy on Child Care, as amended, be endorsed. CARRIED

B.4 NSWNMA Council
AC17/2017 MOVED A Alldrick SECONDED O’B Smith
That the Policy on Employment of Undergraduate Nursing and Midwifery Students, as amended, be endorsed. CARRIED

B.5 NSWNMA Council
AC18/2017 MOVED L Scott SECONDED D Smith
That the Policy on HIV/AIDS and Other Blood Borne Pathogens, as amended, be endorsed. CARRIED

B.6 NSWNMA Council
AC19/2017 MOVED M Cashman SECONDED A Alldrick
That the Policy on the Prevention of Musculoskeletal Disorders from the Performance of Hazardous Manual Tasks, as amended, be endorsed. CARRIED
B.7 NSWNMA Council

AC20/2017 MOVED G Clark SECONDED L McCall
That the Policy on the Quality Use of Medicines be endorsed. CARRIED

B.8 NSWNMA Council

AC21/2017 MOVED D Smith SECONDED M Cashman
That the Policy on Work Health and Safety, as amended, be endorsed. CARRIED

B.9 NSWNMA Council

AC22/2017 MOVED L McCall SECONDED O’B Smith
That the draft Position Statement on Assisted Dying be endorsed. CARRIED

B.10 NSWNMA Council

AC23/2017 MOVED L McCall SECONDED O’B Smith
That the Position Statement on Voluntary Euthanasia be rescinded. CARRIED

B.11 NSWNMA Council

AC24/2017 MOVED L Scott SECONDED P Hibbert
That the Guidelines on Nurse and Midwife Initiated Diagnostic Investigations, as amended, be endorsed. CARRIED

B.12 NSWNMA Council

AC25/2017 MOVED Debbie Lang SECONDED P Hibbert
That the Guidelines on Provision of Basic Foot Care by Nurses be endorsed. CARRIED

B.13 NSWNMA Council

AC26/2017 MOVED M Nicholson SECONDED L Hopper
That the Guidelines on Referrals by and to Registered Nurses and Midwives, as amended, be endorsed. CARRIED
B.14 NSWNMA Council

AC27/2017 MOVED R Noort SECONDED G Wilson
That the Guidelines on Working in Cold Conditions, as amended, be endorsed.
CARRIED

B.15 NSWNMA Council

AC28/2017 MOVED E Makepeace SECONDED G Clark
That the Guidelines on Working in Hot Conditions, as amended, be endorsed.
CARRIED

B.16 NSWNMA Council

AC29/2017 MOVED L Hopper SECONDED O’B Smith
That the Guidelines on ‘Whistleblowing’ and Nursing on Public Interest Disclosures, as amended, be endorsed.
CARRIED
Part C: Organising and Campaigning

C.1 Manly District Hospital Branch

AC30/2017
MOVED L Hopper
SECONDED S Welch
That this Annual Conference calls on the NSWNMA to use whatever resources it deems fit to fight the creeping privatisation of public health services in NSW.

CARRIED

C.2 Western Sydney Community Branch

AC31/2017
MOVED K Coller
SECONDED F Ross
That this Annual Conference resolves that the NSWNMA will continue to campaign and actively lobby the NSW government and ensure that services such as palliative care, wound care and other services provided by community health care nurses across NSW remain within the public health system and not be sold off and privatised.

Currently, there are ‘Confidential in Cabinet’ discussions being held with this government to privatise palliative care in Western Sydney Local Health District and handing this vital service to the Silver Chain Group. We fear other services could also be sliced off and sold to private providers leaving our staff without a job and the community with a less than adequate service.

CARRIED UNANIMOUSLY

C.3 Manly District Hospital Branch

AC33/2017
MOVED L Hopper
SECONDED S Welch
That this Annual Conference calls on the NSWNMA to seek urgent answers to the questions presented at the Combined Union Meeting in March 2017, regarding the transfer of acute Public Services from Manly and Mona Vale Hospitals to the new Healthscope Private Hospital at Frenchs Forest. The Healthscope facility opens in 15 months and the following questions were put into a petition and have received no reply.

a How are current Award conditions to be protected and made enforceable for transferring employees?

b How are additional commitments to be made to staff, e.g. job guarantees enforceable?

c Ensure employees are not obliged to transfer, if the Regulation barring redundancies is applied.

d Job matching results to be released immediately, so that employees have enough time to make knowledgeable decisions.

