



## ANMF NEWSFLASH

# Launceston General Hospital Ward 4N Step 2 Grievance Escalated

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has formally escalated the Ward 4N Workload Grievance to **Step 2** under the *Nurses and Midwives (Tasmanian State Service) Interim Agreement 2013, Appendix C*, after the Tasmanian Health Service (THS) failed to provide sufficient solutions to resolve the matter at Step 1.

### Key Updates

- **Meeting with Members:** On Monday 16 December 2024, the ANMF met with Ward 4N members to review the THS response. Members noted that while the THS acknowledged the concerns raised, no commitment was made to reinstate the code nurse position or implement other key solutions. Instead, the THS has indicated attempts to roster four nurses per shift. However, without an increase in Full Time Equivalent (FTE), this approach will only increase reliance on overtime and double shifts, further straining the workforce.
- **Lack of Progress:** Although the THS offered to arrange a meeting with stakeholders to discuss solutions, no such meeting has been scheduled to date.

### What the ANMF has Raised at Step 2

The ANMF has requested the convening of a Specialist Panel to address the following key issues:

1. **Alignment with Level 5 Service Standards:** Staffing levels and resources must meet the requirements outlined in the THS **Role Delineation Framework** for a Level 5 service. Current allocations at Launceston General Hospital (LGH) fall short of these standards.



2. **Best Practice Staffing Models:** The ANMF advocates for **1 FTE of education support for every 20 staff** to ensure adequate training and professional development, consistent with similar services.
3. **Access Nurse Role:** Comparable services include roles such as an "access nurse" to enhance coordination and support. The ANMF has recommended exploring this model for Ward 4N.
4. **Benchmarking:** The Royal Hobart Hospital (RHH) is undertaking a comprehensive benchmarking review. The ANMF recommends this process be applied to Ward 4N to ensure equitable and effective staffing solutions.

### Next Steps

The ANMF has requested the first Specialist Panel meeting to occur during the week commencing **Monday 27 January 2025**. We will continue to advocate strongly for practical and sustainable solutions to the workload and staffing challenges faced by Ward 4N members.

The ANMF will continue to advocate for 4N members and will provide further updates as they arise.

**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  
3 January 2025