



ANMF NEWSFLASH

North West Regional Hospital Spencer Clinic Step One Grievance

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF), met with members on Thursday 12 June 2025. Members unanimously endorsed the ANMF to raise a Nursing Hours per Patient Day (NHpPD) Step One Grievance as per the *Tasmanian Nurses and Midwives [Tasmanian State Service] Award 2024, Part VII, Section 2: Workload Management S2013*.

This grievance arises due to the nurses consistently being placed in the position of having to manage sustained and unreasonable workloads.

The key issues that significantly impact both staff wellbeing and patient care include:

- A. Baseline roster gaps.**
- B. Excessive numbers of double shifts.**
- C. Skill mix.**
- D. The Acting Nurse Unit Manager (ANUM) or nurse in-charge has a patient allocation.**
- E. Nurses are obliged to leave the ward to accompany patients for significant periods of time.**
- F. High Care Unit (HCU) has had at times 1 nurse for 3 patients.**
- G. The Clinical Nurse Educator (CNE) role does not meet the nursing staff as it is a shared role with community.**



- H. Transfer to Practice (TtP) nurses counted in nursing numbers before their orientation shifts are complete.**
- I. Vacancy report from 28/05 State Mental Health Services(SMHS) JCC has sort term vacancy of 9.57 Full-Time Equivalent (FTE) and permanent vacancy 3.09 FTE with only 4 agency nurses to cover the shortfall.**
- J. Constant pressure from Emergency Department (ED) and senior management to accept clients over allocation.**
- K. No system to ensure the legislated “right to disconnect”.**
- L. At times nurses are returning for another shift without having an 8-hour break.**

The ANMF expects a written response by **close of business Friday 25 July**, once this is received the ANMF will meet with members to discuss the response and seek direction for next steps.

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 Phoebe Mansell, ANMF Tasmanian Acting Branch Secretary
18 July 2025