

ANMF NEWSFLASH

Wilfred Lopes Centre

Wednesday 14 January Member Meeting Update

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with members at Wilfred Lopes Centre (WLC) to discuss workplace safety, workload pressures and upcoming Enterprise Agreement (EA) bargaining.

Members were also provided an update on the **Public Sector EA**, including development of the Log of Claim (LOC), and encouraged members to participate in the **weekly ANMF surveys** to ensure member priorities are reflected in negotiations. Flyers have been provided for noticeboards.

Workplace Safety – Increase in Violent Assaults

Members raised serious concerns about staff safety, reporting **3–4 serious assaults in the past three months**.

Key issues include:

- No on-site **Code Black / SERT team** or custodial officers.
- Reliance on external security (Wilsons), limited to the front office and with concerns about response time, authority and skill mix.
- Only **two days of de-escalation training** provided to staff.
- Requests for ward-based security support are discouraged.
- Assaults are underreported due to concerns about **staff** having to be share their names when making report to police.
- Mainland forensic facilities reportedly have internal response teams and access to appropriate restraint tools.



The ANMF is taking this forward through the Safety and Security (S&S) Model review processes and research into best-practice forensic models.

Patient Acuity & Clinical Management

Members reported a **significant increase in patient acuity**, creating safety and workload risks.

Concerns raised include:

- No on-site psychologist limiting timely de-escalation.
- Threats of violence not consistently documented.
- Medication decisions being influenced by patients, despite staff warnings of escalating behaviours.
- Management plans being changed without consultation, undermining consistency and increasing risk.
- Previous critical incident reviews identified **inadequate medication management** as a contributing factor.

The ANMF will pursue discussions with management and seek clarification escalation pathways where clinical decisions place staff at risk.

Staff Morale & Workload

Members reported:

- Daily overtime and frequent sick leave.
- High levels of burnout.
- Feeling dismissed or unsupported when raising concerns.
- Multiple staff working overtime at the time of the meeting.

An anonymous letter outlining these concerns was shared at the meeting.

The ANMF will now arrange a meeting with on-site management to discuss the above concerns and seek collaborative solutions. This will be followed up with a further member meeting to provide members with an update. Further updates to follow.



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
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