



ANMF NEWSFLASH

Royal Hobart Hospital Neurosurgery K8 West Member Meeting – Monday 22 December 2025

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with members from K8 West to discuss matters relating to the Enterprise Agreement (EA) and the current ANMF Log of Claims (LoC) surveys. Members were provided with a QR code linking to the most up-to-date survey, and are encouraged to participate, as this feedback directly informs the ANMF priorities for the next round of negotiations.

Log of Claims – Member Priorities

Members agreed that night duty entitlements require an increase to better reflect the ongoing fatigue, workload, and impact on work-life balance associated with night shifts.

Members also suggested the introduction of an additional AM shift entitlement, acknowledging that AM shifts carry a heavier workload.

Benchmarking

Members were advised that K8 West is due for benchmarking, with the last review occurring in November 2024. Members expressed concern that benchmarking processes are often experienced as attempting to reduce available staff rather than strengthening safe staffing. However, members noted that the addition of Assistant in Nursing (AIN) positions at the previous benchmarking review was positive and well received, particularly in supporting workload.

Workforce and Leave Impacts

Members reported that the removal of agency staff, who had previously supported night shifts, has resulted in remaining nurses needing to absorb additional night duty requirements. This change has reportedly contributed to increased fatigue and increased sick leave usage. Historically, the ward regularly had two



agency staff who assisted with covering night shifts, and their absence has created ongoing gaps now filled by existing staff.

The ANMF will seek clarification from your Nurse Unit Manager (NUM) regarding the current vacancy rate on the ward.

Model of Care – Team Based Nursing

Members advised they have been informed the ward will be moving to team-based nursing, however:

- The reason for the change has not been clearly explained
- Members have not been advised how teams will be allocated

There is concern regarding the High Dependency Unit (HDU) area, which requires 3 nurses for 6 beds. Members reported that when fully staffed, the remaining 18 patients are currently allocated to 5 nurses, which is considered a safe and workable ratio. Members will be seeking reassurance that any model change will not compromise safety or workload equity.

Graduates and Support

Members advised the ward typically receives 4-6 graduate nurses each year, with expectations that will increase to 6+ graduates next year.

Members highlighted strong onboarding and coaching support, noting the ward has:

- Four clinical coaches
 - 3 working 0.6 Full-Time Equivalent (FTE)
 - 1 working 0.7 FTE
- All clinical coaches are fully rotational, which members report is a significant strength in supporting graduates.

The ANMF thanks K8 West members for their engagement and open discussion. Issues raised will continue to be progressed with management, and members will be kept informed of any updates.



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
2 January 2026