

ANMF NEWSFLASH

HACSU Industrial Action

Escalation of Workload & Patient Care Risks

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) acknowledges and **supports** our **HACSU and CPSU colleagues** in their ongoing industrial action to secure improved pay and conditions. ANMF members stand in **solidarity with HACSU and CPSU members** in their pursuit of fair and safe working conditions.

At the same time, the **extended industrial action is now creating significant and foreseeable risks** to workload management, service delivery and patient care. ANMF members **must not compensate for, absorb, or informally resolve** these impacts. The responsibility to manage the consequences of this industrial action **rests entirely with management**.

Mandatory Action for ANMF Members

If the bans result in:

- Unsafe or unmanageable workloads.
- Delays to patient care or treatment.
- Risks to patient safety, dignity or wellbeing.
- Disruption to patient flow or clinical services.

Members **must immediately escalate these impacts to management** and **formally request corrective action**.

Escalation **must occur** via one or more of the following:

- Incident or risk reporting systems.



- Workload escalation processes.
- Direct escalation to the Nurse Unit Manager (NUM) or Manager on Duty (MoD).

Members should clearly state that **the issue arises as a direct consequence of HACSU industrial action** and that **management is required to provide a solution**.

ANMF Directive

- Work strictly within your scope of practice.
- Maintain patient safety at all times.
- **Do not undertake additional duties created by HACSU work bans.**
- **Do not “work around” or self-resolve management failures.**

Only urgent actions required to **prevent immediate harm** should be undertaken.

Accountability & Support

Where management fails to respond or implement appropriate controls, members should **continue to escalate**, document all concerns, and notify the **ANMF via the QR code**

QR:



The ANMF will continue to **support HACSU members** while also ensuring ANMF members are **not placed at risk** and that patient care is **not compromised** due to management failures in workforce planning or industrial contingency arrangements.



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
23 December 2025