

ANMF NEWSFLASH

Whittle Ward

Members Endorse Benchmarking

Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) members at Whittle Ward met on Wednesday 26 August 2026 to discuss ongoing staffing, workload and benchmarking concerns. Members reported that despite being advised the ward is at Full-Time Equivalent (FTE), roster gaps continue to occur, with most shifts relying on casual staff, overtime and short-notice changes.

The ANMF highlighted that a letter of concern was raised following last year's benchmarking process, yet members report that the workload issues identified at that time remain unresolved. Members also raised concerns about fatigue management, the availability and suitability of casual staff, and the continuing impact of unfilled positions.

Key Issues Raised

- Ongoing roster gaps.
- Loss of valued staff because the ward's FTE allocation is already at capacity.
- Limited availability of experienced and familiar casual staff.
- Increased reliance on double shifts, overtime and short-notice roster changes.
- Concerns about fatigue management and workload pressure.
- Unfilled positions, including the anticipate delay in Enrolled Nurse (EN) recruitment and the long-standing 0.4 FTE Clinical Nurse Educator (CNE) vacancy.
- Clinical support roles being used to cover direct-care staffing gaps.
- The Associate Nurse Unit Manager (ANUM) managing complex patient loads and unable to attend medical ward rounds.



Benchmarking Position

Members voted to endorse benchmarking, however raised concerns that have been communicated to management requesting staffing levels sufficient to safely support the model. However, members were clear that ongoing staffing gaps remain a significant barrier and that they should not have to repeatedly advocate for staffing levels they are entitled to.

Extended Care Assistant Commencement

Outside of benchmarking, members are looking forward to the commencement of an Extended Care Assistant (ECA) across all shifts, the advertisement of the Registered Nurse (RN) FTE vacancy and the appointment to the outstanding CNE vacancy. Members are hopeful these measures will significantly improve workload and ward support.

Next Steps

The ANMF will formally endorse benchmarking, as supported by majority of members and include workload concerns in their response.

Members will meet again in approximately one month to assess whether workload improvements have been achieved. Members will use this review to determine the next steps, including whether further escalation is required.

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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