AGENDA

COMMITTEE OF DELEGATES MEETING
New South Wales Nurses & Midwives’ Association
held at 50 O’Dea Avenue, Waterloo
Tuesday, 17 January 2017 at 7.15pm

1. PRESENT

CHAIR

2. APOLOGIES
B Holmes

MOVED                       SECONDED
That the Apologies be received.

3. MINUTES

MOVED                       SECONDED
That the Minutes of the Committee of Delegates meeting of Tuesday
15 November 2016 be taken as read and received.

4. BUSINESS ARISING FROM THE MINUTES

4.1 Committee of Delegate - Resolutions
Council at its 8 December 2016 meeting endorsed resolutions D61, D62, D63, D64, D65, D66, D68, D69 and D70 from the Committee of Delegates meeting held on 15 November 2016.
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MOVED
SECONDED
That the Minutes of the Committee of Delegates meeting of Tuesday 15 November 2016 be adopted.

5. TABLED INFORMATION

5.1 NSWNMA Circulars (available at www.nswnma.asn.au)

112/2016 NSW HealthShare NEPT transition – update, To: All members working in NSW HealthShare NEPT Services, 5 September 2016.

114/2016 UPDATE – Transition to the NGO sector via the NDIS, To: All members, Family and Community Services, 14 September 2016.

116/2016 Still No Pay Offer; Keep up the pressure! To: All members, Bupa Care Services, 19 September 2016.

132/2016 Have your say; It’s time to Vote Yes, To: Members at Bega Private Hospital, 9 November 2016.

134/2016 You NEED the Fair Work Commission; Why does your employer want to remove your rights? To: Members at Christadelphian Homes Ltd, 17 November 2016.


136/2016 Newsflash: Members achieve massive wins, To: Members at Estia Health (Cook and Hutchinson), 22 November 2016.

137/2016 Newsflash: Money! Your pay offer improved, To: Members at Estia Health (Cook), 24 November 2016.

138/2016 Albury pay to finally catch up! To: Members at Estia Health (Albury), 24 November 2016.

139/2016 Newsflash: Members achieve massive wins, To: Members at Estia Health (Kennedy), 22 November 2016.

140/2016 The Clock is Ticking; Sign the petition now, To: All members, Christadelphian Aged Care, 22 November 2016.

141/2016 Your Nurses Picnic Day = $248 LOSS or more! To: All members, Christadelphian Aged Care, 24 November 2016.

142/2016 Happier now Estia! Nurses Stopped Cuts and Increased Pay! To: Members at Estia Health (Cook), 29 November 2016.

143/2016 Happier now Estia! Nurses Stopped Cuts and Increased Pay! To: Members at Estia Health (Kennedy), 29 November 2016.

144/2016 Latest Offer; Is it Good Enough? To: Members at Christadelphian Homes Ltd, 2 December 2016.

145/2016 Privatisation of Disability Services – Nurses’ Consultation Forum, To: All members, Family and Community Services, 1 December 2016.

146/2016 How to Vote Yes, To: All members, Estia Health, 7 December 2016.

147/2016 2.5% + 2.5% + 2.5% PAY OFFER; IS IT GOOD ENOUGH? To: Members at Christadelphian Homes Ltd, 1 December 2016.

148/2016 How does the 2.5% offer compare? To: Members at Christadelphian Homes Ltd, 8 December 2016.
148a/2016 How does the offer compare? To: All members, Christadelphian Aged Care, 13 December 2016.

149/2016 Northern Beaches Redevelopment heads to the Industrial Commission of NSW, To: All members, Mona Vale and Manly Hospitals / All Branch Officials in NSLHD, 5 December 2016.

151/2016 Northern Beaches Redevelopment dispute before the Industrial Relations Commission of NSW, To: All members, Mona Vale and Manly Hospitals / All Branch Officials in NSLHD, 6 December 2016.

152/2016 YOUR Vote is YOUR Voice, To: All members, Christadelphian Aged Care, 13 December 2016.

154/2016 UPDATE – Northern Beaches Redevelopment dispute before the Industrial Commission of NSW, To: All members, Mona Vale and Manly Hospitals / All Branch Officials in NSLHD, 15 December 2016.

1/2017 Scrooge employers shameful wage offer, To: All members, LASA, 5 January 2017.

1a/2017 Response to your claim, To: All members, LASA, 5 January 2017.

