

ANMF NEWSFLASH

Royal Hobart Hospital Casual Pool Members Centralisation of Casual Pool Bookings — Tell us about your experience

The ANMF Continues to Seek Answers and Member Feedback

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has continued to advocate on behalf of Hospitals South Casual Pool members regarding the centralisation of Casual Pool bookings through the **Integrated Operations Centre (IOC) Roster Support Unit (RSU)** and the introduction of the **seven-day advance booking restriction**.

Following member consultation, the ANMF wrote to the Department on **Friday 17 July 2026** outlining concerns regarding the proposed changes, including:

- Patient safety and continuity of care.
- Access to experienced and appropriately skilled Casual Pool staff.
- The impact of the seven-day booking restriction.
- Recruitment and retention of Casual Pool employees.
- The capacity and capability of the RSU.
- Reliance on ProAct/BOSS for allocation and skills matching; and,
- The lack of evidence demonstrating that centralisation would improve staffing outcomes.

The Department responded on **Wednesday 29 July 2026** and the ANMF subsequently sought further workforce and operational data to establish a baseline against which the new model can be assessed.



Department Provides New Workforce Data

The Department has now provided information for **May, June and July 2026**, including:

Double shifts

- May – 437.
- June – 485.
- July – 592.

Overtime

- May – 46.94 Full-Time Equivalent (FTE).
- June – 52.49 FTE.
- July – 54.09 FTE.

The Department states this reflects the ongoing need to supplement rostered staffing resources to meet operational demands.

The Department has also provided information about Casual Pool availability and utilisation.

However, some of the information provided has limitations which make it difficult to determine whether the centralised model is achieving its intended outcomes.

For example, the Department has advised it cannot currently reliably identify unfilled short-notice leave or accurate fill rates for roster deficits because its systems do not distinguish these from other staffing gaps.

The ANMF has therefore written again to the Department seeking clarification about how these measures will be monitored and how the success of the new model can be assessed if reliable baseline data is not available.

The ANMF Continues to Seek Answers on Key Issues

The ANMF's further correspondence seeks clarification and information regarding:

- How the Department will measure whether centralisation is improving access to Casual Pool staff.



- The relationship between employee availability, shifts offered, shifts accepted and shifts remaining unfilled.
- What the Department means by “active” and “inactive” Casual Pool employees.
- The workforce analysis and evidence supporting the centralisation and seven-day restriction.
- Patient safety and continuity of care risk assessments.
- The capacity and resourcing of the RSU.
- ProAct/BOSS training, accuracy, support and contingency arrangements.
- The potential impact on Casual Pool recruitment and retention.
- Arrangements for specialist clinical areas where appropriately skilled staff are required.
- Baseline measures, targets and reporting arrangements; and,
- The process and thresholds for reviewing or changing the model if it does not achieve its intended outcomes or creates unintended impacts.

Your Experience of the New Model is Important

The centralised model has now commenced, meaning **your experience as a Casual Pool nurse or midwife is critical to assessing whether the changes are working in practice.**

The ANMF wants to hear about your experience, including:

- Are you able to access the shifts you want?
- Has the seven-day booking restriction affected your ability to plan work, family, study or other commitments?
- Are you being offered shifts that match your skills and experience?
- Have you been offered shifts in areas where you do not feel appropriately skilled or competent?
- Are you experiencing changes in the number or type of shifts offered to you?
- How responsive is the RSU?
- Are there issues with communication or delays in receiving shifts?
- Are your ProAct/BOSS skills and approved work areas accurate?
- Have you experienced concerns regarding patient safety, continuity of care or appropriate skill mix?
- Is the new model working better, worse or about the same as the previous arrangements?



Have Your Say – Complete the ANMF Survey

The ANMF is asking all Hospitals South Casual Pool members to complete the survey, whether your experience has been positive, negative or mixed.

Survey: <https://app.smartsheet.com/b/form/01a0607e9f20720cbd90458496d6be09>

Your feedback will help ANMF identify what is working, what is not working and what needs to change.

Join the Casual Pool Workplace Organising Committee

The ANMF is also seeking expressions of interest from members who would like to be involved in a **Casual Pool Workplace Organising Committee (WOC)**.

The WOC will provide an opportunity for Casual Pool members to:

- Share experiences and identify common issues.
- Help ANMF understand the practical impact of the new arrangements.
- Identify priorities for members.
- Assist with ongoing consultation with the Department; and,
- Contribute to ensuring the Casual Pool is run effectively, appropriately and safely.

You can be an integral part of the change.

Your involvement will help ensure the voice and experience of Casual Pool nurses and midwives remain central to how the new model is evaluated and improved.

Complete the survey and register your interest in joining the WOC today.

The 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

2 September 2026