CARRIED UNANIMOUSLY
C.4  Wollongong Private Hospital Branch

AC34/2017  MOVED K Atcheson  SECONDED J Cooper
That this Annual Conference calls on all our colleagues to join Ramsay Health and other private hospital nurses and midwives to fight for mandated safe staffing levels in our Enterprise Agreement campaign.

We need mandated ratios to ensure safe patient care is not compromised by the constant pressure to cut nursing hours forcing us to do more with less.

It’s time for Ramsay Health Care and other private hospitals to stop:
- Expecting us to work short staffed;
- Overriding our entitlements in MyTime;
- Expecting us to work unpaid overtime;
- Pressuring us to reduce hours and take leave at late notice;
- Expecting e-learning to be completed outside rostered hours;
- Expecting us to miss tea and meal breaks.

CARRIED

C.5  Royal Prince Alfred Hospital Branch

AC35/2017  MOVED E Romney  SECONDED S Sharp
That this Annual Conference of the NSWNMA endorses the Public Health System Log of Claims Committee to investigate and pursue a cost of living allowance for nurses and midwives living in areas of NSW deemed unaffordable as per the housing affordability index.

LOST

C.6  Royal Prince Alfred Hospital Branch

AC36/2017  MOVED E Romney  SECONDED Stan White
That this Annual Conference acknowledges the work done by the NSWNMA on housing affordability. It requests that the NSWNMA also lobbies for improvement to renters’ rights with the aim of improving rental security and affordability and continue to support the Tenants’ Union to make renting fair and end or replace the no cause eviction rules.

CARRIED

C.7  Bodington Aged Care Service Branch

AC37/2017  MOVED J Hofman  SECONDED Debbie Lang
That this Annual Conference requests that the NSW Nurses and Midwives’ Association continue to support members working in aged care facilities in their ongoing campaign for the continued employment of registered nurses in aged care facilities in NSW.
Further, this Annual Conference supports the findings of the Australian Nursing and Midwifery Federation Report into the National Aged Care Staffing Skills Mix Project and requests that the findings be forwarded to all appropriate government bodies and political parties with the view of seeking support for the adoption into State and Federal legislation of a patient care staffing methodology for all aged care facilities as outlined in the report.

CARRIED UNANIMOUSLY

C.8 Long Jetty Continuing Care Branch
AC38/2017 MOVED M Cashman SECONDED Debbie Lang
That this Annual Conference requests that the NSWNMA continue to lobby the NSW Government and the Ministry of Health for RNs to be maintained 24/7 in all Residential Aged Care Facilities in order to lessen the burden on the acute care system. Furthermore, we also request that the NSWNMA expand and broaden efforts to encapsulate the national campaign for skill mix and staffing in order to engage a future Federal Government to ensure improvements in overall staffing and funding for aged care.

We request the NSWNMA engage all branches to campaign in conjunction with the efforts of the ANMF for ratios in aged care.

CARRIED UNANIMOUSLY

C.9 Gosford Private Hospital Branch
AC39/2017 MOVED Debbie Lang SECONDED M Cashman
That this Annual Conference seeks that the NSWNMA continues to participate in the NSW Aged Care Roundtable and promote the “10 Questions to Ask” leaflet through a state-wide rollout.

Furthermore, we ask that the promotion of the leaflets is pursued nationally through the ANMF.

CARRIED UNANIMOUSLY

C.10 Liverpool Hospital Branch
AC40/2017 MOVED B Grant SECONDED M Nicholson
That this Annual Conference of the NSWNMA calls on the Association to support tax justice and express its disappointment in the increase of the Medicare Levy, when it is proposed that huge corporations are to receive tax cuts.

