

**Helen O'Mara**

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**From:** Helen O'Mara  
**Sent:** Tuesday, 30 June 2015 9:51 AM  
**To:** 'Jenny Gett'  
**Subject:** RE: QNU Annual Conference 2015

Hi Jenny

Are you wanting the Minister to speak?

Kind regards



**Helen O'Mara**  
Executive Assistant  
**Office of the Hon Cameron Dick MP**  
Minister for Health, Minister for Ambulance Services  
P 07 [redacted] F 07 3220 6225  
Level 19, 147-163 Charlotte Street Brisbane QLD 4000  
PO Box 48 Brisbane QLD 4001

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**From:** Jenny Gett [mailto:[redacted]@qnu.org.au]  
**Sent:** Tuesday, 30 June 2015 9:43 AM  
**To:** Helen O'Mara  
**Subject:** FW: QNU Annual Conference 2015  
**Importance:** High

Hi Helen

The date being proposed is Friday 17 July. The Premier is going to be there from 12.45pm and lunch is at 1pm for one hour.

**Jenny Gett**  
Office Manager  
Queensland Nurses' Union  
Phone: 07 3840 1444  
Direct: 07 [redacted]  
Web: [www.qnu.org.au](http://www.qnu.org.au)



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**From:** Helen O'Mara [mailto:helen.o'mara@ministerial.qld.gov.au]  
**Sent:** Tuesday, 30 June 2015 9:28 AM  
**To:** Sandy Ryan  
**Subject:** RE: QNU Annual Conference 2015

Hi Sandy

Thank you for your invitation to Minister Cameron Dick. The Minister would be available for an hour during a lunch time, as this is budget sitting week. Is the date you are proposing 17 July 2015?

Kind regards



**Helen O'Mara**  
Executive Assistant  
**Office of the Hon Cameron Dick MP**  
Minister for Health, Minister for Ambulance Services  
P 07 3035 6116 F 07 3220 6225  
Level 19, 147-163 Charlotte Street Brisbane QLD 4000  
PO Box 48 Brisbane QLD 4001

**From:** Sandy Ryan [mailto: [redacted]@qnu.org.au]  
**Sent:** Wednesday, 24 June 2015 2:44 PM  
**To:** Health  
**Subject:** QNU Annual Conference 2015  
**Importance:** High

Please see attached letter regarding the Queensland Nurses' Union Annual Conference, 2015.

Many thanks,

**Sandy Ryan**  
Secretary to Office Manager (Jenny Gett)  
**Queensland Nurses' Union**  
Phone: 07 3840 1444  
Direct: 07 [redacted]  
Web: [www.qnu.org.au](http://www.qnu.org.au)



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Helen O'Mara

---

**From:** Helen O'Mara  
**Sent:** Tuesday, 30 June 2015 9:28 AM  
**To:** [redacted]@qnu.org.au  
**Subject:** RE: QNU Annual Conference 2015

Hi Sandy

Thank you for your invitation to Minister Cameron Dick. The Minister would be available for an hour during a lunch time, as this is budget sitting week. Is the date you are proposing 17 July 2015?

Kind regards



**Helen O'Mara**  
Executive Assistant  
Office of the Hon Cameron Dick MP  
Minister for Health, Minister for Ambulance Services  
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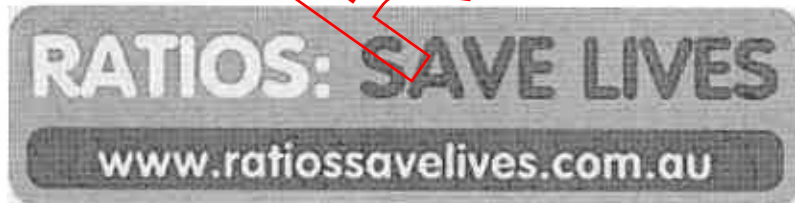
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**From:** Sandy Ryan [mailto:[redacted]@qnu.org.au]  
**Sent:** Wednesday, 24 June 2015 2:44 PM  
**To:** Health  
**Subject:** QNU Annual Conference 2015  
**Importance:** High

Please see attached letter regarding the Queensland Nurses' Union Annual Conference, 2015.

Many thanks,

**Sandy Ryan**  
Secretary to Office Manager (Jenny Geff)  
**Queensland Nurses' Union**  
Phone: 07 3840 1444  
Direct: 07 [redacted]  
Web: [www.qnu.org.au](http://www.qnu.org.au)



**Helen O'Mara**

---

**From:** Helen O'Mara  
**Sent:** Monday, 22 June 2015 1:54 PM  
**To:** Merren Dickins  
**Cc:** Michael Carey; Jacqui Heywood  
**Subject:** RE: Meeting with Minister Cameron Dick - Monday 22 June

**Importance:** High

Hi Merren

If you haven't already, could you contact Michael Carey or Jacqui Heywood at our office,

Kind regards



**Helen O'Mara**  
Executive Assistant  
Office of the Hon Cameron Dick MP  
Minister for Health, Minister for Ambulance Services  
P 07  F 07 3220 6225  
Level 19, 147-163 Charlotte Street Brisbane QLD 4000  
PO Box 48 Brisbane QLD 4001

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**From:** Merren Dickins [mailto:@qnu.org.au]  
**Sent:** Monday, 22 June 2015 8:32 AM  
**To:** Helen O'Mara  
**Subject:** RE: Meeting with Minister Cameron Dick - Monday 22 June

Hi Helen,

I've just seen your email now – Beth is available today at 5pm, please let me know the meeting location.

Kind regards,  
Merren

**Merren Dickins**  
Personal Assistant to Beth Mohle, QNU Secretary  
**Queensland Nurses' Union**  
Phone: 07 3840 1444  
Direct: 07   
Fax: 07 3844 9387  
Web: [www.qnu.org.au](http://www.qnu.org.au)

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**From:** Helen O'Mara [mailto:helen.o'mara@ministerial.qld.gov.au]  
**Sent:** Friday, 19 June 2015 5:24 PM

**To:** Merren Dickins  
**Cc:** Michael Carey; Jacqui Heywood  
**Subject:** Meeting with Minister Cameron Dick - Monday 22 June  
**Importance:** High

Hi Merren

I understand at this morning's Council meeting the Minister indicated to Beth Mohle he would like to set up a meeting next week. The Minister's diary is quite heavily scheduled for next week. Could we please arrange a meeting at 5.00pm on Monday 22 June 2015.

If you could back to me as soon as possible. I just tried calling your office, but there was no answer.

Kind regards



**Helen O'Mara**  
Executive Assistant  
**Office of the Hon Cameron Dick MP e**  
Minister for Health, Minister for Ambulance Services  
F [redacted] F 07 3220 6225  
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## Helen O'Mara

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**From:** Helen O'Mara  
**Sent:** Tuesday, 16 June 2015 12:03 PM  
**To:** 'Merren Dickins'  
**Subject:** RE: Council meeting - 19 June

Hi Merren

Is there an agenda for Friday's meeting?

