



ANMF NEWSFLASH

Launceston General Hospital Emergency Department Update from Tasmanian Industrial Commission

The **Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF)** writes to update members working in the **Emergency Department (ED)** at the **Launceston General Hospital (LGH)** following the second **Tasmanian Industrial Commission (TIC)** conciliation meeting on Friday 5 December 2025.

The **Tasmanian Health Services (THS)** representatives advised that considerable work has been undertaken to “cleanse” the establishment and determine actual vacancies within the **ED** – representatives report this is due to onerous systems and significant manual processes especially when staff reduce hours. With the **Nurse Unit Manager (NUM)** then left to manually combine reduced hours into 1 Full-Time Equivalent (FTE) to create a new position that can be recruited to.

The **THS** have provided “indicative” permanent and fixed term vacancies with a disclaimer that these numbers may change once works are completed. However, they give a good indication of why members have been experiencing such significant sustained workload pressures.

Indicative Vacancies

Permanent Registered Nurse (RN) **15.37** FTE.

Fixed Term RN **35.62** FTE.

Permanent Enrolled Nurse (EN) **8.21** FTE.

Fixed Term EN **2.26** FTE.

Total **61.46** FTE.

The **THS** provided data which indicated that overtime and double shifts are continuing to increase and a spreadsheet which indicated that there was currently **23 FTE** of agency covering the shortfalls. The **THS** advised the below solutions are in place:

- Expected the permanent **RN** positions will be filled early 2026 with Instruments of Appointment (IoA) having been issued late November 2025 - with three of those being filled by international nurses with start dates late February – March 2026.
- Permanent **EN** vacancy will be advertised.
- **Human Resources (HR)** have been informed vacancies in **LGH ED** are a priority to progress
- **ED** is a target site to begin the role out of **BOSS/ProAct**.
- It is expected several **Transition to Practice (TtP)** nurses will stay on after completion of their grad year in February.
- 2.87 FTE of **clinical coordinators** positions in final recruitment stages
- There will be a new **ED NUM** announced shortly, it is proposed the current **Acting NUM** will also remain in the role until **April 2026** to help the new **NUM** with the ongoing recruitment needs and the planned transition to **BOSS/ProAct**.
- There is currently approximately 20% junior skill mix within the **ED** with reviews being done around the clinical coach role and senior supports.
- Approximately 15 staff are scheduled to commence resus training.
- Changes in model of care with a team leader per zone recently being implemented.

Beyond this, the Deputy President overseeing the matter sought clarification on what additional measures are being implemented to address the long-standing and escalating workload pressures for **ED** staff. The Deputy President also queried whether staff are currently able to access leave. The **THS** representatives were unable to provide data on current leave liabilities within the department but have committed to presenting this information at the report-back meeting scheduled for **Tuesday 3 February 2026**.

Following discussions the below additional commitments were made:

- Commitment that every vacancy – permanent and fixed term - will be filled with agency – the **ANMF** expects this should provide some workload relief in the coming weeks.
- Increased communications and transparency around recruitment works that are being undertaken.



- Nursing director will now attend fortnightly meetings to provide staffing updates.
- Ongoing monitoring of training needs and supports in place.

If you have any queries, please do not hesitate to contact ANMF Organiser Kristy Free, Kristy can be contact via email Kristy.Free@anmftas.org.au.

Together, we are stronger.

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

9 December 2025