

ANMF NEWSFLASH

Royal Hobart Hospital K10 East Update on Step Two Grievance & Feedback from Survey

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) would like to thank members on K10 East for your strong engagement in the recent survey. Your input has been vital in guiding the ANMF position to continue advocating on your behalf.

Based on the survey results and member discussions, the ANMF has written to management outlining the following:

- The benchmarking proposal presented on Thursday 10 April 2025 (not endorsed by members, as communicated to the Office of the Executive Director of Nursing (EDON) on Thursday 1 May 2025) was requested to be re-presented to members with the following staffing mix:
 - **AM & PM shifts:** 10 nurses + 2 Assistants in Nursing (AINs).
 - **IM shift:** 1 nurse.
 - **ND shift:** 6 nurses + 1 AIN.
- Members reiterated that while the increase in AINs is both needed and supported, this cannot come at the expense of converting existing nursing hours.
- The offer of a 12-month fixed-term increase of 0.78 Full Time Equivalent (FTE) clinical coach (shift worker) was declined by the majority of members. Instead, members propose this be converted into a Grade 3/4 Registered Nurse (RN) role, to be offered on a fixed-term basis.
- Members further advised that if this proposal is agreed upon, and:
 - The Grade 3/4 RN position is advertised, and,
 - The 2 x AM, 2 x PM, and 1 x ND AIN positions are implemented as per benchmarking.



- Then the benchmarking proposal will be endorsed by members, and the Step Two Grievance will be placed in abeyance until the AINs are implemented within the 4–6 week timeframe outlined at the meeting.

The ANMF remains committed to working collaboratively with management to ensure safe staffing levels are maintained on K10 East, based on the clinical expertise and lived experience of members working on the ward.

The ANMF will provide an update to members once a response to this feedback is received.

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
22 August 2025