Kind regards



**Queensland  
Government**

**Helen O'Mara**  
Executive Assistant  
**Office of the Hon. Cameron Dick MP**  
Minister for Health, Minister for Ambulance Services  
P [redacted] F 07 3220 6225  
Level 19, 147-163 Charlotte Street Brisbane QLD 4000  
PO Box 48 Brisbane QLD 4001

---

**From:** Merren Dickins [mailto:[redacted]@qnu.org.au]  
**Sent:** Monday, 15 June 2015 3:20 PM  
**To:** Helen O'Mara  
**Subject:** RE: Council meeting - 19 June

Hi Helen,

I am just confirming that the Health Minister is still available to attend the QNU Council meeting this Friday at 9.30am? Please let me know if the Minister has any dietary requirements.

The QNU's address is 106 Victoria St, West End (Victoria Street is off Montague Road and crosses over in two directions, the QNU is located on the river side of Victoria Street - please see below map for our office location). I have reserved a space in the QNU carpark.



Please contact me if you have any questions or require any further details.

Kind regards,  
Merren

**Merren Dickins**

Personal Assistant to Beth Mohle, QNU Secretary

**Queensland Nurses' Union**

Phone: 07 3840 1444

Direct: 07 [redacted]

Fax: 07 3844 9387

Web: [www.qnu.org.au](http://www.qnu.org.au)

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**From:** Helen O'Mara [mailto:[helen.o'mara@ministerial.qld.gov.au](mailto:helen.o'mara@ministerial.qld.gov.au)]

**Sent:** Tuesday, 2 June 2015 11:10 AM

**To:** Merren Dickins

**Subject:** RE: Council meeting - 19 June

Hi Merren

Yes that's fine. I look forward to further details.

Kind regards



**Queensland  
Government**

**Helen O'Mara**

Executive Assistant

**Office of the Hon. Cameron Dick MP**

Minister for Health, Minister for Ambulance Services

P 07 [redacted] F 07 3220 6225

Level 19, 147-163 Charlotte Street, Brisbane QLD 4000

PO Box 48 Brisbane QLD 4001

**From:** Merren Dickins [mailto:[\[redacted\]@qnu.org.au](mailto:[redacted]@qnu.org.au)]

**Sent:** Wednesday, 27 May 2015 4:19 PM

**To:** Helen O'Mara

**Subject:** RE: Council meeting - 19 June

Good Afternoon Helen

Genevieve has asked that I contact you to confirm a time for the Minister to attend QNU Council on 19 June.

Would the Minister be available to attend at 9.30am for 1 hour? Council will break for morning tea at 10.30am, which the Minister is more than welcome to stay for, please let me know if there are any dietary requirements.

Please contact me if you have any questions.

Kind regards,

Merren

**Merren Dickins**

Personal Assistant to Beth Mohle, QNU Secretary

**Queensland Nurses' Union**

Phone: 07 3840 1444

Direct: 07 [redacted]

Fax: 07 3844 9387  
Web: [www.qnu.org.au](http://www.qnu.org.au)

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**From:** Helen O'Mara [mailto:[helen.o'mara@ministerial.qld.gov.au](mailto:helen.o'mara@ministerial.qld.gov.au)]  
**Sent:** Wednesday, 27 May 2015 11:16 AM  
**To:** Genevieve Siddle  
**Subject:** Council meeting - 19 June

Hi Genevieve

Minister available to attend for an hour, if you would like to advise me what time you would like him to attend.

Kind regards



**Queensland  
Government**

**Helen O'Mara**  
Executive Assistant  
**Office of the Hon. Cameron Dick MP**  
Minister for Health, Minister for Ambulance Services

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**Dr Michael Riordan**

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**From:** Frances Hughes <Frances.Hughes@health.qld.gov.au>  
**Sent:** Tuesday, 4 August 2015 5:20 PM  
**To:** Dr Michael Riordan  
**Subject:** Re: Communications

I have discussed with beth,all.good she would like to look at joint process from me and QNU In future.

Sent from my BlackBerry 10 smartphone on the Telstra Mobile network.

---

**From:** Dr Michael Riordan  
**Sent:** Tuesday, 4 August 2015 15:27  
**To:** Frances Hughes  
**Subject:** Communications

Hi Frances

I have secured approval for you to brief your staff and conduct the nurses' forums – but could you just advise Beth Mohle of what the plan is (I know you have probably already done that). Could you also send me a copy of the power point for my own information.

Best regards



**Dr Michael Riordan**  
Senior Policy Advisor  
Office of the Hon. Cameron Dick MP  
Minister for Health, Minister for Ambulance Services  
P [redacted] F 07 3220 6225  
Level 19, 147-163 Charlotte Street Brisbane QLD 4000  
PO Box 48 Brisbane QLD 4001

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RTI Release

## Rebecca Fanning

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**From:** Greg Fowler  
**Sent:** Monday, 2 March 2015 3:42 PM  
**To:** Michael Meurer; Rebecca Fanning  
**Subject:** National Tertiary Education Union - ads on medical degrees

<http://www.nteu.org.au/article/Deregulation-hurts-everyone-17352>

For your interest.  
Greg

RTI Release

**Michael Carey**

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**From:** Michael Carey  
**Sent:** Wednesday, 22 July 2015 1:00 PM  
**To:** Greg Fowler  
**Cc:** @Premiers Media  
**Subject:** Fwd: IMG ACTIVITY ADVICE - Queensland Health Pay Campaign Protests State Wide 22 and 23 July 2015 (SECURITY-IN-CONFIDENCE)

**Sensitivity:** Confidential

Team

For information re together IR rally's coming up.

Cheers

Michael.

---

**From:** Sdlo [<mailto:SDLO@health.qld.gov.au>]  
**Sent:** Wednesday, 22 July 2015 11:57 AM  
**To:** [andrew.fraser@ministerial.qld.gov.au](mailto:andrew.fraser@ministerial.qld.gov.au); Darren Brown  
**Cc:** Anna Jabour; news  
**Subject:** FYI: IMG ACTIVITY ADVICE - Queensland Health Pay Campaign Protests State Wide 22 and 23 July 2015 (SECURITY-IN-CONFIDENCE)  
**Sensitivity:** Confidential

Hi All,

Further to my email yesterday about the Bundaberg Together Union Rally we have also been advised that it happening at the following locations.

The Department has notified the effected HHSs.

