



SAFE HOSPITALS SAVE LIVES

Newsflash

ANMF NEWSFLASH

Launceston General Hospital

Emergency Department Code Yellow Recommenced – Member Feedback Drives Action

Following the six-week suspension of the **Code Yellow industrial action** at the **Launceston General Hospital (LGH) Emergency Department (ED)**, the **Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF)** met with members to review the progress made by the **Tasmanian Health Service (THS)** toward the agreed actions.

Members reported that critical issues remain unresolved, with little meaningful improvement seen on the ground. Based on this, **ANMF** members voted to recommence the **Code Yellow industrial action** and consider escalation to the **Tasmanian Industrial Commission (TIC)**.

How Your Data Has Been Used

Thank you to everyone who completed the previous **ANMF ED Code Yellow** survey. Your responses have been crucial in highlighting the ongoing pressures in the department.

The ANMF encourages all members to complete the simplified Code Yellow survey via the link or QR code below every shift.

Survey : <http://bit.ly/4eawylE>

QR Code:





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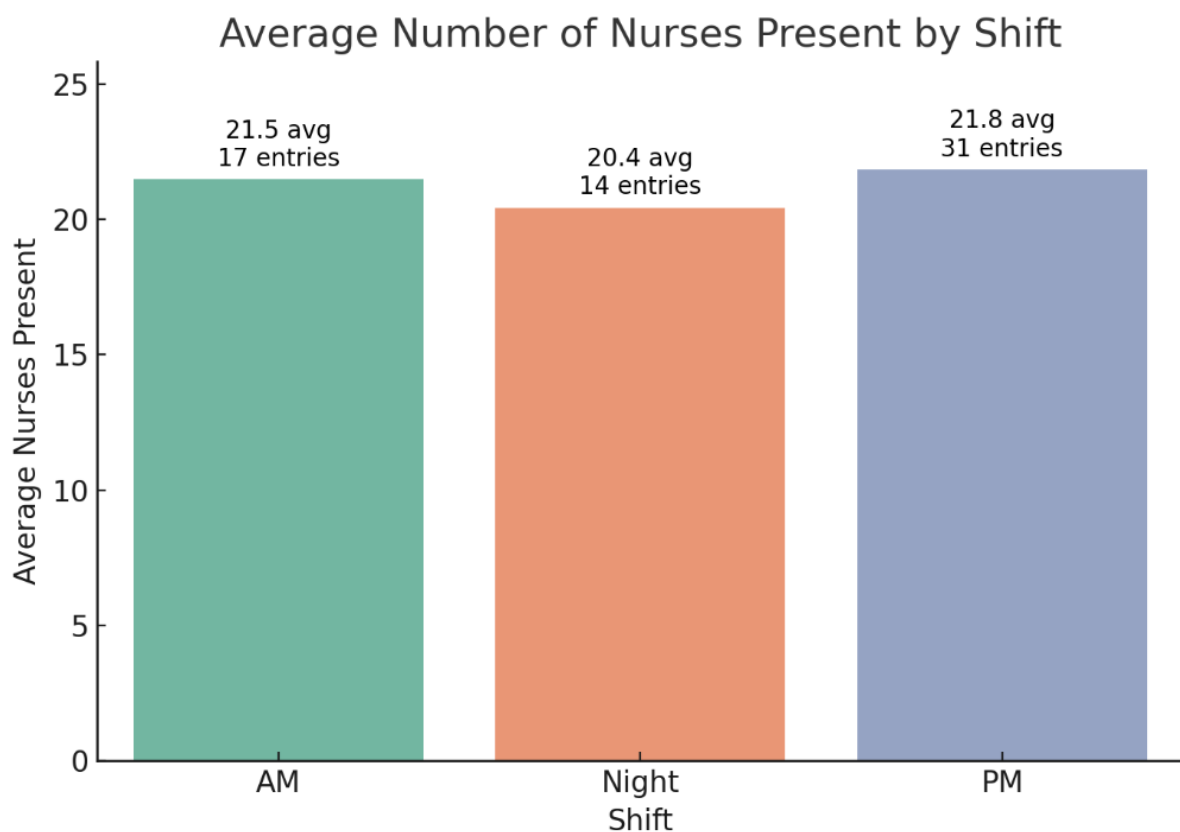
This will guide the next phase of the Code Yellow campaign and possible escalation to the TIC.

