

ANMF NEWSFLASH

Royal Hobart Hospital Oncology Clinics Wards 1A

Step One Grievance Lodged – Proposed FTE Reductions Impacting Clinical Trials and 1A

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has formally lodged a **Step One Grievance** on behalf of members in **1A – Outpatient Oncology and Blood Services** at the Royal Hobart Hospital (RHH), in accordance with **Clause 5 of Appendix C – Grievance Procedure** of the *Nurses and Midwives (Tasmanian State Service) Interim Agreement 2013*.

This grievance was endorsed by members during a meeting held on **Thursday 10 July 2025**, following serious concerns raised about the proposed reduction of **8.98 Full-Time Equivalent (FTE)** across clinical, research, and administrative roles within the Clinical Trials Unit (CTU) and Medical and Cancer Services (MaCS).

Nature of the Grievance

The change proposal (received 16 June 2025) outlines the following reductions:

- Elimination of **2.0 FTE administrative assistants**.
- Reduction of **2.0 FTE research officers**.
- Reduction of **1.1 FTE Clinical Nurse Specialist (CNS)**.
- Reduction of **3.73 FTE Registered Nurses (RN's)**.



- Temporary reduction of **0.05 FTE Clinical Nurse Consultants (CNC's)**.

Members believe these cuts will significantly and unsafely impact 1A by:

- Creating unsafe skill mix, with increasing reliance on unskilled or junior staff.
- Leaving rosters with ongoing and unfilled gaps, impacting safe staffing.
- Compromising patient care through excessive workloads and inadequate training.
- Increasing risk to patient safety where 1A nurses are expected to manage complex trial protocols.
- Threatening staff wellbeing and retention due to removal of essential support roles.

Industrial Grounds for Grievance

Members assert that the proposed changes represent a breach of **Clause 2 of Appendix C**, which places obligations on the employer to:

- Prevent sustained unreasonable workloads.
- Roster in accordance with reasonable workload principles.
- Consult and communicate constructively regarding patient care.

Member-Proposed Solutions

To address the situation, members propose:

1. **Urgent benchmarking and recruitment** to meet current and expected workload demands.
2. **Recruitment of an Assistant in Nursing (AIN)** to support 1A and Holman Clinic with non-clinical tasks.
3. **Provision of adequate education and training** for nurses expected to manage new trial-related responsibilities.



Request for Data to Support Grievance Resolution

The ANMF has requested the following data from the Tasmanian Health Service (THS) to support resolution efforts:

- 12-month data (per pay period) on sick leave, workers' compensation claims, overtime worked, and shifts worked short-staffed
- Monthly summaries on 1A-specific nursing vacancies and safety incident reports

A formal written response from the employer has been requested by **Tuesday 22 July 2025**, as required under the agreement.

In the meantime, the **ANMF calls for the status quo to be maintained** for CTU operations while this grievance process is underway.

Please contact your ANMF Organiser if you have questions or would like to provide further input.

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 the ANMF Tasmanian Branch
16 July 2025