



ANMF NEWSFLASH

Women's and Children's Services Administration Change Proposal

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has provided formal feedback on behalf of members working across affected Women's and Children's Services (WACS) regarding the proposed administrative restructure.

Members acknowledged the stated intent of the proposal to improve coordination, efficiency and support for administrative staff. However, feedback identified significant concerns about the potential impact on clinical workloads and service delivery.

The most consistent concern raised by members was the existing lack of adequate administrative support. Members reported spending substantial time on payroll processing, timesheet management, auditing, clinic coordination, booking systems, outreach administration and other administrative functions that detract from direct patient care.

While the proposal aims to create efficiencies through a centralised "hub" model, members are concerned this could reduce access to dedicated administrative support and result in the loss of service-specific knowledge and expertise. Members advised that many clinical areas require administrative staff who understand specialised workflows and can work closely alongside clinicians to support service delivery.

Members also raised concern that the proposal may redistribute existing resources without addressing underlying resourcing deficiencies, particularly where clinicians are already undertaking administrative duties because current staffing levels do not adequately support operational requirements.

Key concerns raised by members included:

- The potential loss of dedicated administrative support within clinical teams.
- Delays in administrative processes where existing administrative staff are already experiencing significant workload pressures.
- Increased burden on clinicians if they are required to train or continually support administrative staff unfamiliar with specific service requirements.
- The impact of the proposed changes on the Tasmanian Paediatric Rehabilitation Service (TPRS), where members report existing administrative resources are already insufficient to meet service demands.

The ANMF has sought clarification from WACS about how service-specific administrative knowledge will be maintained, how clinical staff will access timely administrative assistance, whether workload analysis confirms existing administrative Full-Time Equivalent (FTE) is sufficient, how impacts on TPRS and outpatient services will be monitored, and whether increased administrative staffing has been considered in areas where clinicians are currently performing significant administrative functions.

The ANMF maintains that any administrative restructure must deliver a measurable reduction in the administrative workload of nurses and midwives, rather than shifting or increasing that burden. It must also protect service delivery and patient care outcomes.

The ANMF has requested a comprehensive response by close of business Friday 23 October 2026, so that members can be further consulted before any changes are implemented.

Members are encouraged to continue providing feedback to the ANMF about the proposed administrative restructure and its potential impact on workload, administrative support and service delivery.

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 Phoebe Mansell, ANMF Tasmanian Acting Branch Secretary
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