



ANMF NEWSFLASH

Public Sector

Transfer of Care Dispute Escalates to Urgent Industrial Commission Hearing

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is continuing to take strong action on behalf of members working in Emergency Departments (EDs) at the **Royal Hobart Hospital (RHH)**, **Launceston General Hospital (LGH)** and **North West Regional Hospital (NWRH)** regarding the **Transfer of Care (ToC)** proposal.

This matter is before the **Tasmanian Industrial Commission (TIC)** as **T15284 of 2025 – ANMF v MASSA (Department of Health)**.

What's Happened so Far

Following a hearing before the TIC on **Friday 12 December 2025**, the TIC asked the ANMF to report back after further discussions with the Department of Health through the ToC Working Group.

Two Working Group meetings were held in December:

- **Tuesday 16 December 2025**

A one-hour meeting where the Department spoke for more than 50 minutes. The ANMF was given only six minutes to respond. The ANMF and the Australian Medical Association AMA formally raised concerns about the lack of meaningful consultation.

- **Friday 19 December 2025**

A second meeting occurred after the Department provided a 7-page letter the day prior. While the



ANMF was given more time to speak, it was clear that the Department was not prepared to genuinely address workload, staffing and safety concerns.

Across all three regions, **chief executives acknowledged that the current 60-minute ToC timeframe is not being achieved**. Despite this, the Department continues to pursue a **45-minute ToC timeframe**, without demonstrating how patient safety or nurse workloads would be protected.

The ANMF does **not support** the 45-minute proposal.

Why ANMF is Escalating This Matter

The ANMF has lost confidence that this dispute can be resolved through consultation alone.

The Department has:

- Failed to meaningfully engage with the ANMF and clinicians.
- Dismissed concerns about nurse workloads and patient safety.
- Asserted that discharge planning is already “accounted for” within existing nursing hours — a claim the ANMF strongly disputes.

The longer this remains unresolved, the greater the risk to staff and patients.

What the ANMF has Asked the Industrial Commission to do

The ANMF has formally requested the TIC to:

- 1. Apply status quo**

So no changes to ToC arrangements occur while the dispute is being resolved, as provided for under the nurses and midwives agreements and award.

- 2. Proceed to Arbitration**

Under section 61 of the *Industrial Relations Act 1984*, so the matter can be independently determined.



3. Order the release of critical data

The ANMF has sought urgent access to extensive operational data across all three regions, including:

- ED waiting times and access block.
- Nurse staffing, skill mix, vacancies and overtime.
- Ambulance ramping and response times.
- Bed occupancy, discharge delays and aged care waits.
- Use of non-designated clinical spaces.
- Adverse events, Code Blue/MET calls.
- Medical staffing levels.

This data is essential to properly test the Department's claims and to demonstrate the real impact of reduced ToC timeframes on workloads and safety.

What Happens Next

In response to the ANMF's application, the **TIC has now listed an urgent hearing at 1600hrs on Tuesday, 20 January 2026.**

The ANMF has:

- Witnesses prepared for arbitration.
- Ongoing support from the AMA.
- Continued engagement with members across all affected EDs.

The ANMF's Commitment to Members

The ANMF will not agree to changes that increase workloads, compromise patient care, or put staff safety at risk. **Ramping isn't the problem, it is the symptom of a hospital that is bed blocked, where patients are not able to be admitted to wards/units within reasonable timeframes. We implore the Tasmanian Health Service (THS) to focus on the patient safety and address chronic understaffing and bed block, if these issues are addressed ambulances wont ramp.**



We will continue to pursue this matter through the TIC and will keep members updated as the case progresses.

If you have questions or wish to provide further information, please contact your ANMF organiser.

Together, we are holding the system accountable.

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

13 January 2026