



ANMF EA UPDATE 5

Southern Cross Care Tasmania

Results of the Australian Nursing and Midwifery Federation Tasmanian Branch's (ANMF's) latest Snap Poll show strong support from members for retaining and strengthening working hours protections in the Enterprise Agreement (EA).

Support for our Claims

- 87% of respondents support the ANMF seeking to maintain 8 hours as the expected maximum shift length.
- Of those respondents who perform handovers, 80% are not fully paid for the time performing handovers.

Your Comments

Comments from members included the following:

It is not possible to hand over the ongoing care and updates on 88 residents in 15 minutes. This means a lot of unpaid time.

I'm keen for overtime to be paid from 8hrs, not 10.

After around 10 hours, I start to feel exhausted and find it difficult to stay productive or effectively manage residents' behaviour.

I don't work across multiple sites, but it is a concern for the staff that do.

These are anonymised comments made by members in the ANMF's Snap Poll – Working Hours Protections.



Working Across Multiple Sites

We still do not have good information on whether working hours protections are being followed for staff working across multiple sites, including staff who work at multiple sites on the same day.

We asked management about this situation. Management has stated that if an employee performs a morning shift at one site, followed by an afternoon shift at another site on the same day, overtime payment should be triggered.

We need further feedback from affected members as to their experiences.

Next steps

We will continue to advocate at the bargaining table for strong working hours protections and the right for employees to be paid for all time worked.

Please speak to your ANMF workplace delegate if you are able to provide us with further feedback.

The ANMF Tasmanian Branch is 8000 plus members strong! Supporting nurses, midwives, and care workers as the only union in Tasmania employing nurses 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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