

ANMF NEWSFLASH

Launceston General Hospital Emergency Department Update from Tasmanian Industrial Commission

The Australian Nursing and Midwifery Federation Tasmanian Branch (**ANMF**) is providing an update to members working in the Emergency Department (**ED**) at the Launceston General Hospital (**LGH**) following the third Tasmanian Industrial Commission (**TIC**) conciliation conference, held on **Tuesday 3 February 2026**.

While some progress has been reported in recent months, the ANMF notes with disappointment that, despite extensive discussions, the core outcomes sought by members in the original application remain unresolved. This dispute is now approaching **18 months** in duration.

The Tasmanian Health Service (**THS**) reported that its current actions are primarily focused on recruitment and workforce stabilisation. Updates provided included:

1. Registered Nurse (RN) vacancies at approximately **9 Full-Time Equivalent (FTE)**, anticipated to be filled by the end of March.
2. Enrolled Nurse (EN) vacancies at **less than 1 FTE**.
3. Approximately **34 FTE fixed-term vacancies**, slightly reduced since the previous conference.
4. International recruitment underway, with nurses expected to arrive in coming months and additional recruits awaiting visas.
5. Agency usage currently around **30 staff**, with some transitioning to permanent roles.
6. Increased Transition to Practice (TtP) intake and interest from second-year RNs.
7. Ongoing work to finalise establishment data and improve vacancy-filling timeframes.
8. Expanded clinical supports, including clinical coordinators, Clinical Nurse Educator (CNE) support and additional resuscitation-trained staff.



9. Continued transition to a new rostering and payroll system.
10. An additional Nurse Unit Manager (NUM) in place until the end of the financial year.

Despite these reported measures, the ANMF raised continuing concerns regarding:

1. High levels of unplanned leave and staff attrition.
2. Ongoing reliance on agency staff.
3. Inconsistent ability to meet roster targets.
4. Slow recruitment timeframes.
5. The need for sufficient clinical and NUM support, particularly given the workforce mix and size of the department.

A further report-back conference has been listed for **Thursday 2 April 2026**. However, THS representatives indicated they did not consider it an appropriate use of their time, or the Commission's time, to continue reporting back, on the basis that recruitment activity is ongoing.

The ANMF does not agree with this position.

Matter Progressing Toward Arbitration

Following the conference, the ANMF has written to the TIC seeking for the matter to progress toward **arbitration**, given the length of the dispute and the lack of resolution on the substantive issues raised by members.

The ANMF will continue to keep members informed of developments, including the timing of any further Commission proceedings. Members are encouraged to remain engaged and to contact the ANMF if they have questions or wish to provide feedback as the matter progresses.

Outstanding Outcomes Sought by the ANMF

By way of reminder, the ANMF originally sought orders requiring the Respondent to take the following actions to address unsafe workload pressures:

- Staff to the agreed pattern of 26/28/24 as the *minimum* safe staffing levels.
- Honour the original *TIC T14845 of 2021 Record of Outcome* which states and retain the 21.3 FTE on top of yearly benchmarking until such time as “*improvements to patient flow that reduce demand in the ED be realised*”.
- Retain the 7% Leave Relief Factor within fillable FTE – this would allow **ED** to recruit their own casual pool.
- Maintain sufficient agency staffing, to fill *all* vacancies.
- Amend agency contracts to allow extensions where necessary to address recruitment delays and internal approval processes.
- Apply a **Market Allowance** to all current and vacant nursing positions for 12 months.
- Provide additional operational support through appointment of a second **NUM**.
- Allocate a dedicated **HR** resource to support recruitment and workforce management within **LGH ED**.
- Require quarterly reporting to the Commission for 12 months on progress implementing these measures and maintaining safe staffing levels.

We will endeavour to keep you informed as the matter progresses.

Member feedback remains critical. If you would like to provide an update from the floor or raise concerns, please contact your ANMF Organiser or Industrial Officer.

LGH Organiser: **Kristy Free** - email Kristy.Free@anmftas.org.au.

Northern Industrial Officer: **Terrina Planincic** - email Terrina.Planincic@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
25 February 2026