

ANMF NEWSFLASH

Royal Hobart Hospital 5A Members

Member Meeting Update & Request to Vote on Step One Grievance

Thank you to all members who attended the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) member meeting held on **Thursday 19 June 2025**. Your strong engagement and open discussion highlighted several serious and ongoing concerns regarding **unsustainable workloads, unsafe working conditions, and a lack of support and education**.

Following this meeting, members have requested a formal **vote be held** to determine whether these issues should be escalated through the **lodgement of a Step One Grievance**.

The ANMF is now seeking your feedback on whether the following issues should be included in the grievance:

1. Lack of Patient Safety Assistants (PSAs)

There is a critical and persistent shortage of PSAs on 5A. While the protocol outlines a maximum of two Behavioural and Psychological Symptoms of Dementia (BPSD) patients on the ward, this is regularly exceeded.

Unsafe staffing levels are resulting in nurses unable to take breaks, especially on night duty, due to the risk posed by inadequate floor coverage — many members report working 10-hour shifts without a break.

2. Lack of Clinical Coach

The recent request to source a clinical coach within existing Full Time Equivalent (FTE) was declined.



Given the complexity of 5A's patient cohort, the absence of structured support limits the safe development and retention of junior staff.

3. Inadequate Benchmarking and Staffing Model

Despite a change in model of care implemented in February 2025, no additional resources have been allocated. A re-benchmarking has been declined until six months of data is available, pushing any review to **August 2025** at the earliest. The current roster already has gaps from ongoing vacancies, and even short-term unplanned leave is creating unsustainable workloads, with staff pressured to pick up double shifts or overtime.

Please complete the survey via the following link:

<https://app.smartsheet.com/b/form/0197a0691b7d7a67821eaf0d8d62d8b0>

Important Reminder: Claim Your Overtime

Members are reminded that if you are **unable to take your break after 6 hours worked**, you are **entitled to claim overtime**.

The ANMF urges all members to:

- Submit a **Safety Learning and Reporting System (SLRS)** whenever you are unable to take your break due to unsafe staffing.
- **Claim overtime** for all time worked past six hours without a break.

Thank you once again for your ongoing commitment to your patients and your workplace. It is through your unity and engagement that the ANMF can advocate for the improvements you deserve.

Please complete the vote as soon as possible. Your voice matters.

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 Acting Branch Secretary
24 June 2025