

ANMF NEWSFLASH

Royal Hobart Hospital

K9West Member Meeting – Thursday 16 October 2025

Following the successful conclusion of the Tasmanian Industrial Commission (TIC) matter regarding the delays to implement the Assistants in Nursing (AINs) endorsed from benchmarking more than 12 months ago, The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is pleased to confirm that AINs commenced working on K9West and have been in place for approximately one month.

During the recent member meeting, members reported that the in-services held by management prior to the introduction of AINs were very helpful in preparing staff and supporting integration into the team.

Management have advised they will soon circulate a survey seeking feedback from nursing staff about the introduction of AINs - specifically, what is working well and what could be improved.

Current AIN Coverage

Members noted that while there have been some recent gaps in AIN coverage, the next three days have an AIN rostered on each shift. The ANMF will continue to monitor this to ensure consistency moving forward.

Ongoing Concerns Raised by Members

Members raised several key concerns that the ANMF will continue to monitor and address with management:

- **Skill Mix and Rostering:** Members request that rosters be developed to provide balanced skill mix across all shifts, considering both time on the ward and years of experience.
- **PSA Shortages:** Ongoing hospital-wide shortages are impacting workload.
- **Sick Leave:** Currently 2–3 double shifts being undertaken daily to cover sick leave.



- **AIN Rostering Arrangements:** Members advised AINs have been told their four-week rotational roster will remain fixed for 12 months. Members expressed concern about the lack of flexibility, noting that after fighting hard to secure AIN positions, retention and fair treatment are crucial to maintaining workforce stability.
- **AIN Coverage During Leave:** Members raised concern that there is currently no casual pool of AINs to cover leave, risking future shortfalls in coverage.

Next Steps

Members agreed to continue monitoring the situation and will meet again before the end of the year for the ANMF to receive an update and to determine if these issues require formal escalation.

The ANMF thanks all members for their ongoing engagement and advocacy to ensure safe staffing and fair working conditions across K9West.

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
20 October 2025