

# Notice



## Nambour Maternity Services Crisis Management of workloads

The Queensland Nurses' Union, in conjunction with the midwives working in the Nambour Maternity Service, has established that midwifery workloads are now in crisis management.

Midwives must notify the line manager of the need for the specific staffing complement required as well as complete a workload reporting form for all occasions of:

- » bed blockages
- » increased numbers of patients
- » increased patient acuity
- » inappropriate skill mix and other issues.

The midwife in charge of the shift must document on the workload reporting form that the Nurse Manager has been advised of the workload issue. If the manager/supervisor fails to ensure safe staffing levels, this must be documented on a second workload form.

Additional copies of all workload forms are to be sent/faxed immediately to the QNU on 3844 9387 or given to the Nambour QNU Branch Executive.

A Prime form can also be completed regarding potential risk factors.

Trendcare is to remain a low priority. It is not to take precedence over clinical care.

In determining safe staffing levels for the next shift, even if Trendcare has been unable to be attended to, clinical judgment can be used to determine staffing requirements.

It is a condition of your industrial award/agreement and therefore enforceable that staff have a minimum of a 10 hour break (or 8 hours by agreement) between shifts. This is a safety issue for midwives delivering care. To ensure safe practice staff should not come back for the next shift unless they have had this minimum break.

It is important that all midwifery hours are recorded. This includes overtime, additional shifts worked by part timers, on call arrangements and care specific to the neonate. These records provide the evidence to justify the need for additional staff.

Examples of other low priority activities for midwives include bed washing, birthing suite clean up, filing, out of hours and other administration work, rounds with doctors, bin emptying etc.

Any intimidation must be reported to the QNU. This is not industrial action but an urgent intervention to restore safe care.

*Authorised by Gay Hawksworth, Secretary, Queensland Nurses' Union. March 2010*