

ANMF NEWSFLASH

Launceston General Hospital – Emergency Department

Workload Grievance Update and Member Survey

On Thursday 27 August, the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with members from the Launceston General Hospital (LGH) Emergency Department (ED) to provide an update on the long-running LGH ED workload grievance and the current status of the Tasmanian Industrial Commission (TIC) process.

For an update on the progress of the TIC matter, please see linked Newsflash:

<https://anmftas.org.au/pdf/20260824ANMFNewsflashLGHEDDisputeUpdate.pdf>

During the meeting, members were asked to consider their preferred pathway for resolving the ongoing staffing, workload and access and flow issues within the LGH ED. Three options were presented:

1. **Proceed to arbitration through the TIC**, pursuing a case against the Tasmania Health Service (THS) for a breach of the Industrial Agreement in relation to Nursing Hours per Patient Presentation (NHpPP) staffing requirements. Noting at the time of the TIC hearing, the ED was reported to be approximately **44 Full-Time Equivalent (FTE) below the safe staffing benchmark**.
2. **Commence an Industrial campaign** to pursue benchmarked safe staffing levels, improved patient access and flow, and workplace safety. Noting circumstances in the department, access and flow, have not improved since the previous agreed additional staffing of 21.3 FTE and the 2024 revised additional staffing of 28.9 FTE, the Secretary of Health Benchmark, resulting from the 'Code Yellow' campaign.
3. **Continue participation in the current THS working groups** aimed at identifying and implementing solutions to the existing workforce, access, and flow challenges.



Members attending the meeting overwhelmingly supported pursuing **both Options 1 and 2**, while also maintaining involvement in the working groups to support longer-term planning and sustainable solutions for ED staffing, access, and patient flow. But immediate solutions are needed beyond what these working groups can deliver.

Members were clear that the THS should be provided with a short period, of up to **30 days**, to address the current staffing shortfall and access block issues. Should access block and benchmarked safe staffing not be achieved within that timeframe, members indicated their support for commencing a period of industrial action.

Members also expressed a strong view that **all ANMF members working within LGH ED should have the opportunity to vote on this proposed plan.**

Member Survey

As a result, the ANMF is inviting all LGH ED members to complete the following survey.

The survey seeks member feedback on the proposed course of action and includes an open-ended question where members can provide suggestions on the types of industrial action they would like to do.

Following the completion of the survey, and if a majority of members support proceeding with industrial action, the ANMF will convene a further meeting of LGH ED members to discuss:

- The type of industrial action to be undertaken;
- The duration of any industrial action;
- The process and timeline for implementation; and
- The objectives members wish to achieve through the campaign.

Your participation is critical to ensuring that the collective views of LGH ED nurses and midwives are heard and represented.



Please take the time to complete the survey and have your say.

Survey: <https://app.smartsheet.com/b/form/01a055b291f47f5991b243f0eede428b>

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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