



## ANMF NEWSFLASH

### Care@Home

## Concerns Raised at Member Meeting Tuesday 2 September 2025

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) held a member meeting at Care@Home on Tuesday 2 September 2025, where members raised a number of concerns regarding recent changes and ongoing workplace issues.

#### After-Hours Palliative Care Triage Service

The primary concern raised was the change that resulted in Care@Home taking on responsibility for the after-hours palliative care nurse triage service. Members expressed that this was presented as an implemented decision, rather than progressed through the required formal change proposal and consultation process under the *Nurses and Midwives (Tasmanian State Service) Award*.

The ANMF has formally requested assurance that any future changes to service will follow the correct consultation process, which requires:

1. Formulation of ideas or proposals.
2. Consultation on a proposal.
3. Consideration of responses and feedback.
4. Final decision and implementation.

#### Additional Issues Raised by Members

- **Education and Training:** Members request dedicated time to complete required training modules and access to syringe driver training for all staff.
- **Ongoing Training Needs:** A staff meeting after one month of service provision to review call themes, with structured training developed from this review.



- **Workload and Staffing:** Members reported increased pressure due to turnover and declined annual leave requests. The ANMF has requested that the annual leave calendar be displayed for transparency.
- **Breaks on Night Shift:** Members are struggling to take breaks on 10-hour shifts. The ANMF has advised members to record missed breaks on timesheets (to ensure overtime is paid after six hours without a break) and complete SLRS reports. Members have also proposed a second nurse for night shifts to ensure safe coverage.
- **Vacancies and Recruitment:** The ANMF has sought clarification on vacant Full Time Equivalent (FTE) positions and start dates for new recruits.

### Next Steps

The ANMF has written to management requesting a written response to these concerns by **close of business Monday 13 October 2025**. Members will be updated once a response is received.

Thank you to all members who attended and shared their experiences. It is through your continued engagement that the ANMF can strongly represent your views and work towards safe workloads and quality patient care.

**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  
29 September 2025