

ANMF NEWSFLASH

North West Maternity Services Benchmarking – Status Quo to Remain

Update on Change Proposal

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has written formally to management outlining your concerns with the proposed changes to benchmarking for North West Maternity Services.

Summary of Key Points the ANMF raised on behalf of Members:

1. **Proposal Classification:** the proposed changes to the maternity service model are considered benchmarking under *Appendix E* of the *Nurses and Midwives State Service Agreement 2014*. Nursing Hours per Patient Day (NHPPD) rules require the status quo to remain until benchmarking is formally endorsed.
2. **Data Concerns:** the ANMF has identified insufficient, inaccurate, and unreliable data supporting the proposal. Comprehensive data is requested, including occupancy rates, Full-Time Equivalents (FTE) allocations, graduate midwife caseloads, vacancy data, and more.
3. **Complexity of Care:** the proposal does not account for the complex social and psychosocial needs of the North West Coast population, nor does it provide adequate support for managing these complexities.
4. **Faulty Data Collection:** issues with data collection include inconsistent instructions, missing templates, and lack of governance, rendering the data unreliable.
5. **Service Changes:** significant service changes, such as increased birth rates and reduced outreach services, are not reflected in the data.
6. **Workforce Constraints:** current staffing levels are insufficient to meet demand, with high agency usage and limited capacity to cover short notice leave or increased workload.

7. **Population Health Mismatch:** the data does not align with the region's health indicators, which show higher rates of complex health and social issues.
8. **Appointment Duration:** reducing maternity appointments from 45 minutes to 30 minutes compromises psychosocial assessments and trauma-informed care.
9. **Woman-Centred Care:** adequate time, continuity of caregiver, and appropriate staffing are essential for mitigating clinical risks and ensuring safe maternal and neonatal outcomes.
10. **Duty of Care:** the proposed model increases foreseeable clinical risks, potentially breaching duty of care, professional standards, and workplace health and safety obligations.
11. **Transfer Refusal:** tertiary services are increasingly unable to accept transfers, forcing local services to manage patients beyond their capacity, increasing risks.
12. **Leave Loading Concerns:** the proposal does not account for leave loading provisions, leading to an underestimation of workforce requirements.
13. **Non-Productive Allowance:** the exclusion of the 19.2% non-productive allowance from FTE calculations overstates workforce capacity and compromises safety.
14. **Grievance Notification:** members unanimously resolved to notify a Step 1 Grievance under *Appendix E* of the *Nurses and Midwives Interim Agreement 2013* if the status quo is not maintained.
15. **Request for Data and Consultation:** the ANMF requests all required data by Wednesday 1 April 2026 and meaningful consultation before further progression of the proposal.

Whilst the requested data has not been supplied Tasmania Health Service (THS) management have committed to a response by Wednesday 8 April 2026. Further management have acknowledged the matters raised and expressed appreciation for the time and effort taken by ANMF members to articulate their concerns, including those relating to benchmarking, data integrity, workforce capacity, complexity of care, and patient safety considerations.

Importantly the THS have confirmed that whilst consultation is under way:

- **The current staffing arrangements will remain status quo.**
- **No further progression of the proposed changes will occur during this consultation period.**



If you have questions or concerns, please contact ANMF North West Organiser Annette Beechey via email Annette.Beechey@anmftas.org.au.

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
8 April 2026