



## ANMF NEWSFLASH

# Launceston General Hospital

## Key Points Raised on Behalf of Members Regarding Proposed Changes in Specialist Clinics

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has formally raised several important points with THS North management concerning the Change Proposal - Outpatient Transformation. Here is a summary of the key issues and commitments sought on your behalf.

### **\*\*Commitment Requests\*\*:**

1. **\*\*Nursing Workforce Model Development\*\*:** We are seeking confirmation that before any final decision is made on the proposed changes, a nursing workforce model will be developed through a working group.
2. **\*\*Ongoing Feedback\*\*:** During this process, members must have the opportunity to provide further feedback on the proposed changes for consideration.

### **\*\*Feedback from Members\*\*:**

1. **\*\*Documentation of Concerns\*\*:** Clarification is needed on the process for documenting and actioning concerns, suggestions, and alternatives raised during the consultation process.
2. **\*\*Consultation Period\*\*:** The defined consultation period should be extended as two weeks is insufficient, especially in the context of developing a comprehensive nursing model.
3. **\*\*Leadership Stability\*\*:** Given past instability within the Nursing Director (ND) leadership, it is crucial that Nurse Unit Managers (NUMs) are consulted and actively participate in the project to ensure staff concerns are heard.

4. **Professional Courtesy**: Members have expressed disappointment at the lack of professional courtesy regarding proposed position changes for ANUM and NUM roles. Consideration should be given to issuing a formal apology to affected staff members.
5. **Fixed-Term Positions**: All current fixed-term nursing positions should be maintained. Additionally, consideration should be given to granting industrial permanency to those who have completed multiple back-to-back fixed-term contracts.
6. **Establishment Numbers**: As part of the consultative process, we have requested the current establishment Full Time Equivalent (FTE) numbers for nursing and administration, including fixed-term FTE.
7. **Equitable Opportunities**: Concerns have been raised regarding the pre-allocation of a 0.5 FTE nurse position, which limits the opportunity for current outpatient staff to apply for senior roles. Fair and equitable opportunities for all staff to apply for the outpatient project nurse role must be ensured.
8. **ANUM Consideration**: The involvement of ANUMs for specialist clinics must be included in the workforce model working group, as stipulated in the Nurses and Midwives Enterprise Agreement (EA).

The ANMF will continue to advocate on behalf of members and ensure that your voices are heard during this crucial consultation process. Your feedback is vital in shaping the future of our nursing workforce and the specialist clinics.

**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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