

# Launceston General Hospital Ward 5A

## Step 2 Workload Grievance.

The Australian Nursing and Midwifery Federation (ANMF Tasmanian Branch) industrial representatives on behalf of members working at the Launceston General Hospital ward 5A raised a step 2 workload grievance on 1 October 2018. The grounds for this grievance are:

- Increased overtime, double shifts and shifts being worked short.
- Increased patient acuity.
- Decreased skill mix levels.
- Regularly missing meal breaks.
- Increased sick leave.
- Multiple fixed term and permanent roster vacancies.

The ANMF attended a specialist panel meeting on behalf of members to work through the above workload concerns on 8 October 2018. At this meeting the following interim measures were agreed to in order to sustain patient and staff safety:

- Benchmarking is to be scheduled and a date and time sent to the relevant parties.
- All current permanent and fixed term vacancies are now advertised, and the recruitment process is underway.
- 3 Agency staff are commencing on fixed term contracts for 6 weeks to fill roster gaps whilst the recruitment progresses.
- Student nurses will not be rostered to work on 5A until 2019, to enable staffing to stabilise.
- Beds will be flexed in order to maintain safe staffing.

The ANMF encourage members to claim their missed meal breaks, all worked overtime and to report any concerns re: workloads to their NUM and the ANMF. We will conduct a members meeting to report back the above outcomes of the specialist panel meeting prior to the next scheduled meeting on 18 October 2018. Meeting flyers to follow.

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

Authorised by Emily Shepherd (Branch Secretary)

9 October 2018