



Standing Committee on Health and Community Wellbeing

Inquiry into Annual and Financial Reports 2021-2022 **ANSWER TO QUESTION ON NOTICE**

Asked by **MS LEANNE CASTLEY MLA:**

Reference: Hearing on 1 November 2022, Annual Report of CHS

In relation to: CHS Annual Report 2021-22 Page 32

CHS annual report page 32 talks about planning and implementation of phase two, nurse-to-patient ratios.

- 1) When will phase two of ratios begin?
- 2) How many nurses and midwives FTE does (a) Calvary and (b) CHS need to hire to meet these targets?
- 3) What is the cost associated with those recruitments?
- 4) Will CHS implement phase two if they are still not compliant with phase 1?
- 5) For phase 1:
 - a) Has CHS received any further communication from the ANMF about industrial action if ratios are not compliant in the next six months?
 - b) Could the Minister provide a breakdown of phase 1 compliance by wards for the morning, evening and night shifts each month since July 2021 to June 2022.

MINISTER STEPHEN-SMITH MLA: The answer to the Member's question is as follows:

- 1) Mandatory Nurse/Midwife-to-patient-ratios phase 2 will be covered under the next ACT Public Sector Nursing and Midwifery Enterprise Agreement, which is currently under negotiation. The ACT Health Directorate (ACTHD), Canberra Health Services (CHS) and Calvary Public Hospital Bruce (CPHB) have been working through the next areas for ratios implementation, which will include Maternity as a priority. The implementation of ratios in the Maternity specialty will make the ACT the first jurisdiction to implement ratios in this area.
- 2) Mandatory Nurse/Midwife-to-patient-ratios phase 2 will be outlined in the next ACT Public Sector Nursing and Midwifery Enterprise Agreement, currently under negotiation. No further information regarding the number of required FTE can be provided as the phase 2 areas for inclusion are yet to be confirmed. As per answers provided in Annual Report Hearings, phase 1 of ratios required an additional 90 full-time equivalent (FTE) nursing staff with 55 FTE required by CHS and 35 FTE required by CPHB.

- 3) As per the response to question 2, information regarding the cost of recruitment cannot be provided until after the phase 2 areas for inclusion have been confirmed and FTE calculated.
- 4) CHS will adhere to the requirements for phase 2, which will be outlined in the next ACT Public Sector Nursing and Midwifery Enterprise Agreement currently under negotiation.
- 5) For phase 1:
 - a) CHS advises that it is not aware of any communication from the ANMF about industrial action if ratios are not compliant in the next six months.
 - b) The ACT Public Sector Nursing and Midwifery Enterprise Agreement (2020-2022) came into effect on 24 January 2022. A phased approach to implementation was taken with phase 1 commencing on 1 February 2022. Collating the detail requested at ward level would be an unreasonable diversion of resources. However, the CHS Ratio Compliance Point in Time reports from 6 June to 23 October 2022 are provided at [Attachment A](#). CHS continues to work with the Proact rostering system vendor and the Australian Nursing and Midwifery Federation ACT Branch to finalise the automation of compliance reporting.

Approved for circulation to the Standing Committee on Health and Community Wellbeing

Signature:



Date:

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By the Minister for Health, Rachel Stephen-Smith MLA