Thanks

Simone

**SECURITY-IN-CONFIDENCE**

Event type: Rally

Title: Queensland Health Pay Campaign

Date and Time: 1200hrs on 22 July 2015

Location: Townsville Hospital 100 Angus Smith Drive, Douglas

Date and Time: 1230hrs on 22 July 2015

Location: Maryborough Hospital, 185 Walker Street Maryborough

Date and Time: 0900hrs on 23 July 2015

Location: Kirwan Health Campus, 138 Thuringowa Drive, Kirwan

Date and Time: 1230hrs on 23 July 2015

Location: Bundaberg Hospital, 271 Bourbong Street Bundaberg

Date and Time: 1230hrs on 23 July 2015

Location: Robina Hospital 2 Bayberry Lane Robina

Date and Time: 1430hrs on 23 July 2015

Location: Sunshine Coast (nil further information at this time)

Issue: Labour

Organiser: Together Union Queensland

Organiser Facebook Page/Website: <http://www.together.org.au/>

Event Facebook Page/Website: <https://www.facebook.com/togetherqueensland>

**Activist Communication:**

HP's and DO's are taking action by holding rallies to call on the Health Minister to deliver a fair deal and not let the back pay date slip.

We need to take a stand now to ensure that this government sticks to its promises.

More information on Protest Meetings <http://www.together.org.au/hp/protest-meeting-details/>

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RTI Release

## Michael Carey

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**From:** Rebecca Fanning  
**Sent:** Tuesday, 11 August 2015 11:02 AM  
**To:** Michael Carey  
**Subject:** FW: summary of meeting/outcomes with Together  
**Attachments:** Response to Donna Webster.docx

Hi Michael C – Just following up on this.

**From:** Rebecca Fanning  
**Sent:** Wednesday, 5 August 2015 1:04 PM  
**To:** 'Darren Brown' <Darren.Brown@ambulance.qld.gov.au>; Dr Michael Riordan <Michael.Riordan@ministerial.qld.gov.au>  
**Cc:** Anna Jabour <Anna.Jabour@ministerial.qld.gov.au>; Michael Carey <Michael.Carey@ministerial.qld.gov.au>  
**Subject:** RE: summary of meeting/outcomes with Together

Hi Michael C – I have pulled together the attached doc with info from Michael R and Darren.

Are you happy for me to email its contents to Donna Webster?

**From:** Darren Brown [<mailto:Darren.Brown@ambulance.qld.gov.au>]  
**Sent:** Monday, 3 August 2015 3:50 PM  
**To:** Rebecca Fanning <[Rebecca.Fanning@ministerial.qld.gov.au](mailto:Rebecca.Fanning@ministerial.qld.gov.au)>; Dr Michael Riordan <[Michael.Riordan@ministerial.qld.gov.au](mailto:Michael.Riordan@ministerial.qld.gov.au)>  
**Cc:** Anna Jabour <[Anna.Jabour@ministerial.qld.gov.au](mailto:Anna.Jabour@ministerial.qld.gov.au)>; Michael Carey <[Michael.Carey@ministerial.qld.gov.au](mailto:Michael.Carey@ministerial.qld.gov.au)>  
**Subject:** RE: summary of meeting/outcomes with Together

Hi as requested please feel free to tweak

The Minister has met with the chairs of all HHS's and has asked them to ensure that consultation occurs between Unions and the HHS and has further asked that all consultative forums be re-instated.

**From:** Rebecca Fanning [<mailto:Rebecca.Fanning@ministerial.qld.gov.au>]  
**Sent:** Monday, 3 August 2015 3:00 PM  
**To:** Darren Brown; Dr Michael Riordan  
**Cc:** Anna Jabour; Michael Carey  
**Subject:** RE: summary of meeting/outcomes with Together

Darren and Michael R – As discussed, I've pulled together the attached doc with some initial info.

Darren – Could you please fill in your bit, then send it to Michael R to complete. Thanks.

**From:** Rebecca Fanning  
**Sent:** Thursday, 30 July 2015 7:21 AM  
**To:** darren. brown <[darren.brown@ambulance.qld.gov.au](mailto:darren.brown@ambulance.qld.gov.au)>; Dr Michael Riordan <[Michael.Riordan@ministerial.qld.gov.au](mailto:Michael.Riordan@ministerial.qld.gov.au)>  
**Cc:** Anna Jabour <[Anna.Jabour@ministerial.qld.gov.au](mailto:Anna.Jabour@ministerial.qld.gov.au)>; Michael Carey <[Michael.Carey@ministerial.qld.gov.au](mailto:Michael.Carey@ministerial.qld.gov.au)>  
**Subject:** RE: summary of meeting/outcomes with Together



Michael R – Could you please email me some info about the phased implementation of the Nurse Navigator positions and the nurse-to-patient ratios (in order to avoid unintended consequences such as pulling nurses out of other areas of the health system).

**From:** Rebecca Fanning  
**Sent:** Friday, 24 July 2015 8:08 AM  
**To:** darren. brown <darren.brown@ambulance.qld.gov.au>; Michael Riordan <Michael.Riordan@ministerial.qld.gov.au>  
**Cc:** Anna Jabour <Anna.Jabour@ministerial.qld.gov.au>; Michael Carey <Michael.Carey@ministerial.qld.gov.au>  
**Subject:** Fwd: summary of meeting/outcomes with Together

Hi Darren and Michael - Please see below email from Donna Webster. It relates to the Nurse Navigator election commitment.

[redacted] but I can give you more detail about the meeting after that.

Sent from my iPhone

Begin forwarded message:

**From:** Anna Jabour <Anna.Jabour@ministerial.qld.gov.au>  
**Date:** 23 July 2015 5:00:34 pm AEST  
**To:** Donna Webster <[redacted]@together.org.au>  
**Cc:** Rebecca Fanning <Rebecca.Fanning@ministerial.qld.gov.au>  
**Subject:** Re: summary of meeting/outcomes with Together

Hi Donna,

Thanks for the email. I've forwarded this to Rebecca.

We are just about to board a plane but that is not my strict understanding of the meeting, we will be in touch tomorrow.

Thanks,  
Anna

Sent from my iPhone

On 23 Jul 2015, at 4:21 pm, Donna Webster <[redacted]@together.org.au> wrote:

Hi Anna could you please look at this asap and tell me that the following is your understanding from the meeting today with Cameron?

1. We sought the following commitments –
  - a. That the Minister instructs all districts to ensure that full consultation occurs with Together reps locally prior to the introduction of these positions both at the DCF and HP/LCC level. In particular with local managers in affected services such as CHIP. He agreed.
  - b. We ask but Minister would not commit that it should follow that nursing and allied staff should be able to apply fairly for the new

- positions (as occurs in England) and to the greater benefit for the patient.
- c. We also asked the minister to ensure that the creation of this program will not result in a reduction of social work staffing resources including by natural attrition. He gave a commitment to look into the introduction of the program more closely and notes our request. He mentioned that it is not the intention to get rid of social workers out of health nor any other HP positions.
  - d. He encouraged us to keep his office informed.

Thanks Donna

Donna Webster | Regional Organiser | **Central Zone Wide Bay**  
(Mondays to Thursdays)

[www.together.org.au](http://www.together.org.au) | [redacted]@together.org.au | Mob: [redacted]

[redacted] Office: [redacted]



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## Response to Donna Webster, Together Union

Hi Donna,

As mentioned by Anna, that is not our understanding of the meeting.

