

The Victorian Nurse and Midwife Patient Ratios the Road to Legislation

Lisa Fitzpatrick

State Secretary

Australian Nursing and Midwifery Federation
(Victorian Branch)

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PSI Safe and Effective Nurse Staffing UK



**Australian
Nursing &
Midwifery
Federation**
VICTORIAN BRANCH

Victorian Nurse/Midwife Patient Ratios – the Road to Legislation



- Australia's smallest mainland State in area
- Most densely populated and urbanized
- Population: 5.8 million (22%)
- 70% of Victorians live in Melbourne, the capital city (4 million)
- ANMF (Victoria) represents 72,000 nurses, midwives, students and Assistants

Victorian Health System

Public system

- Funded by Federal (44%) and State (56%) Governments
- Responsible for:
 - Hospitals (87)
 - Residential Aged Care (93)
 - Schools
 - Community Health Centres
- 13,500 Public Hospital beds

Before Ratios (pre 2000)

- 400 beds closed in Victoria on any day
- 1300 EFT vacancies
- Hospital solution
 - nurses overtime / double shifts
 - Seek to employ unqualified nurses/casual staff
 - Recruit overseas nurses (from the UK, Ireland 3rd world countries)

Patient dependency systems failed – told hospital nurse managers how many nurses were needed the previous shift

Before Ratios (cont'd)

- 20,000 nurses registered in Victoria but choosing not to work in the public sector/ nursing profession.
- In 15 years, full time nursing workforce had decreased from 65% to 35%
- Led to ANMF 2000 Enterprise Bargaining campaign:
- “NURSING THE SYSTEM BACK TO HEALTH”

Mechanism for Ratios

- Enterprise Bargaining outcome 2000
- Australian Industrial Relations Commissioner
- “It is obvious to the Commission that whatever measures (if any) that have been put in place by the hospital networks to address the recruitment and retention issues have failed.” Cmm Blair 31 August 2000 pg 29.

Implementation of the NPRs

- 2 years
- Recruitment of additional 3,400 EFT of nurses
- Significant Government advertising campaign
- Government directive on agency/casual nurses
 - Only replace unexpected absence e.g. Sick Leave
 - Paid at replacement salary
 - Casual loading limited
 - Can't return to your own hospital
- 1400 nurses returned under this initiative

The 2000 EBA Package

- Hospitals funded specifically to conduct refresher/re-entry courses
- Improved conditions:
 - Qualifications Allowance
 - 6 weeks paid Maternity Leave
 - Professional Development Leave
 - Wage increases
 - Limit on short shifts
 - 8:8:10 roster
 - Accrued Day Off (19 day month – full time employee)

ANMF Enterprise Bargaining Campaigns

2004 '5 - 4 - 20'

2007 'Fund Nursing Properly for a Better
State of Health'

2011 – 12 'Respect Our Work'

Victorian Ratios

General Medical Surgical wards

- Level 1, 2 and 3: ratios can be met with
 - 80% Registered nurses (3 year Degree) &
 - up to 20% Enrolled nurses (14 month Diploma) per ward – No HAN's

Level 1

am	1:4	+I/C
pm	1:4	+I/C
nd	1:8	

Level 2

am	1:4	+I/C
pm	1:5	+I/C
nd	1:8	

Victorian Ratios (cont'd)

General Medical Surgical wards (cont'd)

Level 3

am	1:5	+I/C
pm	1:6	+I/C
nd	1:10	

Smaller Regional Vic Hospitals

(< 30 beds)

Acute ward

am	1:6	+I/C
pm	1:7	+I/C
nd	1:10	

Victorian Ratios (cont'd)

Aged Care wards (all levels)

am 1:7 + I/C

pm 1:8 + I/C

nd 1:15

Victorian Ratios (cont'd)

Ante/Postnatal wards

am	1:4 + I/C
pm	1:4 + I/C
nd	1:6

Delivery Suites

- Ratios must be met by Registered Midwife only
2 Midwives to 3 Delivery Suites* on each shift
- Hospitals are required to declare the number of Delivery Suites

Victorian Ratios (cont'd)

Emergency Departments

Group 1A (19 hospitals)

am 1:3 + I/C + Triage pm

1:3 + I/C + 2 Triage nd

1:3 + I/C + Triage

- Resuscitation Rooms

- 1 nurse per Resus room

Group 1B (3 hospitals)

am 1:3 + I/C + Triage pm

1:3 + I/C + 2 Triage nd

1:3 + I/C + Triage

Victorian Ratios (cont'd)

