ANMF NEWSFLASH

Launceston General Hospital Emergency Department

Update on Workload Grievance
Tasmanian Industrial Commission Proceedings
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The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is writing to update you on the Launceston General Hospital (LGH) Emergency Department (**ED**) workload grievance currently before the Tasmanian Industrial Commission (**TIC**), and to seek your input on a potential pathway forward.

Where things are at

Through conciliation, the Tasmanian Health Service (the **Respondent**) has put forward a position based on:

- The October 2025 Benchmark (total fillable Full-Time Equivalent (FTE) for ED & Emergency Medical Unit (EMU) is 135.64 FTE) including a minimum roster pattern of 24:26:23.
- On AM and PM shifts the Clinical Nurse Consultant (CNC) is included in the above numbers, the nurse navigator and clinical coach would be rostered in addition to the above numbers on both AM and PM shifts; and
- A Surge Capacity (Webster) roster model of 26:28:24.

Importantly, this proposal:

- Absorbs the previously identified 21.3 FTE uplift.
- Does not clearly set out when or how surge capacity would apply; and,
- Does not include an immediate uplift in staffing.

At the same time, the ED continues to experience significant vacancies (reported at **48.02 FTE** as at **31 March 2026**), which has a direct and ongoing impact on workload at the bedside.

What about the 21.3 FTE uplift?

Many members have rightly asked about the previously identified 21.3 FTE uplift.

That uplift formed part of earlier discussions about improving staffing levels. However, in practice, members have not experienced an increase in staffing on the floor.

The key issue is this:

- The ED is currently operating with significant vacancies, meaning even the *existing minimum benchmark staffing levels are not being met in practice*.
- In that context, whether additional FTE is identified on paper becomes secondary to the more immediate problem — there are not enough staff actually in the roster to meet current demand.

In other words, the primary workload pressure is not being driven by the absence of the 21.3 FTE uplift alone, but by the broader and ongoing failure to staff to minimum benchmark levels.

An uplift that is not realised in practice does not reduce workload.

What this means in practice

On paper, benchmarking and roster models may appear to address staffing. In reality, without actually filling positions, workload pressures remain unchanged.

Your feedback to date has consistently highlighted that workload concerns are being driven by insufficient staffing in practice, not just how staffing is modelled.

What we are considering

Given the current position, we ask whether you would accept the following:

- Adoption of the October 2025 Benchmark (including roster pattern);
- Consideration of a Surge Capacity model, *provided there is a clear policy outlining when and how it applies*;
- A requirement for the Employer to fully backfill all vacancies immediately (including agency/locum where required) to meet the October 2025 Benchmark; and

- A minimum 6-month trial at full staffing levels to determine whether workload issues are genuinely improved, with outcomes reported back to the TIC.

This represents a shift from our original remedies and is being explored to test whether a practical staffing uplift resolves the workload issues you are experiencing.

Please click here see the proposed staffing pattern diagram.

We need your view

Before progressing further, we want to understand whether members support this approach.

👉 **Do you support this proposed pathway?**

Snap Poll: https://app.smartsheet.com/b/form/019df0524d9572a294b7b4f5c8dc95dc

You will also have the opportunity to provide additional comments in the Snap Poll.

What happens next

Your feedback will directly inform our position. If the matter proceeds to further conciliation, this is the position we are proposing to advance.

If you have any questions or would like to discuss this further, please contact your ANMF organiser.

Your input is critical—please take a moment to have your say.

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
5 May 2026