



ANMF NEWSFLASH

North West Regional Hospital Emergency Department

Update on TIC Workload Grievance – Proceedings Discontinued

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has worked closely with Emergency Department (ED) management and industrial representatives from the Tasmanian Health Service (THS) / Department of Health (DoH) to resolve part of your workload grievance, which was listed for conciliation before the Tasmanian Industrial Commission (TIC) on **Tuesday 7 October 2025**.

What Has Been Achieved

After strong advocacy by members and the ANMF, the THS/DoH has formally approved an uplift of **2.67 Full-Time Equivalent (FTE)**, setting the ED's Establishment at **49.11** total direct care FTE 2024 (Benchmark). A signed internal Minute from the Deputy Secretary confirms this immediate increase. The recruitment process for the additional FTEs will shortly commence.

Recruitment Timeline

Recognising that recruitment processes sit outside the control of your Nurse Unit Manager (NUM), the ANMF has secured a clear process and timeline to hold the THS/DoH accountable. The agreed milestones are, as follows (on the following page).



Milestone Action		Milestone Date
1	Prepare position descriptions	Not applicable
2	Complete job design approval process	Not applicable
3	Position numbers issued to the NUM	Monday 27 October 2025
4	Obtain approvals to recruit/advertise	Monday 27 October 2025
5	Job advertisement opens	Friday 31 October 2025
6	Job advertisement closes	Friday 28 November 2025
7	Shortlisting of candidates	1–5 December 2025
8	Interviews for shortlisted candidates	11–12 December 2025
9	Offers sent out / Review period closes	16–30 January 2026
10	(Ideal) Start date*	Monday 2 March 2026

(Dates may vary depending on candidate notice periods and internal processes.)

Next Steps

The ANMF has made it clear to the THS/DoH that we will continue to communicate directly with members about the recruitment process and progress toward staffing at the 2024 Benchmark. This will allow us to monitor the Department’s actions and hold them accountable for delivering the agreed establishment staffing uplift. Because these outcomes meet the key remedy sought in the workload grievance, the ANMF has agreed for the **TIC hearing to be discontinued.**

Where to from here?

We at the ANMF hear from members that workload concerns remain and bed block continues to impact every shift – resulting in unsafe workloads, short staffing, double shifts and fatigue. Proposed solutions have not been forthcoming except for a trial of one supernumerary nurse navigator shift per day which was agreed to on Monday 1 September 2025 but has yet to be detailed. This is now a pending dispute and will be filed in the TIC for conciliation shortly.

The benchmarking data for 2024-2025 should now be available and your employer has agreed to **begin the benchmarking process within the next fortnight.** The ANMF will meet with the specialist panel, then seek



member feedback once the data is released. The ANMF will continue to provide updates as recruitment and benchmarking progress — keeping you informed and supported at every step.

ANMF Team – North West Region

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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
10 October 2025