



## ANMF NEWSFLASH

# Launceston General Hospital Ward 5D Step 2 Grievance Outstanding

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) recently met with members on **Ward 5D** at the **Launceston General Hospital (LGH)** to revisit the Step 2 Grievance that has been left unresolved since **October 2023**.

A specialist panel to resolve the grievance was convened in **November 2023** and made several recommendations. One glimmer of progress emerged on **15 January 2025**, when the **Tasmanian Health Service (THS)** informed the **ANMF** that a business case for **1.48 Full Time Equivalent (FTE) Clinical Coach (CC)** had been approved — and asked us to close the grievance. We declined, because nothing had actually changed. The position wasn't filled then, and by **May 2025**, the **ANMF** was advised that the Proposal to Vary Establishment (PTVE) had now been **rejected** by the **Chief Executive Hospitals North (CEHN)**.

In other words: **the THS** dragged it out, hoping members would just quietly move on — without offering a single genuine solution to the problems raised. **The THS** continues to feign surprise and ask for “data” to back up what they’ve already been told, repeatedly. So, data is what they’ll get. **The ANMF** is now collecting it shift-by-shift, ward-by-ward, until the evidence is too overwhelming to ignore.

This grievance remains open and active. The outstanding issues are:

- An increasingly junior workforce in a high-acuity, specialty unit that continued to be impacted by:
- Vacancies in the Clinical Nurse Educator (CNE) role throughout 2024, making it nearly impossible to safely upskill junior staff at the rate required.



Members are now asked to complete the survey linked below every shift and to encourage colleagues to do the same. Once we've compiled the data, **the ANMF** will escalate this matter to a Step 3 Grievance and formally lodge it with the **Tasmanian Industrial Commission (TIC)**.

Please complete the survey via the link below:

<https://app.smartsheet.com/b/form/01978c0be0ca79d2866744fbdbb92d72>



**Enough is enough.**

**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  
20 June 2025