

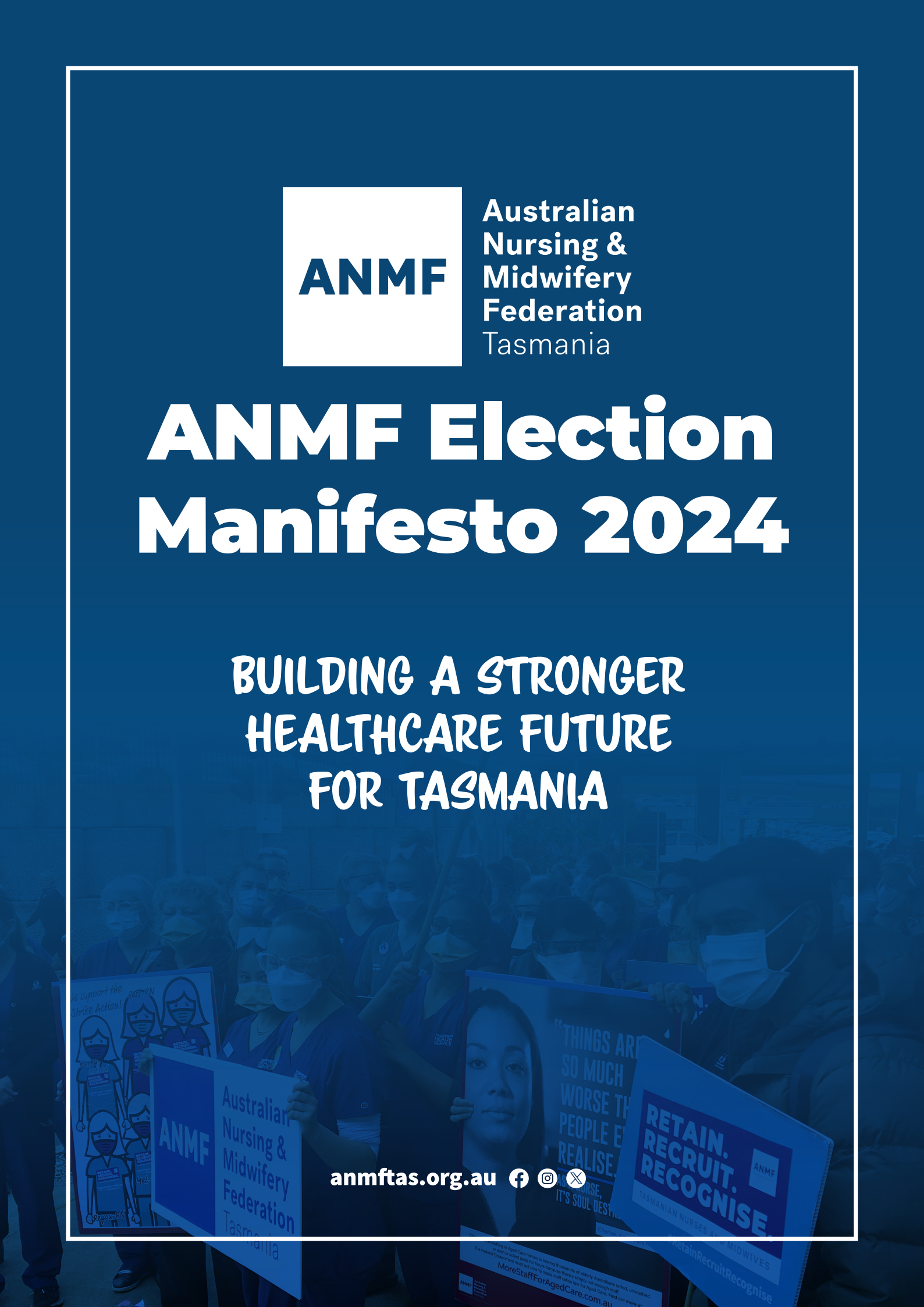


Australian  
Nursing &  
Midwifery  
Federation  
Tasmania

# ANMF Election Manifesto 2024

BUILDING A STRONGER  
HEALTHCARE FUTURE  
FOR TASMANIA

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## FOREWORD

As the Australian Nursing & Midwifery (ANMF) Tasmanian Branch Secretary I present the ANMF Election Manifesto:

“Building a Stronger Healthcare Future for Tasmania.” I stand alongside our members in advocating for policies and initiatives that will shape the future of healthcare delivery in our state.

