

ANMF NEWSFLASH

Launceston General Hospital Specialist Clinics - Update

In a follow up to the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) Newsflash dated 20 December 2022, the ANMF can now confirm that Tasmanian Health Service (THS) North management have agreed to re-establishing the working group to establish a nursing workload model for the specialist clinics.

The ANMF will now pursue a date for the reconvened meeting before the end of January 2023. Please see below for a re-cap of the concerns raised by members pre the Christmas break:

Members have advised the ANMF that their workloads have remained unchanged in the last two-to-three-years, and, in fact, COVID has increased workloads, along with increased activity through the specialist clinics.

Members detailed the following concerns:

1. Regularly working short and unable to obtain nurses from pool. Members advised of a recent day where they were 7 nurses down and had 203 face-to-face consults to complete
2. COVID has created an increase in workload due to extra requirements around paper referrals, patient care coordination and a focus on reducing elective waiting lists
3. Multiple business cases to increase staffing have been commissioned but rejected
4. Skill mix is currently Enrolled Nurse (EN) heavy, two ENs are employed against Registered Nurse (RN) spots with no Clinical Nurse Educator (CNE) support
5. Staff turnover is high

Members detailed the following solutions that they believe will help resolve their workload concerns:

1. The recommencing of the working group to establish a nursing workload model for specialist clinics. This group to recommence by no later than the end of January 2023.
2. Interim safe staffing measures of:



- a. Introduction of an interim nursing model, as developed by the Nurse Unit Manager (NUM) in late 2019 based off NSW and Queensland modelling, that can be reviewed as a part of the working group. This could be validated in line with recommendation 23 of Grosvenor Review that detailed work needed to be done on mapping roles based on volume of tasks completed and time to complete tasks. So, a time in motion study which is very similar to how the Day Oncology Model was developed, trialled, and endorsed for the North and North West
 - b. Supernumerary Assistant Nurse Unit Managers (ANUMs) (which is considered in the proposed model above)
 - c. Consider the introduction of CNE FTE and or Clinical Nurse Consultant (CNC) FTE with Clinical Coach (CC) FTE to support skill mix.
3. Increased recruitment to and a recruitment strategy for Launceston General Hospital (LGH) nursing pool. Noting that members across the LGH have indicated that gaining supply of nurses from pool is challenging.

Further updates to follow. In the interim if you have any queries, please do not hesitate to contact our Member Support Team via email on membersupport@anmftas.org.au. Email is the preferred and fastest way of contacting the team. Alternatively, you can phone 1800 001 241.

The ANMF Tasmanian Branch is 8000 plus members strong! Supporting nurses, midwives, and care workers as the only union in Tasmania employing nurses and care workers to represent members. This is why our Organisers and Member Support Team are uniquely positioned to understand your experiences, represent you in your workplace, and offer industrial advice that's relevant to you.

Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary
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