

ANMF NEWSFLASH

Launceston General Hospital – Intensive Care Unit (ICU) ANMF Member Meeting

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with Launceston General Hospital (LGH) ICU members on Tuesday 12 September 2023. The following is a summary of the key points discussed during this meeting.

1. **Reverse Doubles and Meal Allowance Clarifications:**

The ANMF addressed the concerns regarding reverse doubles and meal allowances during our meeting.

- **Reverse Doubles:** Members raised concerns about being called in early for a Night Duty (ND) shift that starts at 1800hrs, with the regular start time at 2130hrs. Currently, double time is paid for the first 3.5 hours, followed by normal time from 2130hrs to 0730hrs. The ANMFs perspective is that changing a rostered shift start time constitutes a short notice change of shift. In this scenario, overtime at double time should apply from 1800hrs to 0400hrs (the adjusted shift end time), and if you continue working from 0400hrs to 0730hrs, you would receive 3 hours of overtime at double time.
- **Meal Allowance:** The ANMF clarified how the meal allowance would apply when working a late-night duty double. This is based on the Award wording, specifically:

If an employee is required to start duty at their headquarters not less than one and a half hours before or after the normal hours of duty and needs to obtain a meal away from home, a meal allowance is applicable. The applicable rates for meal allowance are as follows:

Breakfast: \$14.60

Lunch: \$16.45



Dinner: \$28.00

In the context of a late-night duty double, a dinner or lunch allowance would seem to be the likely application, as applying the breakfast allowance could be ambiguous since you're not working through breakfast but rather returning home for breakfast.

- Sick Leave Payout on Retirement:** Members inquired about being paid out for sick leave upon retirement or having the ability to donate sick leave. The ANMF discussed the past Enterprise Agreement (EA) negotiations regarding this matter, and this being unsuccessfully progressed. While the intention is good, such a provision can unintentionally encourage staff to come to work when ill to preserve their sick leave for retirement. This could increase the risk of illness spreading in a healthcare setting and pose risks to colleagues, especially those who may be immunocompromised. As an alternative, it was suggested that ICU members could bring a resolution on such claims for future EA processes via their ANMF Workplace Representative at the Annual ANMF Delegates Conference. This will allow for proper debate and consideration of such a proposition.
- Step 1 Grievance and COVID-19 Positions:** The ANMF is in the process of setting up a meeting with the Executive Director of Nursing (EDON) and Chief Executive (CE) of Hospitals North to discuss the ICU step 1 grievance, along with several other similar grievances across the LGH. The ANMF aims to secure COVID-19 support positions and clinical coaches across all areas, in addition to the current baseline staffing levels, as promised by the Government in 2022.
- Public Sector EA Update:** The ANMF discussed the status of the Public Sector EA negotiations. Currently, we are awaiting an improved Government wage offer. It was also explored the potential for snap industrial action, including stop-work meetings and the commencement of a work-to-rule approach, should negotiations not yield the desired outcomes.

The ANMF appreciates members continued engagement and support. Your contributions are essential in advocating for better working conditions and ensuring that your voices are heard. The ANMF will keep you updated on further developments regarding the above matters as they come to hand.



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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