



## ANMF NEWSFLASH

# Final Report on Royal Hobart Hospital Maternity Services Review Released

The Department of Health (DoH) has received the Final Report on the Royal Hobart Hospital (RHH) Maternity Services review, delivered on Tuesday 31 December 2024. The report includes **38 recommendations** to address identified concerns and enhance maternity services at RHH. The review has confirmed the majority of issues raised by our members. Given the volume of recommendations, the Australia Nursing and Midwifery Federation Tasmanian Branch (ANMF) note there is much work to be done to both give effect to them and make the improvements for members, mothers and babies.

### Summary of Key Recommendations

**General Staffing Principles:** The Tasmanian Health Service (THS) to collaborate with the Office of the Chief Nurse and Midwife to develop a set of operational principles to be used to allocate staff in each area across the inpatient maternity services regardless of chosen methodology to determine staffing profile.

**Early Career Midwives and Staffing Profile:** The RHH must develop a clear understanding of Full Time Equivalent (FTE) shortfall and proactively recruit even if this means temporarily going over their allocated FTE. The RHH to develop business rules for the existing tool that is used to calculate and monitor the FTE required inclusive of leave entitlements, an allowance for unplanned leave, professional development and other Enterprise Agreement (EA) entitlements.

**Emergency Equipment:** The maternity unit to develop a checklist and audit tool that is attached to each of the emergency trolleys to enable streamlined daily checking.



**Midwifery Leadership and Culture:** The THS to ensure those appointed to leadership roles undertake the leadership programs offered by the DoH and have regular supervision or mentorship. The RHH to review the structure of the midwifery services with specific consideration given to separating the management accountability of the ambulatory and inpatient services.

**Development of Other Staffing Models:** The Office of the Chief Nurse and Midwife to develop a role statement and way of working for the registered nurse and the midwifery team within the maternity unit. The Office of the Chief Nurse and Midwife to develop a role for the registered nurse in the care of unqualified neonates managed in the ward and this be considered for implementation in the THS maternity services.

**Implementation of the Grade 5 Associate Midwifery Unit Manager (AMUM) to Not Take a Patient Load:** Something the ANMF has long been advocating for.

**Flexible Employment Arrangements:** To allow midwives to achieve better work-life balance, which is essential for staff retention and morale.

### Department's Response

The Department has **accepted all 38 recommendations** and is committed to implementing them in full.

- **Public Release:** The Final Report was published on the Department's website and communicated to the media on Thursday 9 January 2025.
- **Implementation Committee:** A committee comprising of stakeholders, including consumer representatives, will oversee the implementation of the recommendations, providing updates every three months.
- **Supporting staff and Community:** The Department recognises that the report's release may evoke varied emotions among staff. Resources and support will be available to assist those affected.



This milestone underscores the commitment to improving maternity services and ensuring a supportive work environment for members, families and babies. We call on the State Government to support the recommendations with robust funding and resourcing to ensure the widespread identified system changes can be achieved.

A full copy of the report can be found on the below link:

<https://anmftas.org.au/pdf/Attachment1-IndependentInvestigationofRHHMaternityServices-FinalReport31December2024.PDF>

The ANMF will be holding the Department accountable and ensuring that they enact all recommendations from the report. The ANMF will continue to advocate for safe staffing, to count the babies, and to ensure our members have supportive workplaces, and the highest standards of maternity care for Tasmanian families.

We recognise that this may be a challenging time for members, and we encourage those needing support or to debrief to please reach out to the Nurse and Midwife Health Program Australia on 1800 001 060.

**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

10 January 2025