



# SAFE HOSPITALS SAVE LIVES

## ANMF NEWSFLASH

### Update on Nursing and Midwifery Staffing in Tasmanian Public Hospitals – Safe Hospitals Save Lives Campaign

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) wants to acknowledge and thank all public sector members for your continued advocacy and dedication to addressing critical issues surrounding nursing and midwifery staffing in Tasmania. We note that the campaign is long and will continue until your workplaces are safely staffed!!!! The ANMF recently received a detailed response from the Minister for Health regarding our concerns about staffing levels, resource allocation, and workforce sustainability. Below is a summary of key points and commitments outlined in their correspondence:

#### Recruitment and Retention Measures

- **Staffing Increases:** Since July 2023, 171.5 FTE nursing and midwifery positions have been filled. Additionally, 30 casual nurses have transitioned to permanent roles.

The ANMF will be seeking to be provided with the net increase of nursing and midwifery positions and the current statewide vacancy numbers.

- **Market Allowances:** Allowances are being applied in areas experiencing workforce challenges, with potential expansion to midwifery roles and positions unfilled for over three months.



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The ANMF will be asking for a list of areas where the allowance is being applied or considered and timelines for this. The ANMF specifically asked for the allowance to apply to all vacant positions in midwifery and filled roles and other difficult to fill roles.

- Permanent Employment Opportunities: Changes to Employment Direction 1 now allow eligible casual employees to request permanency after 12 months, promoting stability and workforce retention.

## Emergency Department and Patient Flow Resources

- The Department is assessing the need for additional triage, waiting room, transfer nurses, and discharge planning support.

The ANMF is seeking to be provided with the assessment criteria for this and to understand that the timeline is.

- For the Launceston General Hospital ED, the Department has committed to funding 28.09 FTE roles, with all positions expected to be filled by January 2025.

The ANMF is seeking to understand what happens if positions aren't able to be filled by Jan 2025? And also, how are they maintaining safe staffing in the meantime? As we note members are under significant pressure within this area, for more information please read our full update [here](#).

## Overtime and Double Shifts

- Reduction in Overtime: Overtime as a percentage of paid FTE has decreased from 3.84% to 3.62%.

The ANMF note that the double shifts are increasing at an unprecedented rate and seek to understand what is the high water mark for this? Essentially what level do they need to hit before something is done about it? What is the level that is deemed unsafe?



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- **Rostering Improvements:** Best-practice rostering initiatives are being implemented to reduce double shifts and excessive overtime, improving staff wellbeing.

The ANMF consider that this is an operational matter that should be routine business as normal and not seen as something that will address wholistically the concerns currently.

## Support for Clinical Staff

- **Clinical Coaches:** These positions are being introduced to support early career nurses and midwives, with ongoing monitoring to ensure alignment with staffing needs.

The ANMF again is disappointed with this response, noting it was promised by the current Premier to implement in 2021 and remains absent. We also seek a list of areas they agree to implement clinical coaches and a timeline for this! noting it is our position that all areas are in need of this role.

- **Patient Safety Officers:** These roles will be prioritised based on workload pressures and unit needs to ensure optimal resource allocation.

The ANMF seek to understand where they will roll out additional PSOs? And what if any other considerations are afoot to ensure our members are safe at work!

## Caseload Midwifery Agreement

- The Department has expressed its commitment to reaching a sustainable agreement that aligns with the priorities of ANMF members and the needs of the Tasmanian health system.

The ANMF is deeply disappointed with the lack of urgency in addressing our members in MGP's Log of Claims noting that negotiations commenced, or we supposed to commence at the same time as the last Nurses and Midwives Agreement! We will continue to strongly advocate for improvements in our members very unique working environment at MGP statewide.

## Commitment to Collaboration



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The Government and Department of Health acknowledge the need for continued partnership with the ANMF to address workforce challenges. They have proposed a follow-up meeting with the Secretary of the Department of Health, Dale Webster, to ensure alignment on solutions that support both staff and service delivery needs.

The ANMF welcome a meeting to discuss in more detail how the above will assist in what we see as numerous breaches of the industrial agreement and daily shifts that are being working unsafely staffed!

## Our Next Steps

While some progress has been made, there is much more to achieve in ensuring safe staffing levels and sustainable workloads for nurses and midwives. We will:

1. Write a response raising the concerns mentioned above to the Minister for Health and continue advocating for transparent and accountable measures to address workforce shortages.
2. Seek meaningful consultation on all staffing and resource allocation decisions.
3. Update members regularly on progress and outcomes of discussions with the Government and Department of Health.

Your voice is crucial. Please share your feedback on these developments and any ongoing concerns you have. Together, we will keep striving for a health system that values and supports its nurses and midwives.

*Not a member? Join the ANMF NOW – Proudly Advocating for Nurses, Midwives, and Carers for Over 100 Years*

*The ANMF has been the trusted voice of nurses, midwives, and carers for over a century. We are the only union that employs nurses and midwives to represent you. This means we understand your profession, your challenges, and your needs like no one else.*

*By joining the ANMF, you become part of a strong, united community of healthcare professionals dedicated to improving the future of nursing, midwifery, and caregiving in Tasmania. Together, we can achieve more for our professions and the patients we care for.*



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*Join the ANMF today and make a difference to your profession! Join during 11 Nov – 16 Dec and go into the draw to win great prizes!!! Current members also have multiple avenues to go into the draw to say thank you for being a member!*

[ANMF Join Now Form](#)

In solidarity,

Australian Nursing and Midwifery Federation (Tasmanian Branch)

\*please print out the above and put up in your workplace on the ANMF notice board!

**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

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## #SafeHospitalsSaveLives

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