



ANMF NEWSFLASH

Mersey Community Hospital Emergency Department

Step 1 Workload Grievance Lodged – Member Survey Open

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with members of the **Mersey Community Hospital (MCH) Emergency Department (ED)** on Thursday 14 August 2025. During this meeting, members endorsed the ANMF to lodge a Step 1 Nursing Hours per Patient Day (NHpPD) Workload Grievance under the *Nurses and Midwives (Tasmanian State Service) Interim Agreement 2013*.

Key concerns include:

- After lengthy delays from the Tasmanian Health Services (THS) the 2023–24 benchmarking (endorsed by members in May 2025) identified a required increase of 7.77 Full Time Equivalent (FTE), to date this has not been implemented.
- Staffing increases have relied on overtime, double shifts and extra shifts, creating further strain on staff.
- Persistent bed block impacting patient flow has added additional strain to members.
- Transition to Tasmanian Medical Laboratories (TML) pathology has added extra workload, including requirement to transport specimens offsite.
- Vacancy in clinical coach positions.



The ANMF is seeking:

- Immediate implementation and recruitment to the 2023–24 benchmarking levels.
- Temporary uplift in staffing via agency while recruitment is underway.
- Filling of clinical coach vacancies during the recruitment process.

A survey has been developed to capture member feedback on current workload concerns. This will inform both the existing Step 1 grievance and a second grievance to be raised specifically regarding persistent bed block.

Your feedback is essential to ensure the **ANMF** can advocate effectively on your behalf.

Survey: <https://app.smartsheet.com/b/form/0198ca8a6a117254a2cb19c61c294305>

QR:



If you have any questions, please contact ANMF Organiser Kristy Free, via email: Kristy.Free@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

21 August 2025