



## ANMF NEWSFLASH

# Calvary Health Care Tasmania Lenah Valley Campus and St Johns Campus

## ANMF Member Update - Key Issues and Upcoming Enterprise Agreement Preparation

### International Nurses Day – the ANMF Denied Access

On **International Nurses Day (IND)**, the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) intended to visit members across Calvary sites to deliver chocolates as a small gesture of appreciation and to acknowledge the incredible work nurses do every day. While no formal Right of Entry (ROE) was served—given the intention was simply to celebrate and engage with members in an informal, impartial way—this gesture was **not met with goodwill at all sites**.

At **Calvary Lenah Valley**, an ANMF organiser was asked to leave the premises by the **Director of Clinical Services** while attempting to distribute IND gifts. While the ANMF acknowledges that technically a ROE could have been served, the purpose of the visit was to **celebrate members, not engage in union business**. Other Tasmanian employers welcomed the ANMF to their IND celebrations, creating a spirit of **collaboration and recognition**, which unfortunately was not mirrored by Calvary at this site.

The ANMF considers Calvary's approach to be **unnecessarily punitive and divisive**, particularly on a day meant to unite and recognise the nursing profession. In future, the ANMF will ensure a ROE is served ahead of **IND 2026** to prevent any such barrier to celebrating with our members.

### Casual Shift Changes – Know Your Rights

The ANMF has received multiple reports from casual members that Calvary management are frequently contacting casual employees to **change their booked shifts**—for example, asking members to move from an AM to a PM shift—**only to then cancel the PM shift**, effectively avoiding penalty payments associated with late cancellation.

Under the ***Calvary Health Care Tasmania – Private Hospitals Nurses and Midwives Agreement 2022***, Clause 12(c)(iv), casual employees are entitled to:

#### **Notice of Cancellation – Casuals**

- **AM Shifts:** If cancelled with less than **10 hours' notice**, a payment of **3 hours at single time** applies.
- **PM Shifts:** If cancelled with less than **3 hours' notice**, a payment of **3 hours at single time** applies.
- **Night Shifts:** If cancelled with less than **6 hours' notice**, a payment of **3 hours at single time** applies.
- **Childcare costs** incurred due to late cancellation are fully reimbursable with receipts, provided the claim is made within two pay fortnights.

#### **What to Say if You're Asked to Change a Shift:**

*"I agree to move to the PM but on the account that you pay me 3 hours' pay in lieu of not being given 10 hours' notice. I will forgo this 3-hour payment if the PM shift you have requested me to move to is worked or if you cancel that shift with less than 3 hours' notice. Otherwise, I don't agree to move from my AM shift."*

This will help to protect your entitlement to either **work or be compensated** for the shift.

#### **Enterprise Agreement Negotiations – Have Your Say**

In addition to addressing immediate concerns, the ANMF is now turning attention to preparations for the **next Enterprise Agreement (EA)**.

We are beginning engagement with members to develop the **Log of Claims (LoC)**, ensuring that the priorities reflect what matters most to you—whether that's improved staffing, conditions, or entitlements.



**Meetings with members will be scheduled soon** – keep an eye out for updates and come along to contribute your ideas and help shape the agenda for the EA.

If you have experienced any issues with shift cancellations, workplace access, or have ideas for the next EA, please **reach out to your ANMF organiser or delegate**. In the interim if you have any queries, please do not hesitate to contact our Member Support Team, via [Membersupport@anmftas.org.au](mailto:Membersupport@anmftas.org.au) or on 1800 001 241.

**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 Phoebe Mansell, ANMF Tasmanian Acting Branch Secretary

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