I have provided information in relation to each of the matters that you have raised below:

### **Consultation between HHSs and union representatives**

The Minister has met with the Chairs of all Hospital and Health Boards and has asked them to ensure that consultation occurs between unions and Hospital and Health Services (HHSs), and has further asked that all consultative forums be re-instated.

The commitment to provide 400 Nurse Navigator positions is a key part of the Government's *Nursing Guarantee* initiative. These roles will be distributed across all HHSs, and are designed to help patients negotiate their way through the complexities of the health system, and help direct them to the appropriate centre of care for their situation.

The Government is keen to consult widely over the implementation of this program, and has formally listed the Together Union as a key stakeholder.

### **Who can apply for the Nurse Navigator positions**

It is the intention of the Government to reserve these positions for nurses, in line with the commitment given before the election.

The positions will be phased in, with 100 expected to begin work in the second half of this calendar year.

The Department has received more applications than the number of available positions.

### **Social workers**

There is no intention to defund social workers.

The Nurse Navigator initiative is designed to complement the work of social workers, and will function as a screening point to identify patients in need (who may otherwise have not engaged with the social work system) and direct them to the most appropriate assistance.

Whilst funding allocation will ultimately be a matter for individual HHSs, it is envisaged that the introductory information program prior to implementation will strongly encourage the opportunities to promote the interface between Nurse Navigators and social workers.

The Nurse Navigator positions are designed to enhance rather than diminish service delivery by assisting patients to locate the best source to deal with their particular needs. It is a policy aimed at "demystifying the labyrinth" that can sometimes plague public perceptions of a department as large as Queensland Health. The expectation is that it will improve the connection between social workers and the health system by identifying a group of people in need who may have otherwise been undiscovered.

**Meeting between the Health Minister's office and Together union representatives**

Following the meeting, I have spoken with Darren Brown and Michael Riordan in our office, and they are happy to meet/speak with Together union representatives. They can be contacted on 3035 6100 to arrange a suitable meeting time.

Kind regards,

Rebecca.

RTI Release

## Michael Carey

---

**From:** Rebecca Fanning  
**Sent:** Monday, 3 August 2015 3:00 PM  
**To:** darren. brown; Dr Michael Riordan  
**Cc:** Anna Jabour; Michael Carey  
**Subject:** RE: summary of meeting/outcomes with Together  
**Attachments:** Response to Donna Webster.docx

Darren and Michael R – As discussed, I've pulled together the attached doc with some initial info.

Darren – Could you please fill in your bit, then send it to Michael R to complete. Thanks.

**From:** Rebecca Fanning  
**Sent:** Thursday, 30 July 2015 7:21 AM  
**To:** darren. brown <darren.brown@ambulance.qld.gov.au>; Dr Michael Riordan <Michael.Riordan@ministerial.qld.gov.au>  
**Cc:** Anna Jabour <Anna.Jabour@ministerial.qld.gov.au>; Michael Carey <Michael.Carey@ministerial.qld.gov.au>  
**Subject:** RE: summary of meeting/outcomes with Together

Michael R – Could you please email me some info about the phased implementation of the Nurse Navigator positions and the nurse-to-patient ratios (in order to avoid unintended consequences such as pulling nurses out of other areas of the health system).

**From:** Rebecca Fanning  
**Sent:** Friday, 24 July 2015 8:08 AM  
**To:** darren. brown <darren.brown@ambulance.qld.gov.au>; Michael Riordan <Michael.Riordan@ministerial.qld.gov.au>  
**Cc:** Anna Jabour <Anna.Jabour@ministerial.qld.gov.au>; Michael Carey <Michael.Carey@ministerial.qld.gov.au>  
**Subject:** Fwd: summary of meeting/outcomes with Together

Hi Darren and Michael - Please see below email from Donna Webster. It relates to the Nurse Navigator election commitment.

but I can give you more detail about the meeting after that.

Sent from my iPhone

Begin forwarded message:

**From:** Anna Jabour <Anna.Jabour@ministerial.qld.gov.au>  
**Date:** 23 July 2015 5:00:34 pm AEST  
**To:** Donna Webster <@together.org.au>  
**Cc:** Rebecca Fanning <Rebecca.Fanning@ministerial.qld.gov.au>  
**Subject:** Re: summary of meeting/outcomes with Together

Hi Donna,

Thanks for the email. I've forwarded this to Rebecca.

We are just about to board a plane but that is not my strict understanding of the meeting, we will be in touch tomorrow.

Thanks,  
Anna

Sent from my iPhone

On 23 Jul 2015, at 4:21 pm, Donna Webster <[redacted]@together.org.au> wrote:

Hi Anna could you please look at this asap and tell me that the following is your understanding from the meeting today with Cameron?

1. We sought the following commitments –
  - a. That the Minister instructs all districts to ensure that full consultation occurs with Together reps locally prior to the introduction of these positions both at the DCF and HP/LCC level. In particular with local managers in affected services such as CHIP. He agreed.
  - b. We ask but Minister would not commit that it should follow that nursing and allied staff should be able to apply fairly for the new positions (as occurs in England) and to the greater benefit for the patient.
  - c. We also asked the minister to ensure that the creation of this program will not result in a reduction of social work staffing resources including by natural attrition. He gave a commitment to look into the introduction of the program more closely and notes our request. He mentioned that it is not the intention to get rid of social workers out of health nor any other HP positions.
  - d. He encouraged us to keep his office informed.

Thanks Donna

Donna Webster | Regional Organiser | **Central Zone Wide Bay (Mondays to Thursdays)**

[www.together.org.au](http://www.together.org.au) | [redacted]@together.org.au | Mob: [redacted]

[redacted] Office: [redacted]



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## Michael Carey

---

**From:** Rebecca Fanning  
**Sent:** Thursday, 30 July 2015 1:32 PM  
**To:** Michael Walsh  
**Cc:** Michael Carey; Dr Michael Riordan; darren.brown@ambulance.qld.gov.au; Anna Jabour; Tess Bishop  
**Subject:** FW: summary of meeting/outcomes with Together  
**Attachments:** image001.jpg

Hi Michael,

As raised by the Minister in this morning's meeting, here is the email from the Together Union.

It would be great if you could provide a suggested response.

My summary of the meeting is:

Together Union wants allied health workers to be able to apply for Nurse Navigator positions, however the Minister said that only nurses can apply because that is what the election commitment says.

Together Union is concerned that these new positions will be filled by taking nurses from existing programs like the CHIP program (which involves both nurses and allied health workers). They want a commitment that the Nurse Navigator election commitment will not result in a reduction in social workers, including through natural attrition.

Together Union wants the Minister to instruct HHSs to consult with the union in the implementation of the Nurse Navigator commitment, however the Minister did not agree to that.

Together Union want a ministerial adviser to meet with a couple of their Brisbane reps (Kate and Alex). The Minister said he wanted to look into the issue first before agreeing to a meeting between an adviser and the reps.

Kind regards,

Rebecca.

