



ANMF NEWSFLASH

Public Sector Commencement of Industrial Action

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is officially notifying you that Industrial Action will commence on **Monday 19 August 2024 from 0700hrs**. This action is in response to the ongoing and unresolved issues related to your unsustainable workloads across all wards, units and services, including bed block and corridor ramping, which have not been adequately addressed despite our best efforts in negotiations.

The following actions, endorsed by you at statewide meetings and via survey, will be implemented across all major hospitals, district hospitals, statewide mental health services, and other public sector locations:

1. Working to Rule: Focus solely on nursing duties; refrain from performing non-nursing tasks or documentation.
2. No Cleaning: Do not clean beds or bed spaces.
3. Overtime Ban: Refuse all overtime shifts.
4. Public Advocacy: Speak openly to the media and community about the reasons for this action.
5. Reporting: Report overtime worked, double shifts, and any short staffing to the ANMF during the campaign.
6. Bed Closures: Close beds to maintain safe staffing levels in accordance with industrial minimums.

7. Campaigning: Wear campaign materials, distribute information to patients and the community, and send emails to the Health Minister.
8. Media Engagement: Write letters to local newspaper editors to highlight the issues.

These actions represent the first phase of our campaign. You have made it clear that you are prepared to continue this action **until your workplaces are safe, appropriately resourced, and adequately staffed**.

To resolve these issues and avoid prolonged Industrial Action, we informed the Department that members will require the following:

- Safe Staffing: Every shift must be staffed according to safe minimum levels, with service reductions if necessary.
- Stabilising Staffing: Convert casual and agency roles to contracts and offer permanency to long-term fixed-term staff.
- Accelerated Recruitment: Expedite the hiring process and immediately approve benchmarked roles.
- Proper Support: Ensure indirect care roles are fully staffed and recognised, with clinical coaches, 7-day rosters for N/MUMs, and discharge planning nurses implemented.

We know this action is a significant step, but your commitment is vital to ensuring that these critical issues are addressed. We will continue to support you throughout this process and keep you informed of any developments.

For guidance on how this will work on your ward and unit, please reach out to your ANMF delegate (Representative) who can contact the organiser directly. DON'T have a delegate on your ward? Why not nominate? [Here](#).

In solidarity!



The ANMF Tasmanian Branch is 8000 plus members strong! Supporting nurses, midwives, and care workers as the only union in Tasmania employing nurses, midwives and care workers to represent members. This is why our Organisers and Member Support Team are uniquely positioned to understand your experiences, represent you in your workplace, and offer industrial advice that's relevant to you.

Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary
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