



ANMF NEWSFLASH

Tasmanian Industrial Commission - Mental Health Services – Adult Community Nursing Mental Health Service

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) provides an update on our application to the Tasmanian Industrial Commission (TIC) regarding matter **T14938 – ANMF v MASSA**.

The ANMF has submitted an update to the TIC outlining key concerns about the change in operational hours and the Department's failure to engage in meaningful consultation. While the change in hours proceeded to a trial, the Department has not maintained consultation with the ANMF and our members during or following this process, despite our repeated requests.

Key Member Concerns:

- The Department initially committed to a final review and discussion on long-term service design. However, this review has **not** taken place. Instead, the Department has issued an evaluation report and verbally indicated that it has taken a **firm position against reconsidering the operational hours due to a Ministerial Directive**.
- **Workplace Health and Safety (WHS) Issues** have emerged, with reports of security personnel failing to escort staff working extended hours to their vehicles, despite previous commitments.
- **Increased Workload Pressures** due to the change in operating hours.
- **Low Service Utilisation** observed by members.



- **Lack of Genuine Consultation**, with clinician feedback ignored both during and after the trial.

ANMF's Position and Next Steps:

The ANMF remains deeply concerned that the Tasmanian Health Service (THS) is **not meeting its consultation obligations** under the Award, particularly *Part VII, 1) (d) (iii)*, which requires that responses be considered, and feedback provided. Furthermore, if a Ministerial Directive has determined that a return to previous hours is not an option, this raises serious concerns about the **legitimacy of the consultation process**.

Accordingly, the ANMF has formally requested:

1. **Meaningful consultation** with members, including the provision of the evaluation report, consideration of their feedback, and engagement in discussions before any changes are implemented.
2. **A follow-up meeting** to discuss these concerns in detail.
3. **Written confirmation** that no final decision has been made through a Ministerial Directive. If such a directive exists, the ANMF has requested a copy as a priority.

It is the ANMF's firm position that the trial has been **unsuccessful** and that the previous operating hours should be reinstated. If this matter remains unresolved, the ANMF will **escalate the issue within the TIC** to seek further assistance.

What You Can Do:

We encourage members to continue **raising concerns with the ANMF** so we can advocate effectively on your behalf. Your feedback is crucial in ensuring that the THS meets its obligations and that your workplace conditions are safe and sustainable.

We will provide further updates as this matter progresses.



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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