

ANMF NEWSFLASH

Statewide Mental Health Service Spencer Clinic Step 2 Grievance

On Friday 18 July 2025 the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF), formally notified a Step 1 Grievance as per the *Tasmanian Nurses and Midwives [Tasmanian State Service] Award 2024, Part VII, Section 2: Workload Management S2013* on behalf of members from Spencer Clinic. Members concerns were not acknowledged in correspondence dated Friday 25 July 2025, or Monday 4 August 2025, and actions to date have not addressed the workload concerns.

All of the key issues raised in the Step 1 Grievance notification including skill mix concerns continue. ANMF members have subsequently collected data regarding skill mix. In a two-week period in August there were 6 shifts where 3 or more nurses were inexperienced, 7 shifts had 2 inexperienced nurses rostered and 1 where 5 out of the 6 nurses were either Transition to Practice's (TtP's) or Grade 3 years 1-3.

Members report double shifts and/or early shift followed by a night shift without 8-hour breaks despite a written commitment from Statewide Mental Health Service (SMHS) management to provide staff with a minimum of 8 hours between shifts.

The ANMF on behalf of members has requested that a Step 2 Specialist Panel be convened within seven days. Specialist panels usually consist of the Nurse Unit Manager (NUM), Director of Nursing (DON), an Industrial Relations (IR) representative and ANMF officials and representatives.



The ANMF are calling for expressions of interest from members who would like to attend the meeting. If you would like to represent your colleagues, please email ANMF North West Organiser Annette Beechey at Annette.Beechey@anmftas.org.au.

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
8 October 2025