

ANMF NEWSFLASH

North West and West Coast Members

The ANMF Advocates for Changes to Agency Contract Process

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has written to the State Secretary for health on your behalf, advocating for changes to the way agency contracts are sourced across the North West, West Coast and King Island public sector. An Application to the Tasmanian Industrial Commission (TIC) is also underway. In summary:

1. Key Issues

- **Agency Contracts Shortened Unnecessarily**
 - Long-term vacancies (e.g., 12 weeks) routinely reduced to 6, 3, or 1.5 weeks.
 - Multiple job cards required for a single vacancy.
- **Excessive Administrative Burden**
 - Current seven-step approval:
Nurse Unit Manager (NUM) → Recruitment → Business Manager → Director of Nursing (DON) → Chief Executive Officer (CEO) → Vacancy Control Committee (VCC) → Recruitment → Agency.
- **Permanent Recruitment Impacted**
 - Repeated delays divert resources from permanent staffing.
 - Applicants withdraw due to delayed offers.
- **Regional Inconsistency**
 - North and South: agency contracts approved locally, exempt from VCC.

- North West: contracts undergo full seven-step process and are routinely shortened.

- **Financial and Operational Costs**

- Repeated iterations incur wages, agency fees, flights, onboarding, orientation.

2. Proposed Resolution

- Local approval of agency contracts for the initially requested timeframe (e.g., 12 weeks).
- Simplified contract extension process, reducing unnecessary approvals.
- Consistent statewide practices to ensure equity and workforce stability.

3. Requested Actions

- Undertake a formal review of the agency contract process.
- Provide clear guidance to NUMs, DONs, and operational managers.
- Cease automatic shortening of agency contracts.
- Implement local approval for initial contracts and simplified extensions.
- Ensure timely and transparent communication on staffing and contract decisions.

Impact:

Implementing these actions will:

- Stabilise staffing across North West Health.
- Reduce administrative duplication and costs.
- Support permanent recruitment and retention.
- Ensure safe, effective, and sustainable patient care.

If you have questions or concerns, please contact North West Organiser, Annette Beechey via email Annette.Beechey@anmftas.org.au, Mersey Community Hospital members can contact Kristy Free Kristy.Free@anmftas.org.au (Monday – Wednesday) or Nigel Chong Nigel.Chong@anmftas.org.au (Thursday - Friday).



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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