

## ANMF NEWSFLASH

# North East Soldiers Memorial Hospital Step 2 Workload Grievance Raised

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) following a members' meeting held at the North East Soldiers Memorial Hospital (NESMH) on 4 October 2022 have now formally raised a step 2 workload grievance. The ANMF has reminded the Tasmanian Health Service (THS) of their duty to prevent sustained and unreasonable workloads. The ANMF articulated that members have expressed that workloads currently remain persistently unsafe and unmanageable. The concerns raised on behalf of members were:

1. Increase outpatient acuity and presentations.
2. Members constantly working unpaid overtime, missing meal breaks and working short-staffed.
3. Skill mix remains a concern, along with roster gaps and the requirement to regularly complete non-nursing duties.
4. Emergency Department (ED) regularly requires the allocation of a nurse for prolonged periods of the shift, this dilutes the cover for the inpatients.
5. Acuity at NESMH has increased since the data used to allocate the staffing levels was collected.
6. Morning team leader is often dealing with up to 11 Doctors on the morning round as well as monitoring patients in the emergency department.
7. Nurse Unit Manager (NUM) often works in direct care to assist.
8. District Hospital in Tasmania Staffing (HiTS) model does not allow for an increase in Registered Nurse (RN) or Enrolled Nurse (EN) Full-Time Equivalent (FTE) when patient numbers increase, irrespective of the clinical needs of that cohort of patients.
9. Patient numbers, acuity, and length of stay in the ED are increasing.
10. Team leader care coordinator requirements on the morning shift are unmanageable.
11. Ward attenders are increasing workloads.

The ANMF has requested the following by way of solutions to the concerns raised:



1. An increase in staffing of a registered nurse by 8 hrs per day with a shift pattern to be determined by the ED, outpatient presentations and length of stay data.
2. Implementation of a nurse educator to assist with upskilling of staff.
3. Implementation of an after-hours ward clerk 7 days per week.
4. Introduction of a supernumerary Associate Nurse Unit Manager (ANUM).

The ANMF has sought a response to the above and the scheduling of a step 2 Specialist Panel by 21 October 2022. Once a response is received, the ANMF will communicate this information to members via a newsflash.

**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.**

If you have any queries, please do not hesitate to contact our Member Support Team via email on [membersupport@anmftas.org.au](mailto:membersupport@anmftas.org.au). Email is the preferred and fastest way of contacting the team. Alternatively, you can phone 1800 001 241 if outside Hobart.

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Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary  
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