



ANMF NEWSFLASH

North West Regional Hospital Concerns Raised Over Roster Improvement Program Rollout

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has written to the Nursing Director (ND) of Integrated Operations on behalf of Nurse Unit Managers (NUMs) at the North West Regional Hospital (NWRH) regarding serious concerns with the rushed implementation of the new **Roster Improvement Program (Roster+)**.

Members were advised of the change late on **Friday 10 October 2025**, with implementation due to commence **Monday 13 October 2025** - leaving less than one business day to prepare.

While members support improvements to rostering consistency and fairness, the NUM group has raised **significant concerns**, including:

- **Insufficient notice and lack of training** to manage new rostering requirements.
- **Timing** of implementation coinciding with the complex **Christmas roster period**.
- **Unrealistic expectations** that NUMs fill roster gaps without adequate access to casual or pool staff information.
- **Ongoing system issues** that affect compliance and workload.
- **Additional administrative pressures** from overlapping system and contract changes.

NUMs report that workloads are already at unsustainable levels due to ongoing staffing shortages and increasing operational demands. Adding this new rostering framework without proper preparation places further risk on staff wellbeing and patient safety.



The **ANMF has requested that the rollout be deferred** until:

- Comprehensive training and system access are provided.
- A realistic transition timeline is developed in consultation with NUMs; and,
- A workload impact assessment is undertaken.

An **urgent meeting** has also been requested between the ND, Roster Improvement Program representatives, and NUMs to agree on a practical, staged approach to implementation.

The ANMF will keep members updated on the outcome of these discussions.

We want to thank members and delegates who continue to stand with us, your Union, to push for change in member entitlements and fight for safe staffing levels.

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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