**From:** Anna Jabour  
**Sent:** Thursday, 23 July 2015 5:01 PM  
**To:** Donna Webster <[redacted]@together.org.au>  
**Cc:** Rebecca Fanning <Rebecca.Fanning@ministerial.qld.gov.au>  
**Subject:** Re: summary of meeting/outcomes with Together

Hi Donna,

Thanks for the email. I've forwarded this to Rebecca.

We are just about to board a plane but that is not my strict understanding of the meeting, we will be in touch tomorrow.

Thanks,  
Anna

Sent from my iPhone

On 23 Jul 2015, at 4:21 pm, Donna Webster <[redacted]@together.org.au> wrote:

Hi Anna could you please look at this asap and tell me that the following is your understanding from the meeting today with Cameron?

1. We sought the following commitments –
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  - d. He encouraged us to keep his office informed.

Thanks Donna

Donna Webster | Regional Organiser | **Central Zone Wide Bay**  
(Mondays to Thursdays)

[www.together.org.au](http://www.together.org.au) | [redacted]@together.org.au | Mob: [redacted] | Office: [redacted]



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## Michael Carey

---

**From:** Anna Jabour  
**Sent:** Friday, 17 July 2015 12:34 PM  
**To:** Michael Carey  
**Cc:** Darren Brown; Helen O'Mara  
**Subject:** FW: Requesting delegation to Minister Cameron

Hey Michael,

I've received this request this morning. The Bundaberg EO passed them onto us.

Do we want to set aside time on the Bundy trip to meet with them too?

AJ

-----Original Message-----

**From:** Donna Webster [mailto:@together.org.au]  
**Sent:** Friday, 17 July 2015 11:30 AM  
**To:** Anna Jabour  
**Cc:** Kate Flanders; Allison Finley-Bissett  
**Subject:** Requesting delegation to Minister Cameron

Hi Anna,

As discussed on phone this morning I am the Wide Bay Together Organiser representing Health Practitioners in the Wide Bay Health Service.

We understand Minister Cameron is coming to Bundaberg and visiting the hospital on Thursday the 23rd July.

Our union would like to take the opportunity to meet with the Minister to discuss the delays regarding the Health Practitioner's and Dental Officer's EBA and the back pay issue. I would be attending the meeting with several Health Practitioner Together delegates to discuss this matter with the Minister.

We understand the QNU is also meeting separately with the Minister in the afternoon.

Could you please confirm with me, receipt of this request and the time of the meeting? My contact details today are  or via mobile on

thanking you

Donna Webster  
Together Branch of the ASU  
Central Zone Organiser  
Wide Bay

Sent from my iPad

**From:** Anna Jabour  
**Sent:** Tuesday, 14 July 2015 6:33 PM  
**To:** Andrew Fraser; Michael Carey; Laura Gowdie; Rebecca Fanning; Darren Brown  
**Subject:** Reaction: United Voice - the ambulance union

6:25pm:

## **Reaction: United Voice - the ambulance union**

Branch secretary Gary Bullock says the almost \$40 million that will be added to ambulance services was a "great first step", but more investment is needed.

"Funding boosts that allow for more paramedics in Queensland are welcome, which is why we made them one of the key asks of our Code One campaign," he says.

"This announcement is a great first step and there'll be many communities across the state which will benefit significantly from it.

"Our Code One 10-point plan asked for funding for an additional 600 paramedics across the state over three years and we still firmly believe that's the level of commitment needed to revive the Queensland Ambulance Service and again deliver the service Queenslanders expect.

"We'd hope to see today's announcement built on in future budgets from the Palaszczuk government so that we can continue to build an ambulance service that we can all be proud of."

Read more: <http://www.brisbanetimes.com.au/queensland/queensland-state-budget-2015-live-coverage-20150714-gibm76.html#ixzz3fqveEAq2>

RTI RELEASED

## Rebecca Fanning

---

**From:** Helen O'Mara  
**Sent:** Monday, 1 June 2015 9:28 AM  
**To:** Sdlo  
**Cc:** Rebecca Fanning; Michael Carey  
**Subject:** FW: Meeting with TUH - 18 June

Please note this meeting will no longer be occurring.

Kind regards



**Queensland  
Government**

**Helen O'Mara**  
Executive Assistant  
**Office of the Hon. Cameron Dick MP**  
Minister for Health, Minister for Ambulance Services

P 07 [redacted] F 07 3220 6225  
Level 19, 147-163 Charlotte Street Brisbane QLD 4000  
PO Box 48 Brisbane QLD 4001

**From:** Helen O'Mara  
**Sent:** Wednesday, 15 April 2015 2:09 PM  
**To:** Sdlo  
**Subject:** Meeting with TUH - 18 June

Hi Ladies

The Minister will be meeting with Teacher's Union Health (TUH) at 10.00am on 18 June 2015.

Attendees will be Mr Rob Seljak CEO, TUH, and The Hon Dr Michael Armitage, CEO, Private Healthcare Australia who wish to discuss issues related to the Private Health Insurance Industry.

Could I please arrange for a briefing note to be prepared.

Kind regards



**Queensland  
Government**

**Helen O'Mara**  
Executive Assistant  
**Office of the Hon. Cameron Dick MP**  
Minister for Health, Minister for Ambulance Services

P 07 [redacted] F 07 3220 6225  
Level 19, 147-163 Charlotte Street Brisbane QLD 4000  
PO Box 48 Brisbane QLD 4001

## Rebecca Fanning

---

**From:** Rebecca Fanning  
**Sent:** Thursday, 30 July 2015 1:32 PM  
**To:** Michael Walsh  
**Cc:** Michael Carey; Dr Michael Riordan; darren.brown@ambulance.qld.gov.au; Anna Jabour; 'Tess Bishop'  
**Subject:** FW: summary of meeting/outcomes with Together  
**Attachments:** image001.jpg

Hi Michael,

As raised by the Minister in this morning's meeting, here is the email from the Together Union.

It would be great if you could provide a suggested response.

My summary of the meeting is:

Together Union wants allied health workers to be able to apply for Nurse Navigator positions, however the Minister said that only nurses can apply because that is what the election commitment says.

Together Union is concerned that these new positions will be filled by taking nurses from existing programs like the CHIP program (which involves both nurses and allied health workers). They want a commitment that the Nurse Navigator election commitment will not result in a reduction in social workers, including through natural attrition.

Together Union wants the Minister to instruct HHSs to consult with the union in the implementation of the Nurse Navigator commitment, however the Minister did not agree to that.

Together Union want a ministerial adviser to meet with a couple of their Brisbane reps (Kate and Alex). The Minister said he wanted to look into the issue first before agreeing to a meeting between an adviser and the reps.

Kind regards,

Rebecca.

**From:** Anna Jabour  
**Sent:** Thursday, 23 July 2015 5:01 PM  
**To:** Donna Webster <[redacted]@together.org.au>  
**Cc:** Rebecca Fanning <Rebecca.Fanning@ministerial.qld.gov.au>  
**Subject:** Re: summary of meeting/outcomes with Together

Hi Donna,

Thanks for the email. I've forwarded this to Rebecca.

