



SAFE HOSPITALS SAVE LIVES

ANMF NEWSFLASH

Outcome of TIC Proceedings on Public Sector Workload Breaches

24 December 2024

Today, Tuesday 24 December 2024, the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) presented compelling evidence before the Tasmanian Industrial Commission (TIC) in response to the Department of Health's (DOH's) submission regarding the ANMF workload dispute.

Key issues raised by the ANMF included:

- **Critical Staffing Shortages:**
 - Royal Hobart Hospital: Over 420 FTE vacancies.
 - Launceston General Hospital: 146 FTE vacancies.
 - North West: 72 FTE vacancies.
 - Statewide Mental Health Services: 100 FTE vacancies.

**These numbers were not confirmed by the Department.*



#SafeHospitalsSaveLives

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



SAFE HOSPITALS SAVE LIVES

- **Inflated Benchmarking by DOH:**

The DOH benchmarked hours were calculated using average occupancy rates rather than 100% occupancy, despite beds consistently being full. This gives an over inflated staffing profile that does not match the reality on the ground.

- **Transfer of Care (TOC) Impacts:**

TOC protocols have increased ambulance offloads by 19–20%, placing additional strain on emergency department nurses without providing any additional resources.

- **Vacancy Control Delays:**

Agency nurses and midwives hired for benchmarked positions are being subjected to vacancy control, resulting in delays. Critical roles such as the 4N code nurse position and clinical coach/facilitator roles, notably in the North West are being denied approval. The Department stated that NO benchmarked nursing and midwifery roles are subject to vacancy control, if this is not accurate, please reach out to the ANMF.

The TIC acknowledged that overtime and double shifts are not sustainable solutions for roster shortfalls and emphasised the need for a focused recruitment strategy to exceed resignation rates. The President was intent on focussing on remedies.

Outcomes and Directions

Following the ANMFs submissions, the Commission recommended the following actions:

1. **Vacancy Data Review:**

The DOH will review and update its vacancy rates and provide accurate data to the ANMF.



#SafeHospitalsSaveLives



SAFE HOSPITALS SAVE LIVES

2. **Revised Vacancy Control Arrangements:**

Vacancy control processes will revert to the arrangements in place as of September 2024, exempting agency nurse positions required for benchmarked roles. The ANMF has requested that it be provided with any nursing and midwifery positions that have been declined and the reasons for this. The President recommended that this occur.

3. **Nursing and Midwifery Staffing Budget:**

The ANMF requested the nursing and midwifery staffing budget to provide transparency. The Department were going to take that request on notice and report back at the next conference.

4. **Statewide Bulk Recruitment:**

The bulk recruitment process tested in the South will be implemented statewide without delay.

5. **Transparency in Vacancy Control Decisions:**

The DOH to consider share details of vacancy control committee decisions with the ANMF.

6. **Indemnity Requests:**

The ANMF will provide a request for DOH assurances on indemnity for nurses working below benchmarked hours due to staffing shortfalls.

7. **Market Allowance Submissions:**

The ANMF will submit a list of areas where market allowances should apply as absolutely bare minimum starting in specialist areas, including emergency departments, ICU, maternity, and operating rooms, with further details to follow. The Department are to provide their position in relation to this request.

8. **Member Protections:**

The Commission confirmed it is illegal for the DOH to sanction members for providing vacancy or workload information to the ANMF.



#SafeHospitalsSaveLives



SAFE HOSPITALS SAVE LIVES

Next Steps

The TIC has scheduled the next hearing for Thursday 13 February 2025 and will maintain oversight to ensure progress. The Commission is committed to identifying long-term solutions to the current staffing and workload crisis.

The ANMF supports this process and will continue advocating for measurable and accountable outcomes to address the nursing shortage and workload challenges.

Further updates will follow in the New Year. In the interim, if you have any queries, please do not hesitate to contact our Member Support Team via email at MemberSupport@anmftas.org.au. Alternatively, you can phone 1800 001 241.

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
24 December 2024



#SafeHospitalsSaveLives

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