

## ANMF NEWSFLASH

# Statewide Staffing Dispute

## Tasmanian Industrial Commission Update

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is providing an update on the **Public Sector Statewide Staffing Dispute** following a Commission conference held on **Tuesday 25 March 2025**. ANMF Branch Secretary and officials attended to advocate for members facing **excessive and unsafe workloads** due to chronic understaffing.

### Key Issues Raised by the ANMF

- **Safe staffing meetings** at local hospitals are frequently cancelled without rescheduling, and critical data on double shifts, overtime, and sick leave is often not shared.
- **Vacancy data** remains incomplete, with only Launceston General Hospital (LGH) data discussed — no progress has been made on data for the North West or South.
- **Mersey Community Hospital (MCH) benchmarking** for 2024 has not started, despite the ANMF requesting this since August 2024.
- **Royal Hobart Hospital (RHH) benchmarking** has seen attempts to reclassify indirect roles (e.g., nurse practitioners, Clinical Nurse Consultants (CNC)) as direct care roles, **reducing staff numbers on the floor**.
- **Draft rostering protocol** circulated in the North was not compliant with members' industrial entitlements.

## Key Outcomes from the Conference

- The **Tasmanian Health Service (THS) must provide statewide vacancy data** as a priority:
  - **South by 27 March 2025**
  - **North West commence data collation** immediately.
- The Department to investigate and explain **delays in MCH benchmarking**.
- The THS to **survey all contracted agencies** on the number of available nurses and midwives to work in the State.
- The ANMF to receive **vacancy data for the North as it becomes available for North West and South according to new vacancy reporting format**.
- If **safe staffing meetings are cancelled**, THS must:
  - Notify the ANMF with reasons for cancellation.
  - Propose a **reschedule within 7-14 days**.
  - If rescheduling is not possible, circulate the data normally shared in the meeting.
  - Update Terms of Reference to reflect these requirements.

Additionally, the **THS must report vacancies and their impact at the ward level**, including mitigation strategies. The **ANMF will draft a guideline** to formalise this process.


In response to the concerns raised by the ANMF that draft nursing and midwifery rostering guides that propose to erode industrial entitlements, President Barclay reminded the parties that any erosion of an Award condition is in fact unlawful.



The next **report-back conference** is scheduled for **Tuesday 15 April 2025 at 1400 hrs**. The ANMF will keep members updated as we continue to fight for **safe staffing and fair workloads**.

The ANMF acknowledges that members have been under immense pressure, working with limited resources for an extended period. We remain committed to fighting for your rights, a safe workplace, and the resources you need. **We won't stop until your concerns are addressed.**

### How can you help?

 **Keep reporting** double shifts and short-staffed shifts using the **ANMF QR code** — your reports strengthen our case!

◆ **Not a member yet? Join the largest union in the country today! [here](#)**

**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  
25 March 2025