

ANMF NEWSFLASH

Southern Cross Care Rosary Gardens

Workloads, Mandatory Training & Unfilled Shifts

The Australian Nursing and Midwifery Federation (ANMF) Tasmanian Branch have, following consultation with members, raised formally with Southern Cross Care Tasmania (SCCT) Rosary Gardens management a number of issues. Issues raised are as follows:

- Enrolled Nurses (EN) being directed to not fill out the S8 book.
- ENs being allocated excessive resident workloads, including being required to care for 33 residents on their own.
- Mandatory training is often requested with short notice and outside of work hours. Noting that undertaking mandatory training on days off duty does not suit many staff.
- Members have reported being inundated with messages to fill shifts; this is causing workplace stress.

The ANMF have asked SCCT management to respond the following questions:

- Can you please advise why all ENs are prohibited from completing the S8 book?
- Can you please advise how SCCT management consider an allocation of 33 residents to one EN to be safe?
- Can SCCT commit to providing advanced notice for scheduled mandatory training?
- Do SCCT backfill shifts to enable members to be free from duty to attend training?
- When members who are on a day off are they paid in accordance with the EA to attend training in their own time?
- Member's report being required to upload multiple apps to their personal phones for the purpose of training. The ANMF wish to advise SCCT management that not all members have smart phones (or smart phones with the capacity to use these apps), many members are not tech savvy and report being



unable to do this. It is causing significant stress to members. What alternatives can SCCT provide to downloading apps? Members also note that not all staff have internet access outside of the workplace.

- Can members request to remove their details from the contact list so that they do not receive so many messages?
- Are SCCT using agency staff to fill vacancies?

The ANMF have requested that SCCT Rosary Gardens management respond to our correspondence by close of business, 14 July 2021. Once a response has been provided, the ANMF will conduct a member meeting to report back to members on the process. ANMF member meeting flyers to follow.

The ANMF continues to support nurses, midwives, and care workers as the only union in Tasmania employing nurses 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.

If you have any queries, please do not hesitate to contact our Member Support Team via email on membersupport@anmftas.org.au. Email is the preferred and fastest way of contacting the team. Alternatively, you can phone (03) 6223 6777.

Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary
2 July 2021