

ANMF NEWSFLASH

Statewide Mental Health Service Peacock House

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with management on Tuesday 6 August 2024. This meeting was in relation to the Step 2 Workload Grievance raised by the ANMF on behalf of members.

A summary of the discussion at the meeting is as follows:

- Management have had difficulties with recruitment and filling rosters but there has been recent recruitment of one CNS, one RN and 4 ENs.
- Bed closures when short staffed - beds are not closed during periods of staff shortages as this must be approved by the Minister. However, when there is understaffing every attempt is made to fill the shortfall and if this is unsuccessful new admissions are delayed to address the situation.
- Multi-Disciplinary Team (MDT) meeting days need more staff rostered – the CNC and primary nurse attend these meetings. There is extra staffing rostered on these days. There is an awareness around the consumer and clinician availability for the scheduled time of individual meetings and adjustments can be made where possible.
- Rostering – this is done within the rostering guidelines. If any staff member is aware of anomalies, when the roster is published, then they should bring this up with their manager.
- Request for statement of duties for Lived Experience Workers (LEW) – this is still being worked on. There will be no further backfilling of LEWs to nurse positions vacant. This means that at times when nurses are unable to be sourced to fill vacancies at short notice, particularly on Night Shift, there are only 2 nurses on the floor.



- Ward Clerk – there is currently a plan in place to recruit a full-time ward clerk with the intention of this commencing as soon as possible.
- Intoxicated guests returning/consumers going out after being given night sedation – this needs to be brought up at the MDT meeting and escalated to the manager if staff feel a wrong decision has been made. There is access to senior staff on call if the situation is unmanageable at the time.
- Access to Peacock House is not secure – doors are accessed by a swipe card so should not be unlocked. Further discussion needed to clarify this issue.
- The term “guest” – management are still in the process of talking with the relevant parties around the clinicians concerns over the term “guest”.
- Duress Alarm System – Telstra are working on the Wi-Fi access to enable a fully integrated system, which is expected to be completed in September. Once this is done all duress alarms will identify where the alarm originated. WorkSafe are aware that all this is being worked on.
- Ligature Cutters - Management would like further feedback as to where these could be more appropriately stored for easy access for staff.
- There is a new acting clinical director who has indicated an interest in looking at the current model of care.

An ANMF member meeting is scheduled on **Thursday 15 August 2024 from 1500hrs – 1600hrs** in the staff room to discuss the responses as above.

If you have any queries regarding this newsflash, please contact ANMF Southern Organiser Jane Pond at Jane.Pond@anmftas.org.au. Alternatively, you can phone (03) 6223 6777.

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
13 August 2024