



ANMF NEWSFLASH

New Norfolk District Hospital Step 2 Grievance Progress Update

Following the New Norfolk District Hospital (NNDH) member meeting on Thursday 17 September 2026 the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) provides the following update on the progress of the Step 2 Grievance and the upcoming District Hospitals in Tasmania Safe Staffing (DHITS) review.

Step 2 Grievance and Staffing Priorities

During our meeting, we discussed the progress of the Step 2 Grievance and provided context on the current broader challenges and delays when progressing grievances through the Tasmanian Industrial Commission (TIC). We recognise that these lengthy timelines can be frustrating.

Despite these delays, the core priority for members remains clear: the optimal outcome for New Norfolk District Hospital (NNDH) is the reinstatement of the 2 Registered Nurses (RNs) / 2 Enrolled Nurses (ENs) (+ 1 Assistant in Nursing (AIN)) staffing model on morning shifts.

The DHITS Review & Immediate Strategy

Looking forward, an opportunity has arisen with the District Hospital in Tasmania Safe Staffing (DHITS) Review.

First Meeting: The inaugural review meeting is scheduled for Wednesday, 30 September 2026. An ANMF official is attending to advocate for your workplace needs. Given this upcoming review, members recommended pausing any immediate industrial action for now. This pause will allow us to hear the outcomes of the first DHITS meeting and gather wider input from across the workforce.



Action Plan & What's Next

Member Survey: To ensure every member has a voice in shaping our strategy, please complete the short survey below to gauge overall member sentiment and appetite for next steps.

SURVEY: <https://app.smartsheet.com/b/form/01a0d6f80874779d9e83497ed23b1e8f>

Workload Reporting: Tracking workload provides a clear, documented record of everyday clinical realities, ensuring that staffing challenges and patient safety concerns are backed by objective data rather than relying on informal feedback. Please complete the Workload Report form via below link, for any shift where you experience short staffing or excessive workload. Hand the completed form to your ANMF Delegate or email it directly to your ANMF Organiser: Avril.Cooper@anmftas.org.au.

WORKLOAD REPORT: <https://anmftas.org.au/pdf/ANMFWorkladReportForm.NNDH.pdf>

DHiTS Meeting Wednesday 30 September 2026: ANMF representation at the initial review session.

Thank you to everyone who continues to speak up for safe working conditions at NNDH. In the interim if you have any queries, please do not hesitate to contact our Member Support Team, via membersupport@anmftas.org.au or on 1800 001 241.

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
6 October 2026