

ANMF NEWSFLASH

North West Regional Hospital

Proposed Changes to Hospital Security and Support Services - The ANMF is Seeking Member Feedback

The Department of Health has released a change proposal outlining plans to introduce an integrated, Department-employed Safety and Support Service across Tasmania's major hospitals.

The proposed changes aim to bring existing Medical Orderly, Attendant, Emergency Department Security Officer (EDSO) and security response functions together into one integrated service.

Under the proposal, the Department intends to:

- Replace internal security patrol and Code Black response functions currently provided by Wilson Security with Department-employed staff.
- Establish new Band 3 Safety and Support Orderly positions.
- Introduce a new Band 4 supervisory structure.
- Transfer funded EDSO positions into the integrated service.
- Introduce additional training and ancillary constable powers for designated Safety and Support employees.
- Establish a single escalation pathway for staff requiring security and safety assistance.

Implementation is proposed to occur progressively, commencing at the Mersey Community Hospital (MCH), followed by the North West Regional Hospital (NWRH), the Launceston General Hospital (LGH) and eventually the Royal Hobart Hospital (RHH).



Why is the ANMF seeking your feedback?
While the proposal aims to improve staff and patient safety, the ANMF has concerns about how the new arrangements will operate in practice and the potential impacts on nurses and midwives.

We particularly want to understand how these changes may affect:

- Access to timely security assistance when responding to occupational violence and aggression.
- Dedicated security coverage within the Emergency Department (ED).
- Availability of security and support staff across all wards and units, including night shift and weekends.
- The ability to respond to multiple incidents occurring simultaneously.
- Patient transfers, escorts and other support functions currently provided by orderlies and attendants.
- Nursing and midwifery workloads and responsibilities if appropriate support is unavailable.
- Patient, staff and visitor safety during the transition to the new model.

Your experience matters. We want to hear from members about how you currently access security, orderly and attendant support, what works well, what needs improving and what concerns you have about the proposed changes.

Complete the ANMF Member Survey
The ANMF is seeking feedback from all nurses and midwives to inform our formal response to the Department.

Survey: https://app.smartsheet.com/b/form/01a1c8b03dbb77d0bac9ee0af8433588

SURVEY DEADLINE: 1400hrs WEDNESDAY 2 DECEMBER 2026.

This will allow the ANMF to collate member feedback and provide a response to the Department before its consultation deadline of **Friday 4 December 2026**.

Would Your Ward or unit benefit from an ANMF Member Meeting?
If you believe your ward or unit will be significantly impacted by the proposed changes, we would also like to hear from you about arranging an ANMF member meeting directly on your ward or unit.

These meetings will provide an opportunity to discuss the proposal, hear members' concerns and gather feedback about the potential impacts on your workplace.



Please indicate in the survey if you would like an ANMF representative to arrange a meeting with your ward or unit.

Please take the time to have your say. It is important that the voices and experiences of nurses and midwives are heard before these changes are finalised.

The ANMF – Stronger Together.

If you have any further questions or concerns, please contact the ANMF Member Support 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
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