

ANMF NEWSFLASH

Mersey Community Hospital

Medical Day Procedures Unit Step 1 Grievance Lodged

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) recently met with members working in the **Medical Day Procedures Unit (MDPU)** at **Mersey Community Hospital (MCH)** to discuss ongoing concerns regarding workload, recruitment delays, and lack of leadership stability in the unit.

Key Issues Raised by Members:

- Ongoing vacancy control delays are creating uncertainty, with several members acting in higher duties roles with no assurance of appropriate approval or financial compensation.
- Years of instability due to ongoing fixed term contracts for the Nurse Unit Manager (NUM) and Clinical Nurse Consultant (CNC) positions.
- Grievance History:
A Step 1 grievance was lodged by the ANMF in August 2023 regarding the NUM role and escalated to Step 2 in October 2023. This was resolved with a commitment by the Tasmanian Health Service (THS) to a fixed term increase to 0.84 Full Time Equivalent (FTE) for the NUM position from 8 December 2023 to 7 December 2024. The ANMF has been advised the NUM position has again been reduced to 0.63 FTE, and to date the position remains on fixed-term contracts.

Members are concerned that inconsistent and insufficient clinical leadership may compromise patient care and place additional pressure on nurses providing direct care — particularly on days when the NUM is not onsite. This ongoing instability also contributes to job insecurity, raising the risk of losing experienced staff, which is particularly troubling in such a highly specialised unit.



Benchmarking & Data Concerns:

- The last benchmarking occurred in 2021–22, despite clear increases in acuity, complexity, and cancer incidence.
- The ANMF is seeking data on trends of the below for 2021-22 and 2024-25 to date:
 - Patient presentations.
 - Specialist clinic appointments.
 - Adverse patient reactions.
 - Medical Emergency Team (MET) calls.

Step 1 Grievance Lodged

The ANMF has formally lodged a Step 1 Grievance under Appendix C of the *Nurses and Midwives (Tasmanian State Service) Interim Agreement 2013*.

Resolution Sought

Members are calling on management to:

1. Resolve the grievance within one calendar week.
2. Escalate and finalise all recruitment approvals currently delayed by vacancy control — including timely backpay.
3. Provide a clear timeline for the overdue MDPU benchmarking – which was due 2023.
4. Supply relevant data on attendance, acuity, and incidents.
5. Permanently increase the NUM role to 0.84 FTE.



6. Increase the Clinical Nurse Educator (CNE) to 1 FTE.

The ANMF will update members when a response has been received.

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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