

ANMF NEWSFLASH

Royal Hobart Hospital K9 West Members Update on Step Two Grievance and Next Steps

On Wednesday 23 July 2025, Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) officials and representatives met with Tasmanian Health Service (THS) management to discuss the current open grievances across the Royal Hobart Hospital (RHH), including the ongoing **Step Two Grievance for K9 West**.

At this meeting, your ANMF delegate clearly outlined the ongoing unsustainable workloads being experienced across the department.

Further concerns were raised:

- The 5.48 Full Time Equivalent (FTE) Assistants in Nursing (AINs) that were endorsed at benchmarking in 2024 have **not been implemented**.
- Nurses are deeply concerned about **unsustainable workloads**, which are causing them to feel **morally and ethically compromised**. They're finding themselves unable to deliver the standard of care they aspire to.

Next Steps

The ANMF will be meeting with members to:

- **Identify effective and practical solutions** to address the unsustainable workloads.
 - **Discuss escalating the Grievance to the Tasmanian Industrial Commission (TIC)**, and seek willing representatives who would like to attend speak on behalf of K9West.
-



To progress this matter, the ANMF needs **clear evidence** that the Tasmanian Health Service (THS) is **failing in its duty to prevent sustained unreasonable workloads**.

What We Need from You:

Provide your feedback on survey questions related to current workload pressures and staffing skill mix, to provide examples on the current pressures you're facing via the following link:

<https://app.smartsheet.com/b/form/01985e556c287535ad10af137d120cf8>.

Your voice is vital in driving change. The incredible work you continue to do every day under immense pressure does not go unnoticed. It is through your dedication and collective advocacy that we can strive for improvements.

In solidarity,
Emily Shepherd

The ANMF

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
31 July 2025