

14 June 2023

Deborah Austen  
Chief Executive Officer  
Medea Park Residential Care  
17 Circassian Street  
**St Helen's TAS 7216**

PDF via email: [Deb.Austen@medeapark.org.au](mailto:Deb.Austen@medeapark.org.au)

Our Ref: WOR 15 0017  
Contact: Nicki Hood  
Phone: 03 6223 6777  
Email: [Nicki.Hood@anmftas.org.au](mailto:Nicki.Hood@anmftas.org.au)

Dear Deborah,

### **Re: Workplace Concerns Medea Park**

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has recently met with members at Medea Park. Members advised their most pressing concern is the viability of Medea Park to continue providing timely, appropriate, and safe care to consumers who currently reside at Medea Park.

The concerns raised are:

1. The lack of Registered Nurses (RNs) employed by Medea Park to cover the mandatory requirement of RNs 24/7. Members note, with deepening concern, that Medea Park has failed to retain RNs and have voiced concern that the remaining staff are insufficient to meet the legal requirements due to come into effect from 1 July 2023. How will Medea Park ensure a RN is rostered 24/7 once this is a requirement federally?
2. The position of CEO, which ANMF understands you have resigned from, and which is to take effect from 1 July 2023, leaves Medea Park without leadership. This is at a time when many reforms are due to commence in the Aged Care Industry. Without a CEO in place before you depart, members are feeling anxious about how they are to continue providing quality care to the consumers currently residing at Medea Park. What is the interim safe staffing plan to mitigate the risk of not having a CEO from 1 July 2023?
3. The apparent lack of communication from yourself/HR when members request annual leave. While members have followed the procedure to request annual leave, they have

stated it has taken months to hear back from yourself/HR as to whether the leave application has been successful or not. What is the policy/process at Medea Park regarding annual leave? Can you please provide the ANMF with your policy so that we can advise members accordingly. It is not reasonable that members are waiting months to hear if their leave has been approved. Members require leave to ensure work life balance and a break from work for work health and safety reasons.

The ANMF seeks to understand the position of Medea Park on these matters and looks forward to your response showing what steps Medea Park has taken to recruit RNs, what strategies have been put in place to comply with the mandatory RN onsite 24/7 from 1 July 2023, why the role of CEO has only recently been advertised and what plans do Medea Park have should the CEO role not be filled before you leave your post.

The ANMF looks forward to your written response regarding this matter by no later than **close of business Friday 23 June 2023**. Should you require clarification on this matter please contact Northern Organiser Nicki Hood via email at [Nicki.Hood@anmftas.org.au](mailto:Nicki.Hood@anmftas.org.au)

Yours sincerely,



**Emily Shepherd**  
Branch Secretary