



ANMF NEWSFLASH

Royal Hobart Hospital Education Re-Structure Update

We would like to provide members the following update regarding the proposed Tasmanian Health Service (THS) – South Education Re-Structure, which impacts education roles at the Royal Hobart Hospital (RHH).

In **April 2025**, the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) formally wrote to the THS executive team seeking clarity and progress on the Education Re-Structure consultation. The correspondence outlined key concerns from members regarding the extended delays in the process, lack of feedback on previously raised matters, and uncertainty surrounding educator roles — particularly considering the recently announced hiring freeze and the Department of Health's push for clarity in these positions.

In our letter, the ANMF requested:

1. A status update on the proposed Education Re-Structure and consultation progress.
2. A response to specific member concerns raised during initial discussions.
3. A timeframe for the completion of the consultation and final decision.

THS Executive provided the following response:

A **revised change proposal** has now been developed, shaped by preliminary stakeholder engagement, including feedback from the ANMF representatives and nursing and midwifery staff.

Phase 1 of the restructure will involve internal realignment of existing **Grade 6 educator positions** into defined education portfolios.

No changes will occur to classification, Full Time Equivalent (FTE), or establishment at this stage.



The previously proposed **Grade 7 manager role** has been removed from Phase 1 due to funding limitations but may be reconsidered in the next financial year.

The revised proposal, along with supporting documents (FAQs and endorsed structure paper), was submitted to the chief executive – hospitals south on **Friday 11 April 2025** for endorsement.

Once endorsed, the proposal will enter **formal consultation**, where ANMF members and affected staff will have structured opportunities to provide feedback. A detailed **timeline for consultation and implementation** will be shared upon endorsement. Phase 1 is currently aimed for **mid-2025 implementation**, pending consultation outcomes.

Next Steps:

The ANMF is **awaiting receipt of the formal change proposal**. Once received, we will **commence detailed consultation with members** to ensure your views are clearly represented.

We thank you for your continued engagement, professionalism, and dedication throughout this process. The ANMF will **continue advocating** to ensure your voices are heard and respected, and that any restructure enhances — not diminishes — our collective capacity to deliver safe and high-quality care.

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.

Authorised by Phoebe Mansell, ANMF Tasmanian Acting Branch Secretary
30 May 2025