

ANMF NEWSFLASH

Mersey Community Hospital Emergency Department Benchmarking Grievance Update

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has received a response to the Step 1 Grievance raised on behalf of members working in the **Mersey Community Hospital (MCH) Emergency Department (ED)**. A response was received advising the following:

- The 2024 benchmarking increase of 7.77 Full Time Equivalent (FTE) has been endorsed by the **MCH Nursing Director of Operations (NDO)** and the **Executive Director of Nursing and Midwifery Hospitals North West (EDONM)**
- **The Chief Executive Hospitals North West (CEH)** has *not* endorsed the full 7.77 FTE increase. Instead, the **ANMF** has been advised that the **CEH** has proposed a two-year fixed-term increase of only 4.77 FTE. This would allow for a shift coordinator (0700 hrs–2030 hrs, seven days per week) and 1.71 direct care FTE. The proposal has now been progressed to the deputy secretary hospitals & primary care for approval.

The Nursing Hours per Patient Presentation (NHPPP) benchmarking process is the only industrially recognised staffing standard for ED in Tasmania and, as stated in the **Tasmanian Health Service's (THS's)** own business rules, represents the *minimum* safe staffing levels. Any proposal to staff an **ED** below these minimum levels is unacceptable, and places staff and the community at significant risk.

Accordingly, the **ANMF** has commenced proceedings to lodge this dispute in the **Tasmanian Industrial Commission (TIC)** to have this matter resolved. Updates will be provided as they become available.



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 Emily Shepherd, ANMF Tasmanian Branch Secretary
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