

ANMF NEWSFLASH

Public Sector Members

Proposed Flexible Work Policy – Seeking Member Feedback

The Department of Health has released a draft Flexible Work Policy for consultation.

The policy seeks to provide a framework for flexible work arrangements, including changes to work patterns, reduced hours, shift swaps, roster requests and working remotely from home.

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is currently reviewing the proposal and is seeking feedback from members before providing a formal response.

The ANMF's Initial Concerns

While the policy states that conversations regarding flexibility should start from "if we can, we will", the ANMF is concerned that much of the language throughout the document is weighted towards management discretion and operational requirements rather than reinforcing existing employee rights.

In particular, the ANMF has concerns that:

- The policy does not clearly acknowledge that, under Award provisions, requests for flexible work must not be unreasonably refused.
- The language throughout the document appears one-sided and repeatedly emphasises circumstances where requests may be declined or arrangements withdrawn.
- Approved arrangements are described as not guaranteeing future approval, potentially creating uncertainty for workers.



- Management is provided broad powers to conclude, suspend or vary arrangements.
- Flexible work arrangements are stated not to automatically transfer with a change in position.
- Working from home arrangements are restricted to a maximum of 50% of hours except in limited circumstances.

The ANMF supports genuine flexibility that balances service delivery with the needs of Nurses, Midwives and Assistants in Nursing (AINs). Flexible work arrangements are essential to workforce retention, wellbeing and supporting members with caring responsibilities and changing life circumstances.

Member Feedback Requested

The ANMF is seeking feedback from all public sector members regarding the proposed policy.

Members are encouraged to consider:

- Does the policy support access to flexible work?
- Is the tone balanced between employee rights and operational requirements?
- Are there any aspects that could make it more difficult to access or maintain flexible work arrangements?
- Are there provisions you support or oppose?
- Have you experienced challenges accessing flexible work arrangements that should be reflected in the ANMF's response?

Survey: <https://app.smartsheet.com/b/form/019eed2fa37a7f4b9768327a799f7e78>

Please provide your feedback to the ANMF by **1400hrs Monday 6 July 2026**.

Member feedback will assist the ANMF in developing a response to the Department. Further updates will be provided as consultation progresses.



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
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