



## ANMF NEWSFLASH

### Royal Hobart Hospital

#### Department of Critical Care Medicine 12 and a Half Hour Shifts

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has been making progress in negotiations with the Department to secure improved payment for each 12 and a half hour shift in the Department of Critical Care Medicine (DCCM).

The Department appears to be open to moving DCCM to a shift arrangement that would have the benefits currently provided to nurses in ED and asked the ANMF to test this further with members.

The ANMF surveyed its members accordingly. In our recent survey, and member meetings, ANMF members expressed strong support for the option of:

- Adopting Emergency Department (ED) breaks to achieve payment for the full duration of 12 and half hour shifts.

Under this option, DCCM staff will be paid for all time on a 12 and half hour shift (i.e. paid for 12 and a half hours as opposed to the current 12 hours). This is a result of meal breaks being made paid rather than unpaid and presents as a significant relative benefit.

In negotiating the adoption of paid breaks, the ANMF is seeking retention of the greatest possible overall break time. ED does not have a tea break on night shifts, but we understand does have a practice of a paid tea break on day shifts.





- We are in a strong negotiating position because the Award states that the maximum number of continuous hours an employee is required to be on duty is 12 hours including meal breaks. The Department has been on notice for some time that it has been operating outside the Award.

We will need to work together to implement any changes that may be agreed in our negotiations with the Department.

Given that under the ANMF's proposal, ordinary hours of work per shift will increase by 30 minutes, consequential changes will be required to employee rosters. Part time employees may wish to request an increase in hours to accommodate this. We are seeking a commitment from the Department to facilitate changes, based on employee preferences.

When we work together, we improve the workplace. We rely on strength in numbers. Will you ask your colleagues to the join the ANMF?

The ANMF has been the trusted voice of nurses, midwives, and care workers for over a century. We are the only union that employs nurses and midwives to represent you. This means we understand your profession, your challenges, and your needs like no one else.

Please encourage your colleagues to join [here](#).

**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.**

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Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary  
21 November 2024

