

ANMF NEWSFLASH

Royal Hobart Hospital Ward 2A Acute Medical Workload Grievance Escalated to Step Two

Members continue to refuse unsafe additional beds

Thank you to Ward 2A Acute Medical members for continuing to raise concerns about workload, staffing and patient safety.

Following the Department's response to the **Step One workload grievance**, members have advised that the concerns remain unresolved and have endorsed escalating the matter to **Step Two** under Appendix C of the Nurses and Midwives Agreement.

The workload problem continues

Members have provided further data showing that additional beds continue to be opened without additional nursing resources.

August 2026

- **10 night shifts** had two additional beds open with **no additional nursing resources**.
- **0200hrs shifts** had two additional beds open without additional nursing resources.
- **1600hrs shifts** had two additional beds open without additional nursing resources.

September 2026

- One additional bed space has continued to be opened.
- Only **3 of 0700hrs shifts** had additional nursing resources.
- Only **3 of 2100hrs shifts** had additional nursing resources.



- Only **2 of 9 night shifts** had additional nursing resources.

Members continue to report that this creates a **sustained unreasonable workload**, with concerns also remaining about infection prevention and control (IPC) and the ability to meet professional patient care standards.

Member action will continue

Members have endorsed continuing to **refuse to open additional bed spaces where the required nursing resources are not available**.

Members will also place signs on the affected beds stating that the beds are CLOSED pending resolution of the grievance.

This action will continue while members' workload, staffing, IPC and patient safety concerns remain unresolved.

20-minute stop work action – Friday 2 October 2026

To raise public awareness of the pressure's members are facing, Ward 2A members will undertake a **20-minute stop work action on Friday 2 October 2026, from 1400hrs to 1420hrs**.

Members are taking this action to highlight the pressure to open beds above the ward's endorsed staffing benchmark without appropriate additional nursing resources, and to call on the Department to agree to **legislated, appropriate and safe nurse-to-patient ratios** to help prevent these situations occurring in the future.

Members are also deeply concerned that previously raised IPC issues remain unaddressed, and report that these concerns have directly affected patient safety, including the spread of infection.



What happens next?

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is formally escalated the matter to **Step Two** and is seeking a **specialist panel within two calendar weeks** to work towards resolving the outstanding concerns.

Ward 2A Acute Medical ANMF delegates will participate in the specialist panel alongside ANMF representatives.

If the matter cannot be resolved through the Step Two process, members retain their industrial rights to further escalate the grievance to the **Tasmanian Industrial Commission (TIC)**.

The ANMF will continue to support Ward 2A members

The ANMF will continue to work with members and the Department to seek a resolution that ensures **safe staffing, appropriate workload and safe patient care**.

Thank you to Ward 2A Acute Medical members for your continued solidarity and engagement.

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
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