

ANMF NEWSFLASH

Royal Hobart Hospital Emergency Department and Integrated Operations Centre

Clarification: IOC, IW Shift, ED Support and Recent ANMF Communications

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is issuing this Newsflash to clarify recent communications regarding the Integrated Operations Centre (IOC) IW shift and to address concerns raised by members working in both the IOC and the Emergency Department (ED).

IOC IW Shift – What Has (and Has Not) Changed

Recent discussion has focused on a documented list of tasks undertaken by nurses working the IW shift in the IOC:

- The ANMF understands now that the task list reflects a correlation of **existing, routine practices of the IOC** already being undertaken.
- The intent of the list was to **standardise existing work**, not to introduce a new shift, new role, or additional duties.
- There has been **no change to the scope of practice** for IOC nurses arising from this work.

Clarification on ED Support and “Rapid Offload”

The ANMF acknowledges that our earlier communications caused concern, particularly among ED members, about whether IOC nurses would attend the ED during periods of critical capacity.

We wish to clarify:

- **IOC nurses are not being prevented from attending the ED.**
- There has never been an intention to stop IOC staff from supporting the ED when required.
- IOC procedures have been **strengthened to ensure appropriate support during times of critical demand.**

Regarding language used in earlier communication to the ANMF:

- The term “**rapid offload**” caused understandable concern.
- The ANMF now understands that this wording **was not related to the Transfer of Care (ToC) model** or the creation of a new rapid offload function.
- The revised wording — “**RHH: Ambulance Critical Response**” — accurately reflects **status quo practice** and aligns with existing arrangements.
- This wording is **not linked to any new ToC process or ambulance offload team.**

Relationship Between IOC and ED

The ANMF acknowledges concerns from members that the initial ‘Urgent Application’ may have unintentionally caused tension between the IOC and ED teams. We regret any distress or misunderstanding this created.

We want to be clear:

- The ANMF fully recognises the **interdependence of the IOC and ED**, particularly during periods of high demand.
- Our intent is, and remains, to **support safe staffing, safe workload, and collaborative practice** across both areas.

TIC Application – Update

Based on advice provided by the Department’s representative during proceedings in the Tasmanian Industrial Commission (TIC) on 27 March 2026, and following further consultation with our members, **the ANMF has now vacated the matter before the TIC** in relation to the **IOC IW shift**. This reflects our updated understanding



that the task list represents existing practice and does not constitute the introduction of a new role or additional duties.

ToC – Next Steps

Separate to the IW shift matter, the ANMF is continuing to pursue arbitration regarding the **proposed reduction of ToC to 45 minutes**.

- ANMF, alongside the Australian Medical Association (AMA) and our members, maintains that a 45-minute TOC is **not appropriate or safe** in current worksites.
- This matter will proceed independently and should not be conflated with the IOC IW shift clarification above.

In Closing

The ANMF thanks members who raised concerns and sought clarification. Your feedback is essential in ensuring we represent issues on the ground and maintain strong working relationships across clinical areas.

We remain committed to:

- Clear and accurate communication.
- Supporting IOC and ED members.
- Advocating for safe systems of work and patient care.

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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