

ANMF NEWSFLASH

Launceston General Hospital – Ward 3R

Step 2 Grievance Lodged Over Benchmarking Delays

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has formally escalated concerns raised by members on Ward 3R regarding benchmarking delays at Launceston General Hospital (LGH) via a Step 2 Grievance.

Members have raised concern regarding **the delayed implementation of 2024 benchmarking**, endorsed in October 2024.

Despite the issue being raised repeatedly at Safe Staffing Committee (SSC) meetings, the required Full-Time Equivalent (FTE) increase of 2.68 FTE remains unapproved. The Proposal to Vary Establishment (PTVE) has remained “processing” since December 2024.

Whilst the ANMF understands that the ward is sometimes staffed to reflect the endorsed increase, members across the state continue to report being told that additional staff will be removed due to wards being “over budget”. If the endorsed benchmarking had been formally approved in a timely manner, the Tasmanian Health Service (THS) would not be in a position to undermine staff and patient safety by withdrawing these essential nursing hours.

This delay - now approaching 12 months - continues to place unnecessary strain on the 3R workforce and risks compromising patient safety. It also constitutes a breach of the *Nurses and Midwives (Tasmanian State Service) Interim Agreement 2013*.



The ANMF is calling on the THS to implement the endorsed staffing levels without further delay. Continued inaction not only undermines agreed safe staffing thresholds but also erodes confidence in the benchmarking process.

The ANMF has requested that a specialist panel be convened by **Tuesday 29 July 2025**, in line with the grievance procedure outlined in *Appendix C* of the agreement. If this does not occur, the matter will be escalated to the Tasmanian Industrial Commission (TIC). Members will be kept informed of any updates.

If you have any questions in the interim please contact ANMF Organiser Kristy Free via email at Kristy.Free@anmftas.org.au, alternatively the ANMF Member Support Team can be contacted via email on membersupport@anmftas.org.au or by phoning 1800 001 241.

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 Emily Shepherd, ANMF Tasmanian Branch Secretary
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