



ANMF NEWSFLASH

Primary Health North Allambi Change Proposal Allambi TIC Conciliation Meeting

On Thursday 4 December 2025 the Australian Nursing and Midwifery Federation Tasmanian Branch (**ANMF**) appeared before Deputy President Ellis of the Tasmanian Industrial Commission (TIC) in proceedings against Department of Health (**DoH**).

The ANMF opposed the DoH's position and submitted that the Change Proposal, as presented to members on Friday 6 June 2025, was disingenuous, as the decision to move clinical services to Cimetière House had already been made prior to any consultation occurring.

It is the opinion of the ANMF that the Change Proposal process is fundamentally flawed, as there is no clearly defined and transparent process for all parties to rely upon when a significant change is being proposed.

Deputy President Ellis agreed that it was clear the decision had been made prior to any formal consultation with affected employees; however, she noted the "horse had bolted" and matters were now well beyond the consultation phase.

All parties agreed that, in future, the ANMF must be contacted much earlier in the consultation phase to ensure affected members have a genuine opportunity to be involved in change proposals.

The Executive Director of Nursing (EDON) advised that a Project Officer is expected to be appointed in early 2026 to assist with and help ensure the process runs smoothly as possible. Member feedback during the building works, which are currently underway, will also be welcomed.

Primary Health North has also committed to providing regular updates and communications to all parties.



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
11 December 2025