

ANMF NEWSFLASH

Royal Hobart Hospital 6A Trauma and Acute Surgical Unit Benchmarking Feedback Provided

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has now formally provided feedback to the Tasmanian Health Service (THS) on your behalf regarding the proposed staffing benchmark for Ward 6A Trauma and Acute Surgical Unit (TASU).

Following consultation with members, the ANMF has advised the THS that **the proposed benchmarking model is not supported**. Members clearly communicated that the model does not reflect the true operational workload, patient acuity, or the current pressures faced on the ward.

Key Issues Raised by Members

- Ward 6A operates as a 25-bed ward, with the 25th bed routinely occupied each day despite being unfunded. Benchmarking based on 24 beds does not reflect actual demand.
 - The ANMF has requested data showing how often the 25th bed is occupied to ensure accuracy and transparency in staffing calculations.
- Increase in acuity: the ward now functions as 25 A-category beds, requiring higher nursing hours and more complex care delivery. This includes:
 - Increased admissions.
 - Behavioural escalation.
 - Heightened monitoring requirements.
 - More complex trauma presentations.

Staffing levels have not been adjusted to meet this uplift.

- Members raised that the ward is not safely staffed under current conditions and should not be benchmarked as anything less than a 25 bed, fully A-category environment.
- Float nurse: members request that the float position carries no patient load, ensuring capacity to respond to deteriorating patients, admissions, and behavioural escalation.
- Assistant in Nursing (AIN) coverage: members seek consistent AIN support on PM and Night Duty to meet dependency and safety needs.
- Concerns were raised that AINs and the clinical coach do not have appropriate leave relief built into the proposed model.

The ANMF has requested that the THS provide the eCalculator used to generate data for the Benchmarking Briefing Paper. This is required for the ANMF to verify inputs such as bed numbers and ensure the benchmarking process uses accurate, real-world data.

Next Steps

Once the above information is received, the ANMF will conduct further review and provide advice to members.

At this stage, the proposed benchmark is not endorsed, and the ANMF has advised that the current skill mix should remain unchanged.

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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