



## ANMF NEWSFLASH

### Public Sector

## Urgent Call for Action Addressing Staffing and Vacancy Issues

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) remains steadfast in advocating for safe staffing levels and effective solutions to the critical workforce challenges facing Tasmanian Health Services. We have raised the following urgent matters with the Department, seeking immediate action and clarity to ensure that these critical issues are addressed before the Tasmanian Industrial Commission (TIC) **Thursday 13 February 2025** conference listing.

#### **Accurate Vacancy Data**

We have requested the Department to provide accurate and up-to-date vacancy data. This information is essential for shaping discussions and advancing meaningful solutions during the dispute process.

#### **Agency Staff Implementation**

The ANMF seeks confirmation and updates regarding the implementation of agency staff, as agreed upon in September 2024. If additional details about bulk recruitment efforts have emerged since the last conference, we request these be shared promptly.

#### **Vacancy Control Decisions and Budget**

We await confirmation of the requested details on vacancy control decisions for nursing, midwifery, and Assistant in Nursing (AIN) roles, including the associated budget allocations.



### **Indemnity Request**

In response to the increasing challenges of working below safe staffing minimums, we have formally requested a Professional Indemnity guarantee for our members. This would protect nurses, midwives, and AINs from liability should adverse outcomes occur due to staffing deficiencies beyond their control.

### **Market Allowance Request**

To address ongoing recruitment and retention challenges, the ANMF has proposed a market allowance for the following areas experiencing persistent vacancies:

- All midwifery positions.
- Emergency Departments.
- Intensive Care Units.
- Mental Health Departments.
- Operating Room Theatres.
- Any areas with unfilled vacancies for three months or longer, including district sites.

### **Next Steps**

The ANMF continues to explore potential remedies and will remain in correspondence with the Department on any new proposals. However, we urge the Department to acknowledge the severe impact that prolonged understaffing has had on our members and take immediate, decisive action to mitigate this crisis. The ANMF will communicate with members once the above information/response to the ANMF requests has been provided.

The Tasmanian Health Service is at a critical juncture. Without urgent intervention, the situation will continue to deteriorate, jeopardising both the well-being of staff and the safety of patients under their care.



### What can you do?

1. **Continue to send through reports on Overtime and Double shifts via the Safe Hospital Save Live QR code below.**



2. **Maintain Work to Rule and Work it Claim It Industrial Action.**

We will keep you informed as updates become available. Thank you for your ongoing resilience and dedication in these challenging times.

**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.**

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Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary  
7 January 2025