



ANMF NEWSFLASH

NWRH ED Benchmarking 2023

Update and Member Survey on Member Proposal to take to THS Management

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) provides an update on the 2023 Nursing Hours per Patient Day (NHPPD) Benchmarking for NWRH ED. On 27 September 2023, the ANMF actively participated in the benchmarking process to evaluate ED staffing requirements.

Following this, THS management provided the eCalculator processing NWRH ED data for nursing hours staffing profile. Key information:

- New benchmark: 37.76 FTE, equating to 204.96 hours per day.
- Increase of 11 FTE from the previous benchmark of 26.76 FTE or 144.87 hours per day.
- Current roster requires 222 hours per day for the right staffing profile.

The increase in worked hours was initially due to COVID-19 response support. However, access block, acuity, skill mix changes, unaccounted Mental Health Cat 1 cases, and Code Stroke requirements drive the need for current staffing levels.

The gap has led to reliance on agency staff, emphasising the need to secure the 11 FTE via benchmarking for permanent positions.

THS management proposed endorsing the 11 FTE increase, allowing the recruitment process to commence. A further minute is proposed to secure FTE to maintain current staffing at 222 hours per day.



Action proposed for member endorsement:

- ANMF members endorse an 11 FTE increase based on statistical data and the NHpPD formula.
- Members reserve the right to discuss or raise grievances if maintaining current staffing levels and benchmarked FTE is not approved.

Survey: <https://www.surveymonkey.com/r/NWRHEDBenchmarkingSurvey2023>

If this approach is approved by our members, the ANMF will notify THS NWRH management and monitor the Executive response. Should both minutes not be approved, an immediate meeting with members will be scheduled, and a NHpPD grievance will be initiated. Further updates will be provided as this process unfolds.

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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