

ANMF NEWSFLASH

Royal Hobart Hospital – ED/EMU Workload Grievance - Keeping the Step Two LIVE

Thank you to all Emergency Department (ED)/Emergency Medical Unit (EMU) members who have continued to raise concerns about staffing and workloads.

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has responded to the Department's correspondence of Friday 7 August, which proposed closing the Step Two workload grievance.

The ANMF does not accept the closure of the grievance.

Members have an industrial entitlement to raise workload concerns where workloads are unsustainable. The ongoing reliance on short staffing, overtime and double shifts demonstrates that the concerns raised by members remain current and require further action.

What members are reporting.

On Friday 7 August, the ANMF received multiple contacts from ED members reporting significant short staffing, including:

- 5 nurses short on AM shift
- 9 nurses short on PM shift
- At least 3 nurses short on night shift

Members also reported being 8 staff down on Thursday 6 August

The reliance on overtime and double shifts is not a sustainable solution to ongoing staffing shortages.

The ANMF is seeking staffing data.

To support members' concerns and engage constructively with the Department, the ANMF has requested an audit of ED staffing over the **previous six months**, including:



- shifts worked short-staffed;
- overtime used to cover staffing shortages;
- double shifts worked.

This data will help the ANMF and members better understand the extent of the ongoing staffing issues and inform further action.

The ANMF will also be meeting with ED members to discuss the current staffing situation, including the if enough availability of clinical coaches.

GET INVOLVED – EXPRESSIONS OF INTEREST FOR ED WORKLOAD COMMITTEE

The ANMF is seeking Expressions of Interest (EOIs) from ED members who would like to be part of a Workload Organising Committee (WOC).

The WOC will provide an opportunity for members to work together with ANMF to:

- identify and document ongoing workload and staffing concerns;
- discuss the impact of short staffing, overtime and double shifts;
- consider what changes are needed to improve workloads;
- develop practical plans and strategies to address concerns; and
- support ongoing member engagement and action.

If you are interested in being involved, please complete the survey below.

<https://app.smartsheet.com/b/form/01a031740d4c7e4c8f5586f2796dd746>

Your involvement is important in ensuring ED/EMU members have a strong voice in identifying workload concerns and developing practical solutions.

Your engagement strengthens your worksite, your ability to provide safe and quality care to patients, and your voice in protecting patient safety, your mental health, the nursing profession and the care we provide to our community.

The ANMF will continue to keep members updated following receipt and consideration of the requested staffing data and further consultation with ED/EMU members.



ANMF – Stronger Together.

If you have any further questions or concerns, 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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