

ANMF NEWSFLASH

The ANMF Takes Action on Vacancy Control Impacting Frontline Roles

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has written to the secretary of the Department of Health to raise serious concerns about the negative impact the Vacancy Control Committee is having on recruitment for frontline nursing and midwifery roles.

We have identified that:

- **Frontline and benchmarked nursing/midwifery roles are being delayed or denied** due to Vacancy Control Committee scrutiny — even when they are fully funded and urgently needed.
- **Recruitment delays are worsening staffing shortfalls**, leading to unsafe skill mix on wards and increased burnout for senior staff expected to support junior/new recruits.
- **Emergency Departments (EDs) and other critical services** are being impacted, despite well documented workforce shortages.

In our correspondence, we have called out that this approach contradicts the Department's own guidelines, which allow exemptions for roles requiring specialist skills or where there are urgent service delivery needs — criteria clearly met by many nursing and midwifery positions.

We have formally requested that the following roles be **exempt from the Vacancy Control Committee**:

- All benchmarked nursing, midwifery, and assistant in nursing positions (including indirect roles such as Clinical Coaches and Clinical Nurse Consultants (CNCs)).



- All roles included in the e-tool relief factor, including Nurse Unit Managers (NUMs)/Midwifery Unit Managers (MUMs) and other indirect support positions.

Additionally, we have raised alarm that **leave relief for NUM roles is being denied**, with some members advising that the Department have considered these roles as “not essential”— a claim we strongly reject. We are seeking urgent confirmation that all such positions will be backfilled in line with *Nursing Hours per Patient Day (NHpPD)* requirements for leave relief.

- The ANMF has requested a response from the Department by **close of business Friday 9 May 2025** to provide assurance to members that recruitment for critical roles will no longer be unnecessarily delayed.

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 Phoebe Mansell, ANMF Tasmanian Acting Branch Secretary
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