

ANMF NEWSFLASH

Royal Hobart Hospital Department of Medical Imaging

Extended Hours Proposal, Staffing Uplift and TIC Proceedings

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has recently been contacted by management seeking further member consultation regarding the proposed extension of operational hours within the Department of Medical Imaging (DMI).

As members are aware, the proposed extension of hours remains on hold while a dispute is currently before the Tasmanian Industrial Commission (TIC). Management has now advised that it is seeking to determine whether members would support implementation of the proposed extended shift arrangements from **October 2026**.

Update on the Agreed 6.45 Full-Time Equivalent Uplift

As part of discussions with management, the ANMF sought an update regarding the previously agreed 6.45 Full-Time Equivalent (FTE) staffing uplift. Management has advised the following progress:

- **1.0 FTE Clinical Nurse Consultant (CNC)** – Recruitment currently in progress.
- **1.0 FTE Clinical Coach** – Recruitment approval process completed and awaiting advertisement. The current Clinical Coach has been extended for a further three months while recruitment occurs.
- **3.48 FTE Registered Nurses (RN)** – Processes underway to permanently increase hours for staff currently working these hours temporarily and to recruit to vacant positions.
- **1.0 FTE Enrolled Nurse (EN)** – A casual EN is currently undertaking a three-month contract at 0.63 FTE while recruitment occurs. Advertisement for the position is currently live.

Member Meetings and Feedback Received

The ANMF conducted two member meetings on:

- Friday 3 July 2026.
- Tuesday 7 July 2026.

These meetings were held to seek member feedback regarding the staffing update and management's request to implement the proposed extension of hours from **October 2026**.

Feedback received from members to date includes:

- Members have generally reported an improvement in workplace culture.
- Members are seeking greater clarity regarding the proposed extension of hours to 1900hrs Monday to Friday, including:
 - Whether the change is intended to apply across the entire department.
 - Whether it will apply only to Angio; or,
 - Whether it will apply only to the main department.
- Members have requested either:
 - A draft roster demonstrating how the proposed extended hours would operate; or,
 - A draft staffing allocation model showing which staff would work the extended hours and how coverage would be maintained.
- Members acknowledge there has been significant upskilling within Angio.
- Members have questioned management's advice that the current on-call roster is operating at approximately a 1-in-5 frequency, with a number of members indicating this does not reflect their experience.

Day Worker Contracts

The ANMF also sought clarification regarding staff currently employed on day worker contracts and how they may be impacted by any future implementation of extended operating hours.



Management has advised:

Day workers (currently two staff members) will remain on day worker contracts and will continue to work as day workers. They may elect to transition to a shift worker contract if they choose, however neither employee has indicated they wish to do so at this stage. Collectively, these employees represent approximately 1.0 FTE.

The ANMF is seeking feedback from any members currently employed on day worker contracts regarding whether they have been informed of these arrangements and whether they have any concerns.

Additional Staffing Questions Raised

The ANMF has also sought member feedback regarding staffing requirements identified within Version 5 of the *October 2025 DMI Benchmarking Draft*.

Members may recall that, in addition to the agreed 6.45 FTE uplift addressing the existing staffing deficit, the benchmarking document also identified:

- An additional **0.61 FTE** to support the increased workload associated with extending operational hours until 1900hrs Monday to Friday; and
- An additional **4.81 FTE** requirement associated with opening the new Interventional Radiology (IR) Suite.

Management has advised that funding has been secured for an additional **3.0 FTE** to support opening of the IR Suite.

The ANMF is seeking member feedback regarding whether the staffing levels identified in the benchmarking document remain necessary and whether additional staffing should be implemented prior to any further service expansion.

Next Steps

This matter is scheduled to return to the TIC for a report back on **Tuesday 21 July 2026**.



To ensure member views are accurately represented, the ANMF is seeking feedback from all DMI members by **close of business Friday 17 July 2026**.

Survey: <https://app.smartsheet.com/b/form/019f49b53545740fab576f52127f6ca1>

Thank you for taking the time to provide your feedback.

It is through your engagement and participation that ANMF can continue to advocate on your behalf and work to ensure DMI staffing, workloads and service expansion are managed safely and sustainably while operational demands continue to increase.

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
10 July 2026