



## ANMF NEWSFLASH

# Launceston General Hospital – ED Dispute Update

## Progress on Paper. Pressure Remains on the Floor.

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) recently attended a further conference before the Tasmanian Industrial Commission (TIC) regarding workload concerns in the Launceston General Hospital (LGH) Emergency Department (ED). While several commitments have been secured from the Tasmanian Health Service (THS), the reality remains that significant vacancies, excessive overtime, double shifts and ongoing short staffing continue to place unacceptable pressure on staff.

As part of the discussions, the THS has committed to:

- Fast-tracking recruitment and improving vacancy management.
- Backfilling vacant Full-Time Equivalent (FTE) with agency staff where available.
- Providing additional recruitment support for LGH ED management.
- Implementing the new Surge Staffing Framework.
- Expanding the ED staffing pool.
- Reviewing the ANMF's proposal for a Market Allowance for ED staff.

While these measures are welcome, the ANMF made it clear that this dispute cannot be genuinely resolved while major workforce shortages remain in the department. We also stressed that the solution cannot simply be placing more pressure on Nurse Unit Managers (NUMs). NUMs are already working under extraordinary strain and cannot recruit staff who are simply not there.

The ongoing reliance on overtime and double shifts demonstrates that workload pressures remain significant. The ANMF again called on the THS to seriously reconsider the introduction of a Market Allowance for LGH ED nurses, given the continuing recruitment and retention challenges and the clear evidence of sustained workload pressures.

### **The Reality About the TIC Process**

The Commission process has assisted in securing commitments from the employer. However, after many months of proceedings, members continue to work short staffed while vacancies remain unfilled and overtime continues to climb.

*The uncomfortable truth is that meaningful change is rarely delivered through meetings and reports alone.*

***The reality is that change won't come from another report or another meeting. It will come when nurses and midwives stand together and demand better.***

***The ANMF is taking these issues forward through our Access and Flow Campaign and we need members with us. Your ANMF Organiser will soon circulate a meeting invitation.***

***If you're sick of chronic understaffing, double shifts, excessive overtime and seeing your colleagues burn out, make sure you're there. Bring your colleagues and be part of the campaign for change.***

***Together, we are stronger. Together, we can force change.***

Every workload form completed, every unsafe staffing concern raised, every workload issue escalated and every member who stands with their colleagues strengthens our ability to demand change. The ANMF will support members through every step of that process.

### **What You Can Do**

If staffing shortages, overtime, missed breaks, workload pressures or unsafe workloads are affecting your shift:

- Complete ANMF workload management forms.
- Speak with your ANMF Workplace Representative.
- Attend the scheduled ANMF member meeting on Thursday 27 August 2026 at 1400hrs.
- Encourage your colleagues to become involved.



- Consider what action members could take as a collective action.

The next report back conference is scheduled for Thursday 17 September 2026. The ANMF will continue to hold the employer accountable, but lasting improvements will require members to stand together and make it clear that the current situation is no longer acceptable.

### **Summary**

The THS has agreed to a number of staffing and recruitment measures, but the LGH ED remains significantly impacted by vacancies, overtime, double shifts and ongoing workload pressures. The ANMF has renewed its call for a Market Allowance and continues to push for meaningful workforce solutions. The strongest message from this dispute is simple: real change will only occur when members collectively organise, document workload concerns and take action together.

**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.**

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Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary  
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