



ANMF NEWSFLASH

Nursing Midwifery Workforce Innovation and Strategy Committee

Date of Meeting: Thursday 4 September 2025.

Next Scheduled Meeting: Thursday 6 November 2025.

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) attended this key workforce and industrial meetings as the only union solely representing nurses, midwives, and Assistants in Nursing (AINs). Our presence ensures that your professional voice is heard, and your unique needs are prioritised. Unlike other unions, the ANMF is dedicated exclusively to the nursing and midwifery professions.

◆ Key Updates & Discussions

1. Outstanding Actions

- **Central Nursing and Midwifery Recruitment Protocol and the Enrolled Nursing (EN) Workforce Strategy:** discussed as an agenda items.
- **DMI Workload Management:** the established working group has commenced meetings.

2. Enterprise Agreement (EA) 2023

- **Agreement Simplification:** ongoing work to streamline the agreement is being undertaken by State Service Management office (SSMO) and the ANMF await the progress of that work.
- **EN Workforce Strategy:** advanced diploma pathway progressing well with positive feedback. Discussions continue around readiness in maternity settings, with flexibility to explore alternative specialisations such as district hospitals and aged care.
- **Community Mental Health Multidisciplinary Allowance (MDA) Working Group:** progressing, though concerns remain around mapping changes and recruitment impacts.

3. Workload Management & Industrial Matters

- **Nursing Hours per Patient Day (NHPPD) Standard Operating Procedure:** the ANMF raised concerns about partial benchmarking being approved at CEH level and that we believe this is against the procedure. This will be reviewed further and a response provided to the ANMF.
- **Statewide Mental Health Services Working Group:** data review underway. The ANMF is seeking clarity on workload benchmarks and advocating for consistency. The Tasmanian Health Service (THS) to get back to the ANMF on the questions posed.
- **Renal Benchmarking:** working group has identified inconsistencies across the state, especially in multidisciplinary components.
- **Lactation Consultancy Workload Management:** a paper with multiple care models is under review. The group is developing a model of care inclusive of Child Health and Parenting Services (CHaPS) workforce and considering classification descriptors, referral pathways, and community resources.
- **Paediatric Working Group:** Nearing final recommendations to be presented to Workforce Innovation and Strategy Committee (WISC) potentially at the next meeting.

4. Industrial Matters

- **Caseload Agreement:** officially registered.
- **EN to Registered Nurse (RN) Pathway:** the ANMF requested documentation and clarity around transition to practice. ANMF maintains that support is essential for ENs transitioning to RN roles, despite some claims that it may not be required.

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
4 September 2025