

ANMF NEWSFLASH

Calvary Health Care Tasmania

Sandhill Aged Care Facility

The **Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF)** contacted Calvary Health Care Tasmania (CHCT) Sandhill Aged Care Facility (Sandhill) Home-Manager on behalf of members about a recent directive which could be misconstrued as an expectation that Enrolled Nurses (ENs) were to forgo medication administration/wound care and assist residents with Activities of Daily Living (ADLs).

The verbal directive seemed to be unclear around when this directive could be enforceable, therefore the ANMF felt it imperative to seek clarity on our members behalf.

The Home-Manager for Sandhill has responded to our email by stating the Clinical Care Co-Ordinator (CCC) directive expects *'the Team Leaders to assess the floor workload and to ask the RNs to commence medication administration while Team Leaders assist with resident care during the initial hours of the shift... This directive does not mean that TLs are to avoid clinical tasks such as medication administration or wound reviews altogether but to help with direct care temporarily to assist the team in managing the morning routine for a couple of hours.'*

The ANMF is of the belief this directive could undermine the authority of the Registered Nurse (RN) (delegation of duties should remain with the RN in charge of the floor or area, as they hold ultimate responsibility) It could also undermine the respect that should be given to a registered health professional in the EN.

While it is understood CHCT Sandhill is not currently meeting its budgeted capacity of 120 residents, giving team leaders the directive to "manage the floor" is a role for the RN, not for what could potentially be an unregulated direct care worker acting as a team leader.

Unfortunately, the ANMF did not receive a response to our question of *'...at what point would "short staffing" be the catalyst for Enrolled Nurses not to be doing medication administration but ADLs instead?'* The ANMF will seek further clarity.



If you have any questions or concerns you wish to raise you are encouraged to raise these with ANMF Organiser Nicki Hood Nicki.Hood@anmftas.org.au or please do not hesitate to contact our Member Support Team on 1800 001 241. Alternatively, email membersupport@anmftas.org.au, email is the preferred and fastest way of contacting them.

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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