

ANMF NEWSFLASH

Launceston General Hospital Emergency Department

Surge Staffing Guideline – Department Response Falls Short of Agreed Commission Process

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is updating members on the Department's response to the draft Emergency Department Surge Staffing Guideline and the feedback provided on Tuesday 16 June 2026.

Despite the clear pathway agreed through the Tasmanian Industrial Commission (TIC), the Department has still not provided a revised draft that addresses the substantive issues raised by the ANMF.

Key Issues Remain Unresolved

The ANMF identified fundamental defects in the draft, including:

- No clear activation criteria.
- Unclear decision-making authority.
- No mandatory staffing triggers.
- Weak accountability mechanisms.
- Missing reporting requirements.
- No evaluation framework.

These are core structural issues. They determine whether the Guideline can actually operate to address workload and patient safety risks.

To date, there has been no point-by-point response and no revised draft reflecting these concerns.

“Consultation” is Not the Same as Progress

The Department continues to describe the process as “open consultation.”



However, consultation without a revised document responding to feedback is not meaningful progress.

The ANMF has fully engaged in good faith and met all agreed timeframes. The issue is not participation - it is the absence of a workable revised proposal from the Department.

Process is Not Resolution

Relying on ongoing process statements does not resolve the underlying issue.

At present, there is still no clear operational framework showing how surge staffing will be activated, resourced, or enforced in practice.

Where Things Stand

Unless a revised draft is provided that directly responds to the ANMF's feedback, the process remains stalled in substance, regardless of procedural statements.

The ANMF has made clear to the Department that:

- A point-by-point response is required, and,
- A revised draft is expected no later than **Tuesday 30 June 2026** as a matter of good faith and process integrity.

Next Steps

If a revised and workable draft is not provided within this timeframe, the ANMF will consider returning the matter to the TIC for determination of the outstanding workload grievances, including arbitration if required.

Member Expectation

Members should be clear: the current approach does not reflect the seriousness or urgency of your workload issues in the Emergency Department (ED).

Timely, substantive progress on staffing and patient safety measures is not optional — it is the minimum expectation arising from the Fair Work Commission (FWC) process.

The ANMF will continue to hold the Department to account to ensure your expectations are met.

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

30 June 2026