



ANMF NEWSFLASH

RHH ED/EMU Members

Step One Grievance Lodged

Following a recent statewide public sector survey and further targeted consultation with ED/EMU members, the ANMF has now formally lodged a **Step One Grievance** on behalf of members in the ED and EMU in accordance with *Appendix C, Clause 5* of the *Nurses and Midwives (Tasmanian State Service) Interim Agreement 2013*.

This action follows overwhelming member feedback raising serious and ongoing concerns about unsafe workloads, inadequate staffing levels, reduced clinical support, and systemic hospital access issues that continue to impact the safety and wellbeing of both patients and staff.

Member Concerns Include:

- **Unsafe staffing and unsustainable workloads**, driven by increased numbers of junior staff, and Transition to Practice (TtP) nurses alongside significant roster shortfalls and inconsistent sick leave backfill.
- **Reduction in clinical coach positions**, recently cut from 3.0 FTE to 2.0 FTE, despite their vital role in supporting staff capability, safety, and retention.
- **Increased pressure from ambulance offload time reductions**, hospital bed block, and insufficient triage support, all contributing to dangerous overcrowding, clinical risk, and staff burnout.

The ANMF Warmly Welcomes IQNs

The ANMF wishes to clearly state that we **warmly welcome Internationally Qualified Nurses (IQNs)** into the THS team and **deeply value the expertise and diversity** they bring. Their inclusion in our communications reflects the growing need for additional structured support during orientation into a new country, healthcare system, and high-pressure department.

For this reason, the ANMF strongly maintains that **clinical coach FTE must remain at a minimum of 3.0 FTE** to ensure IQNs — and all staff — receive the mentoring and education needed for safe, sustainable practice. We apologise if this was not adequately conveyed in our previous communications.

Member-Proposed Solutions:

- Immediate implementation of the FTE increases endorsed at ED benchmarking (20 May 2025).
- Reinstatement of clinical coach roles to 3.0 FTE.
- Appropriate triage support via the ED CNE team and consideration of risk information provided by CNEs.

Member Survey – Data Collection Now Open

To strengthen this grievance and provide the **supportive data requested by the THS**, the ANMF is asking all ED/EMU members to print this QR code and display in the department for members to complete a short survey over the next two weeks.

The survey collects information about:

- Shifts worked short-staffed.



- Overtime worked (including double shifts).

Survey: <https://app.smartsheet.com/b/form/0197bde7e38f707f94fa4b3091e732bd>



Survey running: Monday 30 June 2025 – Monday 14 July 2025

Your input is essential. Accurate data from members will allow the ANMF to present a detailed, evidence-based picture of the current pressures you are facing — ensuring your voice is heard and action is taken.

We thank all members who participated in the survey and continue to advocate for a safer, fairer working environment. Should you have further concerns or feedback, please contact your ANMF organiser or the ANMF Member Support Team.

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
30 June 2025