



ANMF NEWSFLASH

Launceston General Hospital – John L Grove Step 2 Grievance Lodged

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has formally escalated concerns raised by members working in **John L Grove (JLG)** regarding delayed benchmarking via a Step 2 Grievance.

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

Despite the issue being raised repeatedly at Safe Staffing Committee (SSC) meetings – most recently on Tuesday 8 July 2025 – the required Full-Time Equivalent (FTE) increase of **1.41 FTE** remains unapproved. The Proposal to Vary Establishment (PTVE) has remained “processing” since December 2024.

This delay – now approaching 12 months – is a breach of the *Nurses and Midwives (Tasmanian State Service) Interim Agreement 2013*. The ANMF maintains that the Tasmanian Health Service (THS) should implement the endorsed staffing increase on a fixed-term basis until permanent appointments are made. This approach is consistent with outcomes from previous Tasmanian Industrial Commission (TIC) matters. Ongoing service delivery without the agreed additional staffing falls below safe staffing thresholds and violates *Appendix C* of the agreement.

The ANMF has now formally escalated the matter as a Step 2 Grievance and has requested that a specialist panel be convened by **Tuesday 29 July 2025**, in accordance with the grievance procedure. If this does not occur, the ANMF will escalate the matter to the TIC. Members will be kept informed of any developments.



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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