

## ANMF NEWSFLASH

# Wilfred Lopes Centre Proposed Roster Change Trial

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with members recently regarding the proposed roster changes at WLC.

WLC has formed a Roster Working Group to discuss the ways the proposed changes will be implemented.

The Roster Working Group meeting on Thursday 22 August 2024 - discussions were minuted and sent to the ANMF, main points as follows (All employer communication in *Italics*):

- *Shift Co-ordinator Role – Early and Late Shift and between 1030 – 1830 on weekends.*
- *Minimum rostered clinical staffing – 3 RN and 2 EN for Early and Late Shifts. 2 RN and 2 EN for Night Shifts.*
- *Introduce Mid Shift 1030hrs – 1830hrs across the week.*
- *Reinstate 8 staff per Early and Late Shifts over weekends as Mid Shift will increase numbers to 9 between 1030hrs – 1830hrs.*
- *Reduce Night Shift to 6 staff.*
- *Flex Up as clinically required.*
- *Staffing resilience during unavoidable emergent leave. ENs working on ECU with Indirect Supervision from Shift Co-ordinator or RN. Sole RN on Night Shift.*

The ANMF raised some points for clarification around the proposed changes to the rosters. Communication from management was received as follows:

- *No staff will lose any hours due to the trial.*
- *No staff will lose their positions due to the trial.*

- *Staff will continue to self-roster for the entire roster cycle.*
- *All staff at WLC are employed to work rotating shift work and will retain the ability to largely self-roster to suit their own preferences.*
- *A staff survey will be undertaken at the end of the 3 month trial and these results will be shared with the Roster Working Party, including the ANMF.*
- *Prior to any formal changes in the rostering practices at WLC, further consultation and collaboration will be undertaken with staff and relevant unions.*

It is inevitable that not all staff will be in agreement with the proposed changes and trial, but the key drivers for change are as follows:

- *WLC does not admit patients after hours.*
- *Night shift has the lowest amount of patient activity and interactions with patients.*
- *Proposed trial is within establishment and budget.*
- *Proposed changes increase resources during periods of higher patient activity.*
- *The Shift Coordinator position provides leadership, support, guidance to staff and can respond as clinically appropriate to either ward.*
- *The Mid Shift provides coverage during patient meals, staff meals, patient diversional activities and patient leaves.*
- *Staff retain the capacity to Flex Up staffing numbers when clinically indicated or periods of increased patient activity.”*

Management have stated that the three-month trial is anticipated to begin on **Sunday 10 November 2024**. Data collection has already commenced regarding current rostering practices. Management have committed to undertake an anonymous survey of staff following the trial for feedback. Management will share the results of the feedback with staff and the ANMF. If warranted, a more formal Change Proposal will be implemented for further consultation with staff.



The ANMF is concerned that despite management assurance that no staff will lose any hours these proposed changes *will* affect members with the loss of penalties from night duty and weekend shifts due to the reduction in staff on night shifts.

If you have any queries regarding this Newsflash, please contact ANMF Southern Organiser Jane Pond at [Jane.Pond@anmftas.org.au](mailto: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.**

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Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary  
7 October 2024