



ANMF EA UPDATE 10

HealthCare – North West Private Hospital

Summary of Negotiations

In negotiations with HealthCare the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has made progress on Working Hours Per Patient Day (WHpPD), however, there has been no further movement on the employer's second wages offer.

Wages

- The wages offer is 3.5% from 1 July 2024, 3.25% from 1 July 2025, 3% from 1 July 2026.
- New Enrolled Nurse (EN) Yr 4 Pay Point
- HealthCare has agreed to provide a new higher pay point for ENs that would operate from when the agreement commences. The new EN Yr 4 pay point would be set only 2.5% higher than the EN Yr 3.

Safe Staffing

- Management is yet to agree to the ANMF Safe Staffing claim for a minimum 2 nurses in DSU whilst there are post operative patients.
- Bass ward to have minimum 2 nurses overnight was agreed.
- Rivendell to have minimum of 2 nurses overnight was not agreed. The offer is 1 nurse on Rivendell unless there are 7 or more patients. In circumstances of reduced patient numbers but increased patient acuity a request to increase overnight staffing will be considered.
- HealthCare has proposed an increase to 32 hours per week where Nurse Unit Managers (NUMs) will be rostered without a clinical allocation. Education will be included in the NUM's portfolio.
- For Rivendell the claim for a third nurse on afternoon shifts following sessions has now been accepted.

- HDU your employer has proposed to reduce the WHpPD to 8.1, which converts to 1 nurse for 3 patients in HDU which is longstanding practice at HealthCare. Members have previously stated this does not reflect patient acuity.

Working Hours per Patient Day

- Medical/surgical currently 5.2, claim was 6.0 – no movement.
- HDU currently 10.2, claim was 12.75- **decreased to 8.1.**
- Mental Health currently 4.1, claim was 5.0 – offer to 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 not be counted in the nursing numbers. Each patient equals 5.2 nursing hours per day, therefore if you have 17 patients there could be a short shift of 5.2 hours if nurses were willing to work a short shift at a busy time. Less patient numbers equal less nurses rostered, 2 nurse will be rostered overnight regardless of patient numbers.

HDU

Each patient equals 8.1 hours. 3 patients is the usual number which would equate to 1 nurse for all 3 shifts

Rivendell

For 12 patients the WHpPD equates to a roster of 2 nurses on each shift. NUMs will not be counted in the nursing numbers. Each patient equals 4.25 hours. Less patient numbers equal less nurses rostered, unless there are 7 patients overnight there will only be 1 nurse. The offer now will have a third nurse rostered on afternoon shifts on session days.

Theatre



ACORN Standards of 3.5 nurses per theatre, recovery room 1 nurse per theatre plus 1 nurse, NUMs will not be counted in the nursing numbers.

DSU

At this stage no change – the employer did not agree to 2 nurses minimum when there are post op patients. Your employer stated that there are systems in place that may not be utilised at present such as contacting the afterhours manager, the director of nursing if the recovery room nurse is not available to assist.

Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary
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