

ANMF NEWSFLASH

LGH Ward 4D and Northern Coronary Care Unit The ANMF Receives the Tasmanian Health Services' Response to Member Concerns Raised Update 3

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) continues to push for genuine consultation regarding the proposed changes to Ward 4D and the Northern Coronary Care Unit (NCCU). In response to the inadequate consultation process to date, and lack of transparency from the Tasmanian Health Service (THS), the ANMF has taken the following actions:

1. Pushing for an Urgent Benchmarking Review

The ANMF has formally requested a clear timeline for the benchmarking review of Ward 4D and NCCU, following the THS's indication that they will seek advice from the Office of the Chief Nurse and Midwife.

- The ANMF has requested to be actively involved in any re-benchmarking discussions to ensure a fair and contemporary nursing model is established.
- We have reiterated that the review must consider **nurse patient ratios** as a baseline, as per Clause 17 of the Nurses and Midwives Agreement 2023.
- The ANMF has reinforced that any modern, contemporary nursing model must include **supernumerary Associate Nurse Unit Managers (ANUMs)**, along with other necessary nursing roles determined through genuine consultation.

2. Challenging the Flawed Redeployment Survey Process of Ward 4D Staff

The THS has confirmed that the initial staff preference survey has closed; however, the ANMF has raised serious concerns that the process was conducted **without full transparency regarding proposed staffing models**.

- The ANMF has **formally requested that the redeployment survey be reissued** only after the benchmarking review has been completed and the finalised staffing model has been presented to members.
- This is critical to ensuring that members make informed decisions regarding their redeployment preferences.

3. Confirming That the Status Quo Be Maintained

The ANMF has strongly opposed any premature implementation of changes while consultation remains incomplete.

- We have **requested that the current staffing and ward structures remain unchanged** until genuine consultation is completed.
- The ANMF has **challenged the THS dismissal of alternative proposals** and reiterated that consultation is **not just informing staff of a predetermined decision** but a process where affected employees have **a genuine opportunity to influence the outcome**.

4. Request for Formal Written Commitment from the THS

The ANMF has written to the THS requesting written confirmation by **Friday 11 April 2025** on the following:

- The expected timeframe for advice from the Office of the Chief Nurse and Midwife and the commencement of benchmarking discussions.
- The commitment to **reissuing the redeployment survey** with full transparency after benchmarking is completed.

- Confirmation that **no staffing or bed allocation changes will occur while consultation is ongoing.**
- A commitment to **genuinely considering alternative proposals** via a formal meeting with ANMF, including ANMF representatives from Ward 4D and NCCU, to address the concerns raised in our previous correspondence.

Next Steps for ANMF Members

The ANMF will continue to push for genuine consultation and transparency in this process. We encourage members to remain engaged and to attend upcoming **member meetings to be scheduled in the week commencing Monday 7 April 2025, meeting notices to follow shortly**, where we will discuss:

- The latest developments in the consultation process.
- Our support to find an alternative solution to the current proposal.
- Our next steps in ensuring fair staffing and working conditions.
- How we can continue to advocate for a safe and sustainable nursing model.

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
7 April 2025