

ANMF NEWSFLASH

Royal Hobart Hospital Maternity Services

Step 1 Workload Grievance Update and Next Steps

For Members Working Across Royal Hobart Hospital Ward K7, Women's Health Clinic and Midwifery Group Practice

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has continued meeting with members across maternity services to review progress on the Step 1 Workload Grievance lodged in February 2026. The grievance addresses unsafe workloads, staffing shortfalls, skill-mix risks and resource pressures affecting Ward K7, Women's Health Clinic (WHC) and Midwifery Group Practice (MGP).

The ANMF is working alongside workplace delegates and members to progress the grievance and advocate for safer staffing, sustainable workloads and appropriate resources across maternity services.

Why the Grievance Was Lodged

Members lodged the grievance after reporting increased service demand following the closure of Hobart Private maternity services, without a corresponding uplift in staffing and resources. The grievance also raised concerns about:

- Midwifery staffing levels, vacancies and restrictions on the use of agency staff.
- Clinical Midwifery Consultant (CMC) shortfalls and the need for reliable senior clinical support.
- Additional workload associated with Transition to Practice, graduate, Enrolled Nurse (EN) and student cohorts, including orientation, supervision and support.
- The absence of a dedicated clinical coach.
- Essential equipment and resource shortfalls.
- The EN pilot and the need for transparent workforce modelling and review.
- Locked-ward pressures and the need for 24/7 ward clerk and ward aide coverage on K7.



- The need for a dedicated maternity pharmacist, consistent with recommendations from the independent Royal Hobart Hospital (RHH) maternity services investigation.

Progress Achieved

Member action has delivered progress on several matters:

- CMC backfill was secured and extended.
- Industrial action affecting the sterilising department has ceased allowing access to essential emergency equipment.
- The second Midwifery Unit Manager MUM role has progressed and now been filled.

What Remains Outstanding

Despite this progress, the central workload and resourcing concerns remain unresolved. The ANMF will continue to pursue:

- **A 10% midwifery uplift** to reflect increased service demand.
- **Re-benchmarking and Birthrate Plus review**, using current retrospective service data and adequately accounting for babies, acuity and the clinical coach model.
- **Access to experienced agency staff** where required to address vacancies and maintain a safe skill mix.
- **A dedicated clinical coach** to provide support across 7 days a week.
- **A transparent review of the enrolled nurse pilot**, including workforce modelling, scope and impact on registered midwife workload.
- **Government funding for essential maternity equipment** to keep pace with service demand.
- **24/7 ward clerk and ward aide coverage on K7**.
- **A dedicated maternity pharmacist**.

Escalating to Step 2

Members have already taken visible action through badges, a petition and a walk-out and media event. With key issues still unresolved, the ANMF will now progress the grievance to Step 2.

A Step 2 grievance meeting brings ANMF officials, workplace delegates and engaged members together with Tasmanian Health Service (THS) representatives to address the outstanding matters.



Australian Nursing & Midwifery Federation Tasmania

Member Survey: Your Evidence Matters

Before the Step 2 meeting, the ANMF will issue a one-week workload survey. Members are asked to complete the survey for every shift worked during the survey period. The survey will be available by scanning the QR code on the workplace flyer and through the ANMF newsflash link. The survey period beings **Friday 6 November 2026,** ceasing **Thursday 12 November 2026.**

Survey: https://app.smartsheet.com/b/form/01a13d2c0c3e71858fda18350b43ef0a

The survey takes around two minutes. Completing it after every shift will help build clear, credible evidence of staffing, workload, acuity, skill-mix and resource pressures across maternity services.

For this process to succeed, participation from as many midwives as possible is essential. Consistent responses across K7, WHC and MGP will provide powerful evidence of what is occurring on every shift and strengthen the case for safe staffing and adequate resources.

Together, members can build a clear picture of the workload challenges facing maternity services and continue pushing for the staffing and resources needed to provide safe, high-quality care for women, babies and families.

Have your say

Please speak with your ANMF workplace delegate or Organiser Shelby if you have questions, comments or additional issues that should be raised as part of the Step 2 process.

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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