



ANMF NEWSFLASH

North West Regional Hospital Emergency Department Step 2 Grievance Update

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) attended Step 2 Grievance meetings on behalf of Emergency Department (ED) members on Tuesday 29 July 2025 and Monday 4 August 2025 to collaboratively resolve the outstanding grievance matters prior to involving the Tasmanian Industrial Commission (TIC).

At this meeting your Nurse Unit Manager (NUM) presented the below thoughtful, well considered proposal to the specialist panel.

1. Proposal for a supernumerary Nurse Navigator (NN) role.

Establish the nurse navigator role in the NWRH ED utilising pre-existing ANUM Grade 5 5.89 FTE.

Permanently increase the NWRH ED nursing 2022/2023 NHpPD by 5.89 FTE Registered Nurse (RN) G3-4 to cover the indirect ANUM FTE.

The NN role would replace/make the Nursing Interventions Classification (NIC) supernumerary. The NN Full-Time Equivalent (FTE) hours would be made up with pre-existing Associate Nurse Unit Manager (ANUM) FTE hours, necessitating the ANUM FTE hours being replaced by a RN Grade 3-4.

This would overall essentially change the daily numbers to 11,12,9, allowing for a wait room nurse in the AM, and Ambulatory Care to remain staffed on the night duty. This would also allow for a Clinical Coordinator (CC) role on a PM shift.



There were 2 recommendations from the specialist panel:

1. The proposal for a NN to be considered by the chief executive with an answer provided by Friday 15 August 2025.
2. The 2.61 FTE benchmarking agreed increase is on the establishment by Friday 22 August 2025 and able to be recruited to or filled with agency from that date.

The ANMF continue to explore every avenue to support you. The ANMF will file the grievance on **Monday 25 August 2025** (or thereabouts) should these recommendations not be approved.

If you have questions or concerns, please contact ANMF 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
8 August 2025