

ANMF NEWSFLASH

Royal Hobart Hospital Emergency Department/Emergency Medical Unit Sleep Day – Update

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) would like to thank all members for your engagement when we attended the department on **Saturday 2 May 2026** to check in and speak with you directly.

We appreciated the opportunity to discuss a range of important issues, including:

- Current Enterprise Bargaining Agreement (EBA) negotiations
- Ongoing Emergency Department (ED) renovation works.
- The commencement of a second Nurse Unit Manager (NUM) position.
- Ongoing concerns regarding workloads and pressures in the department.

Sleep Day Concerns – “Not Approved” Messaging

The ANMF is aware of recent text messages circulated within the department advising that “sleep day not approved.”

We have formally requested clarification from the department regarding this communication. While a response is still pending, we want to clearly outline your entitlements under the 2023 *Nurses and Midwives Tasmanian State Service Agreement – Clause 23 (Double Shifts)*.

Key provisions include:

- Double shifts should only occur when all other avenues are exhausted.
- If you work a rostered shift followed by a non-rostered shift ending in a night shift, you:



- Must not be required to return for an early or afternoon shift on the same day the night shift finishes.
- Must be paid for that rostered shift as if it was worked, including penalties and allowances.

What This Means for You

- You should not be required to return to work on the same day you finish a late-night double shift.
- You are entitled to be paid for any rostered shift you are unable to work due to this provision.

If You're Impacted

If this has not occurred and you have already raised the issue with payroll or management:

- Please contact the **ANMF Member Support Team** and provide any relevant correspondence so we can follow this up
- You can also speak directly with your ED ANMF workplace delegates if you need further advice, clarification, or support.

Thank you again for your ongoing engagement — this is critical to ensuring your rights are upheld and your voices are heard.

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