

ANMF NEWSFLASH

Launceston General Hospital

Nurse Unit Managers – Seeking your Feedback – Workloads

Last year, **The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) Nurse Unit Manager (NUM)** members working at the **Launceston General Hospital (LGH)** raised significant concerns about workload pressures and operational challenges. These included:

- Delays in recruitment processes and prolonged approvals for positions.
- Rostering inefficiencies and limited access to Proact.
- Inconsistent administrative and clinical support across wards and units.
- Difficulties in having concerns tabled at NUM/Human Resources (HR) executive meetings.
- Lack of the promised Clinical Nurse Consultant (CNC) Quality & Safety (Q&S) roles in clinical units.
- Poor In-Sync results without clear action on underlying issues.
- The necessity of Assistant Nurse Unit Managers (ANUMs) to be rostered indirect with their hours returned to the direct care roster.



Following the **ANMF's** letter to the **Tasmanian Health Service (THS)** in September 2024, the **THS** responded in October 2024 outlining several planned or ongoing initiatives, including recruitment process improvements, expanded Proact access, filling administrative and support roles, re-advertising Quality & Patient Safety CNC positions, and addressing In-Sync results.

Importantly, the data the ANMF requested regarding NUM overtime, missed meal breaks, and Time Off In Lieu (TOIL) was not provided at the time of the **THS** response. The **THS** advised this information was being collated and would be provided “as soon as practicable” — however, this has not yet been received.

We are now seeking your feedback on:

1. **What has improved?**
2. **What challenges remain unresolved?**
3. **Any new workload pressures** that have emerged since late 2024.
4. **Practical solutions** that could address these issues.

Your feedback will help the **ANMF** provide updated advocacy in our discussions with the **THS**. All responses will remain confidential and be used only to inform collective **ANMF** action.

Survey: [**ANMF Survey - Launceston General Hospital NUM Workload Survey**](#)

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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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