

ANMF NEWSFLASH

Royal Hobart Hospital & Repat Members

Response to Centralisation of Casual Pool Bookings

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has now formally responded to the Department regarding the notification of planned changes to the management of the Hospital South nursing and midwifery Casual Pool, following consultation with members.

Thank you to everyone who took the time to provide feedback. Your responses have enabled the ANMF to present a comprehensive response outlining the concerns and experiences of nurses and midwives who may be impacted by these proposed changes.

The most common concerns raised by members included:

- The risk that the proposal may redistribute existing workforce shortages rather than address the underlying staffing challenges facing services.
- The potential impact on patient safety, continuity of care and the ability to appropriately match staff to specialised clinical areas.
- The loss of local decision-making and workforce planning capacity currently available to Nurse Unit Managers (NUMs) and clinical leaders.
- Concerns regarding the proposed seven-day cap on advance bookings and its impact on flexibility, certainty of work and workforce retention.
- Questions regarding the capacity of the Roster Support Unit (RSU) to effectively manage all Casual Pool bookings across Hospital South.



- Concerns regarding increased reliance on ProAct BOSS and whether sufficient training, support and contingency arrangements will be in place.
- Requests for greater transparency regarding the evidence, workforce modelling and risk assessments supporting the proposed changes.

The ANMF also highlighted that more than half of survey respondents reported they were unaware of the proposal prior to ANMF communications, raising concerns regarding consultation and communication with affected employees.

In its response, the ANMF has requested further information from the Department regarding the evidence underpinning the changes, workforce and patient safety risk assessments, consultation undertaken with Casual Pool employees, and how the success of the proposed model will be measured and reviewed.

The ANMF will continue to advocate on behalf of members throughout this consultation process and will keep members informed of any further developments.

If you have any further questions or concerns regarding the planned changes, please contact ANMF Member Support on **(03) 6223 6777**.

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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