



ANMF NEWSFLASH

Level 10, Wellington Clinic Members Workload and Staffing Update – Step 1 Grievance Lodged

Thank you to all Level 10 Wellington Clinics members for your ongoing engagement and support in raising concerns about staffing, workload and the sustainability of the current service.

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has now formally lodged a Step 1 workload grievance with the Department under Appendix C of the Nurses and Midwives Agreement, regarding the sustained unreasonable workload being experienced by nurses working within Level 10.

What has happened?

The ANMF has acknowledged that the Department has established a working group to consider the workforce requirements of Level 10 and develop an appropriate workforce model.

The ANMF has advised the Department that we are willing to participate in this process and work with members, the Department and relevant unions to develop a workforce model that appropriately reflects the workload, complexity and service requirements of Level 10.

However, the current staffing situation cannot simply be placed on hold while the modelling is developed. There are currently 14 staff working across Level 10, providing approximately 9 Full-Time Equivalent FTE, compared with 22 staff providing just over 14 FTE in February 2026.

Members have reported that the workload has remained largely unchanged, resulting in nurses working beyond their rostered hours, including unpaid overtime, to try to keep up with the workload.



Three-month extensions are not enough

The Department had initially indicated that three of the current nurses would not have their contracts extended.

The Department has now offered these three nurses three-month extensions.

The ANMF has made clear that this does not provide sufficient job security for these nurses, nor does it provide sufficient time for a workforce model to be properly developed, consulted on and implemented.

Importantly, the three-month extensions do not address the current workload pressures, particularly while the 1.0 FTE Lead Gastroenterology Nurse position remains unfilled.

These nurses are experienced members of the current workforce who have been working tirelessly in an already overburdened service. Losing these nurses, or leaving their employment uncertain, risks placing further unsustainable workload on the remaining staff.

The ANMF sought the status quo to be maintained

The ANMF has requested confirmation from the Department that the current staffing levels will be maintained as the status quo while the workforce modelling is undertaken.

Maintaining the current staffing is the minimum interim measure required to prevent the situation from deteriorating further while the appropriate staffing model is developed.

As the Department has not agreed to provide this commitment, members have supported the formal Step 1 grievance seeking to ensure the status quo is maintained as a minimum while the modelling is undertaken.

What is the ANMF seeking?

The Step 1 grievance seeks:

- Six employees currently working within Level 10 to be offered permanency;
- Immediate recruitment of 1.0 FTE Lead Gastroenterology Nurse;
- Maintenance of current staffing levels as the status quo while workforce modelling is undertaken;



- Workforce modelling that properly considers patient numbers, clinic activity, specialty mix, complexity and administrative workload; and
- Consultation with ANMF members and relevant unions in developing the workforce model.

Members have also raised concerns about approximately 5,400 patients currently on the Level 10 waitlist, alongside overbooked clinics, late finishes, reduced preparation time, delays in follow-up and the ongoing requirement for nurses to absorb additional workload.

What happens next?

The Department has been formally notified of the Step 1 grievance and is required to provide a response within seven days of receiving the correspondence, in accordance with the Agreement.

If a satisfactory response is not received within this timeframe, the ANMF will escalate the grievance to Step 2.

The ANMF will continue to keep members updated as the matter progresses.

Thank you to all members for your continued engagement and for standing together to ensure the workload and staffing requirements of Level 10 are properly addressed.

ANMF – Stronger Together.

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
6 October 2026