

ANMF NEWSFLASH

Royal Hobart Hospital Casual/Permanent Pool

The ANMF Continues to Seek Accountability and Member Feedback

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has received a further response from the Department dated Monday 12 October 2026 regarding the centralisation of the Royal Hobart Hospital (RHH) Nurse Casual Pool bookings through the Integrated Operations Centre (IOC) Roster Support Unit (RSU).

The centralised booking model commenced on Sunday 16 August 2026, with Casual Pool employees no longer routinely booked onto rosters more than seven days in advance by individual units. Bookings must now be managed through IOC Staffing and Support.

What has the Department Advised?

The Department has provided further information about its reasons for introducing the model and how it intends to monitor its impact.

Key points from its response include:

- **Workforce data:** The Department's January 2026 review found that 68% of Casual Pool shifts were booked more than 10 days in advance. It also reported that approximately 11% of direct-care nursing sick leave was backfilled through the Casual Pool booking process, noting that coding errors affect the accuracy of this figure.
- **Monitoring:** The Department expects centralisation to increase the availability of Casual Pool staff for short-notice vacancies and reduce reliance on overtime and double shifts. It says overtime and double shifts are monitored through existing workforce reporting and working group meetings.



- Reporting limitations: The Department is continuing to work on systems to improve reporting of Casual Pool capacity to cover short-notice leave.
- Specialist services: All services accessing the IOC Casual Pool must use the centralised process. No exemptions have been approved, although specialist areas can request staff with particular skills or experience and use existing escalation pathways when suitable staff are unavailable.
- RSU and ProAct/BOSS: The Department considers RSU staffing adequate and says staff can request updates to their skills profiles and approved work areas.

The Department has also acknowledged that the benefits of the new model may not be immediately evident because bookings made under the previous arrangements continued after implementation.

The ANMF will Continue to Seek Evidence and Feedback

The ANMF acknowledges the further information provided. However, the Department's anticipated benefits must be assessed against actual workforce outcomes and the experiences of Casual Pool nurses and midwives.

The ANMF will continue to request the data and reporting needed to monitor the Department's claims, including whether the model improves access to Casual Pool staff for short-notice vacancies, reduces overtime and double shifts, and maintains appropriate skill mix and patient safety.

We will also continue to seek clarification regarding performance measures, reporting limitations, specialist staffing arrangements and how concerns will be reviewed and addressed.

Your experience matters. The ANMF wants to hear whether the new arrangements are working as intended and whether any issues are emerging, please complete the survey via the link below to advise your experience.

<https://app.smartsheet.com/b/form/01a152016c4f7c7085dc40c8c7f9ea12>.

Have you noticed changes to:

- Your access to shifts or the notice you receive.
- Your ability to plan work, family, caring or study commitments.
- The suitability of shifts offered for your skills and experience.



- Communication with, or responsiveness of, the RSU.
- The accuracy of your ProAct/BOSS profile; or,
- Patient safety, continuity of care or specialist staffing.

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

19 October 2026