



ANMF NEWSFLASH

New Norfolk District Hospital Escalation to Step 2 Grievance Following Member Meeting (Friday 24 April 2026)

During our Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) member meeting on Friday 24 April 2026, you advised that the workload and skill-mix since the implementation of the District Hospitals in Tasmania Safe Staffing (DHITSS) Model of Care (MoC) at New Norfolk District Hospital (NNDH) continues to impact safe and timely patient care. Your feedback was definitive: the status quo is unsafe and unsustainable.

Following your instruction, the ANMF is now escalating these concerns to a Tasmanian Health Service (THS) Step 2 Grievance to demand a formal resolution from senior management.

Key Issues Driving This Escalation

Erosion of Skill Mix: We are formally challenging the loss of Enrolled Nurses (ENs) and their replacement with Health Care Assistants (HCAs) on morning shifts. This dilution of expertise increases the clinical risk and the supervisory burden on nursing staff.

Rising Workload and Acuity: NNDH has seen an increase in patient acuity and a higher volume of Monday-Friday Day procedures.

Intensive Clinical Care: There is a documented rise in high-intervention tasks, including syringe drivers, insulin-dependent patients, and transfusions, all requiring increased monitoring.



Clinical Support Deficits: The increased workload has meant that the Nurse Unit Manager (NUM) and Direct of Nursing (DON) are required to provide direct clinical support on occasions just to ensure timely care. This is a clear indicator that the current staffing model is failing.

Our Demands

A Step 2 Grievance forces a formal response from the THS. Our position is clear.

Restore the Skill Mix: Ensure morning shifts have the appropriate ratio of qualified clinical staff (Registered Nurse (RN)/EN).

Acuity-Based Staffing: Resources must match the actual clinical needs of the patients, not just the bed numbers.

Barriers to Top-of-Scope Practice: NNDH nursing staff continue to perform a high volume of non-nursing duties. You should be focused on clinical practice, not being pulled away by tasks that fall outside your professional scope.

Operational Support: Management must address the systemic issues that force the NUM and DON into clinical gaps, ensuring they are free to lead and support the unit effectively.

What You Need to Do

Document Everything: Continue to log every instance of excessive workload or safety concerns through the appropriate reporting channels.

Stay Informed: We will provide updates as soon as the formal Step 2 meeting with THS management is scheduled.

If you have any questions, please contact your ANMF Organiser – Avril Cooper Avril.Cooper@anmftas.org.au or ANMF Member Support MemberSupport@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
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