

ANMF NEWSFLASH

Launceston General Hospital Specialist Clinics Member Update

The **Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF)** met with members from **Launceston General Hospital (LGH) Specialist Clinics** on **Tuesday 25 August 2026** to discuss workload, staffing concerns, and the growing demand being placed on the service.

Members outlined that patient activity within Specialist Clinics has increased significantly, rising from approximately **40,000 presentations in 2020/21 to more than 60,000 presentations in 2025/26**. Members advised that this growth has not been matched by staffing increases and has resulted in increasing pressure on existing nursing staff.

Members also reported that Specialist Clinics are now operating on some weekends, further increasing workload demands and reliance on the current workforce. Members advised that clinics are currently staffed by eight nurses, including the Nurse Unit Manager (NUM), across Monday to Friday clinics, Associate Nurse Unit Manager (ANUM) taken from direct care hours.

A major focus of the discussion was the longstanding Specialist Clinics workload grievance and the previous work undertaken to develop a workload tool for the area. Members noted that a working group had previously been established for this purpose but was placed in abeyance pending the Outpatient Transformation Program implementation.

Members expressed strong support for the re-establishment of the working group, with representation from the ANMF, Specialist Clinics delegates, and the Tasmania Health Service (THS). Members identified the need to



develop a purpose-built workload model that accurately reflects activity levels, patient complexity, and the work undertaken by nurses within Specialist Clinics.

Members also highlighted the need to consider the establishment of a **supernumerary ANUM position** and supported a process to determine appropriate staffing levels based on patient presentations, clinical demand, and time and motion studies.

What the ANMF has Done

Following the meeting, the ANMF has formally written to the THS requesting that the Specialist Clinics Workload Working Group be re-established as a priority.

The ANMF has highlighted:

- The significant increase in patient presentations across Specialist Clinics.
- The commencement of weekend clinics and associated workload impacts.
- The concerns raised directly by members regarding staffing levels and workload pressures.
- The provisions contained within Appendix C of the Nurses and Midwives Agreement that support the development of a purpose-built workload model where Nursing Hours per Patient Day (NHpPD) is not suitable.
- Successful workload models developed in other services, including the Holman Clinic and Community Nursing services, using time and motion study methodologies.

The ANMF has requested that the THS confirm its agreement to reconvene the working group and provide proposed dates for an initial meeting.

Next Steps

The ANMF will continue advocating for a workload model that appropriately reflects the work undertaken in Specialist Clinics and supports safe staffing outcomes for nurses, midwives and patients. Members will be kept informed as discussions progress and once a response is received from the THS.



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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