



ACT
Government

**Canberra Health
Services**

Carlyn Fidow
Senior Advisor
Australian Nursing and Midwifery Federation (ACT)
Via email: carlyn@anmfact.org.au

Dear Carlyn,

Re: Consultation to update the Assistant in Nursing (AIN) Roles at Canberra Health Services

In accordance with Section P of the *ACT Public Sector Nursing and Midwifery Enterprise Agreement 2020-22*, where there are proposals by the ACT Public Service to introduce change, the head of service will consult with the affected employees and relevant unions.

Background:

Section C of the ACT Public Service Nursing and Midwifery Enterprise Agreement 2020-2022 states:

- 24.1 "An Assistant in Nursing (AIN) supports registered nurses/registered midwives in the delivery of personal health care to patients and the maintenance of a safe patient care environment.
- 24.2 An AIN at all times assists in the provision of nursing/midwifery care under the direct or indirect supervision of a RN/RM."
- In March 2023, the Office of the Chief Nurse and Midwife undertook a review of the Assistant in Nursing role across ACT Territory wide health services.
- Findings indicated inconsistent work practices and expectations of the AIN across ACT public health services. Some practices were also inconsistent with the ACT Public Service Work Level Standards for the Nurse and Midwife.
- In addition, CHS are introducing new Undergraduate Student Nurse and Midwife (USN/M) roles to provide complementary nursing and midwifery care activities and provide an avenue for students to be paid while gaining experience within the health workforce. These roles are similar but the USN/M has more duties aligned with nursing and midwifery care activities. See the Draft Core Duties and Exclusions attached (Attachments A & B).
- It is important to provide clarity about the roles and duties of AINs and USN/Ms for the AINs, the nursing and midwifery staff supervising their care and other health professionals. Parallel consultations for the USN/M and AIN roles are underway during this period and feedback from one will inform the other.

CHS has undertaken to standardise the AIN Position Description (Attachment C) and Core Duties and Exclusions List (Attachment D) and seeks to consult with the nursing and midwifery workforce along with other internal and external key stakeholders through this consultation process on an updated version.

Effect on the nursing workforce:

- There will be no change in duties for many staff working as an AIN, however some areas may currently expect AINs to perform duties which aren't aligned with the updated

Position Description and Core Duties/Exclusions. If so, CHS will provide additional information and support to those affected.

- This consultation will provide clarity about the core duties and exclusions for the AIN role. Employment conditions will not change.

Consultation and communication with the affected employees as per Section 160:

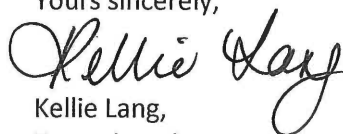
- The AIN employees are invited to attend an information session on Monday 26th June 2023 where there will be opportunity to ask questions and provide feedback.
- Information has also been provided at Nurse and Midwifery Forums and Nursing and Midwifery Executive.

To allow staff and unions a genuine opportunity to contribute to and influence the decision-making processes throughout the process, we ask you to note the proposed changes and consultation to date.

The consultation period for the proposal to consult changes will be two weeks from the date of this letter. Please provide feedback by email by **COB 30 June 2023**.

If you have any further questions regarding the proposed changes, please contact me by phone on 0468864717 or by email karen.obrien@act.gov.au.

Yours sincerely,



Kellie Lang,
Executive Director
Nursing, Midwifery and Patient Support Services
Canberra Health Services

14 June 2023