This is a testament to our unwavering commitment to improving the lives of Tasmanians and ensuring the highest standards of care for all. Through extensive consultation and collaboration with our dedicated members, these recommendations address key challenges facing our healthcare system.

From enhancing workforce support and investing in education, training, and research, to bolstering infrastructure and expanding mental health services, the manifesto reflects our holistic approach to building a healthier Tasmania.

In solidarity,



Emily Shepherd,  
ANMF Tasmanian Branch Secretary

## 1. Workforce Priorities

- Implement and fund Clinical Coaches for every ward and unit, supporting early career nurses/midwives and graduates.
- Fund the backfill of all ANUM's and AMUM's so that they are able to focus on access and flow in hospitals inclusive of Rural inpatient facilities
- Fund Nurse Navigators for all ED's and Discharge Nurses to aid in access and flow in each ward and unit in all hospitals
- Provide HECS/Diploma Cost Support for all new Graduate Nurses and Midwives committing to permanent positions within the Tasmanian Health System for a minimum of 3 years (\$10,000)
- Fund re-location packages of up to \$15,000 to all Nurses and Midwives committing to permanent positions within the Tasmanian Health System for a minimum of 3 years
- Fund Psychiatric Evaluation Nurses PEN's in each major hospital ED 24/7
- Commit to funding a Child Health Parenting Service Workload and Staffing Model
- Fund a 24/7 health system by enabling access to radiology, pathology and pharmacy 24/7 in the major hospitals.

## 3. ANMF Election Manifesto 2024

**ANMF**  
Tasmanian Branch

**BUILDING A STRONGER  
HEALTHCARE FUTURE  
FOR TASMANIA**

## 2. Education, Training, and Research

- Allocate \$500,000 for Statewide Training, Education, and Research structure development and commitment to fund the recommendations over the forward estimates.
- Ensure integration and equity in education across Tasmania, supporting clinical educators.
- Contribute co-funding (up to 20 million dollars) to enable extension to the Health Education and Research Centre into the North of the State enabling a flexible facility to meet training and education needs for Nurses, Midwives and Care Workers as well a meeting industries workforce requirements for accredited and non-accredited training

## 3. Nurse Practitioner Workforce

- Allocate \$500,000 for Nurse Practitioner Workforce Strategy development and immediate recruitment of 20 FTE Nurse Practitioners.

## 4. Infrastructure Investment

- Fund a new Kings Meadows Dialysis Centre to meet growing demand.
- Fund expansion of outpatient clinical areas to improve access and reduce wait times.
- Fund a purpose-built Nephrology Centre in the South.
- Fund Cardiac Catheter Lab in the North to expand and enable a purpose built and workable clinical space.

## 5. Mental Health

- Fund and expand on Mother and Baby unit beds and relocate to a purpose built facility.
- Provide increased funding for mental health beds and services to meet the growing demand for services within the state.
- Fund renovation works to the existing bathroom facilities in the RHH MHIU
- Re-establish and permanently fund the Mental Health Homeless Outreach Support Team (MHHOST).

## 6. Administration

- Fund administrative support roles for each ward and unit. With the appointment of 1FTE of additional administrative support to assist Nurse/Midwifery Unit Managers with the numerous administrative tasks within their role.

## 7. Clinical Environment

- Provide urgent funding for air conditioning in all clinical areas.
- Expedite master planning funding to increase bed capacity and meet rising demand.

## 8. Community Health Services

- Fund more sub-acute transitional beds statewide for flexible care delivery.
- Fund expansion to the Community Rapid Response Teams and Hospital in the Home with hybrid virtual care programs.

## 9. Palliative Care and Dementia Support

- Extend funding for 24/7 Palliative Care Services in the community.
- Expand Community Dementia Team resources beyond metro areas.

## 10. Staff Support and Wellbeing

- Implement a peer support model for critical incident debriefing.
- Fund Emergency Department Security Review Recommendations for all clinical areas and the 10 Point plan to manage challenging behaviours.

## 11. Investing in Staff Health

- Include and fund staff gyms and wellness spaces in all master planning.
- Fund co-located childcare centers in major hospitals to support staff returning to work.

## 12. Employee Assistance Programs

- Expand Employee Assistance Programs to include specialised services addressing unique needs of nurses and midwives, including a peer support model akin to that of frontline responders.

With these initiatives, we commit to nurturing a resilient and empowered nursing and midwifery workforce while enhancing healthcare accessibility, quality, and patient outcomes across Tasmania. Vote for a healthier future with ANMF.