

## ANMF NEWSFLASH

### Royal Hobart Hospital Oncology Outpatients Ward 8A

#### Step One Grievance Lodged – Clinical Trials Unit Staffing Reductions

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has today, Tuesday 15 July 2025, formally lodged a **Step One Grievance** on behalf of members in Ward 8A in relation to the proposed staffing reductions to the Clinical Trials Unit (CTU), in accordance with *Appendix C, Clause 5 – Grievance Procedure* of the *Nurses and Midwives (Tasmanian State Service) Interim Agreement 2013*.

This follows a well-attended member meeting held on Thursday 10 July 2025, where members voted in favour of formally raising the matter through the grievance process.

#### Summary of Concerns Raised by Members

The grievance addresses the **proposed reduction of 8.98 Full-Time Equivalent (FTE)** across administrative, clinical, and research roles, including:

- Elimination of **2.0 FTE administrative assistants**.
- Reduction of **2.0 FTE research officers**.
- Reduction of **1.1 FTE Clinical Nurse Specialists (CNSs)**.
- Reduction of **3.73 FTE Registered Nurses (RNs)**.



- Temporary reduction of **0.05 FTE Clinical Nurse Consultants (CNCs)**.

Members believe these reductions will result in:

- Unsafe workloads and increased overtime.
- Increased clinical and admin responsibilities without adequate support.
- Patient safety concerns relating to administration of trial drugs without appropriate training.
- Deteriorating staff wellbeing and risk to staff retention.
- Reduced capacity to treat regular patients due to shared chair use by trials patients.

### What Members are Seeking

- That work continues as **status quo** until the grievance is resolved.
- **Urgent benchmarking** of the additional workload created by trial-related changes.
- **Filling of current 4.0 FTE RN vacancies** prior to any implementation.
- **Timely processing of Grade 4 applications** (in line with the 28-day timeframe).
- **Education and support** for all impacted staff.

The ANMF has also requested a range of staffing and safety data to support the grievance process and provide further evidence of the pressures currently being faced by Ward 8A.



## Next Steps

The ANMF will keep members informed of any responses or developments as the grievance process progresses. In the meantime, members are encouraged to document workload concerns through Safety Reporting and Learning System (SRLS) and stay engaged with union communications.

If you have further concerns or wish to provide additional feedback, please reach out to your ANMF organiser.

Thank you for your ongoing engagement, dedication, and advocacy. It is only through collective strength that we can push for a safer, more sustainable and appropriately resourced Ward 8A.

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  
15 July 2025