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ANMF  
Tasmanian Branch

TASMANIAN NURSES AND MIDWIVES

# Nurses and Midwives Agreement

## EA Update 3

ANMF representatives met with representatives of the Employer at 0930 hours on Thursday 14 June to discuss your claim.

As previously advised, it has been decided to divide the claim into broad 'themes'. The theme discussed at this meeting was Workloads.

Further elaboration and examples were provided by ANMF in support of your claim and the following matters were discussed. It is important to remember that we are in the very early stages of discussion and no firm agreements have been reached.

### **Workloads and models:**

ANMF stated that, in relation to workload models of care, all areas needed to have access to some workload tool. This tool would not necessarily be the same across each unit (although uniformity is desirable) but that there needs to be some way to monitor workloads and changes. A tool needs to apply to rural, remote and non-inpatient services including areas such as specialist clinics and oncology outpatients.

ANMF also acknowledged that work is being undertaken, particularly in community and rural areas, and sought an update in relation to this.

### **Fixed term positions and appointments:**

A working group has been set up to look at the issue of fixed term positions and appointments (including casual employment).

### **Relief factor:**

A request has been made for information to be provided in relation to the current ward/unit relief factor. It was noted that several years ago relief factor on individual wards had been adjusted to give rise to positions in Pool but that the feedback from members was that the pool was unable to provide sufficient relief as these positions were used for sick leave relief OR pre-booked to fill roster gaps.

The agency stated that they would advise what matters were currently included in the relief factor enabling ANMF to put forward other items that we believe should be included.

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## **Direct vs indirect care:**

The employer indicated that they would undertake mapping of roles and whether they were included in direct care provision numbers e.g. ANUMs. ANMF stated that, while all of the positions listed in the log provided clinical care, there were positions which should not be included in the direct care hours for the ward/unit. ANMF also indicated that members believed there should be equity in roles across the state.

## **Birth Rate Plus:**

ANMF confirmed that members were not opposed to the model but that ANMF had some reservations given experiences in New South Wales and were concerned that the model did not appear to provide hours for non-midwifery duties. Concern was also raised that the increasing co-morbidities of mothers has impacted on neonatal care and that the model does not appear to provide for adequate care hours as a result.

## **CNE's:**

Following member feedback ANMF confirmed that it is not intended that CNE's and CME's be attached to a clinical unit as part of the establishment. Rather that there needed to be enough Clinical Educators to provide clinical education to all members across all clinical areas across that state. The CNE/CME (unless a different arrangement is currently in place) would continue to receive professional guidance from the ADON of Education. It was noted that, for some years, the lack of an ADON for education in the north has been an issue that requires resolution.

With an ageing population and workforce, it was noted that additional graduates needed to be supported into the workforce through the Transition to Practice programme and that Skills Facilitators should be implemented to provide clinical support within the clinical area with guidance from the CNE/CME.

Mr Frank Ogle (Director, State Sector Management Office) confirmed that he currently has no parameters around negotiations.

The next meeting has been scheduled for Thursday 12 July from 0930 hours to 1130 hours.

If you have any queries please do not hesitate to contact our Member Support Team on (03) 6223 6777 or 1800 001 241 (if outside Hobart). Alternatively, email [membersupport@anmftas.org.au](mailto:membersupport@anmftas.org.au).

Authorised by Emily Shepherd, Branch Secretary  
15 June 2018