

ANMF NEWSFLASH

Royal Hobart Hospital Ward 2J

Members Agree to Commence Action Over Unsafe and Unsustainable Workloads

Following ongoing concerns raised by Ward 2J members regarding staffing shortages and increasing workloads, the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has consulted with members regarding the changes that have been communicated regarding patient capacity and workload.

Members have agreed to:

- Commence a Step One Workload Grievance regarding the ongoing staffing shortages and unsustainable workload.
- Refuse to open 24B and the treatment room as additional patient spaces until appropriate staffing is in place and the workload concerns are addressed.
- Refuse to attend 4C to provide care for two additional cardiac day-case patients where this requires Ward 2J staff to absorb the additional workload.
- Raise concerns regarding the ongoing use of beds 21, 22, 23 and 24A as flex beds, rather than for their intended day-case function.
- Seek recruitment to the existing Ward 2J vacancies as a priority.
- Seek appropriate staffing and resources before additional patient spaces or workload are introduced.

Why are Members Taking Action?

The benchmarking document outlines Ward 2J is staffed for 30 ward beds and five Cardiac Day Unit (CDU) beds Monday–Friday 0730hrs – 2000hrs. Members report approximately 17 Full-Time Equivalent (FTE) vacancies across the staffing establishment.



Despite these vacancies, CDU beds are regularly being used as flex beds, including for patients remaining overnight and across weekends. Members have been absorbing this additional workload through ongoing overtime and double shifts.

Members are now being asked to accommodate further workload through:

- Opening 24B.
- Opening the treatment room as an additional patient space, despite having no bathroom facilities; and,
- Caring for two additional cardiac day-case patients on 4C.

Members have made it clear that the current model is not sustainable and that additional patient numbers cannot continue to be absorbed without appropriate staffing.

What is the ANMF Seeking?

The ANMF has lodged a Step One Workload Grievance with management seeking:

- Recruitment to the full Ward 2J establishment.
- Appropriate staffing before additional patient spaces are opened.
- A review of the use of designated CDU/day-case beds as flex capacity.
- A clear and sustainable staffing and model of care for any increased patient workload; and,
- Alternative solutions to address patient flow and cardiac surgery capacity without simply transferring additional workload to Ward 2J staff.

The status quo will apply while the grievance is being dealt with.

This means Ward 2J's current establishment and model of care will remain in place, with members **not opening 24B or the treatment room and not attending 4C to provide the additional proposed cardiac day-case care.**

The ANMF has requested a response from management by **close of business Friday 4 September 2026.**

The ANMF will keep members updated as the grievance progresses and will continue to work with members to ensure that unsafe and unsustainable workloads are not prolonged.



Thank you to all Ward 2J members who participated in the consultation and provided feedback. Your collective voice has informed the action being taken.

The ANMF – Stronger Together.

If you have any further questions or concerns, please contact the ANMF Member Support Team 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
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