

ANMF NEWSFLASH

North West Regional Hospital Medical Ward Grievance Update and Benchmarking

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with THS management on Thursday 21 September 2023 to seek interim solutions to the workload concerns on Medical Ward, Med C and AMU. THS management have provided a plan to resolve the grievance.

The ANMF on behalf of members sought a commitment from the THS to the following (outcomes in italics).

1. Progress the benchmarking as agreed.

The ANMF attended the first benchmarking meeting on 13 September 2023 where the data was presented. Members indicated in principle agreement to endorse the benchmarking noting that until the ward and Med C are separated the workload concerns remain. Current staffing levels will be maintained in AMU however shift times may alter. Altered shift times will be an opt in system.

2. Progress the proposed temporary 0.63 FTE NUM as a matter of urgency.

Will be progressed on 1 October 2023 when the NUM returns from leave and remain in place whilst the Med C recruitment occurs.

3. Review with staffing and after-hours management the process for short term leave replacement with a view to not just the shift in question but the impact on following shifts. Replace “like” for “like” nurses, when possible, with targeted replacement of vacant ANUM positions.

A daily meeting in the morning between the medical ward nurse in charge and the staffing office/AHNM to discuss the upcoming 24 hours of rosters to review skill mix and numbers will commence on 25 September 2023

- 4. As an interim measure consider the introduction of a senior “float” 7 days per week for a “cross over shift” i.e., 0900 hrs to 1730 hrs. This role would assist with orientation help with flow of patients and/or staff, assist new or inexperienced staff with complicated discharges and/or expediate movement of patients to the discharge lounge.**

Not agreed.

- 5. Move the third day shift nurse Monday to Friday to a crossover shift (0900 hrs to 1730 hrs).**

Will be commenced ASAP Altered shift times will be an opt in system. Nurses may elect to work a mix of crossover shifts and their normal shift pattern.

- 6. Closely monitor the skill mix of nurses on the Medical Ward, Med C and AMU; liaise with AHM and staffing with regards to short notice shift cover.**

See response to 3 and 4.

- 7. Members are of the opinion that unless there are a significant number of isolation patients, night shift on Med C could be reduced by 1 nurse, move the nurse to the Medical Ward to allow the nurse in charge of all 3 areas to not have a patient allocation.**

Can be commenced by night shift in charge.

- 8. Review the support staff; Medical Ward requires ward support on afternoon shifts 7 days and on weekend day shifts.**

Until recruitment for casual ward support can be progressed, either an aide or clerk can be rostered to replace leave.

- 9. Identify strategies to safely staff the Medical Ward when the skill mix is inadequate.**

a) CNE position currently filled at 0.74 FTE. A request to advertise the vacant hours in the position has been progressed.



- b) *Clinical Facilitator position, currently filled at 1.42 FTE further casual CF hours for medical ward will be advertised.*

MED C

Separating Med C remains a focus for the management team, recruitment to the Med C NUM and Med C CNE is underway, as is work to create an independent ward area. Preliminary data for benchmarking Med C at 15 beds shows a potential 5,4,3 roster.

The ANMF will seek members further direction and vote to endorse the 2022-2023 benchmarking data via survey once the data has been presented to members at follow up meeting planned for 5 October 2023.

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

Watch your inbox for details of how to have your say.

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
26 September 2023