



ANMF NEWSFLASH

Royal Hobart Hospital – K9 East

Update Following K9 East Member Meeting

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with K9 East members on Wednesday 10 December 2025 to discuss matters relating to the Enterprise Agreement (EA) and the current ANMF Log of Claims (LoC) surveys, which will directly inform ANMF claims during negotiations.

Thank you to all members who attended and contributed to a robust and constructive discussion.

Key Enterprise Agreement Issues Raised by Members

Members raised the following priority items for inclusion in the ANMF Log of Claims:

1. Sick Leave & Infectious Disease Leave
 - Increase personal/sick leave entitlements to reflect the physical and psychological demands of nursing
 - Amend COVID/flu/infectious disease leave so it can be accessed without first exhausting personal leave.
2. Permanent Night Shift Incentives
 - Additional benefits for staff working permanent night shift (4 weeks or more), including:
 - Higher base pay or additional allowances
 - Increased annual leave accrual
 - Additional paid fatigue or wellbeing leave
3. Night Shift Penalty Rates
 - Increased penalties to recognise health impacts, reduced supports after hours, and disruption to personal and family life.



4. Night Shift Work for Employees Aged 60+
 - Night shift to be voluntary only for employees aged 60 years and over.
5. Workplace Safety & Protection from Violence
 - Stronger EA provisions including:
 - Zero tolerance for violence and aggression
 - Adequate staffing and security, particularly after hours
 - Clear reporting, support, and follow-up processes
 - Paid time and support for staff involved in violent incidents
6. Competitive Pay
 - Secure wages that make Tasmania the highest paid state nationally for equivalent classifications.
 - Pay rates to remain above national counterparts and protected against inflation.
7. In-Charge Allowance
 - Payment of a higher duties hourly rate equal to ANUM Year 1 for the entire shift where in-charge duties are performed.
8. Short Staffing Allowance
 - An allowance payable to all nurses working shifts short of two or more staff, recognising increased workload and risk.
9. Change of Roster Allowance
 - Payment when staff elect to work shifts outside rosters published at least 28 days in advance.
10. Change of Ward Allowance
 - Allowance for permanent staff redeployed away from their home ward.
11. Paid Overtime Breaks
 - When working a double shift:
 - All breaks paid and in line with the second shift entitlements



- An additional paid 15-minute break prior to commencement of the next shift

12. Penalty Rates

- Afternoon and night shift penalties to apply seven days per week, including weekends.

Members are strongly encouraged to complete the ANMF EA surveys, as these responses will directly form the Log of Claims for negotiations.

Department Response to Workplace Violence Concerns – Summary

The ANMF also advised members that a formal response dated 25 November 2025 has been received from the Acting Executive Director of Nursing and Midwifery in relation to ANMF's letter of 4 September 2025, which raised serious concerns about the management of a complex and aggressive patient on K9 East

Key points from the response include:

- Acknowledgement that the patient was highly complex and that placement on an acute surgical ward posed risks to staff, other patients, and service delivery.
- Recognition that earlier escalation, including a Complex Care Review and formal occupational safety review, should have occurred sooner.
- Acceptance that WHS follow-up was delayed and that communication with affected staff did not always meet expectations.
- Commitment that all staff lodging WHS incidents will be personally contacted within 48–72 hours, including one-on-one support and return-to-work planning.
- Commitment to improved debriefing processes, safety huddles, and ongoing support following violent incidents.
- Confirmation that Occupational Violence and Aggression (OVA) training and Code Grey education will be rolled out, initially to ward leaders and then to all staff.
- Agreement to strengthen access to psychiatric liaison, psychology services, OVA teams, and Emergency Preparedness and Response (EPR).
- Acknowledgement that staffing pressures limited additional resources at times, despite PSA allocation attempts.



- Reassurance that WHS incidents are prioritised regardless of SAC rating limitations within the reporting system.

The ANMF will continue to monitor the implementation of these commitments closely and advocate for tangible improvements to safety and staffing.

Next Steps

Thank you to members for your continued engagement and please remember to complete the EA surveys as they are distributed to ensure your voice is heard. If you require advice, support, or wish to provide further feedback, please contact your ANMF representative.

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
19 December 2025