

For  
the  
Future

300 more  
nurses



South  
Australian  
**Labor**



#### Acknowledgment of country.

We acknowledge and respect the Traditional Custodians whose ancestral lands we live and work upon and we pay our respects to their Elders past and present. We acknowledge and respect their deep spiritual connection and the relationship that Aboriginal and Torres Strait Islander people have to Country. We also pay our respects to the cultural authority of Aboriginal and Torres Strait Islander people and their nations in South Australia, as well as those across Australia.

# Foreword

Nurses have rightly been branded “heroes” of the pandemic, but it’s not enough to just call them heroes, we have to treat them like heroes.

Empty words of praise from a do-nothing government aren’t enough. We can’t sit back and watch our health system fall apart.

I know that. Labor knows that.

We’ve seen over-stretched nurses regularly working double shifts, facing understaffing and security risks on wards.

And the Marshall Liberal Government’s answer to this was to make more than 100 nurses’ jobs redundant during the pandemic.

We know that nurses are critically under-resourced and under-staffed and can only do so much in difficult conditions.

**That’s why a Malinauskas Labor Government will recruit 300 more nurses in our first term of government.**

Nurses are truly the backbone of our health system; it’s about time they had a government that recognises and acts on it.

That’s the kind of government I intend to lead.



Peter Malinauskas MP  
SA Labor Leader



# WHY WE'RE DOING THIS

## Under the Liberals, ramping is the worst it's ever been – it has more than quadrupled.

Ramping is the unmistakable sign of an overwhelmed health system and reflects the overwhelming pressure and lack of resources for staff inside the hospital, including nurses.

Nurses have borne the brunt of the ramping crisis.

They're forced to rush patients out of hospital, forced to be the bearers of bad news telling astounded families there's simply not enough beds, and forced to work unsafe hours in unsafe conditions.

Nurses want the best for their patients and that means having enough nurses on shift to provide patients safe and high-quality care.

## Fatigue

Too frequently we're hearing reports that critical areas of our hospitals are short-staffed, with nurses having to work double-shifts of up to 16 hours, just to ensure patients are seen.

In September 2021 the ANMF released the results of their fatigue survey of over 3,000 nurses. Worryingly it showed just how bad the situation is.

One quarter (25%) of the survey respondents said they had worked a double shift in the past month.

The Women's and Children's Health Network had the highest rates of nurses having to work double shifts across the health system at a staggering 34.3%.

There's no doubt that fatigue impacts upon patient care. A worrying number of survey respondents who thought the quality of care had worsened (45.7%) compared to a small number who thought quality of care had improved (9.1%)

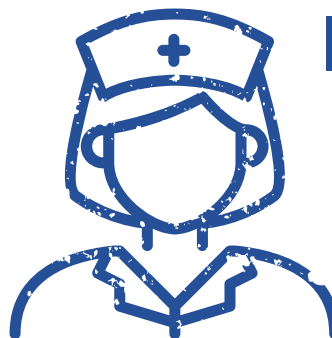
Nurses want to be part of the solution to ramping – have the ability to discharge patients, and work in more advanced roles to alleviate pressure on other clinicians – but these ideas have been brushed aside by the Marshall Liberal Government.

## Redundancies

Instead of listening to nurses, the Liberals made more than 122 nurses redundant in their first three years of government, including more than 100 during the pandemic.

And a report written by corporate liquidators KordaMentha – commissioned by the Government – proposes cutting at least 19 more nurses in future.

The Liberals have ignored nurses' calls to legislate nurse-patient ratios, enshrining in law the minimum number of staff required to care for patients.



**LIBERALS MADE**

**122**

**NURSES  
REDUNDANT**

**100 OF THEM  
DURING COVID-19**

**EXCLUSIVE:** 'Code black' hospital incidents skyrocketing

# VIOLENCE ON FRONTLINE

VIOLENT and threatening incidents in the state's hospitals are rising as staff call for urgent help to deal with dangerous patients at a rate of about 36 times per day.

The Advertiser | 24 August 2021

## Violence

The Marshall Liberal Government has dragged its feet and refused to agree with the ANMF's 10-point plan to End Violence and Aggression, despite horrific stories of aggression and violence against hospital nurses.

Such a plan has been successful interstate at working to address the risk that nurses and midwives face in their jobs.

Under the Marshall Government there has been a dramatic escalation of violence in metro and country emergency departments, with shocking examples of nurses being assaulted while they are trying to serve the community.

This is the sad reality of what's happening in the lots of hospitals statewide. Staff resting outside the ward on the ground at night shifts 😞



Source: Leaked photo of Flinders nurse, Channel 9 News

## "Code Black" security incidents

Hospital	2017	2020	Change
Royal Adelaide Hospital	2573	3578	+39%
Flinders Medical Centre	2267	2251	-1%
Lyell McEwin Hospital	2025	2755	+36%
The Queen Elizabeth Hospital	777	881	+13%
Women's and Children's Hospital	535	687	+28%
Modbury Hospital	318	458	+44%
Noarlunga Hospital	71	475	+569%
Other	1841	1706	-7%
<b>Total</b>	<b>10407</b>	<b>12791</b>	<b>+23%</b>

Source: Safety Learning Systems, SA Health, as provided to The Advertiser, 24/8/21

## 'Grave concerns': SA nurses working double shifts, unpaid overtime

Nearly three in four South Australian nurses report working unpaid overtime and a quarter work double shifts, a new survey shows, amid claims many are on "auto-pilot" while treating patients.

