



ANMF NEWSFLASH

North West Regional Hospital Emergency Department

Step 2 Nursing Hours per Patient Day Grievance Update

On behalf of members at the North West Regional Hospital (NWRH) Emergency Department (ED) the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) North West organiser and workplace delegates attended Step 2 Specialist Panel Meetings on Wednesday 19 March 2025 and Monday 31 March 2025. The specialist panel has made 12 recommendations to address the workload grievance.

The recommendations are:

- 1 Seek an outcome for the ED Benchmarking Minute from the Chief Executive Hospitals North West (CEHNW). **A meeting was held on Friday 11 April 2025 with the CEHNW, a written reply including additional proposals and costings including a response to 3 (below) will be provided by close of business Friday 25 April 2025.**
- 2 Recruit to vacant Full Time Equivalent (FTE) and/or fill vacancies with agency nurses. **Commenced.**
- 3 Resubmit previous business cases to the CEHNW for consideration. **See 1 above.**
 - a. Finalising costing on business cases for Clinical Nurse Consultant (CNC), nurse navigator, and clinical coordinator.
 - b. Additional business case for another triage nurse on morning shifts.



- 4 Meet with the group director to determine start date of the Statewide Mental Health Services (SMHS) project. **Response received; business case will be developed for consideration, no time frame given.**
- 5 Develop trigger tool for increased staff when admitted inpatients equal four or more, which is then for consideration by CEHNW. **Currently under development.**
- 6 Provide additional longitudinal data regarding patient length of stay in the ED after inpatient admission. **Response provided.**
- 7 Clinical Facilitator (CF) FTE is 3.72, 2.66 vacant for recruitment. **Addressed at Specialist Panel Committee meeting Monday 31 March 2025.**
 - a. Follow up on current CF recruitment and request that further recruitment be undertaken. Notification to Nursing Director – Education and Research that this is now part of a Step 2 Grievance process. **Response: Completed interviews for the 1.2 CF role, selection report is currently with the CE for sign off.**
- 8 Review staff recommended by Talent Acquisition and appoint, if appropriate. **Commenced.**
- 9 Recruit to ED maternity vacancy: 2.4 FTE available. **Recruitment process underway.**
- 10 Acting Nursing Director to contact Nursing Director, Critical Care & Acute Medicine (ND CCAM) at the Launceston General Hospital (LGH). **Commenced.**
- 11 Benchmarking tool be updated to include admitted patients length of stay if not already included.
 - a. Seek written clarification regarding this matter.
- 12 All part time staff to be offered increase in permanent hours – **Commenced.**



Next Steps

The recommendations will be forwarded to the CEHNW. The industrial grievance process requires a written response within 2 weeks that outlines which of the recommendations will be implemented (some have commenced already) and for those that are denied, rationale for the decision.

The ANMF will meet with members on **Wednesday 23 April 2025** to provide an update and seek members further direction. Please attend if you are able. In the meantime, please continue to use the ANMF QR code as the data provided by you is being used to inform the grievance process.



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 Phoebe Mansell, ANMF Tasmanian Acting Branch Secretary
16 April 2025