



ANMF NEWSFLASH

Smithton District Hospital

Step 1 Grievance Update – Interim Safe Staffing

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) advocacy has seen the following safe staffing measures introduced on an interim basis whilst the occupied beds and presentations to the Emergency First Response Unit (EFRU) remain high and a comprehensive review is undertaken.

1. Baseline Staffing Adjustments

An additional Registered Nurse (RN) has been rostered on morning shifts to increase capacity by a full 8-hour shift. While this has been filled most days, occasional short-notice leave has impacted coverage.

Recruitment for casual RN and Enrolled Nurse (EN) positions is progressing, with interviews scheduled early New Year to expedite appointments. We are prioritising rapid onboarding to ensure additional staff are available as soon as possible

2. RUSON Coverage

Registered Undergraduate Students of Nursing (RUSONs) are rostered daily from **0700–1100 hrs** and **1630–2030 hrs**, with flexibility to extend hours as workload requires. Three new RUSONs have been orientated and have commenced picking up shifts. A daily planner has been introduced to support RUSONs in completing tasks within their scope of practice.

3. Ward Support

A ward clerk is rostered Wednesday to Monday during peak periods (**weekdays 0800hrs–1600hrs** **weekends 1000hrs–1800hrs**) to reduce non-clinical workload on nursing staff.



4. Escalation Process

The Director of Nursing (DON) actively monitors inter-hospital transfers to reduce / manage overnight workload escalation concerns.

If safe staffing cannot be achieved, **bed closures will be considered** to maintain patient and staff safety. An on-call RN remains available to assist with EFRU presentations if required.

5. Additional Support

An RN returning from long-term leave and Rural LAP RN cover during the school holiday period will help minimise roster shortfalls.

Further solutions to be explored once a comprehensive review of the District Hospitals in Tasmania Staffing (DHITS) model as it pertains to Smithton District Hospital (SDH). Is undertaken, expected response date Friday 16 January 2026. Once this is received the ANMF will meet with members to discuss the response and seek direction for next steps.

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
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