InDaily | 13 September 2021



# 300 MORE NURSES

**A Malinauskas Labor Government will recruit 300 more nurses to boost patient care across our public hospitals.**

Labor's investment in 300 additional beds will incorporate operating funding for a minimum of 212 additional nurses required to staff these beds.

In addition, we are investing \$6.2 million to recruit 12 speciality nurses for cancer and mental health services at the Women's and Children's Hospital.

A further \$24 million investment will fund an additional 76 nurses across our hospital system in priority areas of need. These nurses will be recruited over the next two years.

This 300-strong additional investment in nurses is over and above existing budgeted activity growth increases to nurses.

## ENSHRINING NURSE PATIENT RATIOS IN LAW

For too long, nurse-patient ratios have been at risk of being used by governments as a bargaining chip in industrial negotiations – because they are not protected by law.

Victoria recently legislated nurse-patient ratios, ensuring their hospitals always have the right number of nurses working on their wards.

A Labor Government will enshrine nurse to patient ratios in legislation in our first term - ensuring ratios are moved out of the bargaining process and into the law.

These laws have worked successfully in Victoria and Queensland - making care safer, governments more accountable, and ensuring nurses and midwives have the safe staffing levels and support they need.

If patients receive adequate nursing and midwifery care, they will have the best chance of recovering well and staying out of hospital.

## FULLY IMPLEMENTING CRITERIA LED DISCHARGE







The Liberals committed to implementing criteria-led discharge – a process enabling nurses to discharge patients from hospital when they are clinically ready.

The Government says this process is now happening, but nurses and doctors tell us this is not the case.

Labor will make it a priority to fully implement criteria-led discharge across our hospital system.

This will reduce “bed block” in our hospitals by ensuring patients can leave hospital when they are clinically ready, freeing up beds for those in the emergency department or on the ramp.

# Nurses' response to Labor v Liberal policies

What Policies will your party take to the election to commit to these 3 key issues	Liberal Party	Labor Party
Staffing levels and skills mix with reference to the proposed adoption of ratios required by legislation.		
Health care delivery and overcoming hospital overcrowding and emergency system pressure, mental health service delivery and access to high quality care across the continuum.		
Privatisation and outsourcing of public services (with a focus on health and social assistance)		

Source: Australian Nursing and Midwifery Federation (SA Branch) election survey responses, February 2022

## SUPPORTING PROFESSIONAL NURSING PRACTICE

Labor values the incredible professional skill and education that nurses and midwives bring to our health system.

It was Labor that took action to expand the scope of practice of nurses, and it will be a Labor Government that continues to ensure we advance and modernise the nursing and midwifery professions in consultation with our frontline clinicians.

We will continue to promote advanced Nurse Practitioner roles across the public health system, and we recognise the value of further advanced practice roles.

## ENDING PRIVATISATION

We have stood with frontline workers against the privatisation of our essential public health services, and we will continue to stand with them in government.

An elected Labor Government will end the further privatisation of health services and explore opportunities to return outsourced and privatised services to public hands.

Ending privatisation is good for the South Australians using our public health services, and good for the rights and conditions of our health workers.

## NURSING SECURITY

Every nurse and midwife deserves to feel safe and supported at work.

Labor commits to working with nurses to mitigate against violence and aggression in the workplace.

Labor will work with the ANMF on the 10-point plan to End Violence and Aggression, consulting with frontline nurses on how we can keep them safe when they are undertaking their vital frontline roles.





Source: Australian Nursing and Midwifery Federation SA Branch



## ENDING REDUNDANCIES FOR NURSES

The Marshall Liberal Government has embarked upon an unprecedented program of redundancies to frontline health staff – even making 100 nurses redundant during the COVID-19 pandemic.

These redundancies only lead to poorer quality care, and increased overtime and fatigue for the nurses left behind. Our health system needs more doctors and nurses, not less.

Labor promises to end the redundancies of nurses across our health system.

## 300 MORE BEDS, REDUCING HOSPITAL OVERCROWDING AND RAMPING

Labor knows the levels of understaffing and overcrowding across our public hospitals are entirely unsustainable.

That's why our health policies are aimed at ensuring our health system has the resources it needs to no longer run at unsustainable 100% occupancy rates, including establishing 300 more beds over the next five years.

A lack of surge capacity leads to overcrowded emergency departments, ambulance ramping and ambulance delays. This is a critical feature of our plan for 300 more hospital beds.

Labor will establish a new performance target for hospitals to be at 90% occupancy rates on average, to ensure surge capacity is available in the system.

