

North East Soldiers Memorial Hospital

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has been advised that the 'staffing profile', extended trial, due to conclude on Saturday 5 January 2019 has been extended to at least Tuesday 15 January 2019 when the next District Hospital Safe Staffing working group (DHWG) meets. This will allow for Tasmanian Health Service (THS) to address concerns detailed in our letter dated 30 November 2018, which included:

1. *The need to review the Health Care Assistant (HCA) support model to have activation points at 11, 12, 13 and 14 beds.*
2. *The use of graduate nurses within the model needing to be reviewed. There is the real potential for a skill mix imbalance for those sites with outpatient presentations and Emergency Department (ED) beds. For example, a graduate Registered Nurse (RN) with limited experience is likely to be left responsible for ward patients while the senior RN deals with outpatient/ED presentations. Under this model primary health sites will be working at a 1:1 skill mix when working with a graduate nurse. This is compared to acute wards under the Nursing Hours Patient per Day (NHPPD) model whereby the skill mix ratio can be 1:2 out to 1:5 and often supported by a ward Clinical Nurse Educator (CNE). ANMF has suggested that a weighting is given to graduate FTE within the model.*
3. *That equitable access to CNE's needs to be dealt with via the business rules.*
4. *That base line indicators, acuity, categories of care and resident profile data used to develop the model need to be clear and detailed as a part of the business rules to ensure annual variations are captured along with consistency of data collection.*
5. *That Flinders Island remoteness should determine the adoption of the 3:3:2 proposal if the proposed model is to be utilised.*
6. *That data collection regarding the length of time an RN spends in the ED attending to ED presentations needs to be carried out. This should be presented as hours per shift, AM, PM and ND.*
7. *That retrieval wait time data for each site needs to be provided to the ANMF. It has been reported to ANMF that some sites wait considerable time for a transfer out as their local ambulance is ramped at the Launceston General Hospital (LGH).*
8. *Consideration of on call to manage surges in patient activity must be considered.*
9. *Thresholds for introduction of extra RN/EN's verses reliance on the HCA model when acuity increases need development.*
10. *That there be no disadvantage to members at any district hospital site and that grandfathering of existing staffing at sites where the proposed model demonstrates a decrease in FTE will be agreed.*

11. *A request to clarify details of current FTE as reported and whether this data is inclusive or exclusive of FTE for antenatal clinics.*

ANMF will provide a further update to members following the 15 January DHWG. In the interim if you have any queries please do not hesitate to contact our Member Support Team on 1800 001 241. Alternatively, email membersupport@anmftas.org.au.

Please note the ANMF office will be closed from 5:00pm Friday 21 December 2018 until 8:30am Wednesday 2 January 2019.

Authorised by Emily Shepherd, Branch Secretary

21 December 2018