



ANMF NEWSFLASH

Royal Hobart Hospital K10East Step One Grievance Lodged

Following a well-attended member meeting held on **Wednesday 18 June 2025**, the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) can confirm that **K10 East members have unanimously voted to lodge a Step One Grievance** under *Appendix C, Clause 5 – Grievance Procedure of the Nurses and Midwives (Tasmanian State Service) Interim Agreement 2013*.

This grievance has been submitted to the Acting Nurse Unit Manager (ANUM) of K10 East and raises **urgent and ongoing concerns regarding workload, skill mix, and support on the ward**.

Key Issues Identified by Members

Lack of Patient Safety Assistants (PSAs)

- K10East continues to operate with a significant and ongoing PSA shortage.
- Nursing staff are routinely covering these gaps by working **double shifts and excessive overtime**, placing immense strain on already stretched resources.
- **JUMIC data** confirms K10 East had some of the **highest overtime and double shift rates across RHH** in April and May.
- The baseline roster is running with existing gaps, meaning even short-term sick leave places disproportionate pressure on staff to pick up extra shifts.



Skill Mix Concerns & Limited Support

- Current HEART data (as of 16 April) shows **39.4% of K10 East nursing staff have less than three years' experience.**
- Despite the complexity of the ward, there is currently only **0.99 Full-Time Equivalent (FTE) clinical coach** available to support junior staff.

Solutions Proposed by Members

Implement Registered Undergraduate Students of Nursing (RUSONs) on K10 East as a consistent and reliable alternative to PSAs.

Offer permanent contracts to PSAs to improve staffing continuity across all wards.

Increase clinical coach FTE to better support staff development and safe practice on this high-acuity ward.

Data Request Submitted to Support Grievance

The ANMF has formally requested the following information to support resolution of the grievance:

- Per-pay-period data for the past 12 months:
 - Sick leave.
 - Workers' compensation (including Return to Ward (RTW)).
 - Overtime and double shifts.
 - Short-staffed shifts.
- Monthly summaries:
 - Nursing vacancies on K10East.
 - SRLS (incident reports).



Next Steps

The ANMF has requested a **formal written response by close of business Friday 27 June 2025** from the ANUM.

Please complete this survey to continue to provide up to date information to the ANMF with what your current concerns are on K10 East

Survey : <https://app.smartsheet.com/b/form/b3bfba46d1bc4155a91a7b1b0f02f8b9>

We will continue to keep members informed as this grievance progresses. If you have questions, concerns, or further feedback, please contact your ANMF organiser.

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 Branch Secretary
20 June 2025