

ANMF NEWSFLASH

Emergency Department Transfer of Care

ANMF: The Union that puts Nurses First!

An overwhelming majority of responses to our member survey oppose the Department's proposed reduction of the Transfer of Care (ToC) procedure to 45 Minutes.

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has written to the Department requesting that it not proceed with its plan to commence the new protocols on Monday 15 December 2025.

Your Concerns

Members are identifying the following concerns:

- Insufficient staffing.
- Insufficient space and overcrowding of Emergency Departments (ED).
- Insufficient access and flow to improve transfer of admitted patients in a timely way.
- Impact on patient care.
- Anticipated pressure on wards and units to discharge patients who are not yet ready.
- Decisions being based on wait times and data not on patient- centred care; and
- Limited improvement to time to care times for ED patients.

Many members are indicating that if the change proceeds, they would seek to reduce their hours of work to protect their health and wellbeing or look for employment elsewhere. This means the likelihood of losing experienced staff and exacerbation of short staffing.

The ANMF's Position

Initiatives undertaken by the Department to improve access and flow across hospitals have been insufficient to address the immediate risk that is posed to staff and patients with a reduction to a 45-minute ToC protocol.



The ANMF has proposed additional staffing in District Hospitals (DHs) to facilitate increased transfers out of acute hospitals to increase capacity as well as Medi-Hotels to allow transfer of patients into Medi-Hotel beds rather than awaiting alternate accommodation in an acute hospital to increase patient discharges and increase patient flow which will also assist in improving transfer of care times.

Without these types of additional measures implementing a transfer of care reduction will only serve to increase risk to patients and staff in EDs as well as across hospitals.

Possible Workload Dispute

Members have expressed that under the proposal their workloads will not be sustainable and survey respondents support us initiating a workload dispute if required.

Your employer has duties to ensure that the workload of employees is not excessive, including under Clause 2 of Part VIII of the *Nurses and Midwives (Tasmanian State Service) Award*.

The ANMF has written to the Department requesting that it not introduce the proposed protocols until it has addressed the workload concerns of ANMF members and implemented additional measures to improve access and flow and that the status quo be maintained.

We have flagged with the Department the possibility of initiating a dispute in the Tasmanian Industrial Commission (TIC), based around workload impacts. Thank you to those of you have offered to assist us with further information about your workload.

We will keep you updated.

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

3 December 2025