



ANMF NEWSFLASH

Royal Hobart Hospital Department of Critical Care Medicine Clarification Required: 12-Hour Shift Survey – DCCM vs ED Model

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) would like to thank members who participated in the recent survey regarding the 12-hour shift model. Unfortunately, the initial survey only provided a “Yes” or “No” option, which has meant the results were unclear and not reflective of the specific preferences within the membership.

The ANMF apologises for this oversight. Given the significant concerns raised about the 12-hour shift arrangements and the lack of acknowledgment that Department of Critical Care Medicine (DCCM) members have received from the department, we are committed to providing full transparency and accuracy in capturing member feedback.

To ensure your voice is clearly represented, we are now seeking all members to **re-vote**. The corrected survey will provide you with the opportunity to select your preference:

Survey: <https://app.smartsheet.com/b/form/019936b52b217fa7b7927b105e754a0c>

The information provided in the last newsflash remains unchanged and can be reviewed below. This updated survey is simply to ensure members are provided with the best opportunity to have their preferences accurately recorded and appropriately advocated for.

Shift Model Comparison

The ANMF has received a comparison table between the current DCCM model and the Emergency Department (ED) 12-hour shift model, which has been provided by the Royal Hobart Hospital (RHH) People and Culture.

Key differences between DCCM and ED models:

- **Paid Breaks:**
 - DCCM: 50 minutes total (1 × 30 mins + 1 × 20 mins).
 - ED: 60 minutes total (2 × 30 mins).
- **Span of Hours:**
 - Both models: 12.5-hour shift span (0730hrs-2000hrs / 1930hrs-0800hrs).
- **Hours Worked vs Paid:**
 - DCCM: Work 12 hrs 10 mins, paid 12 hrs (10 minutes less pay due to break differences).
 - ED: Work 12 hrs 30 mins, paid 12.5 hrs (10 minutes more paid compared to DCCM).

Observations:

- DCCM staff work 20 minutes less but are also paid 10 minutes less than ED staff.
- ED staff receive a longer paid break allowance.

Members are asked to review this information carefully.

Your feedback is critical for the ANMF to take the next steps on your behalf. Please complete the updated survey and provide any additional comments **by Wednesday 17 September 1400hrs** to ensure your vote is counted.

If you have not already done so, please also complete the **survey related to the benchmarking proposal**, which is due at the same time (**1400hrs, Wednesday 17 September**).

Survey: <https://app.smartsheet.com/b/form/01991343859c71fe8e0dd13a8f380998>



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
11 September 2025