

ANMF NEWSFLASH

Launceston General Hospital Ward 5D ANMF Member Meeting

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has been working tirelessly on behalf of Ward 5D members to address their ongoing workload concerns and to follow up on the Step 1 Grievance initially raised by our members, along with the subsequent response from the Tasmanian Health Service (THS) dated 28 July 2023.

Recently, on Wednesday 25 October 2023, the ANMF met with Ward 5D members to evaluate the progress made in implementing the solutions that were agreed between the ANMF and the THS. Unfortunately, it has come to our attention that the proposed solutions have not been put into effect or advanced as expected. These solutions included:

- 1. **Support for Clinical Coaches**:** Advocating for the submission to the Chief Executive of Hospital North to establish and fund 1.48 Full-Time Equivalent (FTE) Clinical Coaches at Grade 4, in alignment with the government's commitment to implement Clinical Coaches in 2022.
- 2. **Additional Resources**:** Requesting additional resources to align with the new wards opened at the Launceston General Hospital (LGH), including Executive Assistant (EA) support for Nurse Unit Managers (NUMs). Ward 5D members believe this support is crucial, given the intricacies of an acute oncology setting, FTE management, recruitment and HR workloads, policy development, and Professional Development support—all of which contribute to the efficient operation of a busy and acute ward. (Note that the THS agreed to consider these positions, in line with the NUM workload review led by the Executive Director of Nursing of Hospitals North.)

Furthermore, during the member meeting on Wednesday 25 October 2023, concerns were raised about the current vacancy of a Clinical Nurse Educator (CNE). This vacancy has heightened the concerns surrounding workloads and skill-mix, previously emphasised in the Step 1 Grievance. This situation is of great concern to

both our members and the ANMF. Regrettably, the workloads remain unmitigated, and the agreed-upon solutions have yet to be implemented.

In light of these circumstances and in response to feedback from our members, the ANMF is now formally referring this matter to a Specialist Panel process, in accordance with the *Nurses and Midwives (Tasmanian State Service) Agreement 2019*, Appendix C, Section 5. We respectfully requested that the Specialist Panel be convened without undue delay, and the following solutions are considered a priority for the Specialist Panel:

- 1. **Implementation of Clinical Coaches**:** That the 1.48 FTE of Clinical Coaches be implemented by no later than the close of business on Friday, 1 December 2023.
- 2. **Advertisement of CNE Position**:** That the current CNE position is advertised by no later than the close of business on Friday, 3 November 2023.
- 3. **Confirmation on COVID Support Positions**:** Seeking confirmation of COVID-19 support positions, including the creation of position numbers to ensure recruitment aligns with the previous arrangements.
- 4. **Commitment to NUM Supports**:** Advocating for NUM support in line with the new wards that have been opened at the LGH, which may include, but is not limited to, EA support.

We requested confirmation of the Specialist Panel's scheduled date no later than the **close of business on Thursday 2 November 2023**.

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
27 October 2023