

ANMF NEWSFLASH

Royal Hobart Hospital Ward 2A Acute Medical Workload Grievance and Member Action Commencing Thursday 13 August 2026

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) members on Ward 2A Acute Medical have raised ongoing concerns regarding staffing, workload, infection control and patient safety associated with being directed to open additional beds above the recently endorsed Nursing Hours per Patient Day (NHpPD) benchmark.

What is Happening?

Ward 2A was benchmarked on Wednesday 22 April 2026, with the NHpPD calculation endorsed by members on Monday 4 May 2026, providing for staffing to safely care for 23 patients.

Despite this, members have regularly been directed to open two additional beds, taking occupancy to 25 patients, without additional staffing.

Between Sunday 28 June and Saturday 25 July 2026, members recorded:

- 38 shifts where two additional beds were open with patients residing.
- 13 AM/PM shifts with additional beds open and no additional staffing.
- 18 night duty shifts with additional beds open and no additional staffing.
- Approximately half of these night shifts required staff to work overtime to achieve the benchmarked staffing level for 23 patients, despite caring for 25 patients.

Members have also repeatedly raised concerns regarding the infection control risks and physical layout of bed spaces 4D and 7D, as well as the impact on patient and staff safety. Despite these concerns, members continue to be directed to open these spaces.

ANMF Step One Workload Grievance

The ANMF has lodged a Step One Workload Grievance seeking:

- Appropriate staffing before additional beds are opened above the agreed NHpPD benchmark.
- The infection control risks associated with 4D and 7D to be assessed and addressed.
- Assurance that members will not be directed to open additional beds where appropriate staffing cannot be provided.
- A formal escalation pathway that appropriately addresses staffing, workload, patient safety and infection control concerns.

Member Action – from Thursday 13 August 2026

Due to the ongoing and unsustainable workload concerns, members will commence action from Thursday 13 August 2026.

Members have voted to refuse to accept patients into bed spaces 4D and 7D.

Emergency and clinical equipment will be removed from these spaces to prevent them being used for patient care, including being flexed to create single patient rooms.

Members reserve the right to escalate action, including further action up to and including stop work, should these patient and staff safety concerns remain unresolved.

What Happens Next?

The ANMF is seeking to work collaboratively with management to resolve these concerns and ensure unsustainable workloads are not prolonged.

Management has been requested to respond to the Step One grievance by **close of business Thursday 27 August 2026**.

If the grievance remains unresolved, members reserve the right to escalate to Step Two in accordance with the Agreement.

The ANMF will keep members updated as this matter progresses.

If you have any further questions or concerns, please contact ANMF Member Support on **(03) 6223 6777**.



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

13 August 2026