

ANMF NEWSFLASH

Calvary Health Care Tasmania St Lukes Theatre

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) recently met with members, who are understandably concerned, following the recent announcement that St Lukes Theatre Suite would close at short notice for urgent building, and environmental assessments.

The ANMF has been in contact with the Calvary Health Care Tasmania (CHCT) executive team to relay your queries, we confirm the ANMF will continue to communicate with your employer whilst we try to understand the industrial and professional impacts on members.

Some members raised a direct question with ANMF Northern Organiser Nicki Hood “*Can Calvary make me take my accrued Annual Leave*” and while the ANMF organiser referred to a clause within the current *Calvary Health Care-Tasmania Private Hospitals- Nurses and Midwives Enterprise Agreement 2022* this was in no way a directive that CHCT would force employees to take Annual Leave during this period.

Questions around redeployment, rostering, contracted hours, on call arrangements and redundancy were all put to CHCT executive team, who offer the following response:

1. **Annual Leave and TOIL**

While Calvary may direct annual leave in accordance with the EA under certain circumstances, with consultation and notice, Calvary is currently endeavouring to avoid requiring staff to use their leave and will collaborate with staff who wish to take AL. TOIL remains by agreement.

2. **Paying contracted 0.8 FTE hours**

Our aim is to roster staff to their contracted hours. When work is temporarily affected, the EA offers options such as consultation, use of annual leave by agreement, or redeployment. Our primary approach is always to collaborate with staff to ensure their current rosters remain unaffected where possible.

3. **Redeployment to wards**

Calvary can, where required, redeploy staff in line with the EA condition and employment contracts. If staff have not previously worked on a ward, we will provide the necessary training, supervision, and support to ensure safe practice.

4. **Changes to rostered hours**

Rosters are posted 4 weeks in advance. Changes require notice under the EA, except in the event of an emergency. We endeavour to minimise short-notice changes and consult with staff at all times.

5. **Redundancy**

At this time, Calvary is not proposing redundancies. If circumstances change, we will consult in line with the EA, explore redeployment first, and, only if required, apply the EA and NES redundancy entitlements.

6. **On-call rosters**

Currently, on-call arrangements will continue to be based on operational needs and EA provisions. Our goal is to keep response plans practical and suitable for each site. Any proposed changes will be discussed with all relevant parties before they are put into place.

If members feel they need further support to deliver quality patient care please ask your direct line manager for this support in the first instance, remember to speak up, but do so respectfully.

When asked, CHCT stated to the ANMF that they do not yet have any outcomes from the building and environmental assessments, at the time of writing this newsflash to members.

The ANMF will continue to support our members during this time, understanding that the current situation is dynamic and subject to change as CHCT assesses the information as it comes to hand.

If members have any concerns, you can contact ANMF Northern Organiser Nicki Hood at Nicki.Hood@anmftas.org.au for further information.

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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