



ANMF NEWSFLASH

Mental Health Services – North and North West

Change Proposal Update – Manager On Call North and North West

The Australia Nursing and Midwifery Federation Tasmanian Branch (ANMF) has now received member feedback on the proposed change and have subsequently provided a written response to MHS as follows;

1. **Financial Impact:**

Concerns arise over a negative financial impact on staff relieved of on call duties. The ANMF notes the longstanding service of several staff members, some dating back to the late 1990s. The ANMF asserts that the arbitrary removal of on call duties would impose an unjust financial burden. In the absence of a contractual arrangement, the ANMF highlights implied terms from custom and practice, proposing a 12-month salary maintenance for loss of on call. Clarification is sought on the process for discussing this proposition with individuals.

2. **Managerial On Call:**

There is concern about having managers from other areas on call, citing potential issues with familiarity, confusion, and loss of local knowledge. The feasibility and reasonableness of expecting staff to travel to other sites are questioned. The quick reaction time of the current on call staff to emerging problems is valued, and clarity is sought on how this will be maintained under the new proposal.

3. **Second Tier of On Call:**

The ANMF questions whether implementing a second tier of on call based on physical availability (someone who can attend the site) may offset the proposed cost savings?

4. **Lack of Support:**



Concerns are raised about a potential lack of support if management is remote and unaware of site-specific issues. The ANMF seeks details on how this concern will be effectively mitigated.

5. Budgetary Impact on Patient Care:

There is apprehension that the proposed change represents a budget cut adversely affecting patient care, safety, and staff safety, particularly concerning amidst the growing mental health needs in the community.

6. Consultation Period:

Members express dissatisfaction with the consultation period being hindered by the Christmas/New Year period, deeming it unfair and unreasonable.

In response to the aforementioned concerns, the ANMF has now requested a written response from MHS management addressing and mitigating the raised issues in the proposed change.

Furthermore, the ANMF has requested that if the change must proceed then a six-month trial should be completed. That survey of affected parties is to be conducted both before and after the trial to facilitate a comprehensive evaluation before any permanent implementation.

Further updates will follow on receipt of a response from management.

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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