

ANMF NEWSFLASH

Royal Hobart Hospital Day Surgery/Endoscopy

Paid Comfort Breaks – Members Have Spoken – Action Commencing Thursday 1 October 2026

Following consultation with Endoscopy Unit members, including a petition supported by 35 members, the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has written to the Nurse Unit Manager (NUM) advising that members have resolved to commence taking reasonable paid comfort breaks from **Thursday 1 October 2026**, pending implementation of the new Nurses and Midwives Enterprise Agreement (EA).

The ANMF has advised management that:

- During EA negotiations on Tuesday 14 July 2026, the Chief Nurse and Midwife acknowledged that paid tea breaks are current custom and practice for nurses and midwives and should be adhered to.
- It was also agreed that the new EA will include wording to support nurses and midwives accessing these breaks.
- Members continue to report that workload and operational pressures mean they are not consistently supported to take paid tea breaks.
- From **Thursday 1 October 2026**, members will commence taking reasonable paid comfort breaks during their shifts where operationally appropriate.
- The delayed commencement date provides time for local rostering and workflow arrangements to be reviewed and adjusted where necessary to support breaks while maintaining safe patient care.
- The ANMF has encouraged local management to work collaboratively with staff to ensure appropriate arrangements are in place so members can access these breaks consistently and safely.



The ANMF has also highlighted guidance from Safe Work Australia regarding fatigue management, which recognises the importance of regular comfort breaks, including opportunities to get water, use the toilet and stretch.

Thank you to all Endoscopy members who have engaged, provided feedback and supported the petition.

Your collective involvement ensures the ANMF can advocate on your behalf and raise workplace concerns with management in a clear and constructive way.

Collaboration between members and the ANMF strengthens workplace advocacy and helps ensure concerns about your working environment, wellbeing and ability to provide safe patient care are addressed.

The ANMF will continue to keep members updated.

The ANMF – Stronger Together.

If you have any further questions or concerns, please contact the ANMF Member Support Team on **(03) 6223 6777**.

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
28 August 2026