

ANMF NEWSFLASH

Repatriation Centre

The ANMF Raises Members' Concerns with Staff Parking Changes and Safety Concerns at the Repatriation Centre

Your Concerns Have Been Heard

The ANMF is Taking Action

The ANMF Formally Raises Grievance with the THS

Following concerns raised by members, the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with nursing and allied health staff at the Repatriation Centre on Tuesday 27 October 2026 to discuss recent changes to on-site parking arrangements.

Members raised concerns regarding the lack of consultation, reduced parking availability and associated physical and psychosocial safety risks, particularly for afternoon and late-shift staff.

While the ANMF acknowledges the changes have reportedly been implemented to improve patient safety, **staff safety and wellbeing must also be considered.**

The ANMF has formally raised a grievance with the Tasmanian Health Service (THS) under the Award, seeking a formal change proposal, genuine consultation, an assessment of safety risks and consideration of alternative parking arrangements.

A response has been requested by **Tuesday 10 November 2026**.



Transport Entitlements – Know Your Award

Under **clause 11(b) of the Award**, employees finishing work after 1900hrs or 30 minutes after sunset (whichever is later) may be entitled to employer-provided transport where they:

- Would otherwise wait more than 30 minutes for public transport; or,
- Cannot park their vehicle within reasonable proximity of the hospital.

Where applicable, transport must be provided to the employee's home or vehicle, whichever is closer.

Members are encouraged to speak with their Nurse Unit Manager (NUM) or direct manager regarding available transport arrangements. Please notify the ANMF if you experience difficulties accessing these entitlements.

Report Physical and Psychosocial Hazards

Members have identified concerns regarding pedestrian access, inadequate lighting, limited security surveillance and personal safety when leaving work late at night.

The ANMF also recognises potential psychosocial risks, including anxiety and distress associated with unsafe or uncertain parking arrangements.

We strongