

ANMF NEWSFLASH

Peacock 3

Member Update – Meeting held 11 August

Thank you to those members who attended the member meeting held Monday 11 August 2025. Your participation and feedback are vital in ensuring the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) can advocate effectively for safe workloads and quality patient care.

Key concerns raised by members

- **Geriatric Evaluation and Management (GEM) model review** – Members expressed concerns that the GEM model is not working effectively. While it was advised that a review would occur at 6 months, members are unclear on what this review will entail. The ANMF will seek clarification on what the review process will involve and when it will be carried out.
- **Benchmarking** – Members are seeking for the ward to be re-benchmarked, particularly as the additional Extended Care Assistant (ECA) on the AM shift (removed at the last benchmarking) is still required to support workloads. The ANMF will request a date for this benchmarking to occur.
- **Vacancy levels** – Members requested current vacancy figures for the ward, noting that existing workloads are unsustainable. The ANMF will seek this information and request that all vacancies are filled as a priority.
- **Late/early shifts** – Concerns were raised about being rostered late/early without prior agreement. The ANMF reminded members that under the *Nurses and Midwives Agreement 2023*, “late-early rostering [is] only by agreement with employee.” A copy of this clause has been sent to your delegate for reference.



- **Shift-filling process** – Members suggested that when a shift is short, the roster office should:
 1. Text the casual pool first to fill the shift.
 2. Then text staff.
 3. Offer a double shift to current staff as a last resort.

Tracking workload concerns – Members agreed to begin compiling key workload concerns and will commence a survey to collect data to support advocating for sustainable staffing levels.

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,

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