



ANMF NEWSFLASH

North West Regional Hospital Emergency Department

Step 2 Nursing Hours per Patient Day Grievance

The Australian Nursing and Midwifery Federation Tasmania Branch (ANMF) on behalf of members at the North West Regional Hospital (NWRH) Emergency Department (ED) formally notified the Tasmanian Health Service (THS) of a Step 2 Workload Grievance. The escalation to a Step 2 was endorsed by members on Monday 10 February 2025, as the THS were unable to provide solutions to address the workloads outlined in the Step 1 Grievance or provide the requested data and the 2023-2024 benchmarking business case for an increase of 2.67 Full Time Equivalent (FTE) has not been approved, it remains with the Chief Executive Officer (CEO) Paula Hyland. ANMF members developed the following parameters as to what constitutes unsafe workloads and will report via the below QR when 2 or more of the parameters are reached.



The ANMF will collate the data and use it to inform the grievance process. Following a one month period of data collection the ANMF in conjunction with its members will consider further options if solutions to the workload grievance not be in place.

Parameters

1. **Nursing Staffing:** *Less than 10 on a morning shift, 11 on an afternoon shift, 8 on a night shift, noting that these figures include 1 nurse per shift in EMU, (minimum safe staffing should be 2) as per current practice?*
2. **Ramped Patients:** *2 or more patients, ramped for greater than 30 minutes?*
3. **Australian Triage Standard (ATS):** *4 or more patients that exceed ATS waiting time?*
4. **Non-Clinical or Shared Clinical Spaces:** *patients in non-clinical space or a shared clinical space? (examples are patients in Ambulatory care without a nurse allocation, patients in the eye room or patients double bunked in cubicles)*
5. **Waiting Room Patients:** *more than 10 patients in the waiting room?*
6. **Waiting Room Patients with care initiated:** *more than 2 admitted patients or accepted for admission/inpatient review patients in the waiting room?*
7. **Total ED Patients:** *30 patients or greater are on the screen?*
8. **1:1 Ratio Patients:** *2 or more patients requiring a 1:1 ratio (inclusive of Psychiatric, Paediatric and Intensive Care Unit (ICU) patients), Associate Nurse Unit Manager (ANUM) and staffing informed, unable to allocate the 1:1 ratio?*
9. **Admission/Admitted Patients:** *4 or more patients waiting for admission, or an admitted patient has been waiting more than 12 hours, or an ICU patient waiting for more than 2 hours for admission?*
10. **Inter Hospital Transfer:** *patient not suitable for EMU admission waiting greater than 6 hours for inter hospital transfer?*
11. **Ambulatory Care- Night Shift:** *patient seen in spaces that are not nursing staffed – e.g. in ambulatory care at night when nursing numbers have not been increased from baseline.*
12. **Skill Mix:** *are there less than 3 Emergency Triage Education Kit (ETEK) nurses on day or afternoon shift, 2 on night shift?*
13. **Mental Health Patients:** *has a mental health patient on an assessment order been waiting longer than 4 hours?*



Scan the below QR code to provide the data



ANMF officials will meet with members on **Tuesday 11 March 2025** to provide an update and seek members further direction.

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

6 March 2025