

ANMF NEWSFLASH

Public Sector

Guidance for Members During Current Work Bans

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has been made aware that some nurses and midwives are being approached — or in some cases directed — to undertake duties normally performed by other Public Sector workers who are currently taking protected industrial action.

These tasks include cleaning shifts and other non-nursing duties that **have not formed part of nursing custom and practice for many years** and **do not fall within the professional scope or contemporary expectations of nursing work.**

Key Advice for Members

1. You should not be asked to absorb duties withheld due to another union's industrial action

It is the Government's responsibility to ensure appropriate workforce coverage during industrial bans — **not the responsibility of nurses and midwives.**

Redirecting nursing staff to perform non-nursing duties **undermines safe patient care**, ignores ongoing statewide nursing shortages, and reflects a concerning misunderstanding of the critical work nurses and midwives perform.

2. Your priority is clinical care

During work bans by other unions, the ANMF advises that:

- **Nurses and midwives should prioritise direct clinical care at all times.**
- Tasks normally undertaken by workers currently taking industrial action **should only be performed if not doing so would immediately and directly compromise patient care at the moment care is being delivered.**

- If a task does not impact direct clinical care, **it is not the responsibility of nursing staff to complete it.**

3. Do not “volunteer” for additional non-nursing duties while clinical shortages exist

Members are reminded that:

- There are **significant and ongoing clinical staffing shortages across the state.**
- Any additional time or capacity should be directed toward **filling clinical shifts and supporting safe patient care**, not backfilling duties of other striking workforces.

4. This moment highlights the essential and irreplaceable value of nursing and midwifery

Nurses and midwives continue to uphold patient care in an under-resourced system—**not only during everyday operations but also during industrial disruptions by other groups.** Your reliability, professionalism and commitment to safe care are clear to the community and to decision-makers.

As we approach our own bargaining period, members should remember the strength, unity and value of the nursing and midwifery workforce. The ANMF will continue to advocate for fair wages, safe workloads and the respect our professions deserve.

If you are directed to undertake non-nursing duties

If you are directed to perform duties that fall outside normal nursing or midwifery work, you should politely decline and instead advise that you are available to pick up additional nursing or midwifery shifts, where this is within your capacity at the time.

Your priority remains providing safe clinical care, not backfilling work that is the responsibility of the Government to resource during the current industrial action by other unions.

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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