



ANMF NEWSFLASH

Vacancy Control Committee

ANMF Response and Next Steps

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has received a formal response from the secretary of the Department of Health following the concerns we raised — both verbally and in writing — on **Tuesday 6 May 2025**, based directly on feedback from our members.

Your Concerns Were Clear:

We highlighted the following key issues on your behalf:

- **Delays in recruitment** for *benchmarked and funded positions* due to unnecessary referral to the Vacancy Control Committee (VCC).
- Refusal of leave relief for critical leadership roles such as Nursing Unit Managers (NUMs).

In the midst of a **staffing crisis**, with **excessive vacancies**, **double shifts**, and **understaffed rosters**, we made it clear:

Frontline nursing and midwifery positions, specialist-qualified roles, and Emergency Department (ED) positions must be exempt from the VCC.

We also called for all roles listed on the eTool — such as **clinical coaches**, **Clinical Nurse Consultants (CNCs)**, and **NUMs** — to be exempt, including requests for backfill or relief.

We are pleased to report that a clinical nurse/midwife has now been appointed to the VCC, as we requested.







The Department's Response

1. Exemptions:

- **Benchmarked positions** are now confirmed to be **exempt** from the VCC process.
- X Non-benchmarked positions will still be sent to the VCC, with the department citing budgetary pressures.
- A recent request for **NUM backfill** in the South (3 weeks) was refused, as it was **not considered** a "frontline" role since it wasn't directly linked to a ward/unit.
 - The ANMF **strongly disagrees**. NUMs play a vital role in clinical leadership and must be backfilled.
- The department also stated that **clinical coaches** and **CNCs** are *not classified as indirect care* roles under Nursing Hours per Patient Day (NHpPD) business rules.
 - The ANMF maintains these roles, although they don't take a direct patient load, are
 essential and should be counted as indirect care in staffing benchmarks.

2. Recruitment Delays:

• X The department **denied any delays** caused by the VCC.

3. Skills Mix:

- The department has asked the ANMF to identify wards/units where skill mix issues are creating
 pressure.
- They also stated that current vacancy levels are **not at crisis point**—but we know that's not how many of you feel.

We Need Your Voice







The ANMF believes the department's response raises serious **concerns**. We want to hear from you.

Please keep an eye out for our ANMF survey launching this week — it's your chance to share your experience and guide our next steps.

Depending on your feedback, we may consider:

- Lodging a new application with the **Tasmanian Industrial Commission**, or,
- Escalating our response through industrial action.

We will always take direction from you — our members — and fight to protect your professional and industrial interests.

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 Phebe Mansell, ANMF Tasmanian Acting Branch Secretary 5 June 2025