



ANMF NEWSFLASH

Glenview Community Services Changes to Your Roster Requires Consultation!

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) attended a meeting on Wednesday 12 March 2025 to engage in discussions on shift times in the Waratah Unit.

We discussed the successful temporary addition of a 4-hour home companion shift each afternoon. Positive feedback has led management to consider making this shift permanent, which the ANMF would welcome.

However, statements made by management in the meeting indicated they may seek to offset this gain in care hours by reducing morning handover time from 30 minutes to 15 minutes, which would shorten your shift by 15 minutes.

Concerningly, management did not explain the impact this change would have on affected employees.

This is a big deal. Any change to your roster or ordinary hours of work is a major change under the *Glenview Community Services Nursing Enterprise Agreement 2020* and the ANMF is concerned that Glenview is falling short of its obligations to meaningfully consult employees and their representatives.

Subsequent to the meeting, the ANMF sent formal correspondence to Glenview management seeking answers to the following questions:

- How will this change affect your regular rosters?
- Will your working hours or pay be reduced?
- Which employees are directly impacted?



- How will nurses ensure proper handovers with less time?
- What other effects might these changes have on you?

Glenview management have since said they are not yet at the stage of making a proposal, however, have agreed to provide answers to the questions raised by the ANMF by **Tuesday 18 March 2025**.

We have asked management to provide this information in writing and to allow time for real consultation with you before any decisions are made. You deserve a voice in this process.

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.

If you aren't already a member, join now via the QR Code:



Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary
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