

## ANMF NEWSFLASH

# OneCare Umina Park

## Workload Issues

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) formally raised workload concerns on behalf of members at Umina Park. The ANMF has met onsite with management to hear proposed solutions to the concerns raised. Members report that the concerns raised are in process of being addressed, your employer's response is in *italics*.

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. *Interim agency nurses have been sourced and recruitment is underway.*
2. Handover: the trial of handover does not provide the important information required to inform resident care. *Addressed.*
3. RNs and ENs feel undervalued and misunderstood by management: *Consultation has commenced.*
4. Insufficient number of care staff leading to compromised care: one example given was meals 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. *Additional shifts for ECA's have been added to the roster.*
5. There is a lack of clear communication: nurses report not knowing which care workers are on shift, whether there are enough care workers and in the case of leave cover not knowing if there will be a replacement arriving late. *Addressed.*

6. Inadequate orientation of new staff members leaves already time poor experienced staff having to fill gaps in knowledge: *New process for orientation.*
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. *In process of being addressed via IT changes.*
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. *Additional roster clerk hours added, and process reviewed.*
9. Lack of equipment, access to computers and having to share essential equipment such as tablets is time consuming and frustrating: *Equipment audit completed, new equipment arriving.*
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. *Review in process.*
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. *Review in process.*
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 cares can be missed. *Some changes made with more to come.*
13. The number of vacant shifts communicated leave members anxious even before they arrive on site: *Addressing this through recruitment.*



ANMF officials will be visiting your workplace on **Wednesday 27 November** 2024 from 1100hrs-1200hrs as part of our Centenary Roadshow. Chat with them regarding the current workload issues and take the opportunity to take part in our special raffle! With heaps of amazing prizes, plus exciting spot prizes, you won't want to miss this chance to win!

You can also receive bonus entries by referring a friend to the ANMF, so we encourage you to let your colleagues know about the benefits of joining Australia's largest union, powered by the courage, passion, and advocacy of nurses, midwives, and care 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 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  
27 November 2024