



ANMF EA UPDATE 7

HealthCare – North West Private Hospital Negotiations Update

Since the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) applied to run a Protected Action Ballot, HealthCare has been very keen to discuss your bargaining claims and there has been much more dialogue.

The ANMF met with all parties bargaining for your enterprise agreement on Thursday 12 September 2024 to discuss Appendix B Principle of Workload Management. Appendix B covers the claims that members have made regarding minimum staffing, workload, education and regulatory requirements. Movement from the employer in relation to your claims is summarised below (*in italics*).

The ANMFs safe staffing claim is for a minimum of 2 nurses in the Day Surgical Unit (DSU) whilst there are patients, and, for Bass ward and Rivendell to each have a minimum of 2 nurses overnight. *Management is yet to agree to this.*

The claim for external supervision for mental health nurses will be further considered. *Management was unaware that this had ceased and committed to reviewing this, further updates will be provided once a response is received.*

HealthCare did not agree to Nurse Unit Managers (NUMs) being rostered without a clinical allocation. The current entitlement is 8 management hours per week – Your claim was for 38 hours, *HealthCare proposed an increase to 16 hours, therefore NUMs will be counted in the nursing numbers except for 16 hours per week.*



Your employer did not provide an increased offer to wages as the focus was on workload and safe staffing conditions. As it stands now the offer is:

- 3.5% from 1 July 2024
- 3.25% from 1 July 2025
- 3% from 1 July 2026.

Working Hours per Patient Day (WHpPD)

- Medical/surgical currently 5.2 ANMF claim 6.0 – *no movement*
- HDU currently 10.2 ANMF claim 12.75 - *no movement*
- Mental Health currently 4.1 ANMF claim 5.0 – *HealthCare propose an increase to 4.25.*

What does this all mean? How many nurses will be rostered?

Bass Ward

For 16 patients the WHpPD equates to a roster of 4 nurses on day shift, 4 on afternoon shift and 2 on night shift. NUMs will be counted in the nursing numbers except for 16 hours per week. Each patient equals 5.2 nursing hours per day, therefore if you have 17 patients there would be 5.2 hours still to be allocated or a full shift if management agreed. Less patient numbers equal less nurses rostered, unless there are 8 patients overnight there will only be 1 nurse.

HDU

Each patient equals 10.2 hours. 3 patients is the usual number which would equate to 1 nurse for all 3 shifts, plus 5.1 hours which could be allocated to an afternoon when patients are returning from theatre.

Rivendell

For 12 patients the WHpPD equates to a roster of 2 nurses on each shift. NUMs will be counted in the nursing numbers except for 16 hours per week. Each patient equals 4.25 hours. Less patient numbers equal less nurses rostered, unless there are 8 patients overnight there will only be 1 nurse.



Theatre

ACORN Standards of 3.5 nurses per theatre, recovery room 1 nurse per theatre plus 1 nurse, NUMs will be counted in the nursing numbers except for 16 hours per week.

DSU

At this stage no change – the employer did not agree to 2 nurses minimum however will review the rostering for 2 nurses when there are post operative patients and provide a response.

What should you do now?

Attend Monday at 1400hrs if you can.

Vote Yes to all questions in the protected action ballot if you haven't already voted.

The ANMF Tasmanian Branch is 8000 plus members strong! Supporting nurses, midwives, and care workers as the only union in Tasmania employing nurses 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 September 2024