

ANMF NEWSFLASH

Royal Hobart Hospital K9 East Benchmarking Proposal Update

Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) representatives met with Royal Hobart Hospital (RHH) K9 East members on Thursday 24 April 2025 to provide an update on the current **benchmarking proposal** and to discuss key concerns raised by staff.

Staffing Proposal Update

Members were advised that the updated benchmarking proposal includes the addition of **1 Assistant in Nursing (AIN)** on each of the following shifts:

- **AM**
- **Midmorning** (shift time to be confirmed)
- **PM**
- **Night Duty (ND).**

This represents a significant change to the current model of care and was discussed in detail during the meeting.

Clinical Coaches Classification

The benchmarking documents currently reflect **3.62 Full Time Equivalent (FTE) clinical coaches** as part of the *direct care workforce*. However, members confirmed that **clinical coaches have been classified as indirect care roles** since at least the previous benchmarking round in **June 2023**.



The ANMF has requested **clarification on this inconsistency** and will provide a further update once a response is received from the employer.

The requirement for clinical coaches to remain part of the **indirect care model** remains strong and justified. K9 East continues to support a high number of early-career staff:

- **9 Registered Nurse (RN) Transition to Practice (TtP) Graduates in 2025**
- **10 RN graduates in 2024**
- Consistently **8–12 RN graduates** across two yearly intakes
- An estimated **4 Enrolled Nurse (EN) TtP Graduates in 2025**
- **5 internationally qualified nurses onboarded** between 2024 and April 2025
- As of **March 2025**, per HEART data:
 - **28.1% of RNs** had 1–3 years' experience
 - **9.8% of ENs** had 1–3 years' experience.

This junior skill mix underscores the **essential role of clinical coaches in supporting safe practice, staff development, and high-quality patient care.**

EN Rostering Ratio Concern

Members also raised concerns about **EN staffing levels potentially exceeding the 30% threshold**, which would be in breach of the **2023 Nurses and Midwives Agreement**. A copy of the agreement and the relevant clause has been circulated to members.

The ANMF has been requested to **seek a current RN/EN staffing ratio** from management. This information is vital to ensure:

- ENs are not exceeding safe practice thresholds
- ENs are adequately supported and not working outside their scope.



Next Steps – Member Survey & Vote

Once the requested information is received, the ANMF will issue a **member survey by close of business Tuesday 6 May 2025** to vote on whether to **accept or reject the proposed changes**, ahead of the final deadline on **close of business Thursday 15 May 2025**.

We thank members for their engagement, questions, and strong advocacy for safe and supportive staffing on K9 East.

In solidarity,

The ANMF

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 Acting Tasmanian Branch Secretary
28 April 2025