



ANMF NEWSFLASH

North West Regional Hospital Medical Ward including AMU & Medical C

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF), on behalf of members working at North West Regional Hospital (NWRH) Medical Ward, formally raised a Step 1 Grievance as per the *Tasmanian Nurses and Midwives [Tasmanian State Service] Award 2024, Part VII, Section 2: Workload Management S2013* in November 2024.

At a meeting in April 2025 Members endorsed a Step 2 Grievance, the ANMF then moved the concerns into the statewide dispute at the Tasmanian Industrial Commission (TIC). At the last TIC conference, the Tasmanian Health Service (THS) indicated they want details of the specific wards and units raising workload concerns, today we have formally notified the THS that the workload concerns of Medical Ward, Medical C and Acute Medical Unit (AMU) members have not been addressed.

Whilst some concerns have been addressed by:

- Recruitment
- Changes that allow some maternity leave to be permanently recruited to
- Acknowledgement and changes to how missed meal break are addressed
- Allocation of a 0.2 Full-Time Equivalent (FTE) Acting Nurse Unit Manager (ANUM) to address roster concerns.

Many of the same workload concerns remain. The key outstanding issues are:

1. **Inadequate Skill Mix**
2. **NUM and ANUM Hours**



3. **Clinical Educators**
4. **Accessing Agency Nurses**
5. **Benchmarking:** Potentially not meeting the unique needs of the ward, the ANMF has yet to see that data and until it has been evaluated and taken to members for their endorsement or otherwise we cannot comment.

Next Steps: The ANMF has requested the data to inform the grievance be provided and a specialist panel meeting be convened within 7 days in line with 'Step 2' of the above-mentioned grievance procedure. The ANMF will keep members informed. The ANMF would like to take a couple of representatives to the specialist panel meeting, if you would like to attend please contact North West Organiser Annette Beechey via email Annette.Beechey@anmftas.org.au.

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
24 July 2025