

ANMF NEWSFLASH

Royal Hobart Hospital - Holman Clinic

Step One Grievance Lodged – Proposed FTE Reductions Impacting Clinical Trials and Holman Clinic

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has today formally lodged a **Step One Grievance** on behalf of members at the **Holman Clinic, 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 follows a **member meeting held Thursday 10 July 2025**, where members voted to escalate concerns in response to the **proposed reduction of 8.98 Full-Time Equivalent (FTE) across clinical, research, and administrative roles** within the RHH Clinical Trials Unit (CTU) and Medical and Cancer Services (MaCS).

Member Concerns

Members are deeply concerned that these reductions will significantly compromise the safe and effective functioning of the Holman Clinic, with key risks including:

- Unsafe skill mix and insufficient support for junior/TtP nurses
- Frequent and ongoing roster gaps with minimal backfill
- Unsustainable workloads impacting patient safety and staff wellbeing



- Risk of trial-related procedures (e.g. administering medications) being undertaken without adequate training
- Increased expectations for Holman staff to manage trials patients without added resources or preparation.

Summary of Proposed Reductions

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)**.

Grievance Basis

The ANMF asserts that the proposed changes breach Clause 2 of Appendix C, which obliges the employer to:

1. Prevent sustained unreasonable workloads
2. Allocate/roster nurses in line with reasonable workload principles
3. Consult and communicate constructively on health service provision.

Member-Proposed Solutions

Members propose:

- **Urgent benchmarking and recruitment** to reflect actual workloads and expected increase due to trial-related changes;



- **Recruitment of an Assistant in Nursing (AIN)** to be shared across Holman/1A Monday–Friday for support and preparation tasks
- **Education and training** for nurses prior to taking on trial-related responsibilities.

Request for Data to Support Grievance Resolution

To support resolution, the ANMF has requested the following data from the employer:

- 12-month records (by pay period) of:
 - a) Sick leave
 - b) Workers' comp claims
 - c) Overtime
 - d) Shifts worked short.
- Monthly summaries (12 months) of:
 - a) Nursing vacancies at Holman Clinic,
 - b) Safety reports related to Holman.

Next Steps

The ANMF has requested a formal written response from the employer by **close of business Tuesday 22 July 2025**, as required under the agreement.

In the meantime, **ANMF members seek to maintain the status quo in CTU operations while this grievance is being resolved.**

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 Phoebe Mansell, ANMF Tasmanian Acting Branch Secretary
16 July 2025