

ANMF NEWSFLASH

Renal Service North Benchmarking Update

Following meetings with members on Tuesday 9 and Wednesday 10 May 2023 the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) wrote to Tasmanian Health Service (THS) North regarding member preferences for Renal Benchmarking:

Launceston General Hospital (LGH) Renal Unit:

- Consideration to change the benchmarking at LGH from 12 to 18 spots which would facilitate the introduction of a PM shift. Members advice is that they are concerned with impending demand on the service and time taken to train/skill up renal nurses could leave them short in meeting this demand. If 18 spots were utilised in the formula this would require an increase of 6.39 Full Time Equivalent (FTE) from the increase of 3.84 FTE if 12 spots were used. Noting that this FTE could be a staged increase, as training of these nurses occur.

Kings Meadows (KM):

- Members welcomed the increase for KM of 3.09 FTE. However, they noted that for some time now they have considered that a Nurse Practitioner (NP), which is available in the agreed model (Queensland model) for renal, would be valuable (the THS have not agreed to this previously). Members' concern is that KM is a satellite unit, acuity is increasing, and the complexity seen was not envisioned for such a unit. The feeling is that a NP fills a gap around having a senior practitioner oversee patients for better management, flow, and support for the unit in an increasing acuity environment.

THS North have provided the ANMF with a response, which is summarised below:

- Increasing from 12 to 18 spots with the introduction of a PM shift has been reviewed by all parties including the Executive Director of Nursing (EDON). The THS support the approach being taken by the Nursing Director (ND) to work through a process to fill the current vacancy, training further specialist nurses and support the current growth within the unit as first preference. The possibility of a trial for a PM shift is in progress.
- The THS are in support for the Nurse Unit Manager (NUM), in consultation with the ND, to work through a business case process, for appropriate governance and justification, for establishing a NP for the unit. This will involve exploring all potential options, a comprehensive review of the costs, risks, and benefits of each. The THS preferred position is work through this process and this would include reviewing benchmarking data and increased acuity of the patients would be considered as part of the business case.

The ANMF has now planned follow up meetings with members as per the below:

- LGH Renal Tuesday 6 June 2023 at 1600.
- King Meadows Thursday 8 June 2023 at 1415.

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
30 May 2023