Post Anaesthetic Care Unit/Recovery Room
Operating Theatres
Special Care Nursery Units
NICU
Rehab Units
Geriatric Evaluation Management
Day Oncology Units
High Dependency /Coronary Care
Palliative Care Units

No Ratios Yet

- Intensive Care Units (ICU)
- Chronic Renal Dialysis
- Day Surgery
- Outpatient Departments
- Hospital in the Home

Since Ratios - Victoria

- 64% increase in patients receiving same day treatment 501,000 – 825,442
- 60% increase in Emergency admissions to hospital 196,000 – 473,837
- 31% increase in birth rate 59,000 – 77,405
- 20% increase in Urgent and Semi urgent elective surgery 77,000 – 95,282

Since Ratios - Efficiency

- “Victorian hospitals are efficient – Lowest cost per separation in Australia”

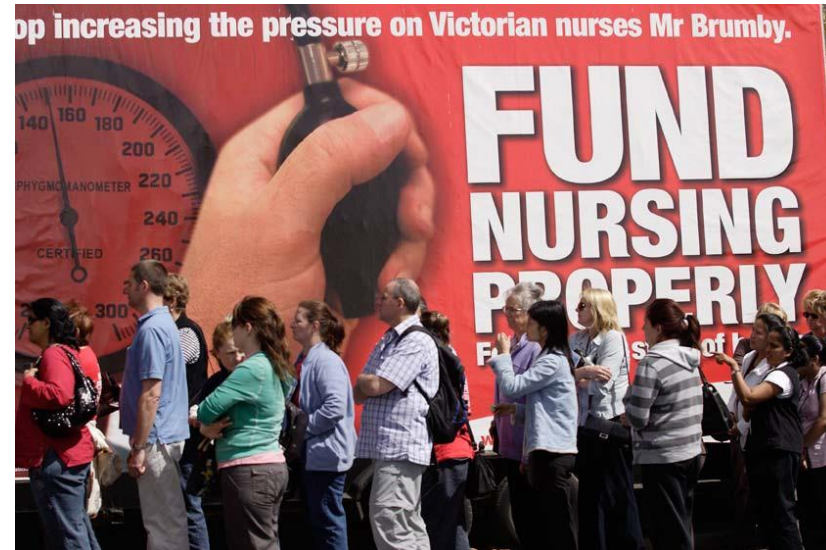
Victorian Health Minister David Davis 2013 – 2014 Public Accounts and Estimates Committee

- Lowest national length of stay average

Nothing comes easily

- Federal Court action commenced against ANMF, and its members in 2007 and 2012
- Individual fines of up to \$34,000 (£ 16,000) for each nurse/midwife per day
- Pay docking - Loss of 4 hours pay per shift even though working and treating/caring for patients
- Possible jail against ANMF Officials and nurses for contempt of court after being directed to re-open beds and cease industrial action

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The Victorian Nurse and Midwife Patient Ratios



Victorian State Election 29 November 2014

2,182

Volunteers participated in at least one campaign event

37,700

Conversations about union issues in targeted electorates



93,626

Doors knocked in weekend persuasion blitzes

6

Super-marginal electorates targeted:
Frankston, Carrum, Mordialloc,
Bentleigh, Monbulk and Bellarine

348

Street stalls run: volunteers
canvassed support for union
issues in local communities

124,126

Phone calls made to union
members in target seats

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PUT THE LIBERALS LAST
IT'S WHERE THEY PUT HEALTH

DENIS NAPTHINE'S LIBERALS:

- **NEVER DELIVERED** THE 800 HOSPITAL BEDS THEY PROMISED AT THE LAST ELECTION
- HAVE **CLOSED OR PRIVATISED** OVER 800 AGED CARE AND MENTAL HEALTH BEDS

PUT THE LIBERALS LAST

On your ballot paper, **Number Every Box** in order of your preference, but make sure you **PUT THE LIBERAL PARTY CANDIDATE LAST**

Authorised by Luke Hiskari, Victorian Trades Hall Council, 54 Victoria Street Carlton South 3053
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ANMF secured election commitments to legislate and improve N/MPR's

Victorian Unions campaign – “Put the Liberals Last”

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Australian Labor Party Victory

All 8 seats that ANMF and other unions campaigned in were won by the ALP

ALP don't have Upper House majority – ANMF members visits to 5 Upper House smaller party members/Independents

State Legislation in Parliament in June/August 2015

Federal EBA expires in April 2016

Improvements and amendment to State legislation in 2016

Next State election November 2018