



ANMF NEWSFLASH

2024–25 Tasmanian State Budget Fails to Address Nursing and Midwifery Staffing Crisis

29 May 2025

The Tasmanian Government has handed down the 2024–25 State Budget – and once again, nurses, midwives and assistants in nursing have been left behind. The budget sets out the Government’s priorities one page only, with nurses and midwives not featuring at all.

While the health portfolio sees continued investment in bricks and mortar, the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is disappointed that the Budget contains **no new measures to address the critical workforce shortage** plaguing our health system. With vacancy numbers still sitting at excessive levels.

There are **no incentives** for the recruitment or retention of nurses and midwives – at a time when our members are working under unsustainable pressure due to chronic understaffing.

Instead, the Government has confirmed a **public sector wage increase of just 2.5% (inclusive of allowances)** – well below the current cost of living and the competitive offers being made in other states and territories.

The previously announced incentives to encourage new graduates to stay in Tasmania, and to attract nurses and midwives to move to Tasmania and remain in full-time work with the Tasmanian Health Service (THS) for three years, are still in place. While this is welcome, it’s disappointing that no further measures have been introduced – especially given the ongoing and serious workforce challenges facing nurses and midwives, who make up the largest health workforce in the state.



The majority of new spending in Health is being directed toward **infrastructure projects**, not the frontline workers needed to staff existing and future services.

The Budget papers themselves reveal that **Emergency Department (ED) performance has worsened** compared to the previous year and remains **well below target** for both the **percentage of patients admitted, referred or discharged within four hours**, and the **percentage seen within the recommended triage timeframes**. Yet despite ongoing ANMF advocacy to address the systemic causes of hospital gridlock, there are **no tangible commitments in this Budget to resolve this critical issue**.

The ANMF is calling for a real commitment to investing in Tasmania's nurses and midwives, including:

- **Market allowances** for hard-to-fill specialist areas such as **EDs and Maternity**.
- **Fill all vacancies within 3 months** as per the Award to stabilise the current staffing profile.
- Address hospital gridlock by committing to real solutions to dissolve the current systemic system.
- **Invest in making hospitals safer for members and patients** by ensuring **adequate staffing levels**, stronger **security measures**, and effective **safety and support systems**.

It's well established that **safe staffing reduces workplace stress, fatigue, and injury**, creating a safer and more sustainable working environment for nurses, midwives, and assistants in nursing.

- **Clinical coaches for every ward and unit** to support safe **skill mix** and capability development.
- Hospitals **resourced and staffed to operate 24/7**, including access to **diagnostics, pharmacy, allied health, and discharge planning and transfer nurses**.
- **Increased investment in community care**, including:
 - **Hospital in the Home (HiTH)**.



- **Statewide community dementia services.**
- **More nurse practitioners.**
- **Expansion of community nursing services.**

🗣️ **ANMF Acting Branch Secretary, Phoebe Mansell**, said:

"You can't treat patients with blueprints, project plans and concrete. We need urgent investment in people – not just buildings. This Budget sends a clear message to our members: despite your critical role in keeping the system running, your value is still not being recognised."

The ANMF will continue to campaign for nurse and midwifery lead health solutions, fair pay, safe workloads, and meaningful strategies to attract and retain nurses, midwives, and assistants in nursing across Tasmania.

Now more than ever, your voice matters. Stand strong with your union.

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
30 May 2025