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HACSU 2016 PUBLIC MENTAL HEALTH EBA CAMPAIGN

THE FIGHT FOR STAFFING AND WORKLOAD MANAGEMENT

Staffing levels and workload management are the key priorities for the HACSU's 2016 EBA campaign. Increased staffing will not only help to improve safety for both staff and clients, but will improve quality service delivery on our wards in the community. In negotiations between the VHIA, other unions and HACSU, HACSU have put forward claims to improve staffing levels and workload management in both the wards and in the community.

1:2 STAFFING PROFILE IN HDU: ONE STAFF MEMBER, TWO BEDS

HACSU have put forward a claim for a 1:2 staffing profile in high dependency units. This profile will deliver one clinician per two beds in the HDU, regardless the number of patients. This is where this claim differs from nurse to patient ratios. Regardless of whether the bed is occupied or not, the staffing profile will remain. In times where the HDU beds are not occupied, this staffing profile will deliver extra staff to assist with other parts of the ward. This is about aiding positive outcomes and client recovery. HACSU believes this staffing profile is necessary to address the unpredictable and fluctuating needs of psychiatric wards.

PERCENTAGE WORKLOAD MANAGEMENT FOR COMMUNITY CLINICIANS

Governments have been pillaging community mental health funding for years. Unlike wards, community teams do not have beds to hold funding accountable. As a result, psychiatric community teams have been dealt with unmanageable workloads with an extreme lack of funding. In the 2016 Public Mental Health EBA Campaign HACSU are the only party who have put forward a percentage workload management tool for community clinicians.

This tool will offer community clinicians an instrument to manage clinical caseload against non-clinical and administrative tasks. Non clinical duties should include travel and meal breaks. Without thorough discussion, HACSU's proposal for a percentage workload management tool has been dismissed. For this reason HACSU members must be ready to escalate protected action in order build power in negotiations.

Inpatient members and community members must stand united to win! Keep the bans on and keep the pressure up, this is our chance to make a real difference to service, staffing and safety!