



ANMF NEWSFLASH

Royal Hobart Hospital Clinical Trials Unit

The ANMF Lodges Formal Response to Amended Change Proposal Staffing Matrix

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has written formally to the Department on behalf of members within the Clinical Trials Unit (CTU) in response to the amended Change Proposal Staffing Matrix circulated to staff during the week of 20 October 2025, and to the Department's correspondence provided at the Tasmanian Industrial Commission (TIC) dated **Tuesday 14 October 2025**.

Member Impacts and Wellbeing

Members have reported that the current situation has become completely disruptive and distressing. Staff describe being unable to sleep or eat, and morale at an all-time low as a direct result of workload pressures and uncertainty regarding staffing resources.

The ANMF has sought immediate written assurance from the Department that:

- No additional workload or stressors will be placed on CTU staff while consultation continues.
- Any staff member requesting a support person will have that request respected in full compliance with industrial requirements; and,
- The health, safety, and wellbeing of CTU staff will be prioritised throughout this process.

Concerns with the Updated Staffing Model

Members have raised significant concerns with the updated *CaBs CTU Staffing*, which has only been circulated within the CTU.

This limited circulation excludes other affected areas and fails to provide opportunity for broader consultation — further eroding confidence in the transparency of the process.



Role and Full Time Equivalent Reductions

Administrative Support

Members are concerned that Band 2 administrative duties will now fall to the Band 4 senior administrator employed at 0.60 Full Time Equivalent (FTE), with no clarity on how additional administrative workload will be covered.

Clinical Nurse Consultant

The proposed reduction of the Clinical Nurse Consultant (CNC) position to 0.74 FTE is not supported. The CNC plays a critical role in monitoring staff workloads, conducting audits, and reallocating trials — essential functions for maintaining efficiency and safety.

Clinical Nurse Specialist and Registered Nurse Positions

Proposed reductions to Clinical Nurse Specialist (CNS) and Registered Nurse (RN) positions are also not supported, with members stating the model is unachievable under current operational demands and reflects a misunderstanding of the complex and specialised nature of CTU work.

Financial Transparency

Members have reported that staff forums have focused solely on the proposed financial envelope, with little to no transparency around how this specific figure was determined.

The ANMF has highlighted that without accurate and transparent financial information, any staffing reduction cannot be considered evidence-based or consistent with good-faith industrial practice.

Next Steps

The ANMF is progressing preliminary workload modelling, to be shared with the Department by Friday 31 October 2025, to inform an appropriate, safe, and sustainable staffing model.

Members have requested that the Department:

1. Suspend implementation of any staffing changes until workload modelling is complete and jointly reviewed, as agreed at the TIC.
2. Provide written assurance addressing staff welfare, workload limits, and support person entitlements by **close of business Friday 7 November 2025**; and,



3. Commit to a transparent consultation process that includes all impacted areas.

The ANMF acknowledges the significant stress members are experiencing during this process and continues to advocate for a fair, evidence-based, and safe outcome that protects both staff wellbeing and patient safety.

During this difficult time, the Nurses and Midwives Support Line is a free service that offers a 24/7 service and they can be contacted on 1800 667 877.

The ANMF will continue to keep members updated as this matter progresses.

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
31 October 2025