

ANMF NEWSFLASH

Royal Hobart Hospital Perioperative Main Theatres

Proposed Change – Realignment of ANUM Positions to Clinical Nurse Specialist Roles

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has received a Change Proposal from management regarding senior nursing roles within Perioperative Services – Main Theatres.

What is being proposed?

Management is proposing to realign existing Grade 5 Associate Nurse Unit Manager (ANUM) positions to Grade 5 Clinical Nurse Specialist (CNS) positions within the Operating Theatre Suite (ORS).

The proposal states this change is intended to increase clinical leadership and expertise at the point of care, with a greater focus on advanced practice, mentoring, education, quality improvement and evidence-based care.

According to the proposal:

- The change is intended to be cost-neutral.
- There are no proposed reductions in salary.
- Current ANUMs functioning as Floor Coordinators are excluded from the proposal.
- Existing operational management responsibilities would be redistributed to other team leaders.
- Management states there will be no impact on service delivery, and that role clarification and professional development support will be provided during the transition.

What would change?

Management describes the key distinction as:



ANUM

- Operational management focus.
- Staff coordination and resource management.
- ANUM responsibilities.

CNS

- Advanced clinical practice focus.
- Clinical leadership and mentoring.
- Education, quality improvement and specialty practice development.

Management has indicated all current Operating Theatre ANUMs (excluding Floor Coordinators) would transition to CNS roles.

The ANMF is seeking member feedback

The ANMF is currently consulting with members before providing feedback to management.

It is important that members tell us:

- Whether they were aware this change was being proposed.
- Whether they support the proposal.
- Whether they have concerns regarding workloads, role clarity, operational responsibilities, support arrangements, patient safety, career pathways, or any other issues.

Have your say

Member feedback will assist ANMF in representing members during consultation.

Please complete the survey below and provide any comments or concerns you would like ANMF to raise with management.

Survey: <https://app.smartsheet.com/b/form/019eedfc72997857a2c3e0522aaa43c4>

Responses are requested by 1400hrs Monday 29 June 2026.

Further updates will be provided as consultation progresses. Members requiring support or wishing to discuss the proposal can contact ANMF Member Support.



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

30 June 2026