

## ANMF NEWSFLASH

# Launceston General Hospital – Operating Room Suite Benchmarking

On Thursday 8 December 2022 the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with ANMF Operating Room Suite (ORS) members to discuss the proposed benchmark for the Launceston General Hospital (LGH) ORS, presented to the ANMF by Tasmanian Health Service (THS) North on Tuesday 29 November 2022. The proposal will see the number of rooms available moving from 6.5 to 7 and as a result a Full Time Equivalent (FTE) increase. The ANMF has included a survey at the end of this Newsflash and is asking members to complete this indicating if the proposed benchmarking, as detailed below is supported:

The nursing FTE profile is developed out of the Australian Collage of Perioperative Nurses (ACORN) standards 15<sup>th</sup> edition (2018) This is summarised below as follows, link to benchmarking spreadsheet is available here: <https://anmftas.org.au/pdf/ORSBenchmarkingToolPotential7Theatres.pdf>

**Direct Care ORS FTE:** 7 rooms. 40% standard, equalling 2.8 and 70% complex 4.2, requires 3.5 and 4 nurses respectively per room.

**Post Anaesthesia Care Unit (PACU) FTE:** Is developed from the requirement to have 1 nurse for each room plus 1.

**Holding Bay FTE:** The number of rooms divided by 6. With 6 being the divider established by ACORN.



**External Areas Anaesthetic Support:** This FTE is calculated outside of ACORN standards in acknowledgement of ORS anaesthetic support offered to external areas. THS North have committed to reviewing this data to ensure it is capturing the workload present for external area support. The FTE figure is developed by tracking hours per year and converting this to an FTE figure.

Non-Clinical FTE includes:

**Stock room FTE:** The number of rooms divided by 6. With 6 being the divider established by ACORN:

**Clinical Nurse Educator (CNE) FTE:** The number of rooms divided by 6. With 6 being the divider established by ACORN. Noting THS North have approved for additional CNE FTE to 2.50, from ACORN minimum of 1.46.

**Indirect Management FTE:** The number of rooms divided by 6. With 6 being the divider established by ACORN. THS North provided for 1.17 FTE each for Nurse Unit Manager (NUM), PACU Associate Nurse Unit Manger (ANUM), Anaesthetic ANUM and consumables manager. Clinical Nurse Coordinator (CNC) flow manager FTE is calculated to 2.00 FTE, an additional FTE of 0.83 above the ACORN Standard. The ANMF will confirm documentation, in the benchmarking tool of the scrub scout ANUM. This position was created from FTE allocated to the ND ANUM.

**Relief Factor:** Is applied at a rate of 23% for shift workers and 18 for day workers.

The final total nursing FTE required to run 7 rooms is 103.37. However, with current vacancies the total nursing FTE is sitting at approximately 97.27 FTE. By the ANMFs' calculations this would only allow 6.3 rooms to be in operation on average over the twelve-month period. The ANMF will seek further clarification regarding the current vacancies and management of the theatre schedule moving forward to reach an average of 7.

In the context of the above the ANMF further discussed with members current pressure in the suite related to workload. Members indicated that skill mix is challenging with the increasing reliance on early career nurses. Noting that whilst this is challenging, having a focus of support for these nurses will eventually create an experienced and balanced ORS nursing cohort. There was a suggestion to increasing clinical coach hours in the



afterhours period. The ANMF will take this request to THS North management. Further, in relation to skill mix the ANMF can confirm that the ORS, as of May 2022, had 36% of the direct care rostered FTE with 3 years or less experience. This is significant for a specialist area and would support members claim for extending clinical coach hours.

Considering the above, you are invited to complete this

<https://www.surveymonkey.com/r/LGHORSBenchmarkSurvey2022> short survey to indicate your support for the proposed benchmarking, or not. Then along with this several other short questions to provide the ANMF further advice on matters pertaining to the LGH ORS.

**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.

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Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary  
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