

ANMF NEWSFLASH

Launceston General Hospital Wombat Ward Grievance Escalated to Step 2

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with Wombat Ward members on Thursday 5 February 2026 to review the Tasmanian Health Service (THS) response to the Step 1 Grievance originally lodged on Thursday 16 October 2025.

Following detailed discussion with members, it is clear the matters raised remain unresolved. While the THS provided some information, a number of key concerns were either not addressed or only partially addressed. As a result, members continue to experience sustained and unreasonable workloads, inconsistent with the requirements of the *Nurses and Midwives (Tasmanian State Service) Interim Agreement 2013*.

Accordingly, the ANMF has now formally escalated the grievance to Step 2 and requested the convening of a Specialist Panel.

Key Issues Raised by Members:

- Unsafe skill mix, particularly on PM shifts and weekends.
- Missed and interrupted meal breaks after hours.
- Failure to backfill senior staff and resulting workload pressure.
- Shortage of chemotherapy-competent staff and heavy reliance on overtime and Short Notice Change of Shift (SNCOS).
- Recruitment delays and agency approval barriers impacting safe staffing.
- Lack of clarity regarding recreation leave restrictions.
- Outstanding workforce and workload data not provided.

These issues continue to impact workload, workforce stability, and patient safety.



The ANMF has requested a Step 2 meeting in the week commencing **Monday 16 March 2026**.

At Step 2, the ANMF will advocate for and are seeking:

- Implementation of the agreed staffing model.
- Additional senior clinical support on PM shifts.
- Review and mitigation of unsafe skill mix and chemotherapy competency gaps.
- Review of after-hours workload and triage responsibilities.
- A pause on student placements.
- Workforce data (overtime, double shifts, SNCOS).
- A clear plan to address recruitment and agency delays.

The ANMF remains committed to working constructively with the THS to resolve these issues. However, if meaningful progress is not achieved, members have indicated they are prepared to pursue the grievance to the next stage, including consideration of industrial action or escalation to the Tasmanian Industrial Commission (TIC).

If you have any queries or concerns, **ANMF Northern Organiser** Kristy Free can be contacted via email at Kristy.Free@anmftas.org.au, alternatively the Member Support Team can be contacted via email at membersupport@anmftas.org.au.

Together, we are stronger.

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