



ANMF NEWSFLASH

Mersey Community Hospital

Emergency Department – Benchmarking Updates and Proposed Shift Time Changes – Have Your Say

Following attendance at the **Tasmanian Industrial Commission (TIC)** on Friday 17 October 2025 for the 2023-24 benchmarking dispute, the **Tasmanian Health Service (THS)** committed to completing the 2024-25 benchmarking for **the Mersey Community Hospital (MCH) Emergency Department (ED)** within one week.

This benchmarking process identified a further 4.07 Full Time Equivalent (FTE) increase required due to rising average length of stay times. This is in addition to the 7.77 FTE approved from the 2023-24 benchmarking, bringing the total staffing uplift to 11.84 FTE.

The proposed additional 4.07 FTE comprises:

Proposed Roles	FTE
Enrolled Nurse (EN)	1.71
Registered Nurse (RN)	2.08
Casual	0.28
Total	4.07

Once implemented, the new staffing model (excluding Emergency Medical Unit (EMU)) is proposed to be **10/10/5**, leaving **71.04 nursing hours** to allocate across the week.



The **Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF)** has requested confirmation by **Tuesday 2 December 2025** that the additional 4.07 FTE increase has been approved at the executive level. If this is not confirmed, the matter will return to the **TIC**.

With this staffing uplift, the **THS** has proposed the following shift time adjustments.

- **K8 (0800hrs – 1600hrs)** move to 0700hrs – 1500hrs.
- **KE (1000hrs – 1800hrs)** move to 0700hrs – 1500hrs.
- **LX (1530hrs – 2330hrs)** move to 1400hrs – 2200hrs.
- **8N (1800hrs – 0200hrs)** move to 1400hrs – 2200hrs.

The **ANMF** encourages members to share your thoughts on the proposed shift time changes via the survey linked below. Your feedback will help inform the **ANMF's** response and ensure member views are represented. If you have any queries, please contact **ANMF Organisers** Nigel Chong via email at Nigel.Chong@anmftas.org.au (Thursday and Friday only) or Kristy Free via email at Kristy.Free@anmftas.org.au.

Survey: <https://app.smartsheet.com/b/form/019a5bb3ff6c724ba530837e57a5c2ee>

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
7 November 2025