



ANMF NEWSFLASH

Royal Hobart Hospital Emergency Department/Emergency Medical Unit Update on Step Two Grievance – 21 November 2025

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has provided a formal response to the Acting Executive Director of Nursing and Midwifery following correspondence received on Friday 7 November 2025 regarding the current Royal Hobart Hospital (RHH) Emergency Department (ED) grievance.

Management advised that, as the last correspondence relating to the grievance was received on Monday 6 October 2025, they consider the matter “inactive” and intend to close it as of Friday 21 November 2025.

The ANMF does not agree that the grievance is inactive or resolved

The ANMF will continue to progress the grievance in good faith in line with the agreed grievance resolution procedure.

Following the member meeting held Tuesday 18 November 2025, the ANMF has provided the following update to management based on feedback from members:

Workloads

- Recruitment of additional staff and the introduction of Assistants in Nursing (AINs) have contributed to improvements.
- However, members report ongoing double shifts and short staffing.
- Members do *not* wish to escalate this component at this time but want it closely monitored, with escalation to the Tasmanian Industrial Commission (TIC) remaining an option if required.



Education & Clinical Support

- ED educators have developed a new pathway for ED nurses. Members report this is being positively received.
- As a result, members do not currently see a need for an additional clinical coach role.
- Triage nurses report they are receiving appropriate support.

Paramedic Offload and Access Block

- These remain significant concerns for members.
- The ANMF will shortly commence a survey to collect data to support possible escalation of this part of the grievance.

The ANMF thanks members for their ongoing engagement and will continue to advocate strongly to ensure safe workloads and safe, quality patient care in the RHH ED. The ANMF will continue to update members as this matter progresses.

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
21 November 2025