

ANMF NEWSFLASH

OneCare Umina Park

Workload Issues

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with members from Umina Park with workload concerns. The ANMF has formally notified your employer of the following concerns:

1. Shortage of Enrolled Nurses (ENs) and/or Registered Nurses (RNs); nurses from indirect roles such as nurse in charge, Level 2 nurses, often cover more than one nursing role on multiple shifts per roster.
2. Handover – the trial of handover does not provide the important information required to inform resident care.
3. RNs and ENs feel undervalued and misunderstood by management.
4. Insufficient number of care staff leading to compromised care – one example given was meal assistance for residents, some residents not getting breakfast till late morning. The other critical time is 1600hrs-1800hrs of an evening, nurses report increased falls at this time which they attribute to insufficient care staff numbers to supervise and attend to residents in a timely manner.
5. There is a lack of clear communication – nurses report not knowing which carers are on shift, whether there are enough carers and in the case of leave cover not knowing if there will be a replacement arriving late.
6. Inadequate orientation of new staff members leaves already time poor experienced staff having to fill gaps in knowledge.



7. Little to no knowledge of available nurses. Whilst it appears that there is a list of casual nurses, it seems that there are very few that will accept shifts and there is little to no knowledge of who might be available.
8. Management of short notice shift coverage. The RN in charge or the Level 2 RN answer the many late notice calls and then either contact the roster clerk to get the shift covered or source cover themselves, regardless of what they are doing.
9. Lack of equipment, access to computers and having to share essential equipment such as tablets is time consuming and frustrating – the ANMF understands this is being addressed.
10. Admissions – admissions are not always clinically appropriate for the area that the new resident is allocated to, nor are they admitted on days when there are available nurses to complete the lengthy admission assessments and paperwork necessary to ensure clinically appropriate care is provided.
11. Doctors' rounds. A nurse needs to be allocated for each doctor not just for the time of the round but pre and post the round to ensure that all actions necessary such as sourcing medications etc. is completed. The nurse cannot be responsible for another area/role at the same time.
12. The sheer number of emails to address care are of concern. Members understand that emails to all are designed to address the communication shortage, however, the volume of emails and the workload in practice means that not all emails are read in a timely manner, and changes to care can be missed.
13. The number of vacant shifts communicated leave members anxious even before they arrive on site.

ANMF members have suggested some solutions to address concerns and requested formal feedback from Umina Park management. The ANMF has scheduled a meeting on **Monday 21 October at 1400hrs** with members to discuss the response, seek members' clarification and future direction.

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
15 October 2024