

ANMF NEWSFLASH

New Norfolk District Hospital Step 2 Workload Grievance Update and Recommendations

Following our Step 2 Workload Grievance meeting held on Monday 6 July 2026 regarding the ongoing workload and staffing pressures at New Norfolk District Hospital (NNDH), management has provided a formal response and outline of recommendations.

Key Recommendations and Outcomes

Management has agreed to the following immediate and medium-term action points:

- **Uncapped Recruitment:** Full recruitment for vacant positions will continue immediately with no pause or hiring freeze on current workforce recruitment efforts.
- **Annual District Hospital Safe Staffing Model (DHITS) Review:** Tasmania Health Service (THS) South will undertake a full review against the *DHiTS* for the 2025–2026 financial year. This data will assist in clarifying site activity and staffing requirements (expected within 4 weeks due to data reconciliation).
- **Flexible Acuity Response:** Management must continue providing flexible, responsive staffing adjustments during periods of high acuity or sudden workload spikes.

A central issue raised by members was that the current *DHiTS* does not accurately reflect the real-world workload and activity at NNDH.

We are pleased to report that the Chair acknowledged these critical concerns. A proposal from Nursing Directors statewide has been endorsed by the Chief Nursing and Midwifery Officer to establish a dedicated Working Group under the Statewide Workload Management Steering Committee.

This Working Group will formally review the DHITS, with a focus on:

- **Updating Business Rules:** Aligning rules with the new Enterprise Bargaining Agreement (EBA) and Aged Care Standards.
- **Re-evaluating Tools and Assumptions:** Reviewing underlying staffing tools and assumptions to ensure they reflect actual clinical demand.
- **Integrating New Roles:** Properly accounting for new nursing roles, such as Registered Undergraduate Students of Nursing (RUSONs).
- **Union and Staff Consultation:** Ensuring genuine consultation and direct contribution from staff and the ANMF.

Where To from Here? You Decide

While management has acknowledged that the current DHITS is failing to reflect NNDH's actual workload, commitments to working groups do not immediately relieve shift-by-shift pressure on the floor.

The ANMF acknowledges how exhausted you are, and we recognise the frustration surrounding the time it has taken to reach this point.

The ANMF needs your direct feedback to determine our next step.

Key options for your evaluation:

- Escalation to a Targeted Site Campaign: Launching a public and workplace campaign to put direct pressure on THS leadership and government decision-makers.
- Escalation to the Tasmanian Industrial Commission (TIC): Lodging a formal dispute to force legally binding timelines on management.

Please attend an ANMF member meeting next week to discuss this response, vote on our pathway forward, and ensure your voice drives our next actions – the date/time is to be confirmed.

Stand together. Your voice shapes our action



If you have any questions, please contact your ANMF Southern Organiser – Avril Cooper
avril.cooper@anmftas.org.au or the ANMF Member Support Team 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
24 July 2026