

ANMF NEWSFLASH

Royal Hobart Hospital – 9A-Oncology Ward

Step One Grievance Lodged Over Proposed Staffing Reductions

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has formally lodged a **Step One Grievance** on behalf of members in **9A – Oncology Ward** 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 action follows a member meeting held on **Friday 11 July 2025**, where members **voted to escalate concerns** regarding proposed staffing cuts affecting the **Clinical Trials Unit (CTU)** and **Medical and Cancer Services (MaCS)**.

What's the issue?

The change proposal received on 16 June 2025 outlines a total **reduction of 8.98 FTE** across clinical, research, and administrative roles, including:

- 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 are deeply concerned about the **impact on patient safety, staff wellbeing, and safe workloads**, particularly given existing gaps in rosters and increasing clinical demands.

Breach of the Agreement

The ANMF asserts these changes constitute a breach of *Clause 2, Appendix C* of the agreement, including the employer's:

- Duty to prevent sustained unreasonable workload
- Duty to roster in line with reasonable workload principles
- Duty to consult and communicate about service provision.

What members are calling for

- Education and escalation protocols for all trial patients prior to ward admission
- Implementation and recruitment to the increased FTE endorsed on Thursday 5 June 2025 before any change is actioned
- Commitment to maintain the status quo during the grievance process.

Request for Data to Support Grievance Resolution

The ANMF has requested comprehensive data (e.g., sick leave, overtime, vacancies, SRLS reports, delays to direct admissions and support provided to outlying patients) to support resolution of this grievance.

What's next?

The ANMF has requested a **formal written response by close of business Tuesday 22 July 2025**. We will continue to update members as this process unfolds.



If you have questions or further concerns, please contact your ANMF organiser.

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