

## ANMF NEWSFLASH

# North West Regional Hospital Surgical Ward Member Survey

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has formally raised a Workload Grievance on behalf of members at the North West Regional Hospital (NWRH) Surgical Ward. The concerns raised resulted in two meetings at which members were invited to provide detail and work collaboratively to seek solutions. The Nurse Unit Manager (NUM) and the Nursing Director (ND) of Surgical Services have provided some responses and instigated changes that work toward addressing members concerns. Those response are in italics:

1. **Missed or Interrupted Meal Breaks:** *buddy system reintroduced; all staff reminded that interruptions are to be kept to a minimum focus on ensuring adequate breaks.*
2. **Double Shifts, Inadequate Skill Mix, High Patient Acuity:** *NUM has undertaken establishment review, recruitment of 8.9 FTE is underway this includes filling hours from permanent reduction in hours and maternity leave. Focus on agency nurses with preference to experienced surgical ward nurses including repeat contract or contract extension whilst recruitment occurs. Clinical coaches to be followed up as part of the statewide ANMF dispute.*
3. **High Patient Acuity:** *often medical outliers contributes to high patient acuity - memo focussing on high acuity patients and medical outliers has been disseminated. Focus hospital wide at bed meetings is right patient, right team.*
4. **Associate Nurse Unit Manager (ANUM) Hours from Indirect Hours:** *included in the statewide review of ratios and the ANMF statewide workload dispute.*



5. **Opening Beds in the Discharge Lounge:** *storage concerns addressed, assistance from attendants to set up and to pack up is agreed. Hospital wide understanding that opening beds in the discharge lounge is a last resort, nurse in charge should be consulted prior to decision making.*
6. **Roster Management and Communication Regarding Shift Coverage:** *escalation pathway utilised NUM and ND.*

Due to an emergency at the time of the second meeting there were limited members available to decide next steps. In order that the decision is reflective of the majority please complete the survey by clicking on the link below to indicate your preference. The survey will be open until **close of business Monday 7 April 2025**.

**Survey:** <https://app.smartsheet.com/b/form/0195f356f59d7d07984c067bae59d79c>

**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  
2 April 2025