

ANMF NEWSFLASH

Mersey Community Hospital Theatre and Day Surgery Unit Step 1 Workload Grievance

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) writes to update members working in the **Theatre and Day Surgery Unit (DSU) at the Mersey Community Hospital (MCH)**. At a recent member meeting, members endorsed the **ANMF** to raise a Nursing Hours per Patient Day (NHpPD) Step 1 Workload Grievance under the *Nurses and Midwives (Tasmanian State Service) Interim Agreement 2013*.

Why the grievance has been raised:

Members believe the **MCH Theatre and DSU** are often staffed in breach of the industrially agreed NHpPD levels. Despite members repeatedly raising concerns with management, there has been no significant improvement. Members continue to report high staff turnover, workload pressures, and a decline in morale.

Key workload concerns identified by members include:

- Breach of Australian College of Operating Room Nursing (ACORN) Standards – Enrolled Nurses (ENs) rostered without appropriate training, sick leave not replaced, and lack of relief nurses leaving staff unable to take breaks.
- Break coordination – the Nurse Unit Manager (NUM) advised breaks would be managed by the floor coordinator, however this is inconsistently applied and often poorly managed. Breaks are often allocated without consideration of patient arrivals in Post Anaesthetic Care Unit (PACU).
- Transition to Practice (TtP) nurses – frequently counted in staffing numbers despite requiring supernumerary support.
- Theatre Support Officer (TSO) allocation – only one TSO rostered on days when two theatres operate, leaving nurses performing TSO duties in addition to nursing responsibilities.



- Unfair rostering practices – members report pressure and lack of support when applying for part-time positions elsewhere, as well as being made to feel guilty for accessing entitlements such as carer's leave.
- Portfolio support – Grade 5 nurses are not being adequately supported to access portfolio days.

Next steps

The **ANMF** has requested a response be received by **Thursday 11 September 2025** and has asked for detailed workforce data, including current Full Time Equivalent (FTE), vacancies, agency use, and skill mix data.

The ANMF will keep members updated as this matter progresses.

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
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