

ANMF NEWSFLASH

Royal Hobart Hospital Emergency Department/Emergency Medical Unit Benchmarking Proposal & Member Feedback Request

On **Thursday 17 April 2025**, the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) attended a benchmarking meeting for the Emergency Department (ED) and Emergency Medical Unit (EMU) at the Royal Hobart Hospital (RHH).

During this meeting, it was confirmed that **EMU staffing would remain unchanged**. For the ED, the proposed changes include an increase in direct care staffing, as outlined below:

Proposed ED Staffing Increases

- **Morning & Afternoon Shifts:**
 - *Increase of 3 direct care nurses per shift, 7 days per week.*
- **Night Shift:**
 - *Increase of 4 direct care nurses, 7 days per week.*
- **Morning/Afternoon & Night Shift:**
 - *Increase of 1 Assistant in Nursing (AIN) per shift, 7 days per week.*

While these proposed increases are welcome, the **ANMF has raised concerns** regarding the proposal to convert the **2.46 Full Time Equivalent (FTE) clinical coach roles from indirect to direct care**. Clinical coaches



provide critical support, guidance, and mentoring in this high-acuity and complex clinical area. Redirecting these roles to direct care would significantly reduce this vital support for ED staff.

The ANMF has **formally escalated this concern** to the **secretary of the Department of Health**, seeking to retain the 2.46 FTE clinical coach positions as **indirect care support**. While we await a response, we are also seeking **your feedback** on the overall proposal.

Survey: <https://app.smartsheet.com/b/form/0196a42eea9878c6a80cc2c4d79dfc9c>

We will keep you informed of the response from the secretary and share the collated feedback with members before providing this to the executive team for further consideration.

Thank you for your continued commitment and advocacy.

United, our voices will be heard.

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
7 May 2025