



## ANMF EA UPDATE 22

# Healthe Care North West Private Hospital Negotiations Update

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) received an updated Appendix B *Principle of Workload Management*. Appendix B covers the claims that members have made regarding minimum staffing, workload, education and regulatory requirements. The ANMF report there has been some movement from the employer in relation to your claims as summarised below. We are meeting management on **Wednesday 22 January 2025** to discuss the offer.

- General increases of 4% from 1 July 2024, 3.75% from 1 July 2025, 3% from 1 July 2026.
- New pay point for Enrolled Nurses (ENs).
- New classification for specialist ENs.

Healthe Care did not agree to the Nurse Unit Manager (NUM) rostered without a clinical allocation. The current entitlement is 8 management hours per week – your claim was for 38 hours, Healthe Care proposed an increase to 32 hours per week on Bass Ward, Rivendell to remain at 8, no mention of hours for theatre NUM - perhaps an oversight and has been flagged to raise at tomorrow's meeting.

### Working Hours per Patient Day (WHpPD)

- Medical/Surgical: currently 5.2, claim 6.0, latest offer is 5.35.
- High Dependency Unit (HDU): currently 10.2, claim 12.75 - decrease to 8.5.
- Mental Health: currently 4.1, claim was 5.0 – offer to increase to 4.79 on weekdays and 4.13 on weekends.
- It's important to remember the agreement will continue to state that WHpPD are guidelines only.





## **What does this all mean? How many nurses will be rostered?**

### **Bass Ward**

For 16 patients the WHpPD equates to a roster of 4 nurses on day shift, 4 on afternoon shift and 2 on night shift. There is approximately 5.4 hours per day available to be rostered. Each patient equals 5.3 nursing hours per day, therefore if you have 17 patients there could be 5 nurses on afternoon. NUMs will not be counted in the nursing numbers for 32 hours per week, they will have 32 management hours per week. Less patient numbers equals less nurses rostered. There will be a minimum of 2 nurses overnight regardless of patient numbers.

### **HDU**

Each patient equals 8.5 hours which would equate to 1 nurse for 3 patients for 3 shifts.

### **Rivendell**

For 12 patients the WHpPD of 4.79 equates to a roster of 3 nurses on day and afternoon shift with 1 nurse on night shift. NUMs will be counted in the nursing numbers except for 8 hours per week. On weekends each patient equals 4.13 hours which equates to 2 on day shift 3 on afternoon shift and 1 on night shift. Less patient numbers equals less nurses rostered, there is no mention in the offer of minimum staffing for night shift, the figures offered do not allow for more than 1 nurse on night shift regardless of patient numbers.

It's important to remember the agreement will continue to state that WHpPD are guidelines only.

### **Theatre**

Australian College of Perioperative Nurses (ACORN) standards of 3.5 nurses per theatre, recovery room 1 nurse per theatre plus 1 nurse, management hours for NUMs is not mentioned.

### **Day Surgical Unit (DSU)**

The employer did not agree to 2 nurses minimum when there are post operative patients.



**The ANMF Tasmanian Branch is 8000 plus members strong! Supporting nurses, midwives, and care workers as the only union in Tasmania employing nurses 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  
21 January 2025

