



ANMF NEWSFLASH

Royal Hobart Hospital Emergency Department and Emergency Medical Unit

Seeking Member Feedback and Support to Lodge Step One Grievance

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has received overwhelming responses from recent member surveys highlighting serious and ongoing concerns within the Royal Hobart Hospital (RHH) Emergency Department (ED) and Emergency Medical Unit (EMU).

In response, we are now formally seeking your feedback on the following key issues raised by members to determine whether you support the ANMF lodging a **Step One Grievance** with the Tasmanian Health Service (THS). Your voice is critical to ensure these issues are addressed with urgency.

Please review the concerns below and indicate in the following survey whether you support each being included in the grievance:

Survey : <https://app.smartsheet.com/b/form/019781185c42728e8e72ccf66e8e877e>

1. Unsafe Staffing and Unsustainable Workloads

Members have reported:

- Unsafe skill mix, with increasing numbers of junior staff, Transition to Practice (TtP) nurses, and Internationally Qualified Nurses (IQNs).



- Significant roster gaps, no consistent backfill for sick leave.
- Ongoing excessive workloads impacting patient and staff safety.

2. Reduction in Clinical Coach Support

The ANMF has been advised that clinical coaches have been reduced from 3.0 Full-Time Equivalent (FTE) to 2.0 FTE.

This is deeply concerning, as clinical coaches play a vital role in:

- Supporting, mentoring, and upskilling staff.
- Improving safety and retention for both new and experienced team members.

3. Paramedic Offload Time Reduction

The ongoing directive from paramedics will reduce ambulance offload times from 60 to 45 minutes. While the ANMF acknowledges the importance of freeing up paramedic resources, this change:

- Further increases pressure on already stretched ED/EMU teams.
- Poses additional safety risks for patients and staff alike.

4. Bed Access and Hospital Block

Ongoing access issues and hospital bed block are:

- Causing dangerous overcrowding in ED.
- Delaying patient transfers and compounding clinical risk.
- Increasing emotional and physical strain on staff.

The ANMF thanks you for your engagement and your dedication to the health of our community. It is through your collective voices that we can continue to advocate strongly for sustainable, safe, and properly resourced emergency care services.



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

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