



ANMF NEWSFLASH

Launceston General Hospital Intensive Care Unit

Step 2 Grievance Update & Member Survey

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has met with members working in the **Intensive Care Unit (ICU)** at the **Launceston General Hospital** to discuss the current **Step 2 Grievance**.

Members continue to raise concerns about current **ICU** staffing, including:

- **Ongoing short staffing** and inability to consistently meet benchmarked nursing levels, particularly hard to staff shifts adequately with senior staff
- **Inappropriate skill mix**
- **Frequent use of overtime, double shifts and Short Notice Change of Shift (SNCOS)**, placing additional strain on staff
- **Inconsistent coverage of access nurse roles**
- **Agency reliance remains high**, yet many agency nurses are not empowered to practice to their full scope increasing pressure on permanent staff.



- Members also raised concerns that **redeployment of agency nurses**, to maintain "overstaffing" for access roles, is counterproductive and that time would be better invested in **education and upskilling** of the internal junior workforce
- **2.29 Full Time Equivalent (FTE)** from 2024 benchmarking remains unapproved.

Despite raising these issues through the Step 2 grievance process, no resolution has been achieved. Members have indicated a desire to escalate the matter to **Step 3** in accordance with the *Nurses and Midwives (Tasmanian State Service) Award*. To support this process, the ANMF is conducting a **member survey** to formally document the prevalence of short staffing, double shifts, skill mix concerns, and access nurse coverage.

Your feedback will directly inform our next steps, including escalation to the Tasmanian Industrial Commission (TIC). To ensure your voice is heard, please complete the short survey below so the **ANMF** can capture all concerns before escalating the matter further.

The survey can be completed via the link below:

Survey: <https://app.smartsheet.com/b/form/019858c7cf2b72d499318d8a6a70df0d>

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
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