

## ANMF NEWSFLASH

### North West Renal Unit

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) Renal Unit members have endorsed the ANMF to raise a Step 1 Grievance. This grievance arises due to members consistently being placed in the position of having to manage sustained and unreasonable workloads. Members raised the following concerns:

- Benchmarking increase (additional Full-Time Equivalent [FTE] identified as needed)
- There are baseline gaps in the roster making it difficult to roster to the current demands.
- Baseline gaps in specialist positions gap of **2.95 FTE**
- Short-term leave and meal breaks are often covered by the Nurse Unit Manager (NUM), Clinical Nurse Educator (CNE), and other specialist nurses working clinically.
- Specialised nursing requirements of renal patients require an investment of time to develop skilled renal nurses.
- Minimal staffing on afternoon and weekend shifts leaves little support should a patient deteriorate.
- Limited ability for ICHD to backfill into the specialist position.
- Limited to no capacity to teach patients home dialysis or to support them.
- NW Patients, at times, must travel to Launceston for treatment as a result of staffing issues.

#### **Operational inefficiencies impacting clinical care**

- Ward aide not available for all sessions
- Administration support workload such that nurses must answer the door or phone at times.

#### **Recruitment challenge**

- Profile of renal nursing on the Coast is low due in part to the NW Renal Unit not being co-located with the NWRH and the senior clinical oversight is not centre based in the NW. There are barriers between the two management streams to access casual nurses, ward aides and admin to fill short-notice shifts.

#### **ANMF members' suggestions to be considered to resolve the grievance:**

- Increase the CNE role from the benchmarked 0.63 to 1.0 FTE



- Increase agency for ICHD to allow identified permanent ICHD nurses to move, with support, into vacant senior clinical positions. Allow time for nurses to increase their skills and knowledge. Remove barriers to application, such as not taking on the consulting or on-call portion of the position until their knowledge and experience allow them to apply for the position at grade.
- Advertise the grad position separately.
- Explore backfill from Launceston General Hospital (LGH), Kings Meadows, and/or Hobart. This might also help in upskilling staff.
- Consider recruitment of Assistants in Nursing (AINs) to set up dialysis machines, and assist patients with personal hygiene and mobility needs.

A formal response from the Tasmanian Health Service has been requested by **close of business Monday 3 July 2023** following which the ANMF will convene a meeting to discuss the responses and seek members' direction.

**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.

---

Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary  
28 June 2023