

ANMF NEWSFLASH

Royal Hobart Hospital Medical Imaging (Radiology)

Workloads, Staffing, On-Call, & Vote before close of business Friday 9 May 2025: Your Voice is Needed

Following feedback from members at Royal Hobart Hospital (RHH) Medical Imaging Unit, the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) held an urgent meeting on **Thursday 24 April 2025** with the Associate Director of Nursing (ADON) and Nurse Unit Manager (NUM) to raise serious concerns around *unsustainable workloads, ongoing staffing shortages, and an untenable on-call requirement*.

⚠️ Key Issues Raised by the ANMF:

◆ No Benchmarking Ever Completed

The NUM confirmed **no formal benchmarking** has ever been undertaken. They are contacting interstate services and aim to complete this in **nine weeks**, in consultation with Monash and Royal Melbourne Hospitals.

◆ Current Staffing Snapshot (as provided by management):

- **15.6 Full Time Equivalent (FTE) Registered Nurse (RN) Level 3/4** (includes 2.0 FTE Internationally Qualified Nurses (IQNs) with no confirmed start date).
- **2.84 FTE** filled by **agency staff** (extensions requested for 2).
- **2.0 FTE Associate Nurse Unit Mangers (NUMs)**, with **0.11 FTE vacant**.
- This team is also covering **pre-assessment, equipment roles**, and **multiple modalities** with varying operational hours – some extending into late evening (e.g., CT to 2300hrs).

◆ Recruitment and Training Concerns:

- Current staff are overextended training new recruits while covering service delivery.
- A **12-week training package** for angio on-call starts in June, but clarity is still pending on **who will deliver it**, and **how relevance will be ensured** through staff review.
- Management advised staff who complete training may be added as **on-call 3** (supernumerary) before progressing to **on-call 2**.

◆ Education and Support Roles Unclear:

- Discussions continue around recruiting a **Clinical Nurse Educator (CNE)** or **clinical coach**, but there is **no confirmed plan or funding**.
- Staff are requesting improved internal training pathways and **greater support for upskilling** to ease on-call burdens.

◆ On-Call Burden Increasing:

- The ANMF raised that on-call shifts have significantly increased in frequency, now occurring **most days**.
- Management confirmed this but stated **recent agency extensions** have closed current gaps.
- Communication around rosters and coverage remains inconsistent.

◆ Lack of Transparent Communication:

- Staff meetings are infrequent.
- The NUM has agreed to send a **unit-wide email** with updates including **staffing plans, agency usage, IQN details**, and **the roadmap to benchmarking and FTE increases**.
- A **protected staff meeting** is planned for **June**.

Royal Next Steps – We Need Your Input

The ANMF is now seeking **urgent feedback from members** via a short survey below:

<https://www.surveymonkey.com/r/L8ZT9Y6>



Make Your Voice Heard!

This is your workplace. The ANMF can only act with a clear mandate from members. Please take a moment to respond – your feedback will guide our next steps, including lodging a grievance and planning industrial action if necessary.

Thank you for your continued strength, professionalism, and the extraordinary work you do every day under increasing pressure.

In solidarity,

The ANMF

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 Phoebe Mansell, ANMF Tasmanian Acting Branch Secretary
5 May 2025