



SAFE HOSPITALS SAVE LIVES

ANMF NEWSFLASH

Safe Hospitals Save Lives Campaign Update

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) seek to update members in relation to our SAFE HOSPITALS SAVE LIVES campaign. We have been meeting with the Acting Secretary of the Department of Health and other Department of Health executive members in relation to the concerns raised by members about unmanageable and unsafe staffing levels across the state.

We are pleased to report the following has been agreed, albeit we see this as a positive step forward we note that it might not see all concerns in both the immediate and medium term resolved. As always, we shall be guided by our members on where to from here.

Please see below as current agreed actions to date:

1. Immediate uplift of agency staff to fill vacant positions including through extension of exiting agency staff in order to fill rosters and ensure safe staffing. It is hoped that this will provide much needed relief from double shifts and improve members health and wellbeing.



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2. Introduce continuous bulk recruitment campaigns for all benchmarked EN, RN and RM positions that will streamline recruitment to vacancies (hopefully within a month) and will circumvent the vacancy control committee and will be signed off by the Chief Executives of Hospitals.
3. Bulk recruitment campaigns will ease the workload and administrative burden for our NUM's and MUM's while still allowing them the opportunity to be involved in selecting the best fit applicant for their wards and units.
4. The ongoing recruitment campaign will be multi-faceted including direct engagement with Tasmanian nursing students who will be able to apply through the bulk recruitment campaign, be offered permanent positions and also the incentives to commit to staying and working in Tasmania.
5. The Department commits to supporting early career nurses and midwives including with clinical coaches and other resources while their build their skills and knowledge. They commit to implementing clinical coaches with 30% or greater mix of early career nurses or those who are transitioning from other sectors.
6. Further all barriers to recruitment will be reviewed with the intent to streamline all recruitment processes.

There is more work to be done, however this is the first step and the ANMF will meet again with the Department to gauge their progress on these immediate actions. The ANMF feel that this is positive progress in addressing the immediate staffing challenges by filling vacant positions.



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We seek the views of members on the above and seek to understand what if any other immediate and long-term solutions you might have to ensure that you are able to fulfill the requirements of your role safely. To have your say please come to our scheduled statewide meetings this week or fill in the survey on the link previously provided.

NOT a member but want to have your say, please fill out the above survey and leave your contract details, to have your voice counted and to impact the direction of the ANMF JOIN NOW, we would love to have you on our team!

<https://members.anmftas.org.au/Join>

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
4 September 2024



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Authorised by the Australian Nursing and Midwifery Federation
Tasmanian Branch Secretary Emily Shepherd, June 2024