



## ANMF NEWSFLASH

# Royal Hobart Hospital Medical Imaging (Radiology) Second Step 2 Specialist Panel Update

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) attended the second Step 2 Specialist Panel meeting on Wednesday 2 July 2025 regarding the ongoing Department of Medical Imaging (DMI) workload grievance. The ANMF continues to advocate strongly on your behalf to ensure the implementation of sustainable staffing solutions and immediate protective measures to address unsafe workloads.

At this meeting, the ANMF sought to clarify and confirm the proposed solutions previously outlined by the Tasmanian Health Service (THS). The ANMF noted that the following ten items reflect the THS's current commitments, and if implemented would form the foundation for potential resolution of the grievance:

### THS Proposed Solutions

1. A clinical coach position has been approved at 1.0 Full Time Equivalent (FTE) for 12 months, with a Primary Task Verification Exercise (PTVE) in progress.
2. Two permanent staff have been recruited and are currently in the process of securing visas and relocating.
3. An Associate Nurse Unit Manager (ANUM) position (1.58 FTE) is to be advertised imminently.
4. Additional candidates are under review through the Department's employment register.



5. The DMI workload model is to be added to the Workload Implementation Steering Committee (WISC) agenda.
6. A DMI specific competency package is in development, with a target of achieving 75% angio/interventional training coverage within 12 months.
7. Restrictions on casual bookings have been temporarily eased.
8. Increased use of agency staff.
9. Implementation of risk mitigation strategies across staffing, training, and fatigue management.
10. Provision of data relating to overtime, detainment, on-call arrangements, and projected staffing requirements.

While these measures represent progress, none provide immediate relief to the excessive workloads and occupational fatigue currently experienced by nurses in the department.

### **Proposed Interim Measures**

To protect staff health, safety, and wellbeing during the implementation period, the ANMF has formally proposed the adoption of the following interim measures:

#### **1. Right to Refuse Overtime**

Members may exercise their right to decline overtime in circumstances where it would result in unreasonable working hours, in accordance with *Part V – Overtime, Section 5(a) and (b) of the Nurses and Midwives (Tasmanian State Service) Award*.

## 2. Access to Meal Breaks

Members may take up to a 60-minute unpaid meal break, as outlined in *Part V – Hours of Work, Section B – Day Workers, clause (b)* of the award.

## 3. Cessation of Non-Nursing Duties

The ANMF has requested that non-nursing duties no longer be performed by nursing staff in both the Main Department and Angio, including:

### Main Department:

- No emptying of rubbish bins.
- No emptying of linen skips.
- No running pathology samples to the lab.
- No chasing stock (e.g., CH2).
- No general cleaning duties (excluding emergency trolley).
- No rebooking of cancelled cases.
- No restocking trolleys/linen – this is an orderly role.
- No cleaning between cases – Infection Prevention and Control Unit will be contacted to ensure appropriate cleaning is provided, or cleaners will undertake these duties.
- No managing diabetic/anticoagulant follow-up – the referring doctor/home team is responsible for this via instructions on the referral form.
- No organising of post-procedure beds – this task can be escalated to the Nurse Unit Manager (NUM).

### Angio Nurses (During Hours):

- No taking bins to dirty utility room (*bins within the lab will continue to be emptied and cleaned as usual*).
- No removing linen bags to the dirty utility room.
- No collecting or returning patients from/to wards without an orderly.

- No taking pathology samples to pathology (*use pneumatic chute where appropriate*).
- No floor cleans (*use MedTask for cleaning requests as usual*).
- No packing case equipment for next-day lists.
- No additional duties that are non-critical.
- No direct communication with Emergency Department (ED) admissions clerks – this will be escalated from TL to NUM; if NUM is unavailable, a message will be left.

#### **Angio Nurses (After Hours):**

- *No changes* – as staffing levels remain at minimal levels (2 RNs, 1 radiographer, 1 interventionalist).

A full list of these duties has been provided to THS for reference.

#### **Additional Proposal – Market Allowance**

The ANMF has also raised the application of a market allowance, as discussed at the first Step One Grievance letter Friday 16 May 2025 and discussed at the Step 2 meeting held on Wednesday 25 June 2025. This would serve as a practical measure to current staff while also supporting recruitment efforts and provide appropriate recognition for the complexity and demands of the DMI environment.

#### **Next Steps**

The ANMF has proposed the following approach:

- Should the THS agree to fully implement and recruit to the ten proposed solutions and accept the interim measures outlined above, ANMF will move the grievance into abeyance.
- A review will be undertaken one month from the date of the THS's acceptance to assess progress.
- If sufficient progress has been made, the interim measures may be reviewed.
- If the solutions have not been fully implemented, the parties will agree on which interim measures will remain in place.



The ANMF has requested confirmation from the THS of their agreement to this proposal by no later than **midday, Tuesday 8 July 2025. Until confirmation is received and the THS agrees to these interim measures please continue duties as “status quo.”**

Thank you to all members for your continued engagement and support. The ANMF will keep members informed of developments and continue to pursue a resolution that ensures safe workloads and a sustainable working environment in DMI.

Please provide concerns or questions via the survey below, so your ANMF representative can review, respond and escalate when required.

**Survey:** <https://app.smartsheet.com/b/form/0197e335b63379a4b89b815cf482a017>

**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  
7 July 2025