

# ANMF NEWSFLASH

# Launceston General Hospital Intensive Care Unit
## Benchmarking Meeting Update

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) recently met with members at the Intensive Care Unit (ICU) on **Wednesday 28 October 2026** to discuss the benchmarking outcomes that were presented to the ANMF on **Monday 12 October 2026**.

### Benchmarking Outcome

Members acknowledged the benchmarked staffing establishment of **86.93 Full-Time Equivalent (FTE)** for **8 ICU beds and 3 High Dependency Unit (HDU) beds**, with a benchmark variance of **-0.22 FTE**. Members acknowledge that they had gained indirect roles into their establishment they are, Clinical Coach 1.5 FTE, Access Nurse 6.39 FTE, Clinical Nurse Educator (CNE) 2.0 FTE. The ANMF also discussed the exclusion of HDU beds within the ICU establishment. The LGH appears to be treating HDU beds differently compared to other ICUs establishments in other Tasmanian hospitals. Members noted that both the Royal Hobart Hospital (RHH) and the North West Regional Hospital (NWRH) operate with HDU beds being included within their ICU nursing establishments.

### ICU Liaison Nurse Required

A key concern raised by members was the increasing expectation that ICU nurses leave the unit to provide support for deteriorating or critically unwell patients in other areas of the hospital. Members advised this work is consistent with the role of an **ICU liaison nurse** and should not routinely require the removal of nurses from direct patient care assignments within the ICU.

Members highlighted that a business case for an ICU liaison nurse position has already been developed and submitted, however no outcome or communication has been provided to staff as to the status of that business



case. Members unanimously supported the inclusion of an ICU liaison nurse position within the ICU establishment.

## Leave Relief Must Remain in the ICU

Members also strongly supported retaining the current **4.58 FTE (7%) unplanned leave replacement allocation** within the ICU.

Members advised that:

- The ICU does not have reliable access to appropriately trained pool staff.
- Replacement staff often lack specialist critical care skills.
- Removal of leave relief funding would place additional pressure on the existing workforce and impact safe staffing arrangements.

Members supported the development of a dedicated **ICU Relief Pool**, like the model currently operating within the Operating Room Suite (ORS).

## The ANMF'S Position

The ANMF will formally advocate for:

- Inclusion of an ICU liaison nurse position within the ICU establishment.
- Retention of the current 4.58 FTE unplanned leave replacement allocation.
- Request a review of HDU beds within the benchmark model to align the LGH's benchmarking with other major Tasmanian hospitals.

## What Happens Next?

- The ANMF will write to management and outline the concerns above.
- Members will be updated as soon as a response is received.



Australian Nursing & Midwifery Federation Tasmania

**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
9 November 2026