

## ANMF NEWSFLASH

### Royal Hobart Hospital K10 East

### Update on Benchmarking Proposal - Member Voted Outcome & ANMF

Following recent consultation and member engagement, the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) can confirm that **Royal Hobart Hospital (RHH) K10 East members have voted NO to the proposed benchmarking changes.**

On behalf of members, the ANMF has formally advised the executive team of this outcome and provided the following feedback:

#### ◆ **Support for Increased Assistants in Nursing – with Conditions**

While members support the increase in Assistants in Nursing (AINs), the ANMF is seeking documentation on the consultation process regarding the agreed percentage of AINs, in accordance with the *Nurses and Midwives Tasmanian State Service Interim Agreement 2013*. This agreement clearly states AINs can comprise 25–50% of the nursing workforce and must be implemented *by agreement*.

Instead of the current proposal to convert 2 nursing positions to add 4 AINs, the ANMF propose that through consultation a conversion of **1 nursing position** could achieve the same increase in AINs, consistent with the **25% precedent set at Mersey Community Hospital (MCH) Medical Ward.**

#### ◆ **No Reduction in Registered Nurse Numbers Supported**

Members have firmly stated that K10 East, as an **acute older person's unit**, requires its current number of Registered Nurses (RNs) to safely manage the complexity and acuity of patients. Any reduction in RNs is not supported and is considered a potential risk to patient care.

Recent JUMIC data shows K10 East recorded the **highest levels of overtime and double shifts** across the RHH in the past month, further indicating significant workload pressures.

While members are potentially open to a **25% reduction in nurses**, this option could free up **36.12 hours** which may be reinvested into **additional support roles**, such as clinical coaching.

◆ **Retention of Clinical Coaches is Essential**

Members are strongly opposed to the removal of the **0.99 Full Time Equivalent (FTE) indirect clinical coaches**, who currently support over 30% of the staff cohort with 1–3 years of experience. As of 16 April, executive data confirms that **39.4% of staff on K10 East** fall into this category.

The removal of this support would contribute to unreasonable and sustained workloads and may constitute grounds for a **workplace grievance**, under the *Tasmanian Nurses and Midwives Tasmanian State Service Award 2024*, Part VII, Section 2: Workload Management S2013.

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**Thank you** for your continued engagement in this important process. The ANMF will provide further updates once a formal response is received from the executive team.

**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 Tasmanian Acting Branch Secretary  
1 May 2025