



ANMF NEWSFLASH

Royal Hobart Hospital Emergency Department Step 1 Grievance Notification

Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) officials attended a meeting with Royal Hobart Hospital (RHH) Emergency Department (ED) members on Friday 28th June 2024 to discuss multiple concerns of our members with the ED. This is a summary of the issues raised.

Nurse ratios and bed pressure in H Block

- Members have reported that they are currently working at a higher ratio in this section of the ED than other areas. While H Block was initially intended to have a lower acuity, this has not been the case. This increased acuity and complexity of patient has led to unmanageable workloads.
- Members are also facing high levels of pressure from the Integrated Operations Centre (IOC) to transfer and accept within unreasonable timeframes and little regard to the staffing of the unit, and the acuity of the existing patients. Members feel this is level of harassment constitutes bullying.

Staffing ratios in 7-14

- Members have reported that to staff H Block, one staff had been reallocated from 7-14 leaving only two nurses. Members feel that the acuity is high enough and patient load is heavy enough to justify the reinstatement of the third nurse. This section regularly experiences multiple code blacks, METs, and unstable patients, often simultaneously.

Clarity around role of ramped patients

- Members voiced concern regard the lack of clarity around their role with regards to ramped patients and treatment. Given the strict guidelines Ambulance Tas (AT) officers have around administering medications, fluids etc, it was raised that if an ED nurse was to provide care for a patient, does that mean they have taken over care of that patient?

Patient Searches

- Members have been informed that they will be required to perform searches on patients. Members stated they did not feel safe undertaking this, especially if, in the case of female patients, security is not present while this is being done. Adding to this there is the reality that this procedure, to be done effectively and safely, takes up a substantial amount of the navigator's already limited time.

Members are seeking:

1. An increase in staffing levels within H Block that accurately reflect the increasing acuity and pressure of the area.
2. The reinstatement of previous staffing levels in 7-14.
3. Clear policy regarding the responsibility of care for ramped patients.
4. A complete cessation of nursing staff performing patient searches until an appropriate policy, developed in consultation with nursing staff, can be created.

The ANMF has sent these concerns to the ED management and will continue to fight for nurses and to provide the support and resources you need to continue delivering exceptional care in exceptional times.

In solidarity.

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
18 July 2024