

ANMF NEWSFLASH

Royal Hobart Hospital Main Theatre Recovery Services Recent Member Meetings

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with members from Main Theatre and Recovery / Perioperative Services on Wednesday 10 December 2025 and Tuesday 16 December 2025 to discuss matters relating to the Enterprise Agreement (EA) and the current ANMF Log of Claims (LoC) surveys, which will directly inform the ANMF's claims for the next round of negotiations.

The ANMF thanks all members who attended and contributed to robust, constructive discussions.

Improved Rostering – Late/Early Shifts

Members sought clarification regarding the rostering of late–early shifts, as outlined in the final *Letter of Offer – Nurses and Midwives Agreement 2023 (Improved Rostering)*, which states:

- Late–early rostering may only occur by agreement with the employee.

Given theatre rostering differs from ward-based services, and the Agreement does not specify exact times, the general assumption is that members should not be rostered to work later than 2200 hrs and commence before 0800 hrs the following day, unless they have agreed to this arrangement.

If you have questions or require further clarification, please speak with your ANMF representative.

If you do not agree to a late–early shift and receive a roster containing one, members are advised to notify the person responsible for rostering that they do not consent to this arrangement.

Member Priorities for the ANMF Log of Claims

Members identified the following items they would like included in the ANMF Log of Claims:

1. Improved wording around Short Notice Change of Shift (SNCOS) to ensure clarity and consistent application of entitlements.
2. Paid change time for nurses required to change into scrubs before and after shifts, in parity with other states.
3. Paid lunch breaks.
4. Phone allowance.
5. Parking allowance.
6. Improved security for staff parking, including a shuttle bus service for late shifts operating in a circuit to regular hospital parking locations.
7. Increased minimum rest break after overtime, from 8 hours to 10 hours, to support safer working conditions.

Have Your Say – Complete the ANMF EA Surveys

Members are **strongly encouraged to complete the ANMF EA surveys**.

Your responses are critical and will **directly shape the LoC** put forward by the ANMF in negotiations.

LINK: www.surveymonkey.com/share/b65dff7c-9cc5-40c6-980d-b18aa43ef886

If you require assistance or further information, please contact your **ANMF representative**.

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
19 December 2025