

ANMF NEWSFLASH

Statewide Public Sector Members

Flexible Work Arrangements Policy – Member Feedback Requested

Thank you to all members who engaged with the Australian Nursing and Midwifery Federation Tasmanian Branch's (ANMF's) previous survey regarding the proposed Flexible Work Arrangements (FWA) Policy. Your feedback was valuable in informing the ANMF's advocacy on this important issue.

The ANMF has now received feedback from the Anti-Discrimination Commissioner regarding the draft FWA Policy. Specific information is now required about members' experiences with the current FWA Policy, including any concerns, issues or barriers experienced when requesting or accessing FWA.

The ANMF is Seeking Your Feedback

To support ANMF's response, please complete the survey and provide information about your experiences with the current FWA Policy. Unlike Tasmania's public service Nurses, Tasmanian private sector Agreements (associated with the *Fair Work Act 2009*) and Agreements made in other States and Territories list criteria for managers to assess a FWA against: pregnancy, breastfeeding, being over 55 years of age, caring responsibilities, health needs and living with disabilities, study, family and domestic violence or an association with a person with these attributes, as these are relevant to the *Anti-Discrimination Act 1998*.

We are particularly seeking your:

1. Consent to complain to the Anti-Discrimination Commissioner regarding the current FWA Policy.
2. Your view on whether FWA conditions for nurses should be the same as elsewhere in Australia.
3. Information on barriers to requesting or accessing FWA.
4. Feedback about how the current policy could be improved.



All examples and feedback provided will be de-identified before being shared with the Anti-Discrimination Commission.

Your experiences will help the ANMF identify issues with the current arrangements and advocate for a fair and equitable approach to flexible work across the Tasmanian public sector.

Complete The Survey

Please complete the survey by close of business Tuesday 25 August 2026.

<https://app.smartsheet.com/b/form/01a0183028e87dd6b65e2f975bacbbc3>

The ANMF will continue to advocate for FWA that are fair, equitable and accessible, including arrangements that are consistent with those available to other Tasmanian public sector employees and comparable to provisions available to nurses, midwives and care workers across Australia.

Your feedback matters – please take the time to complete the survey and share your experience.

The ANMF will provide members with further updates as information becomes available.

If you have any further questions or concerns, please contact ANMF Member Support Team on **(03) 6223 6777** or **1800 001 241** if outside Hobart.

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 August 2026