



ANMF NEWSFLASH

Application Lodged with the Tasmanian Industrial Commission on longstanding 12-Hour Shift Issues at RHH DCCM

The Australian Nursing and Midwifery Federation Tasmanian Branch has lodged an application with the Tasmanian Industrial Commission concerning ongoing issues related to 12-hour shifts at the Royal Hobart Hospital (RHH) Department of Critical Care Medicine (DCCM). These issues have persisted since 2008, despite multiple attempts to resolve them.

Key Points of Clarification Sought:

1. Meal Break Payments
 - Members should be compensated for two meal breaks of twenty minutes each, as stipulated in the Nurses and Midwives Award, Section C, (l).
2. Maximum Continuous Hours:
 - Members should work a maximum of 12 continuous hours, including meal breaks, in accordance with Award Section C, (iv).
3. Overtime Rates:
 - Members who work more than 12 continuous hours should be paid the applicable overtime rates, in accordance with the Award. This should be back paid until the time when 12 hour shifts started being worked.

THE ANMF is seeking:

1. Audit of Shifts:
 - Conduct an audit of all members who have worked 12-hour shifts since this practice began, including hours worked, meal breaks (paid and unpaid), and the accrual of Accrued Days Off (ADOs).



2. Back Payment for Overtime:
 - Ensure all members who worked more than 12 continuous hours receive backdated overtime pay from the commencement of the 12-hour shifts.

3. Accrual of ADOs:
 - Accrue ADOs in accordance with hours worked beyond 152 hours per 4-week period and ensure back payment for these hours.

The ANMF is committed to ensuring fair treatment and proper compensation for our members at RHH DCCM. We will continue to keep you updated on the progress of this application. Not a member, join the ANMF Team now <https://members.anmftas.org.au/Join>.

In solidarity,
The ANMF Team

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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