

ANMF NEWSFLASH

Transfer of Care Dispute Update Emergency Departments Statewide

Urgent Action Taken to Protect Members at Royal Hobart Hospital Emergency Department

On **Wednesday 25 February 2026**, the ANMF lodged an *urgent application* in the Tasmanian Industrial Commission (TIC) because the Department has made changes in the Emergency Department that it is **not allowed to make** while a formal dispute is underway.

Here's the situation

- The IW shift has existed for about 18 months and is worked by nurses in the Integrated Operations Centre (IOC).
- Until recently, 23 nurses were able to work this shift.
- In the past two months, the Department added three casual nurses, increasing the number to 26.
- The real issue is that the Department recently added new Emergency Department (ED) Rapid Response duties to the IW shift without consultation.

These new duties are linked to the rapid offloading of Ambulance Tasmania patients — a major part of the dispute already before the TIC about workload and safety risks.



Why This Is a Problem

There is a formal dispute before the TIC about unsafe workloads caused by forced 45-minute ambulance offloads. Because this dispute is live and genuine, the Department is **not allowed to make changes** to the work or systems involved.

This rule is called **status quo**, which simply means:

While a dispute is being heard, nothing can be changed until the Commission has made a decision.

But the Department went ahead anyway.

They:

- Made changes directly connected to the current dispute.
- Did not consult with the ANMF or members.
- Ignored warnings from the TIC President that **changes must not be made.**

This behaviour undermines the proper process and puts nurses under more pressure at a time when the ED is already struggling.

What Members Are Reporting

Nurses in the Royal Hobart Hospital (RHH) ED tell us:

- The ED has been over capacity for days.
- Overcrowding is severe.
- Workloads are unsafe.

These conditions are exactly why our dispute exists — and why it is so important that the Department follows the rules.

Doctors Support the ANMF

The Australian Medical Association (AMA) has confirmed full support for both:

- The original ANMF application about unsafe workloads.
- The urgent application to enforce status quo.

Doctors and nurses are united in their concerns about the Department's approach.



What the ANMF Is Asking For

The ANMF has asked the TIC to:

- **Order the Department to stop all changes immediately, and,**
- **Return things to the way they were before the dispute started.**

We are taking this stand to protect your safety, your workload, and your rights.

The ANMF will continue to:

- Defend members.
- Call out unsafe changes.
- Take action whenever the Department tries to move the goal posts.

We are with you — and we will not step aside while these issues continue to impact both staff and patients.

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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