

## ANMF NEWSFLASH

# Launceston General Hospital

## Ward 6D ANMF Member Meeting Update

We write to update you on the ongoing efforts of the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) in addressing the workload concerns of our Ward 6D members. Following the Step 1 Grievance raised by members and the subsequent Tasmanian Health Service (THS) response dated Tuesday 28 July 2023, we want to ensure you are informed about the latest developments.

The ANMF met with Ward 6D members on Tuesday 14 November 2023 to assess the progress made on the solutions agreed upon between the ANMF and the THS. Unfortunately, it has come to our attention that the proposed solutions have not been implemented or progressed. Members have also expressed concerns about the delayed approval of the benchmarking completed on 14 February 2023, approved by ANMF members on Friday 3 March 2023.

### **Key Solutions Proposed out of the Step 1 Grievance:**

1. Further consultation on the CNC medical position to address the skill mix balance.
2. Support for the establishment and funding of 1.48 FTE clinical coaches at Grade 4.
3. Extra resources, including Executive Assistant (EA) support for NUMs, aligned with new wards opened at the LGH.

### **Ongoing Concerns Raised by Members:**

1. Agreed benchmarking, completed under the agreed industrial instrument, is now 9 months outstanding without approval at the chief executive level.
2. There is pressure to keep beds open under unsafe conditions due to staffing shortfalls and patient acuity.

3. High patient acuity and complexity leading to double shifts and short-notice changes.
4. Overtime and double shifts used regularly to maintain baseline staffing.
5. Meal breaks compromised for patient care or support of early career nurses.

### **Formal Referral to Specialist Panel:**

Regrettably, despite our efforts, workloads remain unmitigated. In response to your feedback, the ANMF is formally referring this matter to a Specialist Panel process outlined in the *Nurses and Midwives (Tasmanian State Service) Agreement 2013, Appendix C, 5*. We are seeking urgent consideration of the following priorities:

1. Immediate approval of the agreed benchmarked hours, including 1.48 FTE of stroke CNC.
2. If the above benchmarking is not approved, immediate closure of 4 beds.
3. Implementation of 1.48 FTE clinical coaches by close of business **Friday 1 December 2023**.

### **Further Demands:**

1. Commitment to NUM supports in line with new LGH wards, including EA support.
2. Confirmation on COVID-19 support positions, ensuring recruitment aligns with previous arrangements.
3. Timely resourcing for the AIN working group for a trial to being in the first half of 2024.
4. Current updated skill mix data provided by **Friday 24 November 2023**.
5. The ANMF requested confirmation of the Specialist Panel date by no later than close of business on **Tuesday 21 November 2023**.

Your continued support is vital as we advocate for your rights and well-being. Further updates to follow.

**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  
15 November 2023