

ANMF NEWSFLASH

Mental Health Hospital in the Home

Accrued Days Off for Staff

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) writes in response to member reports that full-time employees working in the Mental Health Hospital in the Home (HITH) are not being given access to Accrued Days Off (ADO). Conflicting and erroneous information has been given to members with them being informed that only employees who are Grade 6 and above are entitled to ADOs.

This is a concerning practice and a clear breach of the Award!

The Award states:

“An accrued day off [ADO] is a day which accrues to a full time employee by the working of additional time in excess of the ordinary hours of work each day. In order to achieve an accrued day off a full time employee is to work 152 hours over a four week period [i.e., 19 days] to enable a day off to be taken [i.e., the 20th day] in each four week cycle.”

Based on these reports, the ANMF has written to management requesting an immediate audit of the staffing roster and that any member that is found to be entitled to an ADO they will be provided ALL entitlements owing regardless of timeframe.

ADOs are your right!

The ANMF reminds ALL members, regardless of grade, that if you are a full-time employee, you are entitled to an ADO. It is your hard earned right and that should not be denied to you.

If you believe that you are not receiving your rightful ADOs, please reach out to us at memberupport@anmftas.org.au or contact your Southern Organiser at Ben.Naismith@anmftas.org.au.



The ANMF will fight for you and your rights.

Given the seriousness of the issue, the ANMF expect a prompt response from the Tasmanian Health Service (THS).

Failure to do so may result in the escalation of action from the ANMF. We will use every option available to us to ensure that members are provided with every entitlement that they have fought so hard for, and won.

The ANMF stands with members throughout this.

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

1 December 2025