

ANMF NEWSFLASH

Southern Cross Care (Tas) Inc. Change Proposal Update

CEO States All in Support of Change

On Tuesday 28 February 2023 the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) Branch Secretary and ANMF Officials attended the re-scheduled (by Southern Cross Care (Tas) Inc. (SCCT)) consultation session to seek the long-awaited change proposal for the new consultation process and to seek clarity for members on SCCT's plans from here.

Chief Executive Officer (CEO) Robyn Boyd led the meeting accompanied by multiple people that she claimed to be 'subject matter experts in the household of model of care', but little in the way of qualifications and actual experience or expertise was identified by any of these individuals. This appeared to be a strategy by SCCT to use these individuals to take up the time of the meeting (which was started late by SCCT) without providing any actual detail on the change proposal.

The ANMF requested the documents and details that SCCT undertook to provide in the Fair Work Commission (FWC) on Tuesday 17 January 2023. These included:

1. A change proposal, with the details of the proposed, as committed to by Glen Bradley and Kate Beven in the FWC
2. A timeframe for the consultation period
3. A date as to when a final decision will be made.



None of these documents or details were available and Robyn Boyd provided multiple conflicting dates as to when a final decision would be made and whilst initially claiming that there would be no redundancies, back tracked on this statement (despite all officials confirming this was said) and advised that a written change proposal would be provided by **close of business Wednesday 1 March 2023**.

The ANMF highlighted that it appeared that a pre-determined outcome was already made based on the number of individuals who were at the meeting to speak in favour of the model. Robyn Boyd stated that the vast majority of all the consultation sessions with staff and residents/families indicated strong support for the model. The ANMF strongly indicated that members and a number of residents and families did not feel this way and could not even indicate whether they supported the model or not as no details clear details had been provided to staff, residents, or families on what the proposed household model would look like.

The ANMF raised concerns that the limited detail raised in the forum indicated that there would be 24 residents in one household and that the staffing levels would be 'fluid' giving no certainty to staff, families, or residents on what to expect in terms of numbers of staff per household or the staffing profile.

Robyn Boyd stated that SCCT would not be providing details on the staffing profile per household or the numbers or residents in each household, but they would comply with the 200 care minutes by **Sunday 1 October 2023**.

The ANMF stated categorically based, on the lack of detail or change proposal, that the ANMF and its members remained opposed to the proposal (despite there being no proposal in writing) and held the view that since the announcement of the proposal that staff and resident safety had declined and that members were concerned that it will lead to a further decline in resident safety and work intensification for Registered Nurses (RNs) and care workers along with scope or practice concerns if implemented and Enrolled Nurses (ENs) were made redundant.

Robyn Boyd stated that the ANMF were just scare mongering and making statements that are untrue and that SCCT were making decisions to protect the safety and quality of care of residents.



Upon receipt of the change proposal at **close of business today (Wednesday 1 March 2023)**, the ANMF will provide an update to members and will also seek an urgent listing with the FWC on the failed consultation process by SCCT.

The ANMF recognise and support the frustration of members with SCCT and their delay tactics, lack of transparency and their apparent intent to implement a model that is widely opposed despite their claims to the consulting to hear others' views. In particular, the ANMF are very concerned about the impact this is having on ENs who due to SCCT's delay tactics have remained in a state of limbo since November 2022 with regards to their employment at SCCT. The ANMF will continue to advocate for ENs and all SCCT members and will utilise all available avenues to do so.

Not a member of the ANMF, that's ok JOIN NOW via the below link or head over to our website to become a part of the strongest team of advocates for your profession, we would love to have you on our team.

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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 (03) 6223 6777 or 1800 001 241 if outside Hobart.

Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary
1 March 2023