

ANMF NEWSFLASH

Public Sector Change Proposal A New Safety, Security and Quality

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has now provided feedback to the Department on the proposed Safety, Security and Quality Unit (SSQU).

General Position

On balance, members see this proposal as a **positive step forward**. The creation of a dedicated safety and security workforce is broadly supported, with members welcoming the recognition that the current system is fragmented and unsustainable.

But members also made it clear: **violence and aggression at work is at crisis levels**. The ANMF is working to highlight this to the Government, the Department and the broader community. **No nurse should ever go home injured.**

Key Issues Raised by Members and Provided as feedback to the Change Proposal:

- **Governance & Design** – too “top heavy” with management; frontline roles must be prioritised.
- **Scope of Service** – must cover District Hospitals (DHs), Community Health Centres (CHCs), and community services, not just the major hospitals.
- **Security Functions** – need clarity on authority (hands-on response, searches, Code response) and staffing numbers.
- **Training** – must be practical, consistent, and learn from failed models in other states.
- **Nursing & Midwifery Roles** – members want stronger nursing presence than one Clinical Nurse Consultant (CNC) statewide, and formal hot/cold debriefing.



- **Implementation** – members want transparency on services, facilities covered, and integration with Code Grey/Black.
- **Cultural Issues** – strong opposition to displaying surnames; more ward-based security staff are needed, not just more admin.

Next Steps

The ANMF has told the Department that for this model to work, they must:

- Address concerns raised by nurses and midwives.
- Ensure **genuine clinical input** in both design and implementation and,
- Commit to **ongoing consultation** with the workforce.

The establishment of the SSQU must deliver **real and lasting change on the ground**. The ANMF will continue to campaign publicly and with the Government until nurses and midwives can be assured of safe workplaces. Further updates to follow once the ANMF receives a response to member concerns raised.

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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