

ANMF NEWSFLASH

Change Proposal – Establishment of In-House Safety and Security Service

A New Safety, Security and Quality Unit

The Department of Health has released a change proposal to establish a new **Safety, Security and Quality Unit (SSQU)** under the Office of the Chief Risk Officer. Change Proposal can be viewed here:

<https://anmftas.org.au/pdf/ChangeProposal-EstablishmentofSSQUTeam.pdf>.

This proposal outlines the transition from the current mixed security arrangements (a combination of contractors and internal staff in non-security roles) to a **contemporary, in-house security model**.

Why This Appears Positive for Members

- Security roles will be filled by dedicated, appropriately trained staff – reducing pressure on clinical and other staff who currently absorb these duties without support.
- The new unit will include 15 new positions, including a **Clinical Nurse Consultant (CNC) – clinical lead** and other statewide and regional leadership roles.
- The model focuses on **proactive, patient-centred security**, better integration with clinical teams, and trauma-informed practice.
- Staff wellbeing is a key focus, with structured support following incidents and reduced reliance on ad hoc arrangements.
- This change should strengthen safety for both staff and patients, while also improving efficiency and accountability.



Consultation Period

Tuesday 26 August 2025 – Tuesday 16 September 2025, note the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has requested an extension from the original date of Tuesday 9 September 2025.

Next Steps for Members

At first glance, this appears to be a positive initiative for ANMF members, with the potential to improve safety, reduce inappropriate role burden, and create new clinical leadership opportunities.

However, the ANMF wants to hear directly from members to ensure there are no unintended consequences or overlooked issues.’

👉 Please complete our **short member survey** to let us know if you have any concerns or suggestions. The ANMF will collate this feedback and provide it directly to the Tasmanian Health Service (THS) during consultation.

Survey: <https://app.smartsheet.com/b/form/019912f5b0767de29ace68263dfc9335>.

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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