5.2 **NSW Ministry of Health – Circulars**

(available at your workplace or [www.health.nsw.gov.au](http://www.health.nsw.gov.au))

5.3 **Media Releases**

5.3.1 **NSWNMA** (available at [www.nswnma.asn.au](http://www.nswnma.asn.au))

5.3.1.1 Bupa fails Berry on aged care staffing and nursing wages, 17 November 2016.

5.3.1.2 Secrecy around Northern Beaches Hospital redevelopment sparks industrial dispute, 6 December 2016.

5.3.1.3 Nurses and midwives won’t wait for domestic violence leave, 8 December 2016.

5.3.2 **Unions NSW** (available at [www.unionsnsw.org.au](http://www.unionsnsw.org.au))

5.3.2.1 16 days of action end with Baird phone call bonanza, 9 December 2016.

5.3.3 **NSW Health**


**Minister for Health**

5.3.3.1 New era of healthcare for Nepean Hospital, 28 November 2016.

5.3.3.2 Strongest winter hospital performance for NSW, 7 December 2016.

5.3.3.3 Health infrastructure boom for Wagga Wagga, 12 December 2016.

5.3.3.4 Top day for Northern Beaches Hospital, 13 December 2016.
Minister for Mental Health, Minister for Medical Research, Assistant Minister for Health, Assistant Minister for Health, Minister for Women, Minister for the Prevention of Domestic Violence and Sexual Assault

5.3.3.5 Australia’s first trial of medicinal cannabis for palliative care patients now recruiting in NSW, 22 December 2016.

5.3.3.6 $20 million domestic and family violence Innovation Fund now open, 22 December 2016.

5.3.4 NSW Government / Departments / Opposition

5.3.4.1 Nepean Hospital Announcement, Shadow Minister for Health, 28 November 2016.

5.3.5 Australian Nursing and Midwifery Federation
(available at www.anmf.org.au)

5.3.5.1 Residents suffering “missed care” due to lack of nurses and poor staffing mix, 2 December 2016.

5.3.6 ACTU (available at www.actu.asn.au)

5.3.6.1 Registered Organisations Bill a blow to workers, 22 November 2016.
5.3.6.2 Asbestos Awareness Week: 307,000 contaminated crayons show action desperately needed to ensure community safety, 23 November 2016.
5.3.6.3 Passing of ABCC legislation a dark stain on Turnbull Government, 30 November 2016.
5.3.6.4 Government inaction on DV leave is unconscionable, 9 December 2016.
5.3.6.5 Murdoch University attacks on staff damage international reputation, 20 December 2016.
5.3.6.6 Turnbull Government must act now to protect public from Asbestos this Christmas, 21 December 2016.
5.3.6.7 All we want for Christmas is to safeguard penalty rates, 22 December 2016.
5.3.6.8 Business Leaders plot cuts to penalty rates at antique yacht regatta, 5 January 2017.

5.3.7 Federal Minister for Health and Aged Care / Minister for Sport
(available at www.health.gov.au)

5.3.7.1 Community pharmacy trial grants now open, 24 October 2016.
5.3.7.2 Community Pharmacies to help detect diabetes, 13 November 2016.
5.3.7.3 Lismore Hospital redevelopment to deliver improved health services, 18 November 2016.

5.3.8 Federal Government / Opposition / Departments


5.3.9 Miscellaneous

5.3.9.1 The Nursing and Midwifery Board of Australia launched two major initiatives to support nurses and midwives and protect the public in 2015/16, Nursing and Midwifery Board of Australia, 10 November 2016 (available at www.nursingmidwiferyboard.gov.au).

6. CORRESPONDENCE

6.1 From Principal Workplace Relations Advisor, NSW Ministry of Health re Recruitment to nursing positions within NSW Health (our ref: 16/0233), 4 November 2016.

Letter of response advising the standard processes and timeframes for recruitment to positions within LHDs/Networks are set out in NSW Health PD2015_026 Recruitment and Selection of Staff to the NSW Health Service, currently being reviewed in consultation with the LHDs/Networks/Unions. The letter also advises eHealth has completed extensive consultation with NSW Health stakeholders as part of the implementation of a Human Capital Management Recruitment solution and identified issues (such as reducing ‘bottlenecks’ within the recruitment cycle) have been considered as part of the design process; work will continue throughout the rest of 2016 and into 2017.

6.2 To Minister for Immigration and Border Protection re Offshore Detention, 23 November 2016.

Letter conveying the November 2016 CoD resolution, noting the deep concern of members regarding refugees and asylum seekers in offshore detention centres and the responsibility to ensure that these people have ongoing access to a standard of care which can only be provided on mainland Australia.