We are just about to board a plane but that is not my strict understanding of the meeting, we will be in touch tomorrow.

Thanks,  
Anna

Sent from my iPhone

On 23 Jul 2015, at 4:21 pm, Donna Webster <[redacted]@together.org.au> wrote:

Hi Anna could you please look at this asap and tell me that the following is your understanding from the meeting today with Cameron?

1. We sought the following commitments –
  - a. That the Minister instructs all districts to ensure that full consultation occurs with Together reps locally prior to the introduction of these positions both at the DCF and HP/LCC level. In particular with local managers in affected services such as CHIP. He agreed.
  - b. We ask but Minister would not commit that it should follow that nursing and allied staff should be able to apply fairly for the new positions (as occurs in England) and to the greater benefit for the patient.
  - c. We also asked the minister to ensure that the creation of this program will not result in a reduction of social work staffing resources including by natural attrition. He gave a commitment to look into the introduction of the program more closely and notes our request. He mentioned that it is not the intention to get rid of social workers out of health nor any other HP positions.
  - d. He encouraged us to keep his office informed.

Thanks Donna

Donna Webster | Regional Organiser | **Central Zone Wide Bay**  
(Mondays to Thursdays)

[www.together.org.au](http://www.together.org.au) | [redacted]@together.org.au | Mob: [redacted] | Office: [redacted]



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## Rebecca Fanning

---

**From:** Dr Michael Riordan  
**Sent:** Thursday, 30 July 2015 2:06 PM  
**To:** Rebecca Fanning  
**Subject:** FW: Together Union meeting MP Julianne Gilbery / ABC radio coverage  
**Attachments:** There is no intention to defund social workers.docx

Hi Rebecca

I sent this to Anna last week in response to the social workers part of Donna's issues. I will interrogate the others in more detail at the meeting today

MR

**From:** Michael Riordan  
**Sent:** Monday, 27 July 2015 2:37 PM  
**To:** Anna Jabour <Anna.Jabour@ministerial.qld.gov.au>  
**Subject:** RE: Together Union meeting MP Julianne Gilbery / ABC radio coverage

Hi Anna

I spoke with Frances Hughes, Director of Nursing, about the concerns of social workers and nurse navigators. Please find the results of that discussion attached.

Michael

**From:** Anna Jabour  
**Sent:** Monday, 27 July 2015 1:40 PM  
**To:** Michael Riordan <Michael.Riordan@ministerial.qld.gov.au>; Darren Brown <Darren.Brown@ambulance.qld.gov.au>  
**Subject:** FW: Together Union meeting MP Julianne Gilbery / ABC radio coverage

Hi Michael and Darren,

As discussed, please see below. Could we pls work up some lines regarding this issue?

Anna

**From:** Danielle Jesser [mailto:[Danielle.Jesser@health.qld.gov.au](mailto:Danielle.Jesser@health.qld.gov.au)]  
**Sent:** Monday, 27 July 2015 1:29 PM  
**To:** Anna Jabour <Anna.Jabour@ministerial.qld.gov.au>  
**Subject:** Together Union meeting MP Julianne Gilbery / ABC radio coverage

Hi Anna,

Mackay MP Julieanne Gilbert is meeting the Together Union at 12 tomorrow to discuss their concerns creation of nurse navigator positions threatens social work positions.

A story with the Union will run at 6.30am tomorrow and they will follow up with the MP after the meeting for the next day so the story will kick around for a couple of days (including Wednesday when the Min is here).

ABC Radio has asked specifically:

- how many NN positions Mackay HHS is seeking
- do we think they will conflict with social work roles

Here is the Union's release from 23 July:

<http://www.together.org.au/news/member-emails/social-work-and-nurse-navigator-program-next-steps/>

I've sent a similar message to health media for some direction on if/how to respond.

Thanks,

**Danielle Jesser**  
Public Affairs Manager  
Mackay Hospital and Health Service  
475 Bridge Road Mackay QLD 4741  
P: 07 4885 5984 M:   
E: [danielle.jesser@health.qld.gov.au](mailto:danielle.jesser@health.qld.gov.au) | [www.health.qld.gov.au/mackay](http://www.health.qld.gov.au/mackay)



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Unleash potential



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Queensland Government

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- There is no intention to defund social workers.
- The Nurse Navigator Initiative is designed to complement the work of social workers, and will function as a screening point to identify patients in need (who may otherwise have not engaged with the social work system) and direct them to the most appropriate assistance.
- Whilst funding allocation will ultimately be a matter for individual HHSs, it is envisaged that the introductory information program prior to implementation will strongly encourage the opportunities to promote the interface between nurse navigators and social workers.
- The nurse navigator positions are designed to enhance rather than diminish service delivery by assisting patients to locate the best source to deal with their particular needs. It is a policy aimed at “demystifying the labyrinth” that can sometimes plague public perceptions of a department as large as Queensland Health. The expectation is that it will improve the connection between social workers and the health system by identifying a group of people in need who may have otherwise been undiscovered.

RTI Release

## Rebecca Fanning

---

**From:** Dr Michael Riordan  
**Sent:** Monday, 3 August 2015 4:21 PM  
**To:** Rebecca Fanning  
**Subject:** Together and Nurse Navigators  
**Attachments:** Response to Donna Webster.docx

Hi Rebecca

Please find my responses as requested.

Cheers



**Dr Michael Riordan**  
Senior Policy Advisor  
Office of the Hon. Cameron Dick MP  
Minister for Health, Minister for Ambulance Services  
P 07 [redacted] F 07 [redacted]  
Level 19, 147-163 Charlotte Street Brisbane QLD 4000  
PO Box 48 Brisbane QLD 4001

RTI Release

# Response to Donna Webster, Together Union

Hi Donna,

As mentioned by Anna, that is not our understanding of the meeting.

I have provided information in relation to each of the matters that you have raised below:

## **Consultation between HHSs and union representatives in regards to the nurse navigator initiative**

[Darren to insert general statement]

[The commitment to provide 400 Nurse Navigator positions is a key part of the Government's *Nursing Guarantee* initiative. These roles will be distributed across all HHSs, and are designed to help patients negotiate their way through the complexities of the health system, and help direct them to the appropriate centre of care for their situation. The government is keen to consult widely over the implementation of this program, and has formally listed the Together Union as a key stakeholder.]

## **Who can apply for the nurse navigator positions**

[It is the intention of the government to reserve these positions for nurses, in line with the commitment given before the election. The Department has already received 900 applications for the 400 available positions. The positions will be phased in, with 200 planned for this financial year in two tranches of 100.]

## **Social workers**

There is no intention to defund social workers.

The nurse navigator initiative is designed to complement the work of social workers, and will function as a screening point to identify patients in need (who may otherwise have not engaged with the social work system) and direct them to the most appropriate assistance.

