



ANMF NEWSFLASH

Launceston General Hospital Emergency Department Code Yellow Update

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has formally written to the Tasmanian Health Service (THS) on behalf of members at the Launceston General Hospital (LGH) Emergency Department (ED) regarding the current six-week suspension of Code Yellow industrial action.

This follows the member meeting on Tuesday 18 March 2025, where it was resolved to suspend action **conditional on the THS delivering clear, measurable progress** against agreed solutions.

Key Points from the Letter:

Suspension Period:

Industrial action is suspended for six weeks from today. A report-back meeting with members will be held on **Wednesday 21 May 2025**.

Implementation Expectations:

Members expect the THS to either:

- Fully implement the agreed solutions; or
- Provide clear, time-bound implementation timelines; or
- Demonstrate a positive recruitment trend toward both the ED benchmarked Full Time Equivalent (FTE) and the additional **28.09 FTE** committed in the *Emergency Nursing Workforce Model Position Statement – 2024*.

Immediate Requirements

The THS must:

- Meet with the ANMF and workplace delegates within 2 weeks to provide recruitment data and progress tracking.
- Hold a follow-up meeting 2 weeks later to review progress and tracking mechanisms.
- Provide additional **Executive Assistant and Human Resource (HR) support for the Nurse Unit Manager NUM** to assist with timely recruitment and implementation of agreed solutions.

Requested Updates on Key Solutions

The letter identifies 14 key initiatives that remain **unimplemented, unconfirmed, or require clarification**, including:

- Full recruitment to the 28.09 Full Time Equivalent (FTE) uplift.
- Clinical Nurse Educator (CNE) and Clinical Nurse Consultant (CNC) recruitment status.
- ED employment register.
- Use of agency nurses and FTE freeze impacts.
- Roster review and staffing plan.
- Market allowance and other incentives.
- Registered Undergraduate Students of Nursing (RUSON) recruitment and advanced practice EN rollout.

The THS has been asked to **respond in writing** with the current status of each item, timelines for outstanding actions, and a full FTE breakdown (permanent/fixed term/vacant).

What Happens Next?

If the above matters are not achieved by the end of the suspension period, members will reconvene to consider:

- Reinstating industrial action.
- Lodging an application with the Tasmanian Industrial Commission (TIC).



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
10 April 2025