

ANMF NEWSFLASH

Department for Education, Children and Young People

ANMF secures positive outcome for members

Late last week, following a meeting with Southern Health Nurses (SHNs), DECYP senior management replied to the Australian Nursing and Midwifery Federation Tasmanian Branch's (ANMFs) letter from Friday 12 December 2025 with an acceptance of each of members requests from the letter.

The following is the response from the Director of Student Support (DoSS).

- *DECYP commits to withdrawing the current proposed reallocation arrangements for early 2026 and will undertake to establish a shared understanding of consultation before commencing reallocations. Noting that it is an operational requirement that a nursing service allocation must be maintained at each school.*
- *DECYP commits to working with Southern School Health Nurses to establish a clear, structured consultation process, which will be applied when reviewing and determining future school allocations.*
- *DECYP is committed to maintaining a collaborative and consultative working environment and to upholding the strong reputation of both the Department and the School Health Nurse Program. This will include the development of a documented Ways of Working framework to support staff wellbeing and ensure alignment with DECYP Values, the **State Service Act 2000**, and the **Nurses and Midwives (Tasmanian State Service) Award**.*

This is a positive response to our grievance, and an acceptance of the requests made on behalf of members in our letter to management dated Friday 12 December 2025.

Given the above commitment, the ANMF will advise management that the grievance will now be put into abeyance pending conclusion of the consultative process. This will allow for the grievance to be reinstated if required whilst allowing for a process of consultation and collaboration.



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
24 December 2025