

## ANMF NEWSFLASH

# LGH Acute Medical Unit (AMU) Step 1 Workload Grievance

## Tasmanian Health Service (THS) Response to ANMF Member Workload Grievance Solutions

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) provide LGH AMU members with the following update on the response received from the THS regarding the workload grievance solutions that were presented to address the existing AMU workload challenges.

### 1. Clinical Coach FTE Consideration:

**The ANMF Proposal:** Advocate for Clinical Coach Full-Time Equivalent (FTE) to be considered separately, over and above the existing benchmarked FTE positions.

**The THS Response:**

*It has been recommended by the Chief Executive, Hospitals North the consideration of additional nursing positions to enable the Clinical Coaches to be in addition to the baseline Nursing Benchmarking be considered when the Acute Medical Unit is fully recruited.*

### 2. Addressing Fixed Term Vacancies:

**The ANMF Proposal:** Request that current Fixed Term (FT) vacancies should be advertised as permanent, or at least half of each FT position be combined with another half FT position and advertised as 1.0 FTE permanent.

**The THS Response:**

*The proposed solution be reviewed in line with the recent recruitment process to expedite any additional appointments.*

### 3. **Enhancement of Support Positions:**

**The ANMF Proposal:** Advocate for the inclusion of Executive Assistants (EAs), Patient Safety Officers (PSOs), and Hospital Assistants (HAs) to support NUMs and floor-based nursing staff, similar to the support offered in other newly opened wards at LGH.

#### **The THS Response:**

*The Executive Assistant be considered in line with NUM Workload Review being conducted by the EDONM Hospital North. The request for Patient Safety Officers be reviewed in further detail as 'patients of concern' who require this level of support generally do not fit the AMU model of care, acknowledging at times this level of support is required.*

### 4. **ANMF requested data:**

**Requested data included:** overtime, double shifts, sick leave, and skill mix. Concerningly there is a significant uplift in reported overtime for 2022/23, Double shifts are up from 146 in 2021/22 to 410 in 2022/23, sick leave is trending down. Skill mix has 38.61 % of AMU nurses are Grade 3 year 3 and below. This demonstrates a need for clinical coaches over and above the current benchmarked nursing hours, which is contrary to the THS position detailed above against the ANMF request for clinical coaches to be implemented.

The ANMF will now schedule a meeting with AMU members to discuss the THS response and details on the next steps to resolve the current workload concerns.

**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.**

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Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary  
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