

ANMF NEWSFLASH

Royal Hobart Hospital Members

Surgical & Endoscopy Access Unit Relocation Change Proposal Received

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has received a change proposal relating to the Surgical and Endoscopy Access (SEA) unit within Surgical and Perioperative Services (SPS) at the Royal Hobart Hospital (RHH).

The Department has advised that questions and feedback are due by Thursday 25 December 2025.

Given the Christmas holiday period, the ANMF has formally requested an extension of this deadline to Wednesday 7 January 2026 to ensure members have adequate opportunity to review the proposal and provide meaningful feedback.

While awaiting confirmation of the extended timeframe, the ANMF is seeking feedback from all impacted members now, so your views can be included in the ANMF's formal written response to the employer.

Summary of the Change Proposal

The Change Proposal applies to the SEA unit, which is responsible for elective surgery and endoscopy bookings, waitlist management, theatre scheduling, and coordination of care at the RHH. The SEA unit includes Registered Nurses (RNs), Enrolled Nurses (ENs), Associate Nurse Unit Managers (ANUMs), Clinical Nurse Consultants (CNCs), Surgical Access Nurses (SANs), Endoscopy Liaison Nurses (ELNs), Theatre Booking Clerks (TBCs) and management roles.

Background and Rationale

- Staff raised concerns in mid-2025 regarding staffing shortages, workload pressures, high turnover, onboarding issues, communication, and declining morale.
- Extensive consultation occurred with staff, People and Culture and One Health, resulting in the development of the *SEA Change* document.
- A key strategy identified by staff was co-locating the SEA unit into a single centralised location.
- The endoscopy booking office currently operates offsite in the Telstra Building; the lease expires in 2026 and cannot be renewed, requiring relocation back onsite.

Proposed Change

- Relocation of all SEA unit staff (SANs, ELNs, TBCs, CNCs, ANUMs and the Nurse Manager (NM) into one centralised location.
- The Anaesthetic Assessment Clinic (AAC) will not be relocated.
- The proposed new location is Ground Floor, E Block, RHH.
- The move is proposed to be completed prior to February 2026.

Work Environment

- The new area will contain 33 workstations across two adjacent rooms, based on analysis of work patterns (26–32 workstations required depending on the day).
- Sit/stand desks, dedicated storage, bathrooms on the same floor, kitchenette access, and access to the K2 staff room are proposed.
- Noise impacts are to be managed through dividers, noise-cancelling headsets, and designated quiet/non-quiet zones.
- Some flexibility to work in alternative areas for high-concentration tasks may be available at the NM's discretion.

Impacts on Staff

- The Department states the change is expected to have a positive impact, including:
 - Improved communication and teamwork
 - Greater access to senior clinical and managerial support
 - Enhanced onboarding, cross-skilling and leave coverage
- Some staff currently co-located with medical teams may need to adopt new ways of working, such as increased use of phone, email and scheduled visits.



Financial Impacts

- One-off relocation costs are estimated at approximately \$6,000 (furniture and IT).
- Minor additional costs may apply for equipment such as screens or headsets.
- The proposal identifies an annual saving of \$30,834 from ending the external lease.

Service Impacts

- Short-term service disruption is anticipated on the day of the move.
- Management indicates planning will occur to minimise disruption.
- Longer-term impacts are expected to include improved efficiency, workflow and staff wellbeing

Member Feedback Needed

The ANMF is seeking feedback from all impacted members to ensure your experiences, concerns and suggestions are reflected in our formal response. All responses will be collated and provided collectively to the employer.

Survey: <https://app.smartsheet.com/b/form/019b2051d1be7d71bbb20cfa0507c195>

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
15 December 2025