

ANMF NEWSFLASH

Mental Health Services North and North West

Update 2: Change Proposal Manager On Call North and North West

Further to our newsflash dated Tuesday 19 December 2023, the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) can confirm that MHS management have provided a response to our concerns raised, paraphrased below.

1. *At present the on-call rosters for Adult Mental Health Services North/North West remain at **status quo**, and will be unchanged during the consultation period.*
2. *An opportunity is extended to meet with and discuss individual concerns, acknowledging the agreement by the ANMF to propose this to individual members. **If requested the ANMF extends one to one support for members wishing to meet with management to discuss their individual concerns. The ANMF will be in contact with members who have already reached out with this request***
3. *An apology has been extended, whereby if the change proposal has caused distress to members and the MHS workforce, this was not the intention.*
4. *MHS management support the ANMF request for an extension on feedback out to Friday 19 January 2024.*

The ANMF now seeks member feedback via a survey, provided by the link below. The change proposal can be read via this [link](#). The following is a summary of the change.

- Nurse Unit Managers (NUMs) and Team Leaders (TLs) currently provide on-call functions every 1:2 weeks in both areas of Adult Mental Health Services North/North West.

- Manager on-call model introduced in 2013 for Mental Health Act support; now transitioned to specific delegated requirements and critical support for Senior Clinicians.
- The proposal suggests amalgamating on-call function for all Adult Mental Health Services North/North West to foster a 1:4 week roster, promoting work-life balance.
- Anticipated impact on NUMs and TLs includes increased on-call coverage, orientation to other services, and potential financial impact with remuneration every 1 in 4 weeks.
- ANUMs may need familiarisation with the manager on-call during the initial stages of the change process.
- Expected cost savings of approximately \$38,674 per annum by reducing duplication of on-call model across AMHS N NW.
- Predicted impacts on services include after-hours support for ANUMs and nurse in charge, potential concerns about travel expectations, and reassurance that attendance after hours is rare. There is a suggestion to allocate a second tier of on-call to reflect a physical availability across North and North West.
- Change Proposal will be distributed to affected staff, unions, and stakeholders, with opportunities for face-to-face consultation, email feedback, and contact information provided.
- Group Director MHS N/NW and Allied Health and nursing director will manage the proposed changes, addressing issues and providing a combined written response to stakeholders.
- Communication strategy includes direct consultation, email, and REACH article, consultation with NUMs, TLs, and clinical teams, as well as unions.
- Feedback deadline is set for **close of business Friday 5th January 2024. Note the ANMF has sought and extension out to Friday 19 January 2024.**

Members are advised of the following.

- **To complete the member survey**
<https://www.surveymonkey.com/r/MHSNNWChangeProposalSurvey> by midday Friday 12 January 2024.



- The ANMF will compile a response to the change proposal and provide feedback to the acting group director by Friday 19 January 2023.
- Status Quo will remain during the interim period while member feedback is considered before any permanent changes are made.

Further updates will 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.

Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary
20 December 2023