

ANMF NEWSFLASH

Launceston general Hospital - Renal North Step 2 Grievance Lodged Over Benchmarking Delays

The Australian Nursing and Midwifery Federation (ANMF) Tasmanian Branch has formally escalated concerns raised by members working across Northern Renal Services - Launceston General Hospital (LGH) and Kings Meadows (KM) via a Step 2 Grievance.

Members have raised concerns regarding.

- 1) The delayed implementation of 2023 benchmarking, endorsed over 12 months ago.**
- 2) The ongoing absence of 2024 benchmarking.**

Despite the issue being raised repeatedly at Safe Staffing Committee (SSC) meetings, the required Full-Time Equivalent (FTE) increase remains unapproved. The endorsed staffing levels of 3.84 FTE at LGH and 3.09 FTE at KM (a total of 6.93 FTE) – have not been implemented. The Proposal to Vary Establishment (PTVE) has remained “processing” since December 2024.

While the ANMF is aware that agency coverage has been approved at times, this does not replace the need for permanent staffing solutions. This delay – now exceeding 24 months – continues to place significant pressure on the workforce and jeopardises patient safety. It also constitutes a breach of the *Nurses and Midwives (Tasmanian State Service) Interim Agreement 2013*.



The ANMF holds serious concerns that the lack of progress reflects deliberate delay tactics by the Tasmanian Health Service (THS) and the Department of Health (DoH).

The ANMF has requested that a specialist panel be convened by **Tuesday 29 July 2025**, as per 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 developments.

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
22 July 2025