

ANMF NEWSFLASH

Royal Hobart Hospital - Maternity Members Step One Workload Grievance Lodged

Following member meetings held at Midwifery Group Practice (MGP) (Wednesday 4 February 2026), Women's Health Clinic (WHC) (Thursday 5 February 2026) and K7 (Tuesday 10 February 2026), the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) advises that members have voted to endorse the lodgement of a Step One Workload Grievance under the *Nurses and Midwives (Tasmanian State Service) Interim Agreement 2013*.

The grievance addresses ongoing unsafe workloads, staffing shortfalls and skill mix risks, which members have identified as posing a direct and foreseeable risk to patient, baby and staff safety across maternity services.

Why Has the Grievance Been Raised?

Members report that since the closure of Hobart Private maternity services in August 2025, demand across WHC, MGP and K7 has increased by approximately 10%, with no corresponding increase in midwife staffing or resourcing.

Members have raised serious concerns regarding:

- The removal of experience agency midwives under the hospital-wide “no agency” directive, with vacancies reportedly filled by graduate midwives, significantly worsening skill mix risk.
- Significant Clinical Midwifery Consultant (CMC) shortfalls, including the risk of operating with only 1.0 Full-Time Equivalent (FTE) CMC during upcoming leave periods.
- Increased supervision, cognitive load and workload pressures due to the introduction of Enrolled Nurses (ENs) and multiple graduate midwife intakes, and upcoming student midwives without adequate senior support.
- Lack of a dedicated clinical coach, leaving novice and returning midwives feeling unsafe.



- Reduced access to essential emergency instruments due to industrial action in the sterilising department.
- Ongoing equipment shortages, including replacement of decommissioned equipment and additional equipment required due to service expansion.
- No update on the October 2025 change proposal to install a second Midwifery Unit Manager (MUM).
- Absence of a 24/7 ward clerk, requiring midwives to answer doors and complete administrative tasks overnight in a locked ward, diverting them from clinical care and increasing safety risk.

Members have made it clear that the current skill mix, reduced senior leadership and increasing numbers of novice staff significantly heighten patient safety risk, particularly overnight and during periods of high acuity.

What is ANMF seeking?

On behalf of members, the ANMF is seeking:

- A 10% uplift in midwife FTE to match service demand.
- An exemption to reinstate at 10 FTE agency midwives to address current skill mix shortages.
- Extension of the acting CMC role until June 2026.
- Immediate access to essential emergency instruments via CSSD.
- A dedicated clinical coach (1.48 FTE) providing seven-day support.
- Safe workforce modelling during the EN trial period.
- Government funding for essential maternity equipment.
- Implementation of a 24/7 ward clerk and 24/7 hospital aid on K7, and access to a dedicated pharmacist, in line with promises made during the review and recommendations.

The ANMF has also formally requested data to assess workload and safety impacts, including staffing levels, overtime, sick leave, Safety Reporting and Learning System (SRLS) data, and the number and placement of staff with less than three years' experience.

What Happens Next?

Management has been requested to provide a written response by **Thursday 19 February 2026**.



If these concerns are not adequately addressed, members have endorsed escalating action, which may include:

- Public advocacy activities.
- Community and media engagement.
- A stop work rally, conducted in accordance with industrial requirements.

A survey will also be circulated shortly, for the ANMF to accurately track these workload concerns.

The ANMF will continue to keep members informed and will not take further action without member consultation.

Members remain committed to providing safe, high-quality maternity care and are taking this action to protect women, babies and the maternity workforce.

If you have questions or concerns, 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
25 February 2026