

## ANMF NEWSFLASH

# Launceston General Hospital Specialist Clinics

On Monday 19 December 2022 the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with ANMF members in the Launceston General Hospital (LGH) Specialist Clinics. At this meeting the ANMF followed up with members as an action from the LGH Safe Staffing Committee, with regards to the long-standing workload grievance, the failure of the working group to develop a nursing workload tool (established out of the original Step 2 Grievance), and the subsequent Grosvenor Review.

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:

- 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
- 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
- Multiple business cases to increase staffing have been commissioned but rejected
- Skill mix is currently Enrolled Nurse (EN) heavy, two ENs are employed against Registered Nurse (RN) spots with no Clinical Nurse Educator (CNE) support
- Staff turnover is high

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

- 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.



- 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 ANUMs (which is considered in the proposed model above).
  - c. Consider the introduction of CNE FTE and or CNC FTE with clinical coach FTE to support skill mix
- Increased recruitment to and a recruitment strategy for LGH Nursing Pool. Noting that members across the LGH have indicated that gaining supply of nurses from Pool is challenging.

As a result, the ANMF has reported back to the THS north executive director of nursing and requested a commitment to the first working group, as requested above, be given by no later than close of business Monday 9 January 2023. Then as an agenda for the first working group points, a), b) and c) above are to be included for discussion at the first meeting. Further, the ANMF noted that no action on this matter would see the step 2 grievance unresolved and the ANMF elevating the matter to a Step 3, Tasmanian Industrial Commission application.

**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.**

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](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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