

## ANMF NEWSFLASH


# Launceston General Hospital

## Ward 3R

### ANMF Member Meeting - 20 February 2023

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met 3R ANMF members on Monday 20 February 2023. At this meeting members discussed concerns regarding workloads as follows:

1. There is a trend towards both the AM and PM shifts consistently being short staffed by at least one nurse each shift. Further unpinning this is that most shifts are requiring either overtime or double shifts to staff up to the correct nursing numbers
2. Clinical Nurse Consultant (CNC) workload is high and is carried out away from the ward often. So direct care hours are being used in an indirect way. Further, members noted that the CNC role for rehabilitation, that was to be implemented as agreed, from the 2020 benchmarking, has not occurred
3. Skill mix is reliant on a majority of early career nurses. Members detailed concern with workload pressures on the Clinical Nurse Educator (CNE) who is increasingly required to support compliance and quality work. Both of these issues are having an impact on 3R ANMF members being able to provide clinical support for their less experienced peers
4. Assistant Nurse Unit Managers (ANUMs) are heavily involved in patient flow and shift coordination of nursing activities. They are required to carry out this role while providing direct care hours and at times taking a patient load. To undertake their actual duties, they need to be supernumerary
5. Compounding the above concerns, members report an increase in complexity and acuity of 3R patients. This has further been compounded by the management of COVID patients throughout the duration of the pandemic.



As a result of the above, the ANMF have now written to Tasmanian Health Service (THS) management raising a Step 1 Workload Grievance in line with the *Nurse and Midwives (Tasmanian State Service) Interim Agreement 2013*.

The following solutions were put to management in order that a resolution of the grievance could be found:

1. Immediate approval of the business case that was submitted on July 2022 for a fulltime CNC Rehabilitation and which outlines a request for approval of 0.53 FTE (from the 2020 benchmarking) and approval for a further 0.53 to appoint total fulltime CNC for Rehabilitation
2. ANUMs to be made supernumerary to direct care hours
3. Clinical coaches are employed in addition to the current direct care hours for the AM and PM Shifts
4. Completing re-benchmarking of 3R - scheduled for 21 March 2023.

In order to better understand the key drivers of workloads the ANMF has requested the following data for 3R, from the THS:

1. Overtime paid per pay period for the previous 24 months
2. Double shifts worked per pay period for the previous 24 months
3. Sick leave paid per pay period for the previous 24 months
4. The number of shifts worked below establishment per pay period for the previous 24 months
5. Current baseline roster vacancies, fixed term and permanent
6. A breakdown of the current skill mix of the baseline roster
7. Average rostered shifts for AM, PM and ND shifts for the last 24 months
8. Average shifts worked for AM, PM and ND shifts for the last 24 months.

The ANMF has requested a response to the above raised concerns by no later than close of business Friday 10 March 2023. A further update will be provided at this time.

**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.**

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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