



ANMF NEWSFLASH

Royal Hobart Hospital Ward 5A Benchmarking Proposal Update

Thank you to all members who were able to attend the meeting on Wednesday 12 November 2025. Your feedback and engagement continue to guide the Australian Nursing and Midwifery Federation Tasmanian Branch's (ANMF's) advocacy on your behalf.

The ANMF met with management on Thursday 13 November 2025 to present the concerns and suggestions raised by members regarding the benchmarking proposal.

Management Response and Proposal Overview

Management confirmed that because K10 East and Ward 5A operate under the same Model of Care, the proposed staffing changes have been designed to ensure equity between the two areas.

The current offer includes:

Night Duty (7 days)

- Increase from **3 to 4 nurses** (variance: +1)
- **AIN (50%)** remains unchanged.

Monday – Friday

AM Shift

- **7 nurses**
- **1 AIN (50%)**

No change.

PM Shift

- **6 nurses**
- **1 AIN (50%)**

No change.

Weekends

AM Shift

- 5 nurses
- **1 AIN (50%)**

MID shift addition 1 nurse = 6 nurses' part of the shift.

Weekend MID Shift (e.g. 1000hrs–1830hrs) (variance: +1 nurse)

Management acknowledged members' concerns that the AM & PM shift requires similar support. The additional weekend nurse would be rostered as a **MID shift**, providing coverage and support across both AM and PM periods.

PM Shift

- **5 nurses**
- **1 AIN (50%)**

MID shift addition 1 nurse = 6 nurses' part of the shift.

Clinical Coach

Management has agreed to support a clinical coach position, acknowledging that 37% of staff have less than 3 years' experience. This role would provide essential support and may also assist with reducing staff turn over—another concern members raised.

While Ward 5A currently does not have a Grade 4 nurse available to fill this role, your Nurse Unit Manager (NUM) will work with management to identify a suitable candidate, including the possibility of utilising a Grade 4 from K10E. This is a positive outcome for Ward 5A.

Member Survey – Your Feedback is Needed

The ANMF is seeking your feedback on whether you support the benchmarking proposal as outlined above. Please complete the survey below **before close of business Tuesday 25 November 2025**.

Survey: <https://app.smartsheet.com/b/form/019a8e9f5dd5753b8132d6f68ba05c48>

Thank you for your ongoing engagement. Your input ensures the ANMF can continue to advocate for safe staffing and support you to deliver the best possible care for patients.



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
17 November 2025