CARRIED UNANIMOUSLY

C.11 Estia Health at Figtree Branch
AC41/2017 MOVED L Hardman SECONDED J Hofman
That this Annual Conference resolves that the NSWNMA continues the Save Our Weekend penalty rates campaign in order to fight back against
the cuts to weekend rates for retail and hospitality workers. As seen by the recent actions of some healthcare and aged care providers, this could extend to all sectors of nursing.

CARRIED UNANIMOUSLY
Part D: Industrial and Bargaining

D.1  John Hunter Hospital Branch

AC42/2017  MOVED D Pfanner  SECONDED C Bolton
That this Annual Conference requests the Public Health System Log of Claims Committee consider that the Public Health System Award, Clause 53 – Staffing Arrangements, sub clause (iv) Staffing and Specialities, Section IV: Perioperative Services be amended to require that “The most recent ACORN standards be implemented in Perioperative Departments”.  
CARRIED UNANIMOUSLY

D.2  John Hunter Hospital Branch

AC43/2017  MOVED T Webb  SECONDED G Ashbourne
That this Annual Conference requests that Birthrate Plus be overhauled to adequately reflect the workload of staff in the maternity and gynaecology divisions of tertiary centres. In hospitals, such as John Hunter, where many births are complicated by maternal comorbidities, pre-term delivery or perinatal complications. The existing categories do not adequately reflect the patients who have dependency scores >25, which is many of John Hunter’s clients.

There also needs to be additional scoring to get a better “snap-shot” of the work involved in caring for the low birthweight/late-term babies that are now nursed on the ward with their mothers, e.g.: BGLs/ complex feeding regimens.

CARRIED UNANIMOUSLY

D.3  Lismore Base Hospital Branch

AC44/2017  MOVED G Wilson  SECONDED H Howlett
That this Annual Conference of the NSWNMA requests the Ministry of Health, when constructing new hospitals or units, provides the NSWNMA and the local branch with a risk assessment based on the proposed staffing numbers for these areas. All too often new hospitals and departments are now being built under the guise of future proofing the hospital but staffed with current staffing quotas, which result in small numbers of staff working in large footprints where the physical distance can present an unacceptable risk.

CARRIED

D.4  Port Macquarie Base Hospital Branch

AC45/2017  MOVED L Binskin  SECONDED K Amos
That this Annual Conference of the NSWNMA requests the Public Health System Log of Claims Committee consider including in Clause 13 –
Continuing Education Allowance, Clinical Nurse Consultants/Clinical Midwifery Consultants for entitlement to this allowance.  

CARRIED

D.5 Port Macquarie Base Hospital Branch  
AC47/2017 MOVED M Brennan SECONDED K Burgess
That this Annual Conference of the NSWNMA requests the Public Health System Log of Claims Committee consider in Clause 25 – Overtime, an additional sub-clause that defines the food that is to be provided. Currently, Clause 38 – Accommodation and Board, is used for clarification of the meal requirements. However that is not currently referenced in Clause 25 and also does not provide sufficient detail.

That the proposed new sub-clause or amended sub-clauses allow for employees to request payment of the meal allowance when the meal available on-site does not meet the award definition or where this does not provide for individual special dietary requirements. If at any health care facility no on-site meal service is available to provide meals at any day/hour to meet the Award definition, then the meal allowance must be paid.

CARRIED UNANIMOUSLY

D.6 Coffs Harbour Hospital Branch  
AC48/2017 MOVED P Brookes SECONDED P Clerkin
That the Public Health System Log of Claims Committee will consider pursuing an extension of paid parental leave for new parents (Clause 34, Part C – Parental Leave) from 5 days to 30 days on full pay to allow for the needed support of the spouse.

CARRIED

D.7 John Hunter Hospital Branch  
AC49/2017 MOVED C Bolton SECONDED S McNeill
That this Annual Conference asks that the NSWNMA works with the NSW Ministry of Health to ensure that all hospital managers formulate a system which adequately facilitates staff to complete all elements of their mandatory education in work time. That this includes online and face-to-face components. Possible solutions could include, but are not limited to, quarantined time within shifts, with adequate relief provided, for staff to leave the floor to attend to this; “blitz days” when a full 8-hour day is rostered and a timetabled programme is organised; face-to-face components are scheduled “after hours” for the staff who work nights and weekend shifts. Staff should not be pressured by managers/educators to attend to this in their own time.

