

ANMF NEWSFLASH

Launceston General Hospital John L Grove Rehabilitation Unit

On Tuesday 14 March 2023 the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with Tasmanian Health Service (THS) North management to complete John L Grove Rehabilitation Unit (JLGRU) benchmarking, 2023. Then on Wednesday 22 March 2023, the ANMF met with JLGRU members to discuss the proposed benchmark, and solutions provided to the Step 1 Grievance raised on behalf of members on 22 December 2022 and the subsequent Step 2 Grievance. The following was discussed:

1. Benchmarking has resulted in an increase of 1.67 Full Time-Equivalent (FTE) for JLGRU.
2. It was proposed by THS North management that 0.26 FTE be combined with the existing Clinical Nurse Educator (CNE) FTE of 0.74 to create 1.0 FTE of CNE for JLGRU.
3. Members articulated that the balance of the benchmarked FTE should be allocated to the PM shift as a full 8-hour shift, rather than the THS' preferred proposal of two 6 hours shifts.
4. It was confirmed that the THS North executive has agreed to employ, for a fixed term period, 1.0 FTE of Clinical Nurse Consultant (CNC) Rehabilitation. This will be pending approval of the position permanent via the May 2023 Budget. The ANMF noted that the JLGRU component of this FTE, from the 2020 benchmarking process, will need to be confirmed as a permanent approval after May or the Step 2 Grievance will be elevated to Step 3, and the FTE will need to be brought back into the JLGRU roster.
5. Members felt that if the above matters were progressed, the Step 2 Grievance could be placed into abeyance pending executive approval of the permanent hours' business case.

As a result, the ANMF has provided communication to THS North management with regard to the above requesting:

1. Further consultation and agreement needs to be reached on the proposal for 6 hour shifts on the early and late. Members' preference is for an extra 8-hour shift on the afternoon.



2. The proposed benchmarking increase is endorsed, but this is subject to it being documented in the eCalculator comments that 0.26 FTE of direct care hours will be used as indirect hours to increase the current CNE FTE from 0.74 to 1.0 FTE. Should CNE hours be a requirement in the future, either from a Nursing Enterprise Agreement or Award variation and or a government commitment, the 0.36 FTE will be released back into the direct care hours.
3. If the above points can be agreed, then the Step 2 Grievance should remain open, in abeyance, until the Rehabilitation CNC is recruited.

Further updates to follow upon receipt of a response from the THS.

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
5 April 2023