



## ANMF NEWSFLASH

### Public Sector Dispute Update

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) provides an update following the Public Sector Dispute hearing held in the Tasmanian Industrial Commission (TIC) on Wednesday 18 June 2025.

At the hearing, the ANMF presented member feedback from the past three months, including – the clear and compelling message that:

**74% of public sector members reported no improvement** to the ongoing issues impacting their workplaces.

This came as a **shock to the Department**, who advised they expected recent recruitment efforts would have made a difference on the floor.

**But members are telling us a different story:**

- **33%** of members are working **double shifts several times a week.**
- **41%** report working **short-staffed several times a week.**
- **61%** of members have told us they **want to take industrial action.**

This sends a clear and united message: that **members have had enough, and we hear you.**

We sincerely thank all members who completed our recent survey, the response rate was strong and valuable. Your responses, especially the large volume of comments, speak of widespread fatigue, burnout, and a system

that is placing untenable pressure on staff, particularly senior nurses who are carrying the load of supporting large numbers of newly recruited nurse and midwife colleagues.

We also acknowledge that **14% of members have told us there has been some improvement**, with the remaining members unsure if there has been improvement or not. This is encouraging, and we are glad some positive changes are being felt. However, to get real outcomes for the many still struggling, the ANMF will **refocus our strategy to target the areas under the most pressure**, ensuring that those members are not left behind.

### **Next Steps: Taking Action at the Ward Level**

In the hearing, the Department indicated they want details of the specific wards and units raising workload concerns. The ANMF is more than willing to provide this, and we'll be doing it formally by **lodging individual ward/unit workload disputes** directly into the TIC.

This marks a renewed, ward-focused strategy to:

- Secure real, local outcomes for members.
- Shine a spotlight on the **systemic issues** the Department continues to ignore.
- Unite members on the ground in meaningful, coordinated **industrial action**.

### **What's happening now:**

- The ANMF will **escalate all current live grievances** straight into the Commission.
- Any new workload concerns will also be fast-tracked into formal dispute processes.
- Organisers will be visiting **wards and units across the state, initially targeting those units with current grievances in place**.



- Delegates and members will be supported to prepare for **industrial action** and **collate critical workplace data**.

### What can you do?

- **Connect with your delegate** or ANMF organiser.
- **Speak up** about what's happening in your ward/unit, complete and or continue to complete our workload surveys.
- **Get involved** – your voice, your action, your power.
- **Prepare for action** – united, we are stronger.

**We're not stopping until you see change where it matters most – on the ground, in your workplace.**

**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.**

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Authorised by Phoebe Mansell, ANMF Tasmanian Acting Branch Secretary  
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