



ANMF NEWSFLASH

Mersey Community Hospital Medical Ward Seeking Member Feedback on Proposed Benchmarking

On Friday 9 May 2025, the **Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF)** attended a benchmarking meeting for the **Medical Ward** at the **Mersey Community Hospital (MCH)**.

During the meeting, it was noted that while the ward is currently funded for **30 beds**, an additional 3 beds are consistently opened and occupied.

The proposed benchmarking for the **30-bed Medical Ward** is as follows, these numbers are **inclusive** of the **Associate Nurse Unit Manager (ANUM)/In Charge** on each shift:

- **Morning Shift:**

- 5 Registered Nurses (RNs), 3 Enrolled Nurses (ENs), and 3 Assistants in Nursing (AINs).
- An additional 8-hour RN shift (Monday to Friday) – ***please note this shift may not commence at 0700hrs but may instead be a crossover shift spanning portions of the AM and PM shifts.***
- **Weekend pattern:** 5 RNs, 3 ENs, and 2 AINs.

*This represents an **increase** of 1 AIN and 1 RN float shift, Monday to Friday only.*

- **Afternoon Shift:**

- 5 RNs, 2 ENs, and 2 AINs.

*This reflects a **decrease** of 1 RN and an increase of 1 AIN, 7 days a week.*



- **Night Shift:**

- 3 RNs, 1 EN, and 1 AIN.

*This reflects a **decrease** of 1 RN/EN and an **increase** of 1 AIN, 7 days a week.*

The ANMF has concerns regarding the proposed rostering pattern, given the long-standing skill mix issues on the **Medical Ward**, the proposed model would result in only 50–60% of staff on shift being **RNs**. This falls short of agreements the **Tasmanian Health Service (THS)** have made which targets a **minimum** staffing ratio of 70% **RNs**. Furthermore, this model does not account for junior RNs and Transition to Practice (TtP) RNs, which may further impact skill mix and patient safety.

A second benchmarking proposal was also discussed, which would see the ward benchmarked and funded for **33 beds**, with the additional 3 beds opened and permanently staffed. This proposal would require approval from the Chief Executive Hospitals North West.

The staffing model for the **33-bed** option mirrors the **30-bed** benchmark but includes an additional **120.75 nursing hours per week**, to be allocated across the week as needed.

Please complete the short survey by via the link or QR code below to let the ANMF know your thoughts on these proposals. The survey will be open until **Wednesday 21 May 2025**.

Survey: <https://app.smartsheet.com/b/form/0196cc7a89087c9a8a9193f444cc6b80>





Together, we are stronger.

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
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