



## ANMF NEWSFLASH

# THE ANMF TAKES ACTION TO PROTECT MEMBERS AT THE LGH

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has written to Tasmanian Health Service (THS) management at the Launceston General Hospital (LGH) demanding immediate action to address the escalating issue of aggressive behaviour—both physical and verbal—towards nursing staff. This urgent correspondence highlights the safety and wellbeing concerns of members working broadly across the LGH and particularly in wards 6D, 5D, 4D, 3D, cardiology, and the Acute Medical Unit (AMU).

### What We've Reported to THS Management

The ANMF has brought attention to a disturbing increase in safety incidents involving aggression from patients. Examples include:

- A nurse off duty due to a right shoulder injury and psychological trauma.
- Another nurse off duty following a physical attack resulting in dislocated fingers and psychological trauma.
- Multiple staff members experiencing significant trauma due to these events.

This builds on previous major incidents that left two staff members permanently incapacitated and still on Workers Compensation. Since then, there have been numerous additional incidents, both actual and near misses. Despite repeated reporting through SLRS and raising these issues, no meaningful action has been taken to address these risks.

The ongoing aggression is severely impacting staff's physical and psychosocial wellbeing. Many are hyper-vigilant, stressed, and feel unsafe in their workplace. The escalating aggression is damaging lives, careers, and the overall healthcare environment.

## What We Are Requesting

The ANMF has called on THS management to implement the following solutions immediately:

1. **Protective Service Officers (PSOs):** Deployment across all shifts to enhance security.
2. **Improved Security Systems:**
  - Installation of effective duress alarms and CCTV throughout ward areas.
  - Provision of personal duress alarms for staff.
3. **Dedicated Clinical Spaces:** Rooms designed and located to safely manage patients with behaviours of concern.
4. **Aggression Management Training:**
  - Review and adapt the current Aggression Management Study Day to overcome rostering challenges.
  - Implement an e-learning module for flexibility.
5. **Public Reporting:** Transparent reporting of violent incidents.
6. **Enhanced Signage:** Stronger wording in “Respect Healthcare Workers” signage to reinforce a zero-tolerance policy.

## Consequences of Inaction

If these demands are not met, ANMF members will consider:

- Issuing a Provisional Improvement Notice (PIN).
- Reporting incidents directly to WorkSafe.
- Taking industrial action, such as:
  - Producing and displaying their own signage.
  - Closing beds to create safer spaces for managing challenging behaviours.
  - Publicly reporting violent incidents while maintaining patient confidentiality.



## Next Steps

The ANMF has requested a response from THS management by **close of business on Friday 27 December 2024**. Should THS fail to act, we will support members in escalating actions to ensure their safety and wellbeing.

**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  
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