

Ms Lisa Fitzpatrick
Secretary
Australian Nursing and Midwifery Federation – Victorian Branch
PO Box 12600 A'Beckett Street
MELBOURNE VIC 3000

9 November 2018

Dear Ms Fitzpatrick



Our Achievements

The Labor Government's record funding for Victoria's health services is saving lives and giving more Victorians the world-class treatment and care they deserve faster, wherever they live. At the centre of this work are our hardworking nurses and midwives who provide the care and treatment to Victorians when they need it most.

Since coming to office, we have created 4,025 more full-time nursing and midwifery positions, implemented key health reforms and delivered more care and treatment to Victorians than ever before. The ANMF has been a central to developing and implementing our health initiatives and reforms, including:

Ratios

- Delivering on our election commitment to enshrine nurse and midwife to patient ratios into legislation so nurses and midwives no longer have to trade away their own pay and conditions to protect the quality of patient care.
- Undertaking a robust process to make ratios stronger, fully funding an extra 600 nurses and midwives and introducing this legislation into Parliament.

Enterprise Agreement

- A historic Enterprise Agreement without major industrial action that for the first time includes superannuation contributions while on paid maternity leave and 20 days paid family violence leave.
- An unprecedented wages outcome that will see wage justice in April 2019 for nurses and midwives, finally bringing them in line with their counterparts in New South Wales. This action has also seen a flow on impact in private hospitals, with the wage outcome also matched for nurses and midwives in acute private wards.
- Improvements to roster arrangements in 24 regional and rural health service workplaces that saw the roster change to a ten hour night for nurses and midwives working in places like St Arnaud, Maryborough, Kyneton, Sale and Daylesford and a nine and a half hour night for Bendigo aged care and subscute - so there are more nurses and midwives on duty at peak times, improving opportunities for education and reducing short change over between evening and day shifts.

- Funding an additional 125.8 FTE into the mental health sector over a six-year period, in collaboration with ANMF as a part of the Mental Health EBA.

Mental Health and Alcohol and Other Drugs

- Our record \$705 million mental health package in the *2018-19 State Budget* includes \$32.5 million for specific workforce initiatives, \$100.5 million for six emergency department crisis hubs at Monash Medical Centre, St Vincent's, the Royal Melbourne, Geelong, Sunshine and Frankston Hospitals and \$18.7 million to expand the Hospital Outreach Post-Suicidal Engagement (HOPE) initiative to a further six hospitals, supporting an extra 3,000 people per year.
- The Ice Action Plan and the Drug Rehabilitation Plan that have delivered frontline worker training to build the skills needed to deal with people affected by ice, extended clinical supervision training and provided 20 scholarships to nurses to help develop the AOD nursing workforce.
- More than doubling the number of residential rehabilitation beds from 208 to 450 over the last four years so more Victorians can get the support they need to beat their addiction, with over 50 per cent of additional beds in regional Victoria.

Training and Support

- Delivering the Inter-professional Nurse Paramedic Graduate Pilot Program to support graduates with dual qualifications to practice across nursing and paramedicine disciplines, rather than choose one over the other.
- Saving the Nursing and Midwifery Health Program Victoria (NMHPV), which provides crucial confidential health support, one-to-one caseload management and referrals at no cost for more than 98,000 nurses and midwives across Victoria with a mental health or alcohol or substance use issue.
- Free enrolled nursing diploma training to be available in TAFE available from 1 January 2019.

Health Reform

- Voluntary Assisted Dying (VAD) legislation, the end-of-life and palliative care framework and enshrining advance care directives in law to give Victorians with a terminal illness the compassion, care and dignity they deserve at the end of their lives.
- Working with the ANMF and other nursing specialist groups on the implementation of this important legislation, which is to come into effect in June 2019.
- Legislating 150 metre safe access zones around abortion providers that now see Victorian women access lawful medical services free from harassment and intimidation.
- Our *No Jab No Play* laws and the re-introduction of the Whooping Cough Vaccination Program that has led to the highest childhood vaccination rates in the country.

Occupational Safety

- Doubling our efforts and investment in tackling the problem of hospital violence, with our \$40 million Health Service Violence Prevention Fund, public awareness campaign, the work of the Occupational Violence Taskforce and adopting the ANMF's 10-point plan to end occupational violence and aggression.

Maternal and Child Health

- Almost tripling the investment in Victoria's Maternal and Child Health service that has seen more training for maternal and child nurses and the expansion to families with children aged up to two years of age. This will see 15 per cent of children from birth to three years of age receive on average 20 hours of extra help by July 2020.

Hospitals and Aged Care

- Doubling the funding to build our future hospitals and provide our health workers with the equipment and facilities they deserve, with investment going to ambitious projects such as the Victorian Heart

Hospital, Joan Kirner Women's and Children's Hospital, Ballarat Base Hospital redevelopment, Wonthaggi Hospital redevelopment and the \$250 million Regional Health Infrastructure Fund – the largest fund of its kind in Victorian history.

