



ANMF NEWSFLASH

Royal Hobart Hospital Emergency Department & Emergency Medical Unit Step Two Grievance Lodged

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has today lodged a Step Two Grievance on behalf of members working in the Royal Hobart Hospital (RHH) Emergency Department (ED) and Emergency Medical Unit (EMU).

This follows the Step One Grievance lodged on Thursday 26 June 2025, and the written response received from the Tasmanian Health Service (THS) on Friday 4 July 2025. While the THS acknowledged our concerns, no immediate or definitive solutions have been offered to address:

- **Unsafe staffing & unsustainable workloads** – shifts regularly being worked short and doubles worked on the floor.
- **Reduction in clinical coach support** – Proposal to Vary Establishment (PTVE) to continue additional Full Time Equivalent (FTE) declined; members say this compromises patient safety, especially with the current skill mix including high numbers of new grads and new staff.
- **Paramedic offload timeframes** – members continue to carry the burden and seek the additional FTE endorsed in benchmarking.
- **Bed access & hospital block** – increasing patient presentations and longer lengths of stay, requiring more staff to deliver safe care.



- **Inadequate support for triage nurses** – members seeking evidence of the claimed “extensive consultation” and request appropriate staffing in this critical area.

The ANMF has also raised serious concerns about delayed and limited sharing of benchmarking information, damaging the trust and transparency required under our agreement.

During the member engagement on Tuesday 12 August 2025, members voted to escalate to Step Two Grievance.

The ANMF has formally requested:

- A Step Two Specialist Panel to be convened, with the first meeting in the week commencing **Monday 25 August 2025**.
- Full transparency on SLRS data – monthly summaries for the past 12 months of reports lodged by or related to ED/EMU.
- Supporting evidence regarding the e-calculation error identified in the 30 June memo.

Member Action Required – Complete the Workload Evidence Survey

To strengthen our case, we are asking all ED and EMU members to complete the ANMF Workload Evidence Survey. This will help demonstrate how the THS is failing to meet its obligation to prevent sustained, unreasonable workloads.

Survey: <https://app.smartsheet.com/b/form/0198ac4e62b8712fac539e31fe129b22>

Please complete the survey by Friday 5 September 2025. Your input is vital – the stronger our evidence, the more pressure we can apply to achieve safe staffing levels, sustainable workloads, and quality patient care.

We Need Member Representation at the Step Two Panel



The ANMF is seeking members who are willing to attend the Step Two Specialist Panel to represent ED and EMU staff.

If you are interested, please speak to your ANMF delegate.

In solidarity,
Emily Shepherd

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 Emily Shepherd, ANMF Tasmanian Branch Secretary
15 August 2025