



ANMF NEWSFLASH

Royal Hobart Hospital - K10E General Medicine

Requires your VOTE by close of business today!

Dear K10East Members,

Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) representatives met with hospital management on **Thursday 10 April 2025** to receive the proposed benchmarking changes for your ward. The **ANMF requires your vote for the following proposal**.

Summary of Management's Proposal:

- Increase of 3.85 FTE Assistants in Nursing (AINs)
- Decrease of 2.0 FTE Registered Nurses (RNs)
- Reallocation of 1.0 FTE clinical coach from indirect to direct care, to offset changes.

Clarification on Team-Based Model:

As per members' request, the ANMF sought clarification from your Nurse Unit Manager (NUM) regarding the shift to three nursing teams and the impact on ratios. Management has advised:

- Teams A & C (Geriatric Focus):
 - Caring for 12 patients
 - o Staffed with: 1 senior RN, 1 Grad RN, 1 Enrolled Nurse (EN)
 - 1 float AIN (shared)
 - Effective Ratio: 4:1
- Team B (Geriatric Focus):
 - Caring for 10 patients







- o Staffed with: 1 RN, 1 EN, 1 dedicated AIN
- Effective Ratio: 5:1
- AM & PM Shifts:
 - o 8 nurses total (across the 3 teams)
 - o Plus: 1 team leader RN, 1 float nurse, proposed AINs, and 1 middle shift RN
- Night Shift:
 - o 6 nurses + 1 AIN

This model is being introduced following recent changes to the model of care, and it was **agreed this will be reviewed in six months.**

Member Vote Required:

The ANMF is seeking your vote **TODAY**. The question is as follows:

Do you support the proposed increase of 3.85 FTE AINs and the decrease of 2.0 FTE RNs, with the added condition that the 1.0 FTE clinical coach remains as an INDIRECT role due to the current skill mix (39.4% of staff have ≤3 years' experience)?

- YES I support the proposal, with the request for 1.0 FTE clinical coach to remain INDIRECT
- X NO I do not support the proposal as presented
- Please provide your vote before 1700hrs on Thursday 24 April 2025 via the link below:

ANMF Survey - Royal Hobart Hospital K10 East Benchmarking

Thank you for your continued engagement and advocacy for safe staffing on K10East.

In solidarity,

Australian Nursing and Midwifery Federation (ANMF) Tasmania Branch.





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 24 April 2025