CARRIED UNANIMOUSLY
D.8 Coffs Harbour Hospital Branch

AC50/2017 MOVED P Clerkin SECONDED P Brookes
That the Public Health System Log of Claims Committee consider resolution that Clause 4 (xvi)(a) of the Public Health System Nurses’ and Midwives’ (State) be amended to delete the words “Where practicable” so that the sentence of this subclause will commence with “.... Unless agreed by both nurse and management, days off must be consecutive, .....”

CARRIED UNANIMOUSLY

D.9 Coffs Harbour Hospital Branch

AC51/2017 MOVED P Brookes SECONDED P Clerkin
That this Annual Conference of the NSWNMA resolves to continue to actively pursue shorts becoming part of the uniform provisions for nurses and midwives not “at the discretion” of the LHD. That this action will bring nurses and midwives in line with all other hospital employees.

CARRIED

D.10 Coffs Harbour Hospital Branch

AC52/2017 MOVED P Brookes SECONDED P Clerkin
That this Annual Conference resolves the NSWNMA will write to each LHD to request shorts be added to the uniform choices for nurses and midwives. Also that each Organiser who attends LHD JCCs will list the approval of shorts for nurses and midwives on the agenda for the earliest JCC in 2017 and make a request for approval at that meeting.

CARRIED
Part E: Professional, Educational and General

E.1 Hunter Drug & Alcohol Nurses Branch

AC53/2017  MOVED J Byrne  SECONDED J Howell
That this Annual Conference requests the General Secretary of the NSWNMA to include the payment of working with children checks in any issues list provided to political parties leading up to the 2019 state election to establish their position/view, which will then be promoted to members in *The Lamp* and through the NSWNMA’s various social media portals.

CARRIED UNANIMOUSLY

E.2 Lismore Base Hospital Branch

AC54/2017  MOVED G Wilson  SECONDED S Springall
That this Annual Conference of the NSWNMA requests the Ministry of Health provide a clear and simple way of reporting aggression/violence in the workplace for healthcare workers. The IIMS system has multiple ways of reporting acts of aggression and violence in its system which result in no clear understanding of the prevalence of violence, and if we are indeed honouring the zero tolerance mantra the Ministry claims we must start by knowing how bad the problem is.

CARRIED UNANIMOUSLY

E.3 Lismore Base Hospital Branch

AC55/2017  MOVED G Wilson  SECONDED S Springall
That this Annual Conference of the NSWNMA requests the Ministry of Health support nurses and health care professionals when they request patients be charged by the police when they are the victims of violence while caring for those patients. Management should support their workforce in the zero tolerance against violence campaign and not discourage the victims of violence from seeking justice for acts against them.

CARRIED UNANIMOUSLY

E.4 Liverpool Hospital Branch

AC56/2017  MOVED M Nicholson  SECONDED B Grant
That this Annual Conference of the NSWNMA calls on the Association to discuss with the Ministry of Health the practice of Local Health Districts delaying recruitment to vacancies. All vacancies need to be recruited to as soon as possible and skill profiles not undermined by the use of junior or untrained staff working short shifts.

CARRIED
E.5 Royal Prince Alfred Hospital Branch

AC57/2017

MOVED E Romney               SECONDED O’B Smith
That this Annual Conference calls upon the NSWNMA to demand that the Ministry of Health provides annual data on the hospital beds in NSW, including the number per capita for each Local Health District and, for tertiary and other hospitals, per capita in their primary and referral catchments.

CARRIED UNANIMOUSLY

E.6 Lismore Base Hospital Branch

Preamble
Climate change has been acknowledged as the biggest global health threat of the 21st century and former Australian of the Year, Fiona Stanley has categorically stated “that human health and financing fossil fuels are fundamentally incompatible”.

Extreme weather events are becoming more frequent with climate change and are demanding and costly to health services and communities.

