

ANMF NEWSFLASH

Royal Hobart Hospital K9 East

The ANMF Raises Member Concerns with RHH EDONM

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has written to the Executive Director of Nursing and Midwifery (EDONM) on behalf of members on K9 East following serious workplace safety concerns.

The letter outlines:

- **Violence and aggression risks:** A recent patient admission resulted in multiple code black incidents and assaults on staff. Members reported feeling inadequately prepared and unsupported to manage these behaviours.
- **Absence of management of patient complex needs:** No comprehensive behaviour management plan, environmental safety review, or regular safety huddles were implemented.
- **Lack of support:** Members did not receive timely or personalised follow-up after lodging workplace safety reports.
- **Resourcing concerns:** Despite repeated violence, no additional staffing resources were provided.

Outcomes sought by members:

- Comprehensive training for all staff on managing violent incidents, including clear escalation pathways.
- Support from psychiatric liaison, psychology, Occupational Violence and Aggression (OVA) teams, and emergency preparedness services.



- Clear commitment from management to personally contact and support staff following safety incident reports.
- Review of Severity Assessment Code (SAC) ratings applied to assaults on staff, which members believe understate the seriousness of these incidents.

Proactive action by members:

At the member meeting held Thursday 28 August 2025, members voted to establish a dedicated Work Health and Safety (WHS) representative for K9 East. Members have requested management to notify WorkSafe Tasmania of this nomination, demonstrating their proactive commitment to preventing further workplace violence and aggression.

Thank you to all members for your engagement and for advocating strongly for your own safety. Your collective action ensures these issues are formally raised and addressed at the highest level.

The ANMF will provide further updates once a response is received from the EDONM.

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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