6.3 To Shadow Minister for Trade and Investment re Urgent Meeting Regarding Free Trade Agreements and Healthcare, 24 November 2016.

Letter seeking a meeting with the Shadow Minister to discuss the Association’s concerns in regards to current and proposed Free Trade Agreements (FTA) and the impact they will have on health care delivery, its relationship to the Regional Comprehensive Economic Partnership as well as the threats contained within the global Trade in Services Agreement (TiSA).

6.4 To Shadow Minister for Trade in Services re Urgent Meeting Regarding Free Trade Agreements and Healthcare, 25 November 2016.

Letter seeking a meeting with the Shadow Minister to discuss the Association’s concerns in regards to the current and proposed FTA and the impact they will have on healthcare delivery, as well as the global TiSA as it applies to public services and
there are concerns that the TiSA will see the privatisation of public services and erode the level of healthcare provision in Australia.

6.5 From Chief Nursing and Midwifery Officer NSW, NSW Ministry of Health re 2017 Nursing and Midwifery New Graduate Orientations, 7 December 2016.

Letter of response to the Association’s request seeking the number of nurses and midwives that will be commencing in NSW Health related TRN programs which will assist the NSWNMA’s planning for attendance at the New Grad Orientations, with the advice the number is approximately 2,200 and that LHDs will be able to assist with the planning by providing site specific numbers.

6.6 To Minister for Mental Health / Minister for Medical Research / Assistant Minister for Health / Minister for Women / Minister for the Prevention of Domestic Violence and Sexual Assault re Transition to mental health training opportunities for nurses, 14 December 2016.

Letter conveying the November 2016 CoD resolution seeking an increased transition to mental health training opportunities for nurses employed in mental health services. The NSWNMA is of the firm belief the provision of a consistent education and learning program for nurses new to the specialty and for new graduates is urgently needed. Such a program would serve as a positive incentive for the recruitment of nurses to mental health and help to increase work force numbers in this specialty area. The Association has requested it be included as a stakeholder in the development of such a program.

6.7 From Secretary, ACTU, Circular No: 81/2016, To: National Secretaries, State Secretaries, TLC’s re ACTU Mid-year economic and fiscal outlook briefing note (December 2016), 20 December 2016.

Letter providing the ACTU’s briefing note on the NSW government’s Mid-year economic and fiscal outlook outlining the ongoing state of the Federal budget.

6.8 From Chief Nursing and Midwifery Officer NSW, NSW Ministry of Health re Request for a policy to provide guidance for Nurses and Midwives to work outside their scope of practice, 22 December 2016.

Letter of response seeking that the Ministry introduce a policy to provide guidance for nurses and midwives who are requested to work outside their scope of practice. The letter notes that nurses and midwives must be able to assess their ability to perform clinical activities, based on their own education and skills. The letter referred to three NMBA documents which provide guiding principles for nurses and midwives on scope of practice and delegation, and that in any instance, nurses and midwives should seek appropriate support or supervision.

6.9 To Committee Secretary, Select Committee on the Exposure Draft of the Marriage Amendment (Same-Sex Marriage) Bill, Department of the Senate re Exposure Draft of the Marriage Amendment (Same-Sex Marriage) Bill, 10 January 2017.

Letter providing the Association’s submission to the review to establish a legislative framework for same sex marriage within Australia, noting the support of ANMF at federal level and the endorsement of the Australians for Marriage Equality campaign by NSWNMA delegates at the 2016 annual conference. The letter highlights marriage equality as a matter of social justice, human rights, and freedom of religion for the LGBTI community, and that the NSWNMA strongly supports the draft Bill’s substitution of the wording “a man and a woman” with the words “two people”, to
ensure equality for all LGBTI adult Australians, and that it is time for all Australians to be equal before the law.

MOVED                      SECONDED
That the tabled information and correspondence be received.

7.  GENERAL SECRETARY’S REPORT

MOVED                      SECONDED
That the General Secretary’s Report be received.

8.  RESOLUTIONS

8.1  Macleay Valley House Branch

MOVED                      SECONDED
This Committee of Delegates calls on all members of employers who are currently adopting the LASA template to reject the wage proposal and send a united message to their employer that 5% over 4 years does not respect our work, keep up with community standards or the basic cost of living.

9.  GENERAL BUSINESS

9.1  Hotel accommodation changes – Committee of Delegates & Annual Conference

DATE OF NEXT MEETING:
Tuesday 21 March 2017 at 7.15pm
at NSWNMA, 50 O’Dea Avenue, Waterloo