

ANMF NEWSFLASH

Launceston General Hospital John L Grove Rehabilitation Unit

On Tuesday 20 December 2022 the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with ANMF members at the John L Grove Rehabilitation Unit (JLGRU). Members have detailed multiple concerns relating to workloads, staffing, recruitment, and retention - these include:

1. The afternoon shift is particularly heavy, with the nature of the work in JLGRU requiring more hands-on care to support activities of daily living (ADL) to ensure the rehabilitation process is initiated properly, to promote the best patient outcomes.
2. Roster gaps, sick leave, acuity is driving overtime and double shifts. JLGRU are often told there is no Pool cover for short notice leave. Staff are constantly required to work above their contract Full Time Equivalent (FTE) to staff the unit safely.
3. Associate Nurse Unit Managers (ANUMs) manage patient flow admission and discharges, Codes, transfers in and out with Ambulance Tasmania, and auditing while also having a direct care responsibility, while they are actually performing indirect care. The loss of the ANUM for care is accentuated during periods of COVID-19, particularly on the weekends when the ANUM must attend the midday COVID-19 meeting.
4. Further, the ANUM is required to manage and physically review all rehabilitation referrals from other wards and hospitals in conjunction with the 3R ANUM. Both ANUM's positions are taken from direct care hours from their respective benchmark but are not providing direct care support when carrying out these activities.

5. Health Care Assistants (HCA) do not have time to perform the cleaning responsibilities of their roles due to the higher need to provide support for patient care.
6. Maintaining an appropriate skill mix is challenging due to staff turnover and a shift in skill mix toward early career nurses and ENs, who make up 70% of the direct care FTE.
7. Night Duty staffing levels, of two Registered Nurses (RNs) and an HCA or one RN, an Enrolled Nurse (EN) and an HCA, are unsafe for the management of 20 patients in a standalone unit separate to the Launceston General Hospital (LGH). Noting the current skill mix of the unit also poses a risk for safe patient care.

As a result of the above, the ANMF have written to THS North management raising a Step 1 Workload Grievance in line with the *Nurse and Midwives (Tasmanian State Service) Interim Agreement 2013* [the Agreement] As a part of this process, the ANMF has requested the following solutions:

1. Implementation of the agreed Clinical Nurse Consultant (CNC) role from the benchmarking process held in August 2020, direct care FTE from JLG to be joined with FTE from 3R that was endorsed by the ANMF members and the THS. The ANMF understands that this position is sitting with multiple other business cases for approval by the Chief Executive of Hospital North (CEHN). The ANMF considers the implementation of this role should be a priority and if not approved as a matter of urgency, then there will be a direct notification of a dispute made with the Tasmanian Industrial Commission (TIC).
2. Further, if the above is not approved by the CEHN, notwithstanding the ANMF's position to make application to the TIC, Tasmanian Health Service (THS) North need to provide the ANMF with a safe staffing plan that brings direct care hours, currently utilised off the ward, back to the ward. That this will occur effective immediately.
3. A Supernumerary ANUM is implemented for the afternoon shift. The staffing profile would then be ANUM x 1, RN / EN x 4.
4. Increase of Night Duty staffing to RN x 2, EN x 1 and a HCA.



5. Extra CNC hours, above the proposed shared JLGRU/3D CNC role, to assist with supporting the skill mix imbalance, quality and safety, complex patent management and recruitment and retention to be implemented (as in point 1 above).

We have asked for a response by no later than **Wednesday 11 January 2023** and will update members once a response is received. In the interim, if you have any queries, please do not hesitate to contact our Member Support Team on 1800 001 241. Alternatively, email membersupport@anmftas.org.au.

Please note: The ANMF office will be closed from 1200hrs **Friday 23 December** reopening on **Tuesday 3 January 2023** at 0830hrs.

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. Email is the preferred and fastest way of contacting the team. Alternatively, you can phone 1800 001 241.

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