



ANMF NEWSFLASH

Public Sector

Getting Home Safely After Work Should not be Left to Chance

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is calling for practical transport and parking protections for nurses, midwives and Assistants in Nursing (AINs) working after hours.

THE ISSUE IS SAFETY, NOT CONVENIENCE

Nurses, midwives and AINs regularly start or finish work in darkness. Some must walk long distances to vehicles parked in isolated or poorly lit areas. Others face the prospect of travelling home after overtime, double shifts or excessively long hours.

The End of a Shift Does not Mean the end of the Safety Risk

Fatigue can impair concentration, reaction time and decision-making. Where work arrangements contribute to fatigue or expose staff to foreseeable risks when travelling to and from work, those risks must be properly assessed and managed.

A Practical Solution: A Hospital Staff Shuttle

The ANMF has received a proposal from a Hobart-based passenger transport operator for a courtesy shuttle service connecting the Royal Hobart Hospital (RHH) with designated staff parking areas, particularly during evening, night and early-morning shift changes.

The proposed service could provide a safer alternative to walking alone through isolated areas after dark. A targeted pilot could test demand, costs and operating arrangements, with the potential to develop a model for other major hospitals across Tasmania.

The ANMF has now put this proposal to the Tasmanian Ministers for Health and Transport, calling for urgent consideration of *CareRide* or a comparable service, alongside immediate safety measures.

We are asking Government to turn a known safety risk into practical action.

What the ANMF is Seeking

The ANMF is calling on the Tasmanian Government and Department of Health to implement practical protections, including:

- Safe, accessible and affordable parking close to workplaces.
- Improved lighting and security escorts where staff cannot park nearby.
- A courtesy shuttle or comparable transport service between hospitals and designated parking areas.
- Safe transport arrangements when fatigue makes travel unsafe.
- Site-specific risk assessments covering after-hours travel, fatigue and personal security.

Other safety-critical industries recognise the importance of managing fatigue and providing appropriate transport arrangements. Health workers should not be expected to manage these risks alone.

What Members Can Do

Help us demonstrate where action is needed.

1. **Report hazards.** Record unsafe parking areas, poorly lit walking routes and after-hours security concerns through your workplace safety reporting system.
2. **Document fatigue-related travel risks.** Record when overtime, double shifts or roster changes leave you concerned about travelling safely. Raise the issue with your manager and request an appropriate control, including safe transport where necessary.
3. **Seek assistance if you feel unsafe.** Contact your manager or security before walking to your vehicle. If you cannot travel safely, seek assistance and document the response. Do not put yourself at risk to get home.



4. **Contact the ANMF.** Let us know if your safety concerns are dismissed or reasonable controls are not provided.

Your Safety Matters

The ANMF will continue to press the Tasmanian Government for immediate protections and a practical, statewide approach to safe after-hours transport.

Workers should not have to choose between completing their duties and getting home safely.

This is what union advocacy looks like: members raise a concern, the ANMF builds the case, brings practical solutions to Government and holds decision-makers accountable for protecting workers.

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 Phoebe Mansell, ANMF Tasmanian Acting Branch Secretary
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