As nurses and midwives we have a responsibility under our Code of Ethics to value an ecologically sustainable environment that promotes health and wellbeing and as such must make a stand against the fossil fuel industry and the corporations that fund it.

A current example is Adani’s massive Carmichael coalmine in the Galilee Basin, which if it were to go ahead would pose serious environmental and health risks and is inconsistent with the Paris two degree target which Australia signed up to.

We have a responsibility as trusted leaders in our communities to not only protest publicly, which we do so exceptionally well, but also to call on all corporations with which we have financial interests to cease their funding of the fossil fuel industry. Should they choose not to, we must divest, as the core business model of the fossil fuel industry threatens all of us. For too long the fossil fuel industry has corrupted our government and treated our planet with contempt. As nurses and midwives we should not be involved in funding any industry that impacts so negatively on our planet and all who inhabit her.

We have a duty of care.

AC58/2017

MOVED H Ryan               SECONDED G Wilson
That this Annual Conference calls on the NSWNMA Council to consider divesting from any corporation with which we have financial interests and financial sponsorship should they not undertake to cease their funding of the fossil fuel industry. That this divestment should occur as soon as practicably possible in view that the NSWNMA has complex investment portfolios.

That the NSWNMA invest in clean, renewable energy.

CARRIED

E.7 Langton Centre Branch

Preamble
It is well known that a blanket ban on drugs does not work. That this vastly increases their risk of overdose or adverse events, which then increases the workload and risk of aggression towards emergency services and volunteer health workers. Pill testing has been shown to reduce the harm and increase safety of people who choose to use these substances. It is not legalising but ensuring the safe use and minimising the risk of overdoses and deaths. That this is similar in approach to the very successful Medically Supervised Safe Injecting Rooms.

Pill testing allows for education and engagement of the community. It does not advocate drug use. Pill testing is about allowing people to make informed decisions with information that they otherwise would not be able to access. It also allows for volunteers and workers to be available for people to speak to and be referred to other services if need be - a conversation that does not currently occur because of the taboo nature of certain drugs and recreational drug use. Legality does not equate safety. On the scale of harm to self vs harm to others, alcohol and tobacco are more harmful than ecstasy, LSD and cannabis. Pill testing statistics would contribute to research, policy making, policing, emergency healthcare and the health and safety of our community.

AC59/2017 MOVED A Smoker SECONDED N Grant
That this Annual Conference requests that the NSWNMA develop a position statement that takes a stand which advocates for pill testing and other interventions that promotes harm minimisation and also commences political lobbying. We need to take a stand, as we have done many times before, on what is right for the health and safety of nurses midwives and the community whom we have a moral responsibility to care for.

CARRIED

E.8 John Hunter Hospital Branch

AC60/2017 MOVED G Ashbourne SECONDED C Bolton
That this Annual Conference of the NSWNMA asks that AHPRA is approached to review the Continuing Professional Development (CPD) requirement for nurses and midwives and allow carry over of excess hours into subsequent years up to 3 years. That this would allow professionals who are taking a long period of leave, such as maternity leave, long service leave, to spread their CPD across 3 years rather than having to fulfill this commitment while on leave from work. That this arrangement would be similar to the recency of practice requirement which can be averaged over 5 years.

LOST

E.9 Hunter Drug & Alcohol Nurses Branch

AC61/2017 MOVED J Byrne SECONDED C Bolton
That this Annual Conference requests that the NSWNMA conduct a feasibility study into a nursing and midwifery international exchange program where there is a direct swap of nursing or midwifery positions and accommodation. A report back to be made to a subsequent CoD.

LOST
E.10  Sydney Children’s Hospital Branch

**Preamble**
*The Mission Statement of NSW Police Legacy:*

‘Police Legacy is the NSW Police Force Charity. Our commitment is to build on the care and support of over 20,000 serving and retired police officers and their families during times of tragedy and need. Initially founded to support bereaved families following the loss of their loved one, our support now extends to include police officers and their families experiencing challenging times in their lives.’

