



ANMF NEWSFLASH

Royal Hobart Hospital K10 East Members

Update on Step Two Grievance and Vote Required

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) and your K10 East ANMF representatives attended the Step Two Specialist Panel meeting on Wednesday 13 August 2025 to raise your concerns regarding the current benchmarking proposal.

Key issues raised on behalf of members:

- Assistant in Nursing (AIN) roles – Members' position is that proposed AIN roles should be *in addition to* current nursing Full Time Equivalent (FTE), not a conversion of existing nursing positions.
- Management response: No money available to support this proposal.
- If endorsed, timeframe for AIN implementation is 4–6 weeks.

Clinical Coach Role

- The ANMF advised members are seeking a dedicated two hours per shift for clinical coaches to directly support, mentor, and provide education/shadowing for nurses with less than three years' experience.
- Acting Nursing Director suggested pairing a clinical coach with a graduate each shift.
- Management advised a 12-month 0.78 FTE clinical coach role will be advertised as a *shift worker* to expand support to 7 days a week including nights. Management have requested feedback if members support this option.

Staffing Update – Nurse Unit Manager (NUM) advised:

- 4 additional Enrolled Nurses (ENs) have commenced, 1 more EN commenced this week, and an Registered Nurse RN is due to start in October.

Security & Safety

- Members requested an in-service on security guard responsibilities and escalation pathways.
- Management response: Security guards are contracted via an external business, have no specific training, and act mainly as a deterrent or respond in Code Grey/Black situations. Staff should escalate concerns to the Associate Nurse Unit Manager (ANUM)/NUM/After Hours Nurse Manager.
- The ANMF raised request for Patient Safety Assistant (PSA) de-escalation training.
- Management response: PSAs are employed through the IOC, hold Certificate III (Health Services Assistance), and have completed aggression training. They work under RN delegation.

Management requested that the above be provided to members and that feedback be sought. This response was provided at the member meeting held Tuesday 19 August 2025.

Member Feedback Required – Vote Closes 1400 hrs Thursday 21 August 2025.

Survey: <https://app.smartsheet.com/b/form/0198c0aecf3a736f8dd5badf9be7637c>

Thank you for your continued engagement and advocacy for safe staffing on K10East.

Your feedback is vital to ensure ANMF can strongly represent your views.

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
19 August 2025