



## ANMF NEWSFLASH

### The ANMF Seeks Urgent Action on Rostering Guide

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has been contacted by multiple members across the Launceston General Hospital (LGH), raising serious concerns about the recently released draft Nursing and Midwifery Staff Roster and Wellbeing Guide across Hospitals North. After reviewing the document, we share your concerns and believe that multiple aspects of this guide are in direct breach of nursing and midwifery industrial instruments.

The punitive approach suggested in the guide is completely unacceptable, particularly the requirement for staff to call in sick with at least two hours' notice. This could mean for example that members rostered an early shift must notify their absence before 5 AM, even if they finished a late shift at 11 PM the night before.

Additionally, the proposal to performance manage staff who utilise their five annual certificate-free sick days or exhaust their sick leave entitlements is outrageous. We know that these are essential given that in your work environments you regularly exposed to serious illnesses, including norovirus, COVID-19, and influenza. Furthermore, you are required not to present to work when infectious to prevent putting colleagues and patients at risk.

This so-called 'wellbeing' guide is anything but supportive. Instead of being family-friendly, it unfairly penalises members for accessing their rightful industrial entitlements. It is unacceptable to subject staff to formal performance management processes for falling ill — especially when illness can result from the extreme working conditions imposed upon you, such as 18-hour double shifts, a situation not of your making.

The ANMF today have sought that this draft guide be immediately retracted, and that a formal communication be sent to all LGH staff confirming this by **close of business Friday 7 March 2025**. Should this not occur, the ANMF will escalate this matter and lodge a dispute with the Tasmanian Industrial Commission (TIC).



We will continue to stand up for our members and will not tolerate any attempt to undermine your rights and entitlements.

**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

6 March 2025