

ANMF NEWSFLASH

Launceston General Hospital - ICU ANMF Member Meeting

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with ICU members on Wednesday 29 November 2023. The following is a summary of the key points discussed during this meeting.

Redeployment Challenges:

- Mid-range experienced nurses are being redeployed more frequently, impacting the education time of junior cohorts.
- Redeployed staff often face a heavier patient load without adequate support.
- Unpaid overtime during redeployment, affecting work-life balance.
- Concerns about the frequency of redeployment and its impact on the ICU's ability to cover codes.
- Issues with redeployment without proper coverage in ICU.
- Issues with agency staff refusing to be redeployed.
- Concerns about redeployment from the ICU instead of staffing up the pool.
- Redeployment in a soft manner without a clear protocol.
- ICU staff redeployed leading to a shortage on the next shift filled with double shifts.

Orientation, Understanding of Redeployed ward-based processes, and procedures:

- Challenges with orientation to different wards, understanding tasks, and ward-based nuances.
- Lack of knowledge about each ward's workings among ICU staff.

Pool Staffing and Scheduling:

- Issues with pool staffing, availability, and scheduling.
- Pressure on casual staff to work outside regular availability, limiting their true availability due to not wanting to be harassed daily.

- The need for a solution to manage the ICU's own pool, as suggested in the THS response to the ANMF from the Step 1 Grievance on Friday July 28 2023.

Leave Management:

- A suggestion to use annual leave on-call to manage leave liabilities and provide ward cover without redeployment risks. This was a past practice that seemed to work.
- Concerns about leave relief in the ICU roster, with leave booked until November next year.

Learner Support and Staffing:

- Insufficient learner support for the current cohort that is heavily weighted towards novice nurses.
- Support fatigue due to a limited number of senior nurses to fulfill support roles.

After the meeting, the ANMF shared concerns with management and will brief the Executive Director of Nursing and Midwifery (EDNMS), who is already aware of the Step 1 Grievance and the ANMF member meeting regarding ongoing concerns. The ANMF will initially address the following items with the EDNMS:

- ICU self-management of pool/casual nurses.
- Agency nurses to be redeployed prior to existing ICU nurses.
- Suggestions for a possible embargo on redeployment for 3 months to rebuild and support the current novice workforce.
- Implementation of clinical coaches, supernumerary to current benchmarked hours to support and stabilise learning in the unit.
- Development of a Memo that can be circulated to the wards that details requirements to support redeployed staff. As an example, ensuring there is a shared or supernumerary patient load, consideration of skills and appropriate allocation in line with skill sets, and other matters as determined in consultation with ICU staff.

We assure you that your concerns are being taken seriously, and efforts are underway to address these challenges. The ANMF is committed to working collaboratively to find effective solutions and improve the working conditions for all ICU members. Stay tuned for further updates.



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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