

## ANMF NEWSFLASH

# Royal Hobart Hospital K9 West Workload Grievance Update

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) appeared before the Tasmanian Industrial Commission (TIC) today regarding the ongoing workload grievance on K9 West at the Royal Hobart Hospital (RHH).

Key outcomes from the proceedings:

- **Recruitment Delays Acknowledged:** The Tasmanian Health Service (THS) acknowledged delays in the recruitment of Assistant in Nursing (AIN) positions. The ANMF made clear that a delay of nearly 12 months to recruit to AIN roles is unreasonable and sought a commitment from the THS to consider a more reasonable timeframe for recruitment processes and we will consider alternative avenues to seek outcomes for members in relation to this matter. The ANMF also highlighted that this issue is systemic and occurring across the state.
- **Interim Staffing Measures:** The ANMF requested that the ward be staffed to the full 5.84 Full-Time Equivalent (FTE) of AINs on an interim basis, in a **fixed-term or casual capacity**, between Wednesday 10 September 2025 and their arrival on **Tuesday 16 September 2025**, to ensure the **minimum safe staffing level is met**. The THS agreed to this in principle. If this staffing level cannot be rostered, the ANMF requested that the THS consider **alternative safe staffing measures**, which may include a **temporary reduction in service delivery** to maintain safe staffing, this was agreed.
- **Benchmarking Timeline:** The matter has been adjourned until **Tuesday 16 September 2025** to allow the ANMF to formally write to the THS seeking they provide a firm and reasonable timetable for completion of outstanding **benchmarking** work. This benchmarking is essential to inform future recruitment decisions. The TIC directed that a written response be provided to the ANMF, with a statewide response expected within **10 working days**.



- **Next Steps:** The ANMF and the THS are expected to report back to the TIC in writing by **1600hrs Tuesday 16 September 2025**, on the status of the recruitment of the AINs for K9 West. If this does not occur, the ANMF will seek to have the matter relisted before the TIC.

The ANMF will continue to advocate for safe staffing and timely implementation of agreed measures. We will keep members informed of any developments following Tuesday's deadline.

If you have any questions or concerns, please contact your ANMF organiser.

**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.**

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Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary  
10 September 2025