

ANMF NEWSFLASH

Launceston General Hospital

Ward 4D Change Proposal - Prioritises Cost Savings Over Safety

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has attended initial benchmarking meetings for the change proposal for **Ward 4D** and consulted with members. Based on your feedback, we have formally advised the **Tasmanian Health Service (THS)** that the proposed staffing model is **not** supported by members.

This proposal appears financially, not clinically, driven — with an estimated cut of **7.82 Full Time Equivalent (FTE) nursing staff**, despite assurances that there will be no reduction in beds across the service. The ANMF and members remain concerned that **6 general medical beds will be lost in this restructure** - in a hospital with long-standing struggles with bed block. Members believe the changes compromise patient safety and undermine safe workloads.

Key concerns raised include:

- Expecting the Associate Nurse Unit Manager (ANUM) and Clinical Nurse Consultant (CNC) to carry a patient load while managing leadership, patient flow, staffing shortfalls, incident response and providing junior staff support is unsafe, unsustainable and presents an unreasonable increase to workload.
- A reduced capacity to support other areas such as **Emergency Department (ED)** and **Ward 3R**— for peritoneal dialysis patients—due to unsafe base staffing.



- The proposed benchmark of 4 AM / 4 PM / 3 ND is not supported by members. **The ANMF** has advised management that a minimum of 5 AM / 5 PM / 3 ND, seven days a week, is necessary.

The ANMF will not support implementation of any changes while consultation is ongoing.

We are calling for:

1. No implementation until consultation is complete.
2. Retention of the 7.82 FTE nursing positions.
3. A further member-inclusive consultative meeting.
4. A revised redeployment survey post-finalisation of staffing models.

The ANMF will continue to advocate strongly for a model that prioritises **patient safety, not budget cuts.**

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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