

ANMF NEWSFLASH

Smithton District Hospital

The ANMF Escalates Workload Concerns to Dispute

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has formally notified management that ongoing workload and staffing concerns at Smithton District Hospital are now in dispute.

This follows concerns that measures identified through the Step 2 grievance process have not been adequately implemented to address the workload and staffing issues raised by members.

Why Has the ANMF Escalated This Matter?

1. Ongoing staffing shortfalls.
2. Additional support resources not being consistently available.
3. Increasing workload pressures.
4. Ongoing concerns regarding the ability to safely manage patient demand.
5. Inability to fill a roster.

Since August 2026, staff have submitted more than 60 Safety Learning and Reporting System (SLRS) reports relating to staffing levels, workload pressures, patient flow concerns and patient safety.

The ANMF acknowledges that the District Hospital Safe Staffing Model (DHiTS) review is underway and supports that work continuing. The ANMF has made it clear that members should not have to wait for the completion of the DHiTS review before meaningful action is taken.

What Happens Next?

The ANMF has requested a written response within seven (7) days outlining:



1. The status of each commitment arising from the Step 2 grievance process.
2. The actions management will take to address ongoing staffing and workload concerns.
3. The timeframe for implementation of additional support measures, including staffing resources identified through the grievance process.
4. Interim measures that will be implemented pending completion of the DHiTS review.
5. How management intends to address the significant number of SRLS reports relating to staffing and workload concerns.
6. If an agency has been contacted to fill vacant shifts.

The ANMF will keep members informed of any response received from management.

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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