

ANMF NEWSFLASH

Royal Hobart Hospital Maternity K7 East & West + Midwifery Group Practice Benchmarking Proposal – Members Do Not Endorse Current Proposal

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) held a member meeting on Wednesday 30 July 2025 to gain member feedback on the maternity benchmarking proposal presented on Tuesday 29 July 2025. Following the meeting, midwives were provided with a survey to vote on the proposal. The majority of midwives voted to not endorse the proposal in its current form, as such the ANMF has advised Tasmanian Health Service (THS) management this outcome.

Members have requested that the proposal be amended to include:

- A dedicated indirect clinical coach (1.48 Full Time Equivalent (FTE)) providing seven-day support to return-to-work midwives, Transition to Practice (TtP) midwives, and those seeking to upskill.
- An increase of 0.8 FTE plus leave entitlement to be allocated to the Midwifery Group Practice (MGP) to enable pairing with the current 0.8 FTE vacancy to recruit an additional pair.

Additional member feedback:

- Move sick leave calls back to the roster office, as was previously occurring.
- Support moving away from the BirthRate Plus model to a ratio model (further correspondence from the ANMF to follow).
- With the closure of maternity services and bookings already increasing, request re-benchmarking in **6–12 months** to ensure workloads are accurately captured.



The ANMF will continue to work collaboratively to ensure midwives' workload concerns are addressed and safe staffing levels are maintained.

The ANMF thanks members for their active engagement and commitment to achieving safe and sustainable workloads. It is through your input and collective action that we can continue to advocate strongly on your behalf.

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
13 August 2025