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ANMF NEWSFLASH

Public Sector Workload Breaches Application Lodged

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has today formally lodged an application with the Tasmanian Industrial Commission (TIC) regarding ongoing and critical workload breaches under the Public Sector Award.

The breaches reflect failures by the Tasmanian Government to meet fundamental Award obligations, specifically:

- Failing to ensure supervisors and managers implement procedures to monitor hours worked by employees under their supervision, and to provide extra resources as required under *Section 2(b)* of the Award.
- Failing to provide the ANMF with concrete plans to address and reduce unsustainable workloads as stipulated in *Section 2(d)* of the Award.
- Failing to:



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Tasmanian Branch Secretary Emily Shepherd, June 2024



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- Fill vacancies within three months or provide reasons and guidance on how workloads will be managed when vacancies remain unfilled.
- Address temporary vacancies as they arise or provide direction on managing workloads during these periods.
- Failing to ensure that members are not required to work excessive hours beyond their contracted hours.

The Department of Health has required, permitted, directed, and/or facilitated the following:

- Members working short-staffed and below the agreed minimum safe staffing levels on a regular and ongoing basis.
- Members working excessive and known levels of double shifts and overtime.
- Known additional workloads in emergency departments statewide to facilitate the Government's Transfer of Care protocol, despite repeated requests for additional resources.
- The removal of previously required and funded positions through the Government Vacancy Control Committee, despite these roles being deemed operationally necessary by management and members.



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- Members working within dangerous skill mix levels due to a shortage of senior nurses and midwives, further exacerbated by the Department's failure to support previously committed clinical coach resource.

The ANMF is pursuing these matters to protect members from unsustainable workloads, excessive hours, and unsafe working conditions that compromise their wellbeing and the quality of care provided to the Tasmanian community.

This application marks a significant escalation in the ANMF's efforts to hold the Government accountable and seek immediate remedies to these breaches.

We will continue to update members as this matter progresses. Thank you for your support as we fight to secure safe and fair working conditions for all.

For further information, please contact your ANMF Organiser or email us at member.support@anmftas.org.au.

NOT a member? Join the union who employ nurses and midwives to be your industrial representative, the ANMF 100yrs strong. [Join Now](#)

In solidarity,
The ANMF Team



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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

26 November 2024



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