

## ANMF NEWSFLASH

# Baptcare Karingal Medication Management

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has in previous correspondence dated Thursday 22 February 2024 raised workload concerns on behalf of our members employed at Baptcare Karingal. To date the following concerns remain outstanding:

- System and process is not being investigated with a view to improvement, it seems that current medication leading to error are all attributed to the nurse who discovers the error. Nurses are then directed to complete medication competency assessments for situations out of their control.
- Many nurses and care workers do not have access to the Riskman reporting system despite repeatedly asking for access.
- Members report shifts not being covered despite members advising of their availability to accept extra shifts and the appropriate preapprovals in place.
- Members report that overtime that extends past a shift length of 8 hours and up to 10 hours despite having approval and it being short notice not an “agreed” increase to shift length is paid at ordinary time. This has been raised in Enterprise Agreement bargaining and was to have been investigated and rectified.

The Baptcare Karingal EA states at Part 11 Hours of Work:

*(e) The ordinary hours of work are not to exceed: (i) For all employees: Eight (8) hours per day or shift unless an employee mutually agrees to extend their ordinary hours to ten (10) hours on a day or shift;*

In order to address the above matters, the ANMF, and our members, suggest the following should be considered:



1. Utilise medication errors as an opportunity to investigate how and why it happened, what needs to change to prevent errors in the future. It would be of more a benefit if the learning exercise was designed to improve practice and prevent further incidents, tailored to the error rather than a standard medication competency as is the direction at this time.
2. Provide employees access to Riskman.
3. Review and improve the process for allocating short notice shifts vacancy. Every attempt should be made to cover shifts.
4. Ensure overtime is paid at the correct rate.

A formal response has been requested by **Monday 6 May 2024**. The ANMF will ensure members are kept informed via newsflashes and member meetings. Watch your inbox for 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.**

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Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary  
29 April 2024