

ANMF NEWSFLASH

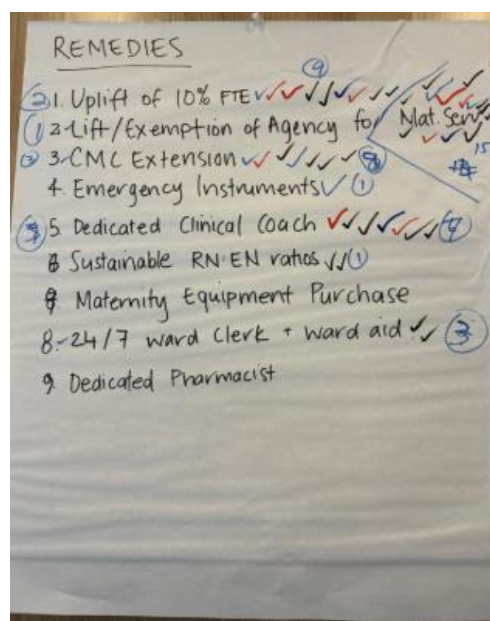
Maternity Services Members (Ward K7, Women's Health Clinic & Maternity Group Practice)

Step One Workload Grievance Update

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) attended Ward K7 on Wednesday 25 February 2026 where members voted on the top three priorities to progress as part of the Step One Workload Grievance.

This process does not diminish the seriousness of all nine issues raised. Every concern remains valid and pressing. However, to ensure focused and strategic action, members resolved to prioritise the following:

Members' Top Three Priorities



1. Exemption to the No-Agency Directive

Members clearly identified the urgent need for maternity services to be exempt from the no-agency directive.

Department response (Thursday 26 February 2026):

A request has been made to *review the utilisation of agency staff* as an interim measure.

Advice provided that 8 Full-Time Equivalent (FTE) midwives are commencing across February, March and April 2026.

The ANMF's position:

- A request to who?
- A review occurring when?
- These 8 FTE are all graduate midwives, great for boots on ground but high concerns remain for skill mix.

Members require transparency and immediate practical relief — not another undefined review process.

2. 10% Uplift in Staffing in Line with Service Demand

Management's response refers to benchmarking completed in September 2025 and states the service is reviewing retrospective analysis and forward projections to understand "*perceived and actual increases in workload.*"

The ANMF's position:

This is not a perceived increase in workload.

Members have stated clearly and consistently:

- Workload has increased.
- Service demand has increased.
- Safe staffing requires a 10% uplift in maternity services.

Midwives need real staffing growth to match clinical demand — not ongoing analysis.



3. Clinical Midwife Consultant (CMC) Role Extension – Positive Outcome

In positive news, the CMC role has been extended until June 2026.

This is a direct outcome of members raising the importance of maintaining leadership and clinical support within maternity services.

The Departments Update on all remaining priorities

While not selected as the top three, these issues remain active:

Emergency Equipment Processing

- Disposable equipment sourced where possible.
- Sterilisation outsourced privately as interim measure.
- Cost and service impact escalated.

Transition to Practice/Graduate & Student Support

- Current model is preceptorship (no clinical coach model).
- “Grow your own” strategy continues.
- 15 midwifery students expected June 2026.

Enrolled Nurse Trial Period

- Introduced September 2025 following independent maternity review.
- Temporary workforce strategy due to shortages.
- Team model under Registered Midwife (RM) delegation.
- 12-month pilot with evaluation planned.

Essential Equipment Funding

- Several items replaced or arrived (birth beds, CTGs, sphygmomanometers, CO monitors).
- Some funded via donations.
- Expressed Breast Milk (EBM) fridge decommissioned January 2026 — replacement declined to “source cheaper alternative”.
- Maternity currently without fridge storage for EBM.



24/7 Ward Clerk & Hospital Aide Roles

- Discussions progressed with Integrated Operations Centre (IOC).
- Interim solution in place.
- Working toward full 24-hour model.

Dedicated Pharmacist

- Business case submitted November 2025.
- Recognised national standard requirement for Level 5 & 6 maternity services.
- Awaiting further progression.

Next Steps – Member Action

As resolved at the meeting, the ANMF will meet with the Maternity Services Working Committee next week to coordinate the commencement of badge-wearing as the first visible step of industrial action.

This action is the first step, designed to send a clear message:

- Midwives and maternity services need to be heard.
- We need real solutions.
- We need appropriately resourced midwifery staffing levels.
- We need boots on the ground to ensure patient safety.

The ANMF will continue to keep members updated.

Together, we remain strong.

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
2 March 2026