

# Launceston General Hospital Ward 4D

## ANMF attends Tasmanian Industrial Commission to secure safe staffing for members.

The Australian Nursing and Midwifery Federation (ANMF Tasmanian Branch) attended the Tasmanian Industrial Commission (TIC) on 30 July 2018 on behalf of members at the Launceston General Hospital (LGH) ward 4D, who raised workload concerns on 13 March 2018. The workload grievance was raised on the grounds of sustained and unreasonable workloads due to the staffing skill mix of the ward and the consistent daily flexing of beds from the funded 19 to the maximum capacity of 29. ANMF sought the assistance of the commission to have the ward opened and permanently staffed to 29 beds. The current arrangements of staffing the ward with pool staff and permanent 4D staff completing overtime and doubles shifts is unsustainable and inadequate for safe patient care. ANMF officials met with the Tasmanian Health Service (THS) before Deputy President Neroli Ellis and the following agreement was reached:

- THS to write to the secretary outlining Industrial obligations of the Nursing Hours per Patient Day (NHpPD) Model by **6 August 2018**.
- THS to pursue the developed business case for the agreed benchmarked staffing for increasing bed capacity on the ward 4D at the LGH with the Chief Financial Officer and Executive by **13 August 2018**.
- Operational bed numbers on ward 4D are capped at 24 and that this occurs immediately upon discharge of current patients. With alternative arrangements for flex capacity at the LGH being implemented.
- 6.8FTE Registered Nurses employed on six months fixed term contracts implemented immediately to enable safe staffing to meet the obligations under the NHpPD model. THS to develop a recruitment plan by **13 August 2018**.
- An additional Clinical Nurse Educator (CNE) will be rostered for a six-week project position to develop and implement a professional development plan.
- An additional registered nurse will be employed on each late shift and weekend early shifts to enable the ANMF to be supernumerary for a period of at least six weeks. This will then be reviewed.
- It is the intent of the THS to increase social worker hours on the ward, this will be further discussed between the ANMF and THS.

We are hopeful that the THS commit the appropriate funds to safely staff the 29 beds into the future, this is what ANMF and its members are seeking. ANMF will attend a report back conference at the TIC on 20 August 2018 at 1100hrs, the ANMF will conduct a members meeting at the LGH ward 4D prior to this date to ascertain from members how the above strategies are assisting with their current workloads.

The ANMF logo consists of the letters 'ANMF' in white, bold, sans-serif font, centered within a solid blue square.

**ANMF**

The background of the top section is a blurred photograph of a hospital ward. A person in white scrubs is seen from behind, pushing a gurney with a patient. The scene is brightly lit, and the motion blur suggests a busy clinical environment.

**Australian  
Nursing &  
Midwifery  
Federation**  
Tasmania

# Newsflash

If you have any queries, please do not hesitate to contact the ANMF Information Centre on 6223 6777  
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Authorised by Emily Shepherd (Branch Secretary)

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