**AC62/2017**
**MOVED J Watt**
**SECONDED S Ninyo**
That this Annual Conference calls upon the NSWNMA to investigate the feasibility of establishing a NSW Nurse and Midwife Legacy Fund similar to the NSW Police Legacy fund. The fund would assist nurses, midwives and their families suffering from loss and grief as well as those experiencing misfortune that require extra support and that the NSWNMA report back with the findings and recommendations of this proposal by the March 2018 Committee of Delegates.

**CARRIED**

E.11  Coffs Harbour Hospital Branch

**AC63/2017**
**MOVED P Brookes**
**SECONDED P Clerkin**
That the NSWNMA will seriously investigate and consider a fee reduction (half the fees) for AiNs / AiMs working casually or part time who are studying the Bachelor of Nursing or Bachelor of Midwifery full time. The term of this reduction to be capped at 3 years while the AiN / AiMs are actively studying.

**CARRIED**

E.12  Coffs Harbour Hospital Branch

**MOVED P Clerkin**
**SECONDED P Brookes**
That this Annual Conference of the NSWNMA resolves that the Association will provide a progress report of annual conference resolutions to the Committee of Delegates 6 months’ post holding of the NSWNMA annual conference to ensure delegates can update their branches on progress of successful resolutions.

**OUT OF ORDER**

E.13  Estia Health at Figtree Branch

**AC64/2017**
**MOVED L Hardman**
**SECONDED J Furolo**
That this Annual Conference of NSWNMA calls on the Association to engage in serious discussions with the current Minister for Mental Health and Minister for Ageing before the end of 2017 with the issues of the increased number of residents with mental health issues now entering Aged Care facilities.

These issues to include as a matter of priority but not excluding other issues:
1. Staff working in Aged Care are not trained to care for residents with the mental health conditions they are being asked to care for;
2. In Mental Health services, there are different staffing levels and resources compared to Aged Care;
3. Safety and security of other residents and staff.

CARRIED UNANIMOUSLY
General Business

GB.1 NSWNMA Council

AC65/2017 MOVED J Kiejda SECONDED G Clark
That this Annual Conference of the NSWNMA calls on the federal government to affirm unequivocally, a commitment to international humanitarian laws, and to uphold the emergency United Nations Security Council’s resolution 2286 condemning attacks on medical personnel in conflict situations.

We also call on the NSWNMA to:
1. Continue to support Medecins Sans Frontieres (MSF) and other health humanitarian organisations’ urgent calls to action #NotATarget, to protect health care workers who assist in conflict zones;
2. Join the Safeguarding Health in Conflict Coalition; and
3. Write to the Minister for Foreign Affairs concerning the moratorium or suspension of the United Nations “listing” of persistent perpetrators of grave violations of human rights against civilians in conflict.

CARRIED UNANIMOUSLY

GB.2 Sydney/Sydney Eye Hospital Branch

AC66/2017 MOVED N Grant SECONDED A Smoker
That this Annual Conference endorses the NSWNMA to explore options to establish a scholarship for refugees settled in Australia and studying nursing or midwifery in NSW.

CARRIED

GB.3 South Coast Private Branch

AC67/2017 MOVED G O'Driscoll SECONDED A Rigg
That this Annual Conference asks the NSWNMA to raise public awareness of the lack of nursing ratios in private hospitals. That this campaign to ask the public to ask their private insurers – “Why they can get the doctors they want but not the nurses(s) they need?” The campaign will target the private health insurance companies rather than the private hospital.

CARRIED UNANIMOUSLY
GB.4 Hornsby & Ku-Ring-Gai Hospital Branch

Preamble

Madalyn Parker is a web developer, who in July this year emailed her team that she was taking two days of sick leave "to focus on (her) mental health". The next day, the CEO of her company emailed her, applauding her "reminder of the importance of using sick leave for mental health".

AC68/2017 MOVED R Smith SECONDED J Schwartz

That this Annual Conference requests that the NSWNMA recognise the importance of such use of our entitlements and demand that employers alike recognise and actively implement policies that endorse the genuine use of sick leave for mental health reasons.

CARRIED