



ATTENTION ALL ANMF MEMBERS!

URGENT NWRH STOP WORK MEETING

Date: Thursday, 21 March 2024

Time: 1430 hours

Location: Front Entrance of the Hospital.

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is calling on all NWRH members to attend an urgent stop work meeting to address critical issues that will have a detrimental effect on **all nursing workloads** on all **wards and units**.

****Reason for Stop Work Meeting:****

- The Government's ban on Ambulance Ramping as a result of the Government signing off on an Industrial Agreement between Ambulance Tasmania and the Health and Community Services Union to adopt a mandated 60-minute Ambulance offload policy, which will commence on **Monday 18 March 2024**. This ban has been made without appropriate consultation or plans for additional nursing resources. This policy poses serious risks to patient care and staff safety.

****Issues at Hand:****

- The flow and capacity at the NWRH do not support a ban on ambulance ramping, despite some gains in flow occurring, the NWRH is not ready for this procedure to be implemented.
- No additional resources have been committed to support this procedure and burnt-out nurses and midwives are just expected to provide care and treatment to even more patients without the support, appropriate clinical spaces and resources needed.
- Many areas across the NWRH do not even achieve their minimum benchmarked staffing levels, working short staffed, and no additional nursing staff at this point has been committed.
- The Offload policy merely shifts risks onto nursing staff and their colleagues at the NWRH.

****Solutions Being Sought:****

At the stop work meeting, the ANMF will seek a resolution from members that includes an immediate halt to the implementation of the ToC procedure until the following is met:

- Filling of all vacancies to meet baseline staffing minimums.
- Increase, maintenance and or implementation of clinical coaches to address skill mix issues as was promised by the Premier in 2022.
- Nurse navigators for the Emergency Department.
- An additional triage and waiting room nurse on every shift.
- Commitment to adhere to Nursing Hours per Patient Day/Nursing Hours per Patient Presentation.
- Dedicated access and flow nurses for complex discharges for every ward and unit.
- All ANUMs on wards backfilled so they are indirect and can focus on patient flow.
- Increase in cleaning staff for expedited transfers.
- Review of afterhours pharmacy and allied health supports to assist with discharge processes at these times.
- Revision of the Patient Transport Policy or implementation of dedicated transport nurses for patient transfers.
- Review of the chaperone policy.
- Implement as a minimum EA support for NUMs.
- Employ 1.4 FTE of NUMs for each acute ward and unit.



- That prior to the recommencement to implement the ToC procedure an appropriate consultative process is established that will include the involvement of ANMF nominated work representatives, NUM's, nursing directors and nurses.

****Your Participation Matters:****

Your presence at this meeting is crucial in advocating for ongoing safe staffing and patient care standards. The proposal to disregard safe staffing models will **undo 20 years of hard-fought safe staffing industrial gains made by ANMF members.**

****For Further Information:****

Please do not hesitate to contact our Member Support Team via email on membersupport@anmftas.org.au. Email is the preferred and fastest way of contacting the team. Alternatively, you can phone 1800 001 241.

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
15 March 2024