



ANMF NEWSFLASH

OneCare Rubicon Grove Workplace Concerns

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has written to OneCare after receiving reports from members outlining concerns that impact your workloads and health and safety within the workplace.

The concerns raised were around the impact of short staffing and the subsequent requests for staff to complete double or extended shifts. Even when there are direct care shifts going unfilled it appears your employer is not willing to task nonclinical duties to the relevantly trained staff available in the workplace. OneCare stated in its letter of reply that *requests for additional hours or shifts are made only when necessary to maintain resident service provisions, which remains our highest priority.*

Further, when asked about the process of approving Annual Leave requests OneCare referred to their policy which requires employees to give 8 weeks' notice, with the expectation OneCare would *inform the employee of the status of the application within one week of submitting the request.*

OneCare has committed to issuing communications to all staff to clarify the process around seeking approval for Annual Leave.

While no firm steps were put forward from OneCare directly addressing workplace culture and behaviours OneCare is committed to ensuring a respectful workplace and encourages staff to report any concerns directly to management to enable action against discriminatory behaviour can be taken in a timely manner.



The ANMF encourages its members to raise workplace concerns in the first instance with your employer and failing reasonable outcomes to raise the matters with their union. ANMF members can contact the Member Support Team by email membersupport@anmftas.org.au.

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
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