



**SAFE HOSPITALS  
SAVE LIVES**

**Newsflash**

## ANMF NEWSFLASH

### Launceston General Hospital Emergency Department

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with the Department secretary and Launceston General Hospital (LGH) management regarding the current staffing crisis at the LGH Emergency Department (ED) on Thursday 21 November 2024. At this meeting, the ANMF Branch Secretary and officials advocated fiercely for what members have articulated is a catastrophic workload environment that is unsustainable, unmanageable and unsafe.

The ANMF emphasised that the current staffing profile and working conditions for members are not safe. Members are completely burnt out and fatigued, underscoring the urgent need for immediate action.

The Department questioned why industrial action proceeded yesterday, citing their commitment to fill current vacancies by January 2025. The ANMF expressed frustration at having to justify the action, given the critical and ongoing issues facing staff and patients.

The Department has committed to the following actions, to be completed by mid-week commencing **Monday 25 November 2024**:

1. **Convert all fixed-term vacancy positions to permanent** to improve recruitment outcomes.
2. Actively progress the **Registered Undergraduate Student of Nursing (RUSON)** program and create roles to assist in the ED.





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3. Apply the **Market Allowance** to all positions in the LGH ED, both vacant and currently filled, to attract staff to these hard-to-fill roles and **RETAIN** the current workforce. The ANMF has been advocating for this since it was agreed upon in the last Nurses and Midwives Agreement.
4. **Engage with local Urgent Care Centres** to explore extended operating hours during periods of significant hospital pressure.
5. Implement **Advanced Practice Enrolled Nurse** positions in the LGH ED by January 2025.
6. Issue public notices to media when the LGH ED is experiencing levels of high demand.

The ANMF also insisted on an immediate action plan for managing future staffing shortfalls, increased demand, and crises in the LGH ED. The Department has committed to delivering this plan by mid-next week, with considerations for hospital-wide access and flow and their impact on the ED.

The ANMF advised the Department that once feedback is received, including clear timelines for implementation, they will consult with members. Based on members' feedback, further industrial action or an application to the Tasmanian Industrial Commission (TIC) may be pursued.

**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.**

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Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary  
21 November 2024

