

ANMF NEWSFLASH

Mersey Community Hospital Medical Ward Step 1 Workload Grievance Raised

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has formally lodged a **Step 1 Nursing Hours per Patient Day (NHpPD) Workload Grievance** on behalf of members working on the **Medical Ward at Mersey Community Hospital (MCH)**, following a unanimous decision at a members' meeting on **Monday 23 February 2026**.

Members report **ongoing unsafe and unreasonable workloads**, driven by:

- Occupancy consistently above benchmark.
- Skill mix concerns and a high number of early career nurses.
- Lack of education support, with **no dedicated Clinical Nurse Educator (CNE) or clinical coach**.
- Unsafe rostering, particularly on night shift.
- Ongoing concerns around palliative care support and swing bed staffing.

The ANMF has requested a written response from management by **Thursday 30 April 2026**, including updated benchmarking data, vacancy and Full-Time Equivalent (FTE) breakdowns, overtime and sick leave data, and concrete plans to improve education support and staffing arrangements.

The ANMF will review the response and consult with members on next steps if these issues are not resolved.

For further information, contact ANMF North West Organiser Annette Beechey.



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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