

ANMF NEWSFLASH

Launceston General Hospital John L Grove Rehabilitation Unit Step 1 Grievance Update

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) are now in receipt of the Tasmanian Health Service (THS) response to the John L Grove Rehabilitation Unit (JLGRU) ANMF member Step 1 Grievance raised on 22 December 2022. In relation to the solutions proposed by the ANMF, on behalf of JLGRU, the THS have advised as follows:

- 1. Your understanding is correct, a Clinical Nurse Consultant (CNC) role for Rehabilitation was partially approved based on the collective Full Time Equivalent (FTE) from 3R and JLGRU benchmarking, however the collective FTE was only for 0.53 FTE. After discussing the options with the Nursing Director at the time it was agreed that the role needs to be fulltime to undertake the duties effectively therefore a business case was required for the additional FTE.*
- 2. As per above a business case has been submitted on July 2022 for a fulltime CNC Rehabilitation role outlining the approval of 0.53 FTE stated above and seeking approval for further 0.53 to appoint a fulltime CNC. The business case is pending a decision with business submissions. The Nursing Director (Sub Acute and Ambulatory Care) has escalated it with the Chief Executive Hospital - North, the Business Manager and the Director of LGH Operations where they have been reassured that response will be provided in due course. Whilst the urgency of this business case has been highlighted, it is a fair assumption that a decision about this business case will not be received until the state budget is finalised in May 2023. In light of this, should you feel it necessary to escalate this Workload Grievance, the next reasonable progression is to that of Step 2 – Hospital Level, with a Specialist Panel to be convened.*

3. *Regarding the proposal of a supernumerary Associate Nurse Unit Manger (ANUM) for the late shift, I would like to clarify that the early shift ANUM position for JLGRU is direct care, further discussions will take place with the members regarding workload considering the effects of a CNC Rehabilitation once implemented. Once more data has been obtained, considerations for extra ANUM allocations will be raised.*
4. *In respect to the ANMF's proposal of increased staff on Night Shift, this would be additional to current benchmarked FTE, requiring review of current benchmarked FTE and an argument for increased FTE to meet the proposed solution. JLG Nursing Hours per Patient Day (NHpPD) benchmarking is planned to be held in March 2023 where staffing profile for all shifts will be discussed with relevant parties as current FTE does not allow additional staffing on night shift as proposed.*
5. *The proposal of additional CNC hours is acknowledged, but it is worth noting that the JLGRU Clinical Nurse Educator position is currently allocated a permanent 0.74 FTE. As an alternative to additional CNC hours, perhaps a trial of increased Clinical Nurse Educator (CNE) hours to effectively support and upskill the early career nurses and the large proportion of enrolled nurses will be a worthwhile approach.*

In considering the above, the ANMF notes that the scheduled benchmarking for JLGRU is for **Tuesday 14 March 2023**, noting the ANMF has a tentative member meeting booked with JLGRU members for the next day, **Wednesday 15 March 2023**. This will present an opportunity for the benchmarking process to be run, from which an increase in FTE might be realised based on; patient acuity driving a change in benchmarked categories, ward activity data, Diagnosis Related Groups (DRGs) and average occupancy. Further the benchmarking process will allow for a discussion on a potential increase in indirect hours, which are now defined in the Business Rules as being 'at the discretion of the Nurse Unit Manager (NUM) or their manager'. This will allow for a discussion and agreement around what is proposed in point 5 above.

In relation to point 2 above, and the CNC rehabilitation role not being approved at the executive level, and now being tied to the 2023 State Budget, the ANMF considers that a Step 2 Grievance should proceed on this matter alone. As such the ANMF will raise a step 2 Grievance and seek the convening of a specialist panel to progress the implementation of the CNC role and to ensure that the other matters outlined above are time-lined and resolved via the proposed benchmarking process.



The ANMF Tasmanian Branch is 8000 plus members strong! Supporting nurses, midwives, and care workers as the only union in Tasmania employing nurses, midwives 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
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