

ANMF NEWSFLASH

Safe Staffing Update

Update on Outcomes from Proposed Solutions

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with Department of Health representatives to receive an update on outcomes following the 3 September 2024 commitments to immediately address staffing deficits and work to improve recruitment and HR processes.

The outcomes provided at the meeting are as follows:

We held a productive meeting discussing key staffing and recruitment issues. Here are the highlights:

- Benchmarking Review to Identify FTE Needs:** To date the LGH has been focused to identify wards lacking appropriate benchmarked staffing and some with some outstanding benchmarking processes. A follow up meeting is scheduled between the ANMF and the Department of Health and LGH EDON to work through this on **Monday 23 September 2024**.
- Agency Nurse Contracts:** Increased agency use is being approved with significant number approved in the community and in mental health services. Deputy secretary of hospitals reported that 2 agency nurses extended their contracts and will provide an update as soon as possible on the additional agency staff recruited in the last two weeks. The ANMF will update members as soon as this information is provided.
- Safe Staffing Reporting:** The Department have agreed to take over the reporting of safe staffing data through the Workforce Innovation Steering Committee (WISC) to ensure consistency of reporting and will commence at the next meeting in October 2024.



4. **Bulk Recruitment:** The first bulk recruitment process has resulted in 268 applications received applying for permanent positions. A large cohort have not indicated a preference for region and will require follow up, however, this is a positive number. The campaign closed on Wednesday 18 September 2024 and will reopen again to ensure ongoing recruitment. In addition, a Project CNC has been allocated in the South and the North to support these ongoing campaigns, with one also to be appointed in the North West which is not yet confirmed.
5. **Student Engagement and Resources:** Engagement has occurred directly with the University of Tasmania nursing students to advise how to apply for a permanent position and also included provision of a fact sheet to support these graduates through this process along with the incentives being offered. In addition, meetings with TasTAFE and HERC will be arranged imminently.
6. **ED1 Conversion from Fixed Term to Permanent:** The option for staff who have been employed for more than 12 months to apply for permanency with the Tasmanian Health Service (THS) is ongoing with 17 nurses converting from fixed-term to permanent to date. A fact sheet is being developed to guide any member who wishes to apply for permanency and the ANMF encourage any member to apply through the HR portal.
7. **Approval of Benchmarked Nursing Positions to Vacancies:** The approval delegation to approve all benchmarking nursing positions sit with the chief executives of hospitals and no benchmarked position will need to go to vacancy control.
8. **Graduate Positions:** All recent Transition to Practice (TtP) graduates have been made permanent and any previous TtP graduates who have not been appointed permanently through previous intakes are encouraged to apply for permanency through the bulk recruitment campaign portal and the process will be streamlined through that avenue.
9. **Fact Sheet on Incentives:** A comprehensive list of available incentives for recruitment and retention will be provided to the ANMF as soon as it is complete, which the ANMF will share with members as soon as it is received.



10. **NUM Information Sessions on Market Allowance:** Information sessions are being delivered to NUMs to guide the process for applying for the market allowance in their clinical areas. A FAQ document is also being developed regarding market allowance. Once received the ANMF will also share this with members.
11. **Support for Early Career Nurses:** Clinical coaches and early career nurse support was discussed. It was submitted that any further clinical coaches would need to be identified through the ward by ward process of benchmarking review and would need to come out of direct care hours. The ANMF highlighted that this was an unsatisfactory outcome, and the Acting Secretary asked for areas which are needing a clinical coach to give the matter further consideration.
12. **HR Page Up Process:** KPIs have now been assigned to the recruitment and Page Up process to enable timely approvals for recruitment and HR processes e.g. PTVÉ's. The ANMF has asked for a copy of these KPIs or for these to be highlighted against each approval step in page up. When received these timeframes will be provided to members.
13. **RHH Midwifery Review:** The midwifery review at the RHH was discussed and is likely to commence next week, **Monday 23 September 2024** with an aim for completion within 12 weeks. The independent reviewer Caroline Singline is finalising the independent review panel this week.
14. Next meeting scheduled for **Tuesday 1 October 2024** for further updates.

The ANMF acknowledge that members will no doubt be disappointed with the lack of data regarding the uplift in agency staff as was committed to on 3 September 2024, however, once this information is received it will be provided to members. Further, the ANMF will be consulting with members on this response and seek members views on next steps.

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
19 September 2024