

ANMF NEWSFLASH

Mental Health Services - Northside

MHS Staffing Model Update

The Australia Nursing and Midwifery Federation Tasmanian Branch (ANMF) provides members with a summary of the key points discussed during our recent meeting held on 13 September 2023. The meeting was held to discuss the current application of the NHpPD MHS Acute Inpatients Unit model and the specific requirements that Northside needs in the proposed new business rules.

Key Points Raised by Members:

- Observations and 1:1 Care:** Members highlighted the current challenges faced in providing adequate care. As an example, members detailed current Low Dependency Unit (LDU) requirements around 15-minute observations. This situation essentially necessitates a 1:1 care ratio due to the constant attention required. The LDU's 15-minute observation requirement leaves limited capacity to effectively manage other patients. While High Dependency Unit (HDU) care typically entails a 1:1 nurse-to-patient ratio in a secured unit excluded from the main ward, individuals under the age of 18 also require 1:1 care as well.
- Indirect Full-Time Equivalent (FTE) Allocation:** The current allocation of indirect FTE positions within Northside staffing includes:

Nurse Unit Manager (NUM): 1.0 FTE

Clinical Coach: Currently at 0.9 FTE (However, it should be at 1.0 FTE based on the Government promise from 2022)

Electroconvulsive Therapy (ECT) Nurse: 0.8 FTE

Clinical Nurse Consultant (CNC): 0.4 FTE

Clinical Nurse Specialist (CNS): 1.0 FTE



Members noted that they currently lack a Clinical Nurse Educator (CNE), unlike other wards and units across the state in acute general care.

3. **Proper HDU Staffing:** The importance of providing proper HDU care was discussed. In recent times, this has often meant having two nurses for one patient, occasionally necessitating additional security personnel to ensure patient and staff safety for optimal care.
4. **Associate Nurse Unit Managers (ANUMs) Relieving Breaks:** ANUMs find themselves frequently having to leave their patient load to provide relief for staff breaks. This situation impacts their ability to provide consistent and continuous care, along with the requirement of competing shift coordinating activities.
5. **Patient Escorts:** Nurses are regularly required to accompany patients to various appointments within the hospital, such as X-rays, blood collections, and ECT collections. These necessary tasks result in reduced direct care hours on the ward.

Member insights and feedback during this meeting were invaluable. The ANMF will provide this feedback to the Statewide working group. Further updates will follow.

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.

Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary
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