The following graphs show some of the challenges you have reported, including:

Unsafe staffing levels:

ANMF Code Yellow Survey Results

- Current Staffing situations



Should have: AM – 26 nurses, PM - 28 nurses and Night Shift – 24 nurses

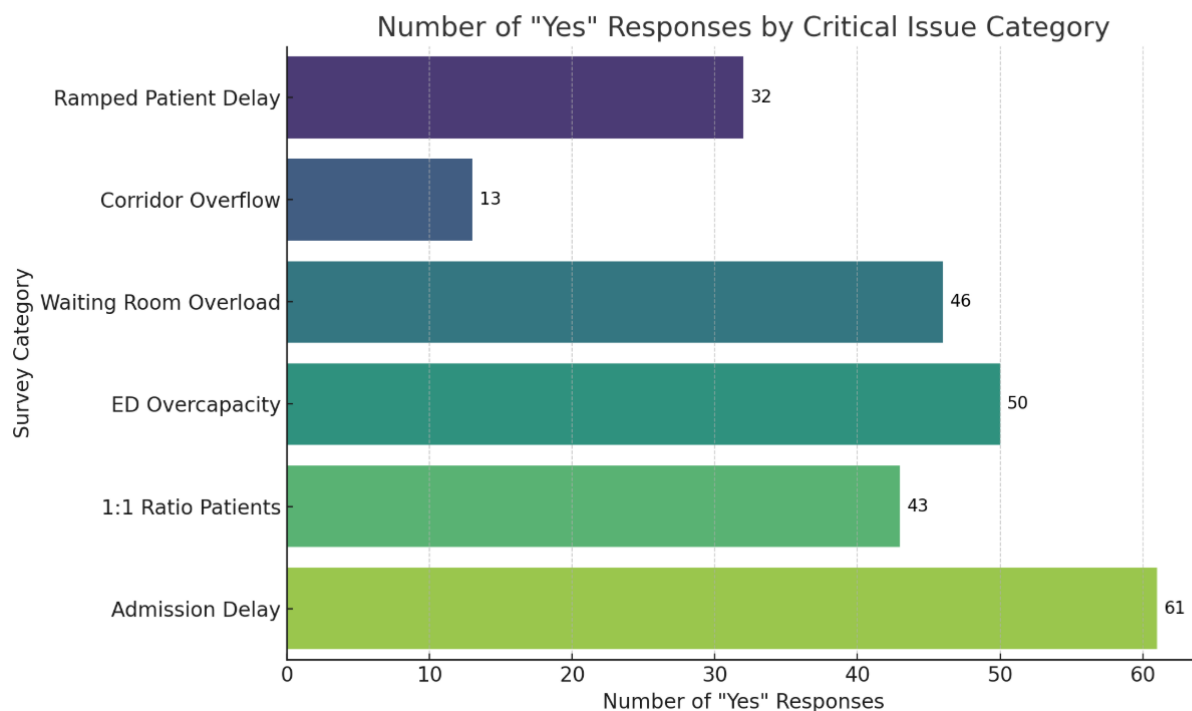
This is supported by data obtained via the **TIC** that showed the below critical staffing shortages for a 4-week period

- AM shift (should have 26 nurses) this was only achieved on 13/28 days

- PM shift (should have 28 nurses) this was only achieved on 5/28 days
- Night shift (should have 24 nurses) this was only achieved on 10/28 days
- 76 double shifts, or 2.71 a day
- 9 Short Notice Change of Shifts (SNCOS)

Overcrowding & Access Block:

