

ANMF NEWSFLASH

Royal Hobart Hospital K10East

Grievance Escalated to Step Two – Unsafe Workloads & Staffing Concerns

Dear Members,

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has escalated the Step One Grievance raised on behalf of members on K10 East to **Step Two** of the formal Grievance Procedure under the *Nurses and Midwives (Tasmanian State Service) Interim Agreement 2013*.

This follows:

- A member vote in support of the Step One Grievance on **Wednesday 18 June 2025**
- Formal lodgement with the Tasmanian Health Service (THS) on **Friday 20 June 2025**
- A granted extension for THS to respond by **Monday 30 June 2025**, which **has now lapsed with no response received**.

Under Clause 5, Appendix C of the Agreement, if a grievance is not resolved within one calendar week, escalation to step two must occur. Accordingly, the ANMF has initiated the Step Two Grievance on Thursday 3 July 2025.

Grievance Issues: Unsafe Workloads & Staffing Shortfalls

Members have consistently raised significant and ongoing concerns about:

- **Severe PSA shortages**, resulting in reliance on double shifts and unsafe staffing levels
- **Baseline rosters with existing vacancies**, where even minor unplanned leave causes critical staff shortages
- **Excessive overtime and double shifts**, with **JUMIC data** confirming K10 East recorded **among the highest levels at the Royal Hobart Hospital (RHH)** in April and May 2025

- **High proportion of inexperienced staff**, with **HEART data** showing **39.4% of nurses on K10 East** have **<3 years' experience**
- **Insufficient clinical support**, with only **0.99 FTE Clinical Coach** allocation to support junior staff in a high-acuity environment

Member Recommendations to Address Risks

To immediately address unsafe conditions and support workforce sustainability, members have proposed:

- 1. Introduce RUSONs** as consistent support staff, and convert current **PSA roles** to **permanent contracts**
- 2. Restore clinical coaches to indirect care** and **increase FTE allocation**
- 3. Close a bed** for each instance where a PSA is requested but not provided

Step Two Specialist Panel Requested

Given the seriousness of the issues and the absence of a formal response, the ANMF has **formally requested a Step Two Specialist Panel be convened**, with the **first meeting proposed for the week beginning 14 July 2025**.

Please provide your details to the below email if you would like to attend the specialist panel as a spokesperson for K10East.

If unresolved in a timely manner, the ANMF reserves the right to escalate the grievance to the **Tasmanian Industrial Commission** and will consult with members regarding **potential industrial action**.

The ANMF will continue advocating for safe staffing, sustainable workloads, and quality care. Members will be kept informed as this grievance progresses.

If you have questions or further concerns, or would like to attend the specialist panel, please contact your ANMF organiser Kate Stewart via email at Kate.Stewart@anmftas.org.au.

In solidarity,

Australian Nursing and Midwifery Federation (ANMF) Tasmanian Branch.



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
7 July 2025