

ANMF NEWSFLASH

North West Regional Hospital Surgical Ward Benchmarking and Step 2 Grievance Update

Australian Nursing and Midwifery Federation Tasmania Branch (ANMF) members at North West Regional Hospital (NWRH) Surgical Ward met to discuss the 2025 benchmarking on Tuesday 18 November 2025. The 2024-2025 data set provided sees Nursing Hours per Patient Day (NHpPD) of 6.89 for 32 beds a total Full-Time Equivalent (FTE) of 52.32 was endorsed.

Discussion that followed noted the slight benchmarking increase will not address the skill mix concerns in the Step 2 Grievance. Ongoing recruitment of vacancy combined with Transition to Practice (TtP) recruitment reflects an increase from over 30% novice nurses to approximately 40%. Whilst recruitment is underway for a clinical facilitator to support 5 shifts per week, there remains 9 shifts per week unsupported. Members unanimously endorsed that approval to employ clinical coaches to support the shifts not covered by a clinical facilitator would resolve the grievance.

The ANMF has sought a commitment for clinical coaches to ease the workload/skill mix concerns of members by **close of business Wednesday 3 December 2025**. The ANMF will keep members informed of progress

If you have questions or concerns, please contact ANMF North West Organiser Annette Beechey via email Annette.Beechey@anmftas.org.au.

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 November 2025