- **Critical Issues experienced by nurses**



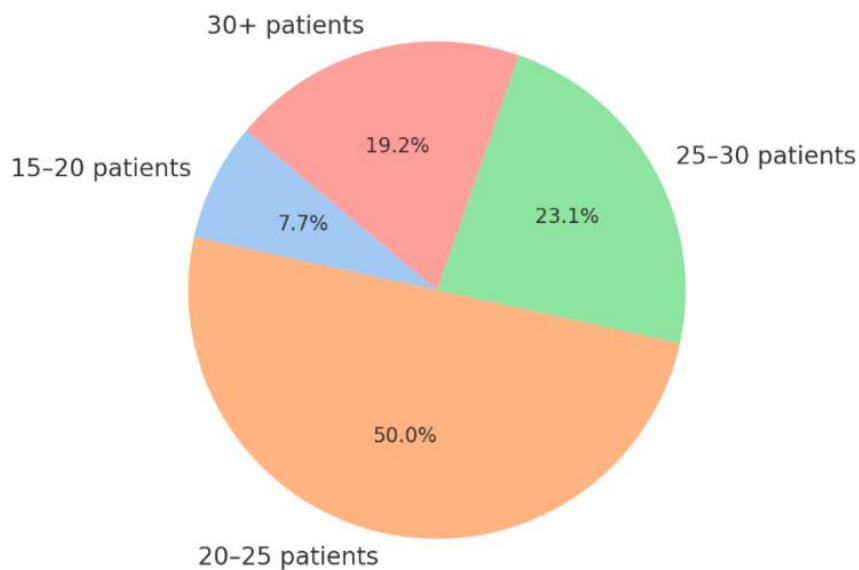


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- Waiting Room Patients Capacity**

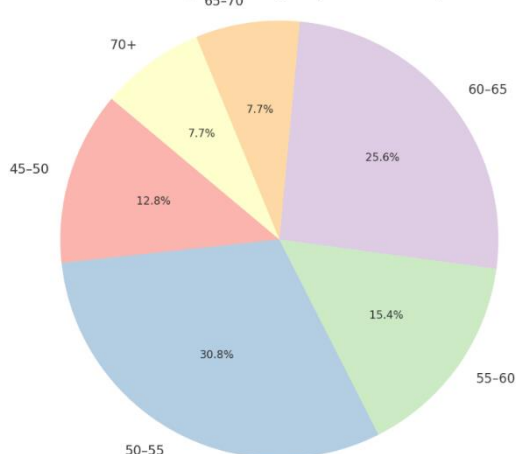
Waiting Room Patient Volume (Survey Responses)



75% of members surveyed have encountered a situation where there are more than 15 patients in the waiting room.

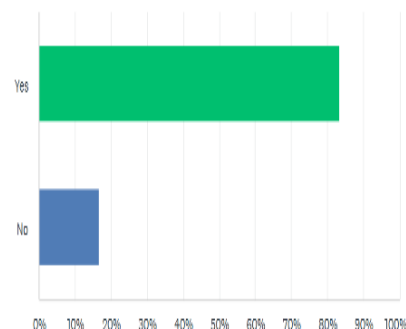
- ED capacity**

ED Occupancy Ranges (Patient Count)



Total Emergency Department Patients Are there 45 or greater patients on the screen?

Answered: 60 Skipped: 9





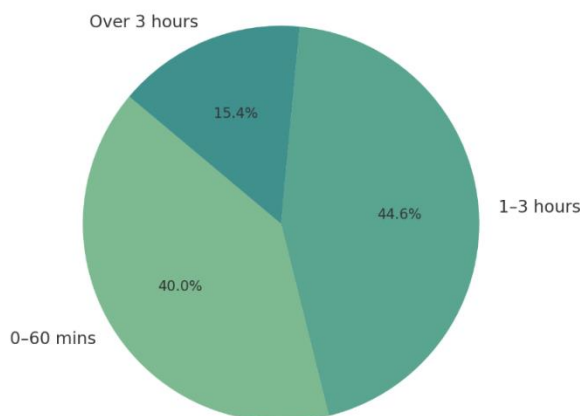
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68% percent of members surveyed have seen more than 45 patients on screen. Nearly 40% of the responses indicated a count of 60 or more patients, signifying critical strain.

- **Ramped Patients**

Percentage of Ramped Patients by Delay Duration



Ramping is prolonged and frequent, with delays exceeding 2.5 hours and 6 patients waiting to be offloaded, severe delay in transfer of care.

- **Workforce and Leave Pressure:**

- Delayed agency recruitment and slow HR recruitment processes
- Increased fatigue and difficulty accessing leave due to critical staffing shortages
- Resignations and reduced hours continue to be reported

Where to from here?

Members have indicated they are open to further escalation of this campaign if urgent, tangible outcomes are not delivered. The **ANMF** will continue to engage with members and demand immediate progress on:

- Implementation of the 28.09 Full-Time Equivalent (FTE) uplift
- Addressing unsafe Transfer of Care (ToC) pressures, and additional supports where necessary



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- Additional Nurse Unit Manager (NUM) supports
- Registered Undergraduate Students of Nursing (RUSON) model implementation
- Safe, sustainable staffing strategies
- Tangible solutions for leave management / access and workforce fatigue

Together, we are stronger.

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

17 June 2025