

ANMF NEWSFLASH

Launceston General Hospital

NUMs and MUMs Workload Concerns

We Need Your Feedback

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has continued to advocate on behalf of Nurse Unit Managers (NUMs) and Midwifery Unit Managers (MUMs) at the Launceston General Hospital (LGH) regarding longstanding workload concerns.

Following the recent response provided to the Executive Director of Nursing (EDON), concerns raised about excessive workloads were addressed with advice that workload issues should be escalated through Nursing Directors (DNs). Many NUMs and MUMs have subsequently expressed the view that NDs themselves are managing significant workloads and competing demands, limiting their capacity to provide meaningful support or solutions.

At a meeting with LGH NUMs and MUMs on Monday 31 August 2026, the ANMF Branch Secretary, Emily Shepherd and ANMF Member Operations Manager, Phoebe Mansell discussed the ongoing workload issues facing this group and the limited progress that has been achieved despite these concerns being raised for many years. Members noted that concerns regarding NUM and MUM workloads have been documented as far back as 2014.

Given the absence of any tangible assistance or workload reduction measures from senior management, discussion centred on what steps NUMs and MUMs could reasonably take to protect themselves from excessive workloads and to drive meaningful change.

One option discussed was the possibility of collective action by NUMs and MUMs to reduce workload demands. The ANMF noted that such action could also be characterised as industrial action and may strengthen the



ANMF's ability to advocate for genuine solutions to workload concerns. It was also discussed that a formal workload dispute could be raised with the Tasmanian Industrial Commission (TIC) if members wished to pursue this pathway.

The ANMF is seeking your views on the most appropriate way forward.

Importantly, ANMF advocacy alone is unlikely to generate a different response from that already received. Meaningful change is most likely to occur if members collectively support and participate in a clear strategy to address the ongoing workload issues affecting this group.

Survey: <https://app.smartsheet.com/b/form/01a064e592df7969ab0c1b44f1213393>

The ANMF Continues to Advocate

The ANMF continues to advocate strongly at the bargaining table for measures that address the excessive workloads experienced by NUMs and MUMs. We also encourage all managers to:

- Claim all overtime worked.
- Accurately document hours worked beyond ordinary hours.
- Retain records of workload pressures and missed opportunities to take breaks or leave and regularly document workload pressures and impact on a weekly basis to your line manager.

This information is critical in supporting future advocacy, industrial action and any formal workload dispute processes.

Your Health and Wellbeing Matters

The ANMF recognises the extremely challenging environment in which NUMs and MUMs continue to work. We acknowledge that many members have repeatedly raised workload concerns over many years without seeing meaningful improvement. This is why we are encouraging members to take industrial action (which in reality is just managing your own workload) as all reasonable and collaborative approaches have not generated actual resources and support to address your workloads.



Above all else, we encourage members to prioritise their own health and wellbeing. No role is more important than your physical and psychological health.

Members seeking confidential peer support are encouraged to access the Nurses and Midwives Health Program Australia [Peer support counselling - Nurse Midwife Health Program Australia](#), which provides independent support services specifically for nurses and midwives.

We encourage all LGH NUMs and MUMs to complete the survey and have their say on the path forward. Collective voices drive collective change.

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
3 September 2026