



ANMF NEWSFLASH

Spencer Clinic

Step 1 Grievance Meeting Outcomes

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) on behalf of members formally notified Statewide Mental Health Services (SMHS) of a Step 1 Workload Grievance and industrial action. As a result, ANMF officials have had meetings and correspondence with SMHS management regarding workloads, double shifts and other concerns.

The ANMF is pleased to announce that yesterday (Tuesday 5 November 2024) SMHS management have acknowledged that the agreed minimum benchmarking from **2018** is **134** nursing hours per day and remains the enforceable industrial instrument at this time. This figure is direct care hours only, exclusive of the Nurse Unit Manager (NUM), Clinical Nurse Educator (CNE), Clinical Facilitator (CF), discharge planning nurse, Clinical Nurse Consultant (CNC), orientating nurses, and ECT nurse. NHpPD includes the ANUM on shift for 19 patients and should be rostered regardless of the actual number of patients to allow for timely admissions.

The commitment from SMHS is that as of yesterday, **134 hours** will be rostered daily. The roster pattern will be discussed with direct care nurses. Until the discussions are held the roster is likely to be 6,7,3 on weekdays, and 7,6,3 on weekends. As always this is baseline staffing, should patient acuity increase the nurse in charge may request increased nursing resources.

When beds are open in HCU the number of beds on the open ward is reduced by the same amount. This is to ensure that consumers are returned to the least restrictive environment as soon as they are able. At the meeting no agreement was able to be reached with regard to maximum client numbers in HCU, it was noted that when the benchmarking was last completed it allowed for 2 clients in HCU but did not allow 1-1 nursing it was 1 nurse to 2 clients. Managements' position is 1 nurse to 3 clients in HCU is safe staffing. Members views will be sought at a meeting to be arranged in coming weeks.



Stand-Down of Action: Closing beds is not an action members should undertake; members are able to take part in any other actions as per the attached notice and are encouraged to continue to report double shifts and overtime via the QR code.

Fatigue Management: SMHS has a duty of care for staff in regard to safe work practices inclusive of fatigue management. Fatigue management is a joint responsibility of the service and the relevant team members/individuals, members are reminded the *Nurses and Midwives (Tasmanian State Service) Award* states there should be at least an 8 hour break before the next shift commences. For example, if you work a changed shift or double shift and you finish at 0730hrs, you are rostered to start at 1345hrs an 8 hour break would see you return for work at 1530hrs but you should still be paid for the full pm shift.

An interim response has been received with the final response expected by **close of business on Friday 8 November 2024**. Once the response is received the ANMF will meet with members to discuss next steps. Watch your inbox for details.

The ANMF will be onsite Thursday 7 November 2024 at 1345hrs a to support members and answer queries.

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
6 November 2024