

## ANMF NEWSFLASH

# Launceston General Hospital Ward 3D Step 1 Grievance Update

On Tuesday 7 March 2023, the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with the Tasmanian Health Service (THS) North management to complete Ward 3D benchmarking, 2023.

Subsequently, on Wednesday 8 March 2023 the ANMF met with 3D members to discuss the proposed benchmarking, and solutions provided to the Step 1 Grievance raised on behalf of members on 22 December 2022. The meeting was unable to determine a resolution to the Step 1 Grievance or endorsement of the 2023 benchmarking.

As a result, the ANMF has provided a member survey via the link below to consider if the following would be an acceptable proposal to move forward with; *The 3D Step 1 Grievance will be placed into abeyance and reassessed via a member meeting after **Friday 30 June 2023**. Noting that the recruitment to a clinical coach (over and above the proposed 2023 benchmarked hours) is imminent and come 30 June 2023, 12 months of data will be available to re-run benchmarking again if workloads have not improved.*

To give context to the above, the ANMF can advise:

1. The 2023 benchmarking relied on 6-month data multiplied out to 12 months to progress the Nursing Hours per Patient Day (NHpPD) formula. With 3D only reaching full occupancy in December 2021 there is not 12 months of financial year data available to apply. Hence the proposal above to reconsider benchmarking after **Friday 30 June 2023**. This will be the point that 12 months of full data, for the purpose of the NHpPD formula, will be available. At this time complete data, including diagnostic related groups for patient complexity, average bed occupancy, admissions, emergency admissions, turnover and patient care days, will be available.
2. While the proposed 2023 benchmark does not show an increase in Full Time Equivalent (FTE) for Ward 3D, the new NHpPD eCalculator process has allowed for the THS to include a position that is



supernumerary to baseline NHpPD. With this process, THS has agreed to the additional clinical coach 7 days a week. At this stage, it is proposed for a shift commencing at 1000hrs through to 1800hrs.

3. So, for 28 beds, the staffing would be:
  - a. Morning Shift: 1 nurse to 3.5 patients plus an Associate Nurse Unit Manager (ANUM), 1:4 if Clinical Nurse Consultant (CNC) is not patient loaded.  
Clinical coach in addition from 1000hrs to 1530hrs.
  - b. Afternoon Shift: 1 nurse to 3.5 patients plus an ANUM.  
Clinical coach in addition from 1530hrs to 1830hrs.
  - c. Night Shift: 1 nurse to 9.33 patients plus an ANUM.

If in the interim, workloads don't improve, members can request a member meeting and the ANMF will reinstate the grievance.

<https://www.surveymonkey.com/r/LGHWard3DSurvey2023>

**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](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  
4 April 2023