

## ANMF NEWSFLASH

# Child Health and Parenting Service Statewide

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has now drafted an application for the Tasmania Industrial Commission (TIC) about the Child Health and Parenting Service (CHaPS) member workload dispute. As a part of this process, the ANMF has provided CHaPS' executive management and the Tasmanian Health Service (THS) a final opportunity to address key member concerns that form part of the Tasmanian Industrial Commission (TIC) application. The ANMF has requested urgent attention regarding the following:

- All current vacancies advertised immediately.
- The current Nursing Unit Manager (NUM) positions are to remain in their current capacity with no immediate and or future intention to decrease the Full-Time Equivalent (FTE) until a workload model is agreed upon and implemented.
- Introduction of Associate Nursing Unit Manager (ANUM) positions over and above the current establishment in each regional area, as is the industrial entitlement clearly outlined in the *Nurses and Midwives (Tasmanian State Service) Agreement 2019*.
- Clinical coaches are implemented in each region to support an increase in Registered Nurses (RN) without graduate certificates and Transition to Practice (TtP) nurses.
- A grade 6 Clinical Nurse Consultant (CNC) is implemented in all regions to ensure equity.
- Casual staff to be offered a car when taking a shift to encourage staff to pick up these shifts.
- Dedicated FTE quarantined for community and stakeholder engagement to ensure health promotion is occurring, this could be an RN who delivers a program developed in conjunction with CHaPS nurses.



- TtP nurses are provided with the opportunity to rotate through the service.
- An implementation of a staff recruitment and retention officer to assist with the smooth facilitation of recruitment of current vacancies as a fixed term position.
- Agreement to increase baseline FTE in the northwest to facilitate an ability to see babies over the age of 12 months and a return of Wetaway programs, CU@Home and other services.
- An agreement to facilitate the return of the waiting list in the Northwest to enable members to contact those on the list should a spot become available.
- An agreement to backfill all positions for all periods of leave.
- Additional non-nursing positions are considered to allow clinical nurses the ability to focus on clinical duties.

The ANMF has requested the THSs' agreement to the above solutions by no later than **Thursday 22 December 2022**. Should a full and complete commitment to these solutions not be made, the ANMF will lodge the matter with the TIC immediately and without delay.

**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 (03) 6223 6777 or 1800 001 241 if outside Hobart.

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Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary  
20 December 2022