

ANMF NEWSFLASH

Royal Hobart Hospital Emergency Department and Emergency Medical Unit Step Two Grievance Meeting Workload Concerns

On Wednesday 27 August 2025, Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) representatives, along with your ANMF Emergency Department (ED) delegate, attended a Step Two grievance meeting with management to discuss members' ongoing concerns around workload, paramedic offload times, and support for triage nurses.

ANMF Advocacy & Data

The ANMF presented data obtained from the Australian Institute of Health and Welfare (AIHW) showing that:

- ED presentations have remained stable over the 2023–2024 period.
- The number of admitted patients continues to increase.
- The time patients spend in the ED is increasing.
- The time taken to admit patients from ED is also increasing.

This evidence highlights that the Royal Hobart Hospital (RHH) is experiencing bed block, directly impacting workloads and patient care.

Management Response

At the meeting, management provided the following updates:

- Approximately 13 Full Time Equivalent (FTE) are currently in the recruitment stage.



- Fixed-term positions commencing:
 - 3.89 FTE on **Monday 1 September 2025.**
 - 3.89 FTE on **Monday 6 October 2025.**
 - 1 FTE in **December 2025.**
- An additional 4 permanent FTE are being filled by nurses currently awaiting visas, with management hopeful they will commence by Christmas.
Management confirmed these commencements will be communicated to staff to assure members that workload pressures will be eased.
- Paramedic offload times remain at 60 minutes.
- Additional support is being provided to triage nurses.

Next Steps

The ANMF will be arranging a member meeting to discuss the assurances provided by management and to seek your feedback on next steps.

Thank you to members for your ongoing engagement in surveys. It is through your input that the ANMF can continue to advocate strongly on your behalf to ensure safe staffing levels are implemented and maintained, so nurses can focus on providing the best possible patient care in already high-pressure and stressful times for our Tasmanian community.

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
4 September 2025