

## ANMF NEWSFLASH

# North Eastern Soldiers Memorial Hospital

On Monday 4 December 2023 the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF), met with North Eastern Soldiers Memorial Hospital (NESMH) members to discuss the outstanding Step 2 Workload Grievance. Members detailed the following concerns going into the busy summer period.

1. A plan was floated to run a 1000hrs to 1800hrs shift over the Christmas period, but this is looking less likely due to the inability to find staff.
2. GP-type patients are creating workloads.
3. The doctors' surgery now closes on Saturdays and has reduced hours recently. They are also closed for 4 days over the Christmas/New Year period and running skeleton staffing over the broader period.
4. Bridport is running at reduced hours.
5. General doctor shortages are causing increased demand for NESMH.
6. Nurses are already working close to their full hours, so it is difficult to fill short notice leave and or additional shifts as was suggested for the Christmas period.
7. Agency and casual staff are hard to get.
8. Recruitment and retention are difficult.
9. There should be a priority on securing TtP nurses for their first rotation, noting that if they do their first rotation elsewhere, for example, the LGH, they don't come to NESMH.



As discussed at the meeting, the ANMF has now written to the Nursing Director of Primary Health North (NDPHN) and detailed the above concerns, the ongoing Step 2 Grievance, and propose several initial solutions that could be considered.

1. To address the ED workload issue, the THS are to consider an all-out effort to secure an additional rostered nurse for the Christmas period up until the end of February 2024. In the least from Friday to Monday in the 1000hrs to 1800hrs timeslot. Then for this to be reviewed in the New Year for possible permanent application, supported with a business case proposed for the 2024-2025 budget.
2. That NESMH be the first to implement ANUMs, recognising the positive impact on career progression and opportunities in rural Primary Health sites, noting this is in line with the work that is soon to commence via the ANUM implementation working group for primary health sites.

Further updates to follow once a response has been received from the NDPHN.

**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  
5 December 2023