

ANMF NEWSFLASH

Southern Cross Care Tasmania Household Model of Care

Update on Disputes Filed By the ANMF

In accordance with the recommendation issued by the Fair Work Commission (FWC). The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has received a letter from Southern Cross Care Tasmania (SCCT) which states the following in response to FWC directions:

1. SCCT to provide the ANMF with information about the nature of and rationale for, the role of Enrolled Nurses (EN) under the Household Model of Care (HHM)

“EN’s have traditionally spent the majority of their shifts administering medication, manoeuvring heavy trolleys around care homes. SCCT has reviewed this model of care and has concluded that it is inefficient, does not achieve the best outcome for residents and is not the best use of an EN’s skills and expertise for the following reasons:

Medication rounds delivered by one or two staff members via a trolley takes a considerable amount of time (1-2 hours) making it inefficient.

The traditional medication round timing means that resident’s medications are not being delivered as per the prescription, and has a flow on effect regarding medication timing, next dosage timing and adverse interactions with medication doses on residents.

There is no requirement for medications to be administered by EN’s, they can be administered by Extended Care Assistants Medication Endorsed (ECAM’s) and having multiple medication trained staff



makes sense. When medications are being administered by trained ECAMs under the HHM this reduces timeframes and the risk of medication adverse interactions.

The removal of heavy medication trolleys provides improved safety for staff.”

SCCT also state:

“There will be no reduction in EN head count as a result of the implementation of the HHM”.

“SCC has developed and implemented Wellness Centres at each of its care homes providing residents with wellness and reablement services run by allied Health Professionals.

EN’s under the HHM remain EN’s in accordance with their current position description, and will provide clinical assessment, care planning and application of care as set out in individual resident care plans. As facilities transition to predominantly using ECAM’s for medication administration and meet the mandated Registered Nurse (RN) minutes over the coming months, EN’s will utilise clinical skills to undertake, based on RN’s referral, wellness and reablement assessment and care planning.

SCC see our EN’s as being integral to these services. There may also be times when EN’s are called upon to provide other clinical services within their scope of practice and position description. Such instances may include coverage during unplanned leave or to meet an alternate operational requirement. Functions in such instance may include a medication round.”

2. Provide the ANMF an indication of the expected timeframes for implementation, including whether it intends to implement the changes on a state-wide or site-by-site basis, and which events are to occur under each phase.

SCCT have provided a table with each phase as follows:

- *Continue work recommissioning kitchens at each SCCT care home in the Southern region [now to end April 2023].*



- *Final implementation of the reinstated Kitchens [End April 2023].*
- *Continue to engage ECAMs to work at all sites for the purposes of administering medications [End April 2023].*
- *Conclude consultation with employees and their representatives regarding the proposed HHM [End April 2023].*
- *Training and Codesign with EN's in relation to the wellness and reablement model of care [May 2023].*
- *Training to continue to ensure all sites have ECAM's administering medication (as per scope of practice) for all shifts at all sites [Ongoing].*
- *Continue transition of Enrolled Nurses to deliver wellness and reablement services. This process will occur simultaneously but will be site by site specific with consideration of individual facility logistics [June 2023].*
- *Further review of EN positions against care needs in HHM following full transition to ECAM utilisation and wellness and reablement service delivery [Ongoing].*
- *Ongoing review of staffing levels against resident care requirements as the HHM model is implemented and assessed for continuous improvement. [Ongoing].*

The ANMF will put questions to SCCT in relation to this response to be discussed at two meetings **on Tuesday 4 April 2023** and **Friday 14 April 2023**. The ANMF will advise members of discussions and outcomes of those meetings.

The ANMF recognise that the consultation process has been distressing for many members.



If members have any queries regarding this update, please contact Member Support as below.

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
27 March 2023