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## **Meeting between the Health Minister's office and Together representatives**

Following the meeting, I have spoken with Darren Brown and Michael Riordan in our office, and they are happy to meet/speak with Together union representatives. They can be contacted on 3035 6100 to arrange a suitable meeting time.

Kind regards,

Rebecca.

RTI Release



## Rebecca Fanning

---

**From:** Dr Michael Riordan  
**Sent:** Monday, 3 August 2015 5:25 PM  
**To:** Rebecca Fanning  
**Subject:** FW: Together and Nurse Navigators  
**Attachments:** Response to Donna Webster.docx

Hi Rebecca

Please replace the last response with this one. I think there was a little confused messaging from this morning's meeting. I will drill down a little further tomorrow, and am meeting with the dept again on Thursday.

Thanks

**From:** Dr Michael Riordan  
**Sent:** Monday, 3 August 2015 4:21 PM  
**To:** Rebecca Fanning <Rebecca.Fanning@ministerial.qld.gov.au>  
**Subject:** Together and Nurse Navigators

Hi Rebecca

Please find my responses as requested.

Cheers



**Dr Michael Riordan**  
Senior Policy Advisor  
Office of the Hon. Cameron Dick MP  
Minister for Health, Minister for Ambulance Services  
P 07 [redacted] F 07 [redacted]  
Level 19, 147-163 Charlotte Street Brisbane QLD 4000  
PO Box 48 Brisbane QLD 4001

RT  
Released

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Kind regards,  
Rebecca.

RTI Release

## Rebecca Fanning

---

**From:** Rebecca Fanning  
**Sent:** Tuesday, 11 August 2015 11:02 AM  
**To:** Michael Carey  
**Subject:** FW: summary of meeting/outcomes with Together  
**Attachments:** Response to Donna Webster.docx

Hi Michael C – Just following up on this.

**From:** Rebecca Fanning  
**Sent:** Wednesday, 5 August 2015 1:04 PM  
**To:** 'Darren Brown' <Darren.Brown@ambulance.qld.gov.au>; Dr Michael Riordan <Michael.Riordan@ministerial.qld.gov.au>  
**Cc:** Anna Jabour <Anna.Jabour@ministerial.qld.gov.au>; Michael Carey <Michael.Carey@ministerial.qld.gov.au>  
**Subject:** RE: summary of meeting/outcomes with Together

Hi Michael C – I have pulled together the attached doc with info from Michael R and Darren.

Are you happy for me to email its contents to Donna Webster?

**From:** Darren Brown [<mailto:Darren.Brown@ambulance.qld.gov.au>]  
**Sent:** Monday, 3 August 2015 3:50 PM  
**To:** Rebecca Fanning <[Rebecca.Fanning@ministerial.qld.gov.au](mailto:Rebecca.Fanning@ministerial.qld.gov.au)>; Dr Michael Riordan <[Michael.Riordan@ministerial.qld.gov.au](mailto:Michael.Riordan@ministerial.qld.gov.au)>  
**Cc:** Anna Jabour <[Anna.Jabour@ministerial.qld.gov.au](mailto:Anna.Jabour@ministerial.qld.gov.au)>; Michael Carey <[Michael.Carey@ministerial.qld.gov.au](mailto:Michael.Carey@ministerial.qld.gov.au)>  
**Subject:** RE: summary of meeting/outcomes with Together

Hi as requested please feel free to tweek

The Minister has met with the chairs of all HHS's and has asked them to ensure that consultation occurs between Unions and the HHS and has further asked that all consultative forums be re-instated.

---

**From:** Rebecca Fanning [<mailto:Rebecca.Fanning@ministerial.qld.gov.au>]  
**Sent:** Monday, 3 August 2015 3:00 PM  
**To:** Darren Brown; Dr Michael Riordan  
**Cc:** Anna Jabour; Michael Carey  
**Subject:** RE: summary of meeting/outcomes with Together

Darren and Michael R – As discussed, I've pulled together the attached doc with some initial info.

Darren – Could you please fill in your bit, then send it to Michael R to complete. Thanks.

**From:** Rebecca Fanning  
**Sent:** Thursday, 30 July 2015 7:21 AM  
**To:** darren. brown <[darren.brown@ambulance.qld.gov.au](mailto:darren.brown@ambulance.qld.gov.au)>; Dr Michael Riordan <[Michael.Riordan@ministerial.qld.gov.au](mailto:Michael.Riordan@ministerial.qld.gov.au)>  
**Cc:** Anna Jabour <[Anna.Jabour@ministerial.qld.gov.au](mailto:Anna.Jabour@ministerial.qld.gov.au)>; Michael Carey <[Michael.Carey@ministerial.qld.gov.au](mailto:Michael.Carey@ministerial.qld.gov.au)>  
**Subject:** RE: summary of meeting/outcomes with Together

Michael R – Could you please email me some info about the phased implementation of the Nurse Navigator positions and the nurse-to-patient ratios (in order to avoid unintended consequences such as pulling nurses out of other areas of the health system).

**From:** Rebecca Fanning  
**Sent:** Friday, 24 July 2015 8:08 AM  
**To:** darren. brown <darren.brown@ambulance.qld.gov.au>; Michael Riordan <Michael.Riordan@ministerial.qld.gov.au>  
**Cc:** Anna Jabour <Anna.Jabour@ministerial.qld.gov.au>; Michael Carey <Michael.Carey@ministerial.qld.gov.au>  
**Subject:** Fwd: summary of meeting/outcomes with Together

Hi Darren and Michael - Please see below email from Donna Webster. It relates to the Nurse Navigator election commitment.

[redacted] but I can give you more detail about the meeting after that.

Sent from my iPhone

Begin forwarded message:

**From:** Anna Jabour <Anna.Jabour@ministerial.qld.gov.au>  
**Date:** 23 July 2015 5:00:34 pm AEST  
**To:** Donna Webster <[redacted]@together.org.au>  
**Cc:** Rebecca Fanning <Rebecca.Fanning@ministerial.qld.gov.au>  
**Subject:** Re: summary of meeting/outcomes with Together

Hi Donna,

Thanks for the email. I've forwarded this to Rebecca.

We are just about to board a plane but that is not my strict understanding of the meeting, we will be in touch tomorrow.

Thanks,  
Anna

Sent from my iPhone

On 23 Jul 2015, at 4:21 pm, Donna Webster <[redacted]@together.org.au> wrote:

Hi Anna could you please look at this asap and tell me that the following is your understanding from the meeting today with Cameron?

1. We sought the following commitments –
  - a. That the Minister instructs all districts to ensure that full consultation occurs with Together reps locally prior to the introduction of these positions both at the DCF and HP/LCC level. In particular with local managers in affected services such as CHIP. He agreed.
  - b. We ask but Minister would not commit that it should follow that nursing and allied staff should be able to apply fairly for the new

- positions (as occurs in England) and to the greater benefit for the patient.
- c. We also asked the minister to ensure that the creation of this program will not result in a reduction of social work staffing resources including by natural attrition. He gave a commitment to look into the introduction of the program more closely and notes our request. He mentioned that it is not the intention to get rid of social workers out of health nor any other HP positions.
  - d. He encouraged us to keep his office informed.

