

ANMF NEWSFLASH

NWRH Intensive Care Unit

Step 1 NHpPD Grievance

Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) Intensive Care Unit (ICU) members after a meeting on 1 September 2023, raised a Nursing Hours per Patient Day (NHpPD) Step 1 Grievance. THS management have provided a comprehensive plan to resolve the grievance. The ANMF on behalf of members sought a commitment from the THS to the following (*outcomes in italics*):

1. Meet the obligation under Appendix E to resolve the grievance within 1 calendar week. *Met.*
2. Ensure there is no clinical patient allocation for the NUM, CNE, Liaison Nurse or PICC nurse. *Agreed.*
3. Investigate and implement improved communication with after-hours managers and staffing regarding redeployment of ICU nurses. *Agreed- see link below.*
4. Develop business rules where ICU nurses are redeployed to help only with tasks on wards including the ED so that they might rapidly return to ICU part-way through shifts if required. *In process.*
5. Consider facilitating ICU nurses to orientate and work some supported shifts in the ED during quieter periods to develop and maintain current knowledge and skills. *In process.*
6. Ensure access for ICU staff to TrackED, medication room, staff room and toilets in the ED. *Completed.*
7. Facilitate the ED and ICU nurses to develop a plan for staffing allocation when an “unfamiliar” ICU nurse is redeployed to the ED. *In process.*
8. Improve communication with the ED team regarding the expectations for ICU nurses redeployed to the ED. *In process.*



9. Increase unit ward support to 7 days per week. *Minute to increase FTE is in process.*

The ANMF will seek members' further direction and vote to resolve the grievance at the end of October which will allow time for the THS to progress the proposed commitments.

THS Letter: <https://anmftas.org.au/pdf/20230921ANMFICUWorkloadGrievance.pdf>

Redeployment Considerations for ICU:

<https://anmftas.org.au/pdf/RedeploymentConsiderationsforICUSeptember2023.pdf>

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
25 September 2023