



SAFE HOSPITALS SAVE LIVES

ANMF NEWSFLASH

Safe Hospitals Save Lives Campaign

Ongoing Fight for Critical Issues
Complete the Survey

The **Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF)** advises that the **Safe Hospitals Save Lives** campaign remains firmly in place. Following our **Statewide industrial action** in the lead-up to the State Budget in early September 2024, the ANMF has been actively working with the **Tasmanian Health Service (THS)** to secure outcomes for our members. You can view the outcomes secured to date in our [previous Newsflashes](#).

While these outcomes have addressed some of the concerns raised by members, notably ensuring that legal entitlements were upheld to protect **safe staffing**, many of the gains simply reflect the basic rights that should have always been in place. However, upon assessment of the [14 original items](#) at members endorsed the ANMF to pursue, several critical issues remain unresolved.

Outstanding issues:

Though some improvements have been made at a local level, or the proposed Statewide initiatives have some potential, the following key concerns still require urgent action:



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Authorised by the Australian Nursing and Midwifery Federation
Tasmanian Branch Secretary Emily Shepherd, June 2024



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1. **Clinical coaches**

Assign a clinical coach to every ward and unit, including district hospitals, to provide essential guidance and support to our nursing teams.

2. **Indirect Clinical Nurse Consultants, Associate Nurse Unit Managers, and Associate Midwifery Unit Managers for all wards and units**

Ensure that Clinical Nurse Consultants (CNCs), Associate Nurse Unit Managers (ANUMs), and Associate Midwifery Unit Managers (AMUMs) are allocated indirect roles so they can focus on leadership and mentorship without being pulled into direct clinical tasks.

3. **Additional inpatient beds**

Including but not limited transitional care lounges, mental health beds: expand access and increase the number of beds for mental health inpatients. Return Psychiatric Emergency Nurses (PENs) into all Emergency Departments.

4. **Streamlined discharge process**

Nurse led patient discharging, NDIS and ACAT dedicated staff.

5. **Promised supports as a result of Transfer of Care**

Implementation of additional nursing supports as promised as a result of the Transfer of Care (ToC), including nurse navigators, dedicated access and flow nurses.

6. **Work-Life Balance**

Introduce measures to support nurses, midwives, and care workers with small children, families, and



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other care responsibilities, so they can participate fully in the workforce without compromising personal responsibilities.

7. Work Health and Safety

Immediate implementation of work health and safety measures to drastically reduce **overtime** and **double shifts**, and ensure appropriate **meal breaks** and **rest periods** between shifts. This includes prioritising **operational resourcing** to manage challenging behaviours in the workplace through OVA plan

Next Steps:

Industrial action, including **stop work meetings**, was necessary during the initial phase of our campaign. As we move forward, we are now asking for **your input** on the remaining solutions. **Please complete this survey** to let us know which of the above unresolved matters are your top three priorities and what level of industrial action you would support to achieve these outcomes.

Please click on the following link to complete the survey:

<https://www.surveymonkey.com/r/SafeHospitalsSaveLivesMemberSurvey2024>.

Following the survey, your participation is critical as we continue to push for safe hospitals, better working conditions, and respect for all healthcare workers.

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



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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
31 October 2024



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Tasmanian Branch Secretary Emily Shepherd, June 2024