Thanks Donna

Donna Webster | Regional Organiser | **Central Zone Wide Bay**  
(Mondays to Thursdays)

[www.together.org.au](http://www.together.org.au) | [redacted]@together.org.au | Mob: [redacted]

[redacted] | Office: [redacted]



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## Response to Donna Webster, Together Union

Hi Donna,

As mentioned by Anna, that is not our understanding of the meeting.

I have provided information in relation to each of the matters that you have raised below:

### **Consultation between HHSs and union representatives**

The Minister has met with the Chairs of all Hospital and Health Boards and has asked them to ensure that consultation occurs between unions and Hospital and Health Services (HHSs), and has further asked that all consultative forums be re-instated.

The commitment to provide 400 Nurse Navigator positions is a key part of the Government's *Nursing Guarantee* initiative. These roles will be distributed across all HHSs, and are designed to help patients negotiate their way through the complexities of the health system, and help direct them to the appropriate centre of care for their situation.

The Government is keen to consult widely over the implementation of this program, and has formally listed the Together Union as a key stakeholder.

### **Who can apply for the Nurse Navigator positions**

It is the intention of the Government to reserve these positions for nurses, in line with the commitment given before the election.

The positions will be phased in, with 100 expected to begin work in the second half of this calendar year.

The Department has received more applications than the number of available positions.

### **Social workers**

There is no intention to defund social workers.

The Nurse Navigator initiative is designed to complement the work of social workers, and will function as a screening point to identify patients in need (who may otherwise have not engaged with the social work system) and direct them to the most appropriate assistance.

Whilst funding allocation will ultimately be a matter for individual HHSs, it is envisaged that the introductory information program prior to implementation will strongly encourage the opportunities to promote the interface between Nurse Navigators and social workers.

The Nurse Navigator positions are designed to enhance rather than diminish service delivery by assisting patients to locate the best source to deal with their particular needs. It is a policy aimed at "demystifying the labyrinth" that can sometimes plague public perceptions of a department as large as Queensland Health. The expectation is that it will improve the connection between social workers and the health system by identifying a group of people in need who may have otherwise been undiscovered.



**Meeting between the Health Minister's office and Together union representatives**

Following the meeting, I have spoken with Darren Brown and Michael Riordan in our office, and they are happy to meet/speak with Together union representatives. They can be contacted on 3035 6100 to arrange a suitable meeting time.

Kind regards,

Rebecca.

RTI Release

## Rebecca Fanning

---

**From:** Rebecca Fanning  
**Sent:** Tuesday, 11 August 2015 11:05 AM  
**To:** Michael Carey  
**Subject:** FW: summary of meeting/outcomes with Together  
**Attachments:** image001.jpg

FYI – I never heard back from Michael W in regards to this email.

**From:** Rebecca Fanning  
**Sent:** Thursday, 30 July 2015 1:32 PM  
**To:** Michael Walsh <Michael.Walsh@health.qld.gov.au>  
**Cc:** Michael Carey <Michael.Carey@ministerial.qld.gov.au>; Dr Michael Riordan <Michael.Riordan@ministerial.qld.gov.au>; darren.brown@ambulance.qld.gov.au; Anna Jabour <Anna.Jabour@ministerial.qld.gov.au>; 'Tess Bishop' <Tess.Bishop@health.qld.gov.au>  
**Subject:** FW: summary of meeting/outcomes with Together

Hi Michael,

As raised by the Minister in this morning's meeting, here is the email from the Together Union.

It would be great if you could provide a suggested response.

My summary of the meeting is:

Together Union wants allied health workers to be able to apply for Nurse Navigator positions, however the Minister said that only nurses can apply because that is what the election commitment says.

Together Union is concerned that these new positions will be filled by taking nurses from existing programs like the CHIP program (which involves both nurses and allied health workers). They want a commitment that the Nurse Navigator election commitment will not result in a reduction in social workers, including through natural attrition.

Together Union wants the Minister to instruct HHSs to consult with the union in the implementation of the Nurse Navigator commitment, however the Minister did not agree to that.

Together Union want a ministerial adviser to meet with a couple of their Brisbane reps (Kate and Alex). The Minister said he wanted to look into the issue first before agreeing to a meeting between an adviser and the reps.

Kind regards,

Rebecca.

**From:** Anna Jabour  
**Sent:** Thursday, 23 July 2015 5:01 PM  
**To:** Donna Webster <[redacted]@together.org.au>  
**Cc:** Rebecca Fanning <Rebecca.Fanning@ministerial.qld.gov.au>  
**Subject:** Re: summary of meeting/outcomes with Together

Hi Donna,

Thanks for the email. I've forwarded this to Rebecca.

We are just about to board a plane but that is not my strict understanding of the meeting, we will be in touch tomorrow.

Thanks,  
Anna

Sent from my iPhone

On 23 Jul 2015, at 4:21 pm, Donna Webster <[redacted]@together.org.au> wrote:

Hi Anna could you please look at this asap and tell me that the following is your understanding from the meeting today with Cameron?

1. We sought the following commitments –
  - a. That the Minister instructs all districts to ensure that full consultation occurs with Together reps locally prior to the introduction of these positions both at the DCF and HP/LCC level. In particular with local managers in affected services such as CHIP. He agreed.
  - b. We ask but Minister would not commit that it should follow that nursing and allied staff should be able to apply fairly for the new positions (as occurs in England) and to the greater benefit for the patient.
  - c. We also asked the minister to ensure that the creation of this program will not result in a reduction of social work staffing resources including by natural attrition. He gave a commitment to look into the introduction of the program more closely and notes our request. He mentioned that it is not the intention to get rid of social workers out of health nor any other HP positions.
  - d. He encouraged us to keep his office informed.

Thanks Donna

Donna Webster | Regional Organiser | **Central Zone Wide Bay**  
**(Mondays to Thursdays)**

[www.together.org.au](http://www.together.org.au) | [redacted]@together.org.au | Mob: [redacted] | Office: 07 [redacted]



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## Rebecca Fanning

---

**From:** Anna Jabour  
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**To:** Donna Webster  
**Cc:** Rebecca Fanning  
**Subject:** Re: summary of meeting/outcomes with Together  
**Attachments:** image001.jpg

Hi Donna,

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Sent from my iPhone

On 23 Jul 2015, at 4:21 pm, Donna Webster <[redacted]@together.org.au> wrote:

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  - b. We ask but Minister would not commit that it should follow that nursing and allied staff should be able to apply fairly for the new positions (as occurs in England) and to the greater benefit for the patient.
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  - d. He encouraged us to keep his office informed.

Thanks Donna

Donna Webster | Regional Organiser | **Central Zone Wide Bay**  
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