

ANMF NEWSFLASH

ANMF Raises Member Concerns Over Ward 4D and Northern Coronary Care Unit Change Proposal

The **Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF)** has formally responded to the **Phase 2 Change Proposal for Ward 4D and the Northern Coronary Care Unit (NCCU)**, outlining significant concerns raised by our members.

Following extensive consultation, the ANMF has submitted a letter to Tasmanian Health Services (THS) North, detailing **strong opposition to the proposed changes**, the **negative impact on medical patient care and hospital operations**, and **alternative solutions that better protect patient flow and staff wellbeing**.

Key Concerns Raised by Members:

- **Unclear Business Case:** The **\$120 million federal funding** was intended to **expand** cardiology services, not **reduce hospital capacity** — yet this proposal reallocates beds rather than increasing them.
- **Disrupting Ward 4D's Established Team & Specialised Services:** Ward 4D has already **endured multiple restructures**. The latest proposal threatens its **positive team culture, staff wellbeing, and mental health**, while also jeopardising the ward's **unique capability**, amongst other care given, to care for **Peritoneal Dialysis (APD/CAPD) and Duodopa patients** — the only ward in Tasmania trained to do so.
- **Failure of Phase 1 & Unanswered Questions:** During Phase 1, **designated cardiology beds were often occupied by medical patients** due to ongoing patient flow pressures. The ANMF has **requested**

data on how many cardiac patients actually occupied the allocated beds and how Phase 2 will be different.

- **No Clear Plan for Affected Staff:** Members who love working on ward 4D face **forced relocation**, impacting **career progression, mental health, and team cohesion**. There is **no structured transition plan, no guarantees of maintaining classification, and no support package outlined**.
- **Loss of Medical Beds:** The removal of six general medical beds will **increase Emergency Department (ED) congestion, worsen bed block, and compromise access to timely care for medical patients** in the North.

Alternative Solutions Proposed by the ANMF:

- **Temporary Demountable Ward:** A modular ward **near the old helipad area** to maintain **medical and cardiology capacity**, reduce ED congestion, and provide **flexibility for future hospital redevelopment**. **100% of surveyed members support this option**.
- **Maintain Status Quo with Additional Support:** Keep ward 4D's existing bed allocation but **increase Clinical Nurse Educators (CNEs), clinical coaches, and a dedicated cardiology float nurse**.
- **Explore Other Bed Reallocation Options:** Can **cardiology expand without removing medical beds?** Have **alternative locations been considered**, including external facilities?

Critical Support Measures Demanded if Change Proceeds:

- **Guaranteed Job Security & Classification Protection:** Members forced to relocate **must retain their classification for at least 12 months**.
- **Comprehensive Workforce Planning & Staffing Protections:** The **2019 Tasmanian Industrial Commission (TIC) staffing model for ward 4D must be preserved**, and **benchmarking must include**



modern nursing models (Supernumerary Associate Nurse Unit Managers (ANUMs), clinical coaches, Clinical Nurse Consultants (CNCs), additional ward clerks, and appropriate leave relief).

- **ED Must Be Consulted & Supported:** The reduction of medical beds will **exacerbate ED bed block**; additional ED resourcing must be provided.
- **Proper Transition & Training Support: New Transition to Practice (TtP) nurses**, as well as **cardiac nurses expected to care for medical patients**, require a **structured training and support package**.
- **Adequate Physical Spaces:** Additional beds require **expanded medication rooms, staff rooms, and support spaces**—the **current NCCU spaces are insufficient**.
- **Clarification of Long-Term Plans:** Members demand **written assurance** that ward 4D will **return to 28 beds once the new cardiology ward is built** and **that the existing staffing establishment will be preserved**.

Next Steps

The ANMF has called for **urgent written confirmation** from THS North that the **status quo will remain until all member concerns are addressed**. Further ANMF will attend a scheduled benchmarking meeting for ward 4D and NCCU on **Monday 17 March 2025**, further updates to follow.

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
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