



ANMF NEWSFLASH

Royal Hobart Hospital Neonatal and Paediatric Intensive Care Member Feedback Survey

Your Feedback Matters – Have Your Say on Proposed Benchmarking Changes

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) attended Neonatal and Paediatric Intensive Care Unit (NPICU) benchmarking on Monday 6 July 2026. As there is currently no statewide neonatal or paediatric-specific benchmarking methodology, benchmarking is calculated using the Nursing Hours per Patient Day (NHpPD) methodology, relevant eTools and the Australian College of Critical Care Nurses (ACCCN) Workforce Standards.

Information Presented

During the presentation, members were advised that the current roster and staffing pattern are proposed to remain unchanged for 2026.

- AM Shift: 13 nurses + 1 Nurse in Charge/Associate Nurse Unit Manager (ANUM) (Total 14).
- PM Shift: 13 nurses + 1 Nurse in Charge/ANUM (Total 14).
- Night Duty: 13 nurses + 1 Nurse in Charge/ANUM (Total 14).

The direct care nursing hours presented were 2,548 hours per week.

The presentation outlined that, while the roster pattern would remain the same, the benchmarking process identified a proposed realignment of the staffing establishment.



	2025	Proposed 2026
Direct Care Employable Full Time Equivalents (FTE)	79.36	76.98
Indirect FTE	-	3.68
Total Employable FTE	-	80.66

Activity Data Presented

- Reduced Special Care Nursery (SCN) occupancy and shorter lengths of stay.
- Use of a more detailed benchmarking process, including shift-planning tools, to provide visibility of staffing requirements across the NPICU footprint.
- Alignment with benchmarking approaches used across Hospitals South.

The proposal presented indicated a reduction of 2.38 direct care FTE, with estimated savings of approximately \$238,000. Management advised that the proposal is intended to be cost-neutral to the roster pattern, with no change to the current shift structure.

The benchmarking review data presented included:

- A 17% decrease in NPICU direct admissions in 2025 compared with 2024.
- Increased admissions to HDU and SCN, alongside shorter lengths of stay.
- Reduced overall patient care days.
- An increase in NPICU average length of stay of approximately one day, while SCN and HDU lengths of stay decreased by around two days.

The presentation also acknowledged the range of care delivered within NPICU, including intensive care, high dependency care, SCN services, emergency retrieval support and family-centred care.

Questions Raised During the Presentation

The following questions were raised by the ANMF during the presentation, with responses provided by the Royal Hobart Hospital RHH:

Issue raised by the ANMF	Response provided by Management
The ANMF noted that sick leave and backfill can be difficult to manage and asked whether the 7% casual relief allocation included in benchmarking would be supported by a sufficient pool of casual staff with the skills required to work in NPICU.	Management advised that work is ongoing with the casual pool to ensure there is availability to cover specialty areas when required. Management also advised that there may be an option to fill SCN shifts with casual staff who do not require the same level of expertise, allowing an SCN nurse to be transferred to higher-complexity care if needed.
The ANMF asked, if the staffing pattern remains the same but the establishment is reduced by 2.38 FTE, what would staff on the floor notice as different, what would change, and whether leave may become more difficult to take.	Management advised that they do not anticipate staff will notice any change.
The ANMF asked for the current percentage breakdown of early career nurses on the ward.	Management advised that there was no recent figure available and that this would need to be taken as an action to follow up.

ANMF Member Survey

<https://app.smartsheet.com/b/form/019f4917d91b7fe5b766a17a786db723>

Please submit your feedback by **Wednesday 15 July 2026**. Your feedback is important and will inform and assist the ANMF to advocate on behalf of members before presenting formal feedback to The Tasmanian Health Service (THS) by **Monday 20 July 2026**.

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

15 July 2026