

ANMF NEWSFLASH

Statewide Mental Health Services

Change Proposal: Community, Mental Health and Wellbeing

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) would like to provide an update on the progress of our response to the Change Proposal issued by the Secretary of Community, Mental Health and Wellbeing. Your feedback has been invaluable, and we have now compiled your concerns, suggestions, and insights into a formal written response to management.

Key Themes from Your Feedback

After reviewing your responses, the following key themes emerged:

- **Lack of Detail and Clarity:** Members expressed concerns about insufficient information regarding the proposed changes and their impacts on roles, team structures, and service delivery.
- **Inadequate Consultation:** Many felt the consultation process lacked transparency and genuine engagement.
- **Job Security and Morale:** Concerns were raised about potential job losses, increased pressure on staff, and the impact on morale.
- **Operational Risks:** Feedback highlighted risks of inefficiency, poor IT support, and potential detriment to clinical services.
- **Location Changes:** Mixed responses were received about the impact of proposed location changes on work-life balance and collaboration.

Our Response to Management

The ANMF has formally addressed these concerns in a detailed written response to management. Key recommendations include:

- Providing greater detail and clarity on the proposed changes.
- Enhancing consultation processes to ensure meaningful staff involvement.



- Prioritising job security, staff morale, and retention.
- Streamlining operations to focus on clinical outcomes and addressing infrastructure challenges as well as a focus on the retention and utilisation of nurses within the proposed change.
- Ensuring transparency and consideration of staff input in location changes.

Next Steps

We will continue to advocate on your behalf to ensure that management addresses these issues and implements changes that support staff and improve service delivery. We will keep you updated on any developments as they occur.

If you have any queries regarding this newsflash, please contact ANMF Southern Organiser Jane Pond at Jane.Pond@anmftas.org.au. Alternatively, you can phone the office on 1800 001 241.

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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