



ANMF NEWSFLASH

North West Regional Hospital Intensive Care Unit Benchmarking

The Australian Nursing and Midwifery Federation Tasmania Branch (ANMF) met with members at the Intensive Care Unit (ICU) on Tuesday 3 June 2025 and Monday 23 June 2025, where the 2025 benchmarking was presented and discussed. The Nursing Hours per Patient Day (NHpPD) benchmarking total of 50.76 Full Time Equivalent (FTE). Direct care employable FTE of 45.01, which is consistent with the previous year was endorsed. ANMF members raised skill mix concerns and noted that a plan to use direct care hours to roster the following positions should address those concerns:

- **Equipment nurse** 2 days per week.
- **Clinical coaches** Grade 4 morning and afternoon 7 days per week.

Members noted that clinical coaches do not form part of direct care hours in NHpPD.

Should the clinical needs of the ICU escalate to where all direct care hours are rostered and their remains a need to support junior and novice staff, clinical coaches will need to be in addition to direct care hours.

ANMF members expressed workload concerns and operational inefficiencies impacting on their ability to deliver timely and clinically appropriate care. Ward support assistance is not available outside of Monday to Friday day shift leaving nursing staff to answer phones and the door, direct and navigate visitors, restock emergency equipment, clean beds and set up bays between patients, deliver scripts and collect essential supplies such as medications.

The ANMF have notified the Tasmanian Health Service (THS) of these concerns and have requested that additional non-nursing supports to include afternoon and weekend hours are considered as a matter of priority



The ANMF would like to acknowledge and thank all parties involved in the benchmarking process.

The ANMF will monitor the process and keep members updated on progress.

The ANMF will continue to be the Union who fight for your workloads to ensure safe staffing. The ANMF remain the only Union who employ nurses and care staff to represent your professional and industrial needs.

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

3 July 2025