

ANMF NEWSFLASH

Public Sector North West Clinical Nurse Educator Industrial Action

Key Concerns Raised by Clinical Nurse Educators

Members have identified significant risks and issues, including:

- **Major communication failures**, with some nurses being informed of operational decisions by cleaning staff rather than management.
- **Devaluation of the educator role**, during a critical period when Transition to Practice (TtP) students are commencing on wards.
- **Clinical safety concerns**, including:
 - TTPs left without necessary educator support during a junior ward skill mix period.
 - The cancellation of **Optimus Paediatric Life Support Train-the-Trainer**, already noted as a formal risk.
 - Environmental cleaning being assigned to staff without adequate infection control, Work Health and Safer (WHS), or chemical-handling training.
 - Only one day's notice provided to Infection Control to deliver urgent training.
 - North West educators being unable to attend essential UTAS facilitator training ahead of Registered Nurse (RN) student placements.
- **Direction to perform duties outside the Statement of Duties (SOD)** and well beyond the intended educator role.
- **Increasing reliance on nursing staff as a fallback workforce** during shortages or industrial action impacting other classifications.

Members Vote to Work to Their SOD



Clinical Nurse Educators (CNEs) have **unanimously resolved** to work strictly within their SOD.

This means:

- They will **not** undertake environmental cleaning.
- They will **not** perform ward-attendant duties.
- They will instead continue to deliver education as defined in their role.

Breach of Nursing Hours per Patient Day

The ANMF has advised the Department that redirecting CNEs to cleaning duties constitutes a **breach of Nursing Hours per Patient Day (NHpPD)**. Educator Full-Time Equivalent (FTE) is specifically funded and structured for non-clinical education functions — not environmental cleaning or patient movement duties.

Notification of Industrial Action

Members have resolved to undertake **low-level industrial action**, refusing any direction to perform cleaning or other non-educator duties.

This action will **commence immediately** should suspended HSU work bans be reinstated.

Clinical and WHS Risks Submitted for Entry on the Risk Register

The ANMF has formally requested the following risks be registered and mitigation plans enacted:

- Cancellation of Paediatric Life Support Train-the-Trainer.
- Significant communication failures.
- Insufficient supervision and support for TtPs.
- Infection control breaches arising from untrained staff completing cleans.
- WHS risks tied to manual tasks and chemical handling outside staff training.

The ANMF has requested **urgent engagement** from the Department to address these issues, protect safe practice, and ensure educators are supported to fulfil their roles.



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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