



# SAFE HOSPITALS SAVE LIVES

## ANMF NEWSFLASH

### The ANMF Attends Tasmanian Industrial Commission Over Public Sector Staffing Crisis

Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) officials attended the Tasmanian Industrial Commission (TIC) this week to address the ongoing statewide staffing crisis impacting nurses and midwives across the public sector. This follows repeated concerns raised by members about excessive vacancies, unsafe workloads, reliance on overtime and double shifts, and the increasing frequency of working short.

#### Key Points from the Conference

##### ◆ Vacancy Data:

The Tasmanian Health Service (THS) has now provided vacancy data for the North, North West, and South. The ANMF has requested further breakdowns, including data for the ORS and WACs.

The ANMF can report that the vacancy levels provided by the THS across the benchmarked main wards/units (excluding ORS, WACs and Mental Health (we have requested these)) were reported as follows:



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- Royal Hobart Hospital (RHH) – 160 Full Time Equivalent (FTE).
- Launceston General Hospital (LGH) – 92.35 FTE.
- North West Regional Hospital (NWRH) – 21 FTE.
- Mersey Community Hospital (MCH) – 1.8 FTE.

The THS has proposed meeting with the ANMF to discuss strategies to address the vacancy crisis. ANMF organisers will be meeting with members to discuss the above on various wards/units.

#### ◆ **Agency Use:**

The THS currently engages 24 different agencies, with all but three being national providers. They report being able to secure agency staff within 2–4 weeks. The ANMF queried which agencies are prepared to send staff to Tasmania, this remains unknown.

#### ◆ **Workload Meetings:**

Workload Consultative Committee (SSSC) meetings will be rescheduled. The ANMF will continue to push for these forums to be reinstated urgently.

#### ◆ **Staff Engagement Guideline:**

The ANMF has provided a draft guideline on improving how the THS engages with staff on workload issues. The THS has committed to reviewing this document.



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## ◆ **Bulk Recruitment:**

Offers have gone out to 115 applicants, with 92% being international recruits requiring visas. The THS has agreed to share the visa processing protocol at the next WISC meeting.

## ◆ **Mersey Community Hospital – benchmarking:**

The ANMF sought an update on the implementation of the MCH benchmarking and when it will be scheduled. All ward dates have been set, except for the Emergency Department, and the ANMF has requested an urgent update on this outstanding matter as we understand that 7.7FTE from the 2024 benchmarking has not yet been signed off and this would be needed staffing for members.

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## **What's Next?**

🎯 The ANMF will meet with the THS to analyse their vacancy data in correlation with our member survey results to work towards strategies to assist with staffing shortages and excessive double shifts.

📅 The matter will return to the TIC on **Wednesday 28 May 2025**.

📊 The ANMF will provide our latest **member survey data as trends to show what wards/units are running short staffed and with excessive double shifts**, which will be cross-referenced with THS vacancy figures to further highlight the crisis.

We will keep members informed of any progress and continue fighting for urgent, long-overdue staffing solutions that ensure safe workloads and quality care.



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We urge members to continue to report shifts worked short, double shifts and shifts worked above contracted hours via the ANMF survey via the QR Code below.



**In solidarity,**  
*The ANMF*

**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 Phoebe Mansell, ANMF Acting Tasmanian Branch Secretary  
28 April 2025



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Authorised by the Australian Nursing and Midwifery Federation  
Tasmanian Branch Secretary Emily Shepherd, June 2024