



ANMF NEWSFLASH

Care Forward ANMF Advocating

Based on feedback from members, the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has written to Care Forward management raising concerns with the consultation process for the proposed organizational restructure affecting Support at Home services.

The ANMF is focused on protecting jobs and our letter seeks a commitment to no involuntary redundancies as well as seeking to uphold your consultation rights.

Employers must consult employees and their union representatives on major workplace changes, including measures to avoid or reduce the adverse effects on employees. This is a requirement, for example, of *clause 29 of the Nurses Award 2020* and *clause 34 of the Health Professionals and Support Services Award 2020*.

Care Forward management is yet to consult the ANMF so we have requested an urgent meeting to be briefed by Care Forward management on the proposed changes and time to respond.

While the briefing paper provides for 'Individual consultation meetings' to occur between Monday 20 July - 23 Thursday July 2026 and a 'Feedback period' from Friday 24 July – Tuesday 28 July 2026, the ANMF believes members should have the opportunity to discuss the proposed changes as a group and confer with their representatives.

Information requested

Feedback in our member survey indicated you need to know how many positions are proposed to be available in the new organizational structure. The ANMF has requested detailed structural information in the form of:



- A copy of the current organizational structure showing the number of positions at each classification expected to be affected by the proposed changes; and
- The number of positions at each classification expected to be available in the proposed new organizational structure.

Individual Support available

If you would like urgent industrial support, including with your individual consultation meetings, please contact ANMF Member Support Team at MemberSupport@anmftas.org.au.

As we understand these situations are stressful and your health is important we encourage you to access your workplace Employment Assistance Program or the Nurse Midwife Health Program – 1800 001 060 should you require a further level of support.

Next steps

The ANMF is continuing to talk to members and can raise further matters with management based on your feedback.

We have requested that Care Forward management not conclude the consultation stage until it has addressed our concerns.

We have requested that Care Forward management respond to our requests by **close of business Monday 27 July 2026** and provide further time to consult.

We will keep you updated.

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
28 July 2026