

ANMF NEWSFLASH

Major Health Department Restructure Proposed Have Your Say

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is in receipt of the Department of Health (DoH) Change Proposal that details a significant organisational restructure that will impact how services are managed and delivered across Tasmania.

These changes are proposed to take effect from **1 July 2026**.

What is Being Proposed?

At the centre of the proposal is the creation of a new Health Service Operations (HSO) Division, which will become the single service delivery arm of the Department led by Jen Duncan.

This means:

- Hospitals, Primary Health, Community Health and Wellbeing Services will be merged into one division.
- A shift toward a statewide, centralised governance model.
- Increased regional responsibilities for Executive General Managers.
- Services will be realigned across North, North West and South regions.
- Introduction of statewide management of key services, including:
 - Hospitals North - Diagnostic and treatment services (e.g. pathology, pharmacy) .
 - Hospitals South - Access and flow.
 - Hospitals North West – Take on Primary Health Services North.
 - Population health programs - This new business unit led by the *Executive General Manager Health Operations, Population Health* will include the statewide services of Health Improvement; Health Protection; Population Screening and Cancer Prevention; Child Health and Parenting Service (ChaPS); and Oral Health.



Other key changes include:

- Expanded roles and reporting changes at executive level.
- Relocation of some services (e.g. Family Violence, Disability functions).
- Consolidation of Infrastructure, Digital Health and Risk functions.
- No structural change to Mental Health Services (remain statewide – through Cat Schofield).
- No operational change to Ambulance Tasmania, but reporting line changes to the Secretary of Health, Dale Webster.

What is Happening to Impacted Staff?

- Some roles (e.g. Office of the Deputy Secretary HPC) will be consolidated or removed.
- Affected employees will be offered redeployment at level.
- Case management support will be provided.
- Existing flexible work arrangements will continue.

Why This Matters

This restructure is being driven in part by:

- The Tasmanian Fiscal Sustainability Report 2026.
- A focus on efficiency and cost containment.
- A move toward a statewide, integrated system.

While integration can bring benefits, the ANMF is concerned to ensure that:

- Patient safety is not compromised.
- Workloads are manageable.
- Staffing levels remain safe and appropriate.
- Local service knowledge is not lost in centralisation.

The ANMFs' Concerns

The ANMF is carefully reviewing the proposal and is concerned that the changes may further centralise operational responsibilities and expand executive portfolios without adequately addressing existing workforce pressures.

In particular, the ANMF is concerned that:

- Adding significant statewide responsibilities to existing regional leadership roles may reduce local responsiveness.
- Decision-making processes for regional services may become slower and more complex;
- Delays may occur in:
 - Nursing recruitment.
 - Workload management.
 - Nursing workload modelling and benchmarking.
 - Implementation of systems and processes supporting nurses and midwives.
- The proposal appears heavily focused on organisational efficiency and structural consolidation, with insufficient detail about frontline staffing impacts and service delivery outcomes.

The ANMF believes any reform must strengthen, not weaken the ability of nurses and midwives to deliver safe, timely and locally responsive care to the Tasmanian community.

Have Your Say

This is a critical opportunity for members to influence the outcome. Please see the proposed Governance Structures [here](#).

👉 **Complete the ANMF Survey [here](#).**

We want to hear:

- Whether you support the proposal.
- What concerns you have.
- How it will impact your workplace and patients.



Next Steps

The ANMF will:

- Analyse member feedback.
- Raise concerns directly with the Department.
- Advocate for safe staffing, safe workloads, and quality care.

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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