



ANMF NEWSFLASH

Royal Hobart Hospital and Repat

Statutory Declarations and Requests for Health Information

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has recently received reports from multiple members that, following periods of leave, statutory declarations (stat decs) are not being accepted or that additional information is being requested by management.

We want to clarify your rights and the requirements relating to statutory declarations and health information.

Your Privacy and Health Information

Health information is considered one of the most sensitive types of personal information. Under the *Privacy Act 1988*, there are strict protections around how this information is collected and used.

An employer must have your informed consent to access detailed health information about you.

There are very limited exceptions to this (such as specific health or medical research), and these do not apply to routine workplace situations where a manager is seeking further details about your personal health.

What is Sufficient Evidence?

If you are unfit for work due to illness or injury, the following are generally sufficient:

- A medical certificate from your treating doctor stating that you are unfit for work, or,
- A statutory declaration confirming you were unable to attend work due to illness or personal reasons.

Importantly

You are not legally required to disclose specific details about your medical condition. Confirmation that you have a condition preventing you from working is sufficient.

Providing additional information is entirely your choice.

If More Information is Requested

If your manager:

- Refuses to accept a valid statutory declaration, or,
- Requests further personal or medical details beyond what is required this may not be consistent with your privacy rights.

Workers' Compensation Exception

Please note: if you are making a workers compensation claim, different requirements may apply and additional medical information may be necessary. In these cases, we recommend seeking further advice.

Need Support?

If you have had a statutory declaration declined, or have been asked to provide further information that you believe is inappropriate:

Please contact ANMF Member Support Team for advice and assistance.

The ANMF is here to ensure your rights are upheld and that your personal information is treated with the respect and confidentiality it deserves.

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
5 May 2026