

## ANMF NEWSFLASH

# Tasmanian Health Service Integrated Operations Centre Change Proposal

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has met with members and consulted with impacted employees regarding the proposed Tasmanian Health Service (THS) Integrated Operations Centre (IOC) changes.

Members across the state raised significant concerns regarding the proposal, particularly around workload, governance, staffing, patient safety, and the impact on existing local IOC operations.

Following this consultation, the ANMF has formally written to the THS seeking further detail, clarification, mitigations and concessions before any change progresses.

### What Members Told Us

Members raised concerns that the proposal expands the scope of the current South IOC into a statewide function without adequately demonstrating how this can be achieved safely and sustainably.

A key concern is that the proposed model appears to increase statewide access and flow responsibilities for existing Nursing Director (ND) and Assistant Director of Nursing roles (ADON) without sufficient additional nursing resources or relief staff. Members expressed strong concerns about workload, fatigue, span of control, and the sustainability of attempting to operate both the existing South IOC functions and statewide operations within reduced effective staffing.



Further concerns were raised regarding:

- Lack of transparency about alternative models considered.
- Limited evidence supporting claims that the model will improve patient flow and system performance.
- The absence of detailed governance and accountability arrangements.
- Unclear reporting lines and decision-making authority during periods of system pressure.
- Insufficient information regarding workload assessments and role evaluations.
- Concerns that centralised statewide oversight could negatively impact local operational responsiveness and patient safety.

Members in the North and North West also raised concerns regarding potential statewide bias toward the Royal Hobart Hospital (RHH) given the proposed concentration of resources within the South. Concerns were also raised about the limited access and flow resources currently available in the North West and how the proposed model would equitably support all regions.

### **What the ANMF has Requested**

The ANMF has formally requested the THS provide:

- Detailed evidence supporting the proposed statewide model.
- Information regarding alternative models considered and why they were not adopted.
- A comprehensive workload review and role impact assessment.
- Additional nursing and operational resources aligned with the expanded statewide function.
- Clear governance, reporting and decision-making frameworks.
- Statements of Duties (SoD) for impacted senior roles.
- Clarification regarding how equity across regions, including the North and North West, will be ensured.
- Ongoing genuine and meaningful consultation with affected employees.

The ANMF has also proposed that consideration be given to additional nursing leadership support for the statewide function, including the creation of an additional ADON role to support the expanded workload and operational responsibilities.



## **The ANMFs' Position**

The ANMF has advised the THS that the status quo should remain in accordance with the *Nurses and Midwives (Tasmanian State Service) Award* while these matters remain unresolved.

We will continue to advocate strongly for members to ensure any proposed change is safe, appropriately resourced, evidence-based, and genuinely consultative.

Members will be updated as further information becomes available.

**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.**

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Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary

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