- Opening 101 new beds and points of care to treat nearly 20,000 extra patients every year thanks to our \$200 million Hospital Beds Rescue Fund.
- Taking action to save jobs following the closure of Geelong Private Hospital by making 117 positions available for hospital workers including nursing positions at Barwon Health and additional positions at Mercy and Western Health.
- Stopping the Liberals' sell-off of public sector residential aged care beds, constructing the new \$55.6 million 90-bed aged care facility in Kew, and investing \$1.1 million to provide specialist training to one thousand public sector health and aged care nurses, to improve the treatment and care of our elderly Victorians.

Environmental Health

- Boosting solar power supplies and energy efficiency at hospitals and regional health services across Victoria, to drive down energy costs through reinstating the Greener Government Buildings program, estimated to save more than \$70 million over the life of the investments, and cut greenhouse gas emissions by more than 20,000 tonnes each year. This vital program funds energy efficiency upgrades in government buildings. We have also made significant progress by working in partnership with the ANMF and your members in the areas of waste management.

Community Health

- Ensuring that Community Health nurses and midwives remain in the public sector *2016-2020 Enterprise Agreement* as well as commencing the Community Health Taskforce, with ANMF representation providing a voice for your members on this important taskforce.

Maternity Services

We look forward to continuing to work with the ANMF implementing any response to the recently completed Parliamentary Inquiry into Perinatal Services.

Our Commitments

Only a Labor Government believes in first class healthcare. Only a Labor Government will work with nurses and midwives, not against them. While we have achieved so much together over the last four years, there is still so much more to do. That's why a re-elected Labor Government will deliver on the following healthcare priorities:

Nurse and Midwife to Patient Ratios

A re-elected Andrews Labor Government will fund 1,100 new nurses and midwives¹ to support the delivery of a comprehensive package of ratio improvements in our hospitals, because protecting and strengthening ratios is about better care and better supporting nurses and midwives. These changes will eliminate the rounding down principle across all shifts and include a range of improvements detailed in **Attachment A**. We will reintroduce the first round of improvements in the first session of Parliament, with an amendment related to Clause 27 to include midwives in Special Care Nurseries. If passed, the first of the 600 extra nurses will commence from March 2019. Further to these improvements, we will work with you to introduce a future amendment bill for further improvements to ratios detailed at **Attachment A**.

Further to these improvements, and acknowledging the changing needs of the community and the different levels of care that come with that, we will also reclassify Warrnambool Hospital from a Level 3

¹ In addition to the previously announced ratio improvements of **600 extra nurses and midwives** we introduced in Parliament earlier this year (but the Liberals blocked), we will introduce further ratio improvements that will see an **extra 542 extra nurses and midwives**.

to a Level 2 hospital. We will also undertake a review of hospital classifications by June 2022, and the staffing arrangements currently specified in the 2016 Mental Health EBA will also be enshrined in legislation.

Workforce Development Fund

We will help more Victorians train as a nurse or midwife, with a new \$50 million Nursing and Midwifery Workforce Development Fund. The Fund will expand the existing Registered Nurse and Midwife Graduate Program and will establish a graduate program for enrolled nurses for the first time. This will employ 400 enrolled nurses over the next four years, with 100 of these positions to be available to TAFE graduates from next year. The Fund will also provide up to 400 postgraduate scholarships for current nurses and midwives to upgrade their skills, 400 places in programs such as the Postgraduate Midwifery Employment Program, as well as refresher programs for 800 nurses and midwives currently registered but not practicing so they can re-enter the workforce. It will also include \$10 million for grants, scholarships, graduate jobs and refresher programs for rural and regional students and current nurses and midwives.

Royal Commission into Mental Health

Labor will establish a Royal Commission into Mental Health and will implement every recommendation. The Commission will be tasked with providing a comprehensive set of recommendations on how our system can best support Victorians suffering from mental illness. The full terms of reference will be developed in consultation with stakeholders, including the ANMF, and will be announced within the first 100 days of a re-elected Labor Government.

The New Footscray Hospital

Only a re-elected Labor Government will invest up to \$1.5 billion to build the new 504 bed hospital at Victoria University's Footscray Park campus. A bigger and more modern Footscray Hospital will cut waiting times and allow almost 15,000 additional patients to be treated each year, as well as almost 20,000 additional emergency department admissions.

More Services in Our Outer Suburbs

The \$562 million redevelopment of Frankston Hospital is the largest ever outer-suburban hospital project in Victoria's history. It will see 120 new hospital beds, two new operating theatres, a massive expansion of child and maternal health services, more support for cancer patients and two floors devoted entirely to mental health services.

We will invest \$675 million to build, upgrade or expand ten community hospitals across our suburbs and towns so that patients can access more of the treatments or services they need close to home, including after hours. We will deliver new community hospitals for Whittlesea, Eltham, Point Cook and Fishermans Bend and expand existing services in Craigieburn, Cranbourne, Pakenham, Phillip Island, Sunbury and Torquay.

We will also invest \$2.3 million to begin planning and complete a business case for a new hospital at Toolern, on the outskirts of Melton.

Regional Hospitals

Only a Labor Government will invest \$217 million to build the next stage of the Latrobe Regional Hospital's expansion, delivering new beds, new operating theatres, slashing elective surgery waiting times and adding 227 new car parking spaces.

The \$100 million redevelopment for Maryborough Hospital will transform healthcare in the community and will deliver more acute and surgery beds, another operating theatre, and more consultation rooms, giving local families the peace of mind that help is just around the corner when they need it most.

We will invest \$60 million for a new Bendigo Hospital Day Rehabilitation Centre so that Central Victorians will be able to access a team of health professionals all in one place to help them recover from accidents, injuries and medical conditions, such as a stroke or heart attack.

Building on the \$22.1 million we have already invested to build a world-class Wangaratta Hospital, a re-elected Labor Government will invest a further \$10 million towards the ongoing redevelopment.

Aged Care

We will deliver a new 120-bed public aged care facility at the Wantirna Health site, as a part of a massive expansion of the Angliss Hospital. The new aged care facility will include 60 high care beds and 60 aged care mental health beds. It will complement the existing geriatric medicine hospital and palliative care services already offered at the site, creating a healthcare hub for older residents in Melbourne's east and paving the way for an expansion of acute health services on the existing Angliss site, delivering 25 additional hospital beds.

Environment and Cost of Living

I understand your members are concerned about environmentally sustainable practices and cost of living. The new Solar Homes program will cover half the cost of a solar panel system on 650,000 homes over ten years, and Victorians will be able to pay back the half of the price over four years with an interest-free loan. That's a saving of up to \$2,225 on an average 4kW solar system, and up to \$890 a year on your electricity bills.

Labor is also investing \$82 million over ten years to provide an additional 50,000 rebates for Victorian renters, who strike an agreement with their landlord to share the costs of installation.

Labor will also provide a \$1,000 rebate for 60,000 households to replace their old hot water system with a new solar system, as part of the program. This means Victorians can still save with solar – even if they can't install panels. A solar hot water system will save the average Victorian household between \$160 to \$400 a year on their electricity bills.

I look forward to making more health election commitments between now and the 24 November 2018, and look forward to continuing to work closely with the Federation to not only protect all we have worked so hard to achieve, but to also implement the positive plans that will keep delivering better healthcare for all Victorians.

Yours sincerely



HON DANIEL ANDREWS MP
Premier of Victoria
Leader of the State Parliamentary Labor Party

Attachment A: Ratio Improvements Schedule

Phase One - to be introduced in the first session of Parliament.

Rounding changes	Timing
<p>All shifts in:</p> <ul style="list-style-type: none"> • general medical or surgical wards • emergency departments • coronary care units • high dependency units • operating theatres • post anaesthetic recovery rooms • palliative care inpatient units • geriatric evaluation management beds • special care nurseries • NICU • antenatal and postnatal wards <p>in all hospitals will be rounded up, not down.</p>	Phased over 5 years – starts March 2019.
Aged care night shift - rounding changes to aged care high care residential wards on the night shift but not during the morning and afternoon shift.	As above
Rehabilitation morning and afternoon shift Rounding changes to morning and afternoon shifts in rehabilitation but not night shift.	As above

Improved ratio

Area	Current ratio	Changed ratio	Timing
Emergency Department	1 to 3, 1 nurse in charge 1 triage nurse (2 during afternoon shift)	New section – to specify 1:1 care for resuscitation beds afternoon and night shift.	1 March 2021
Palliative Care	1:5 & in charge – afternoon shift 1:8 night shift	1:4 & in charge – afternoon shift 1:6 night shift	1 March 2020
Special care (8 cots or more)	In charge not currently required	In charge	1 March 2020
Birthing suites 6 or more	In Charge not current required	In charge	March 2020

New ratio

In patient oncology	1:4 & in charge – morning & afternoon 1:8 and in charge - night	March 2020
Acute stroke unit	1:3 & in charge	March 2020
Haematology	1:3 & in charge morning & afternoon 1:5 night	March 2020

Phase Two (total 542 FTE) - to be introduced within the first two years of a second term Andrews Labor Government.

Rounding changes	Timing	Agreed FTE
Aged care - AM	From 2023-24	61
Aged care - PM	From 2022-23	22
Rehabilitation night shift	From 2022-23	20

Improved ratio

Area	Timing	
Delivery room in charge PM and Night	From 2022-23	44
Short Stay Units and EDs	From 2022-23	43
Level 4 After Hours Coordinator	From 2022-23	50
Night Duty in Charge – medical/surgical – Level 1 Hospital	From 2021-22	112
Night Duty in Charge – medical/surgical – Level 2 Hospital	From 2022-23	33
Night Duty in Charge – medical/surgical – Level 3 Hospital	From 2023-24	19
Night Duty in Charge – postnatal	From 2022-23	40
Night Duty in Charge – special care nurseries	From 2022-23	23
Night Duty in Charge – GEM	From 2023-24	48

Night Duty in Charge is an agreed capped amount of 275 FTE.

Other changes

Area	Timing	
Warrnambool Hospital from a Level 3 to a Level 2	From 2022-23	17
2016 Mental Health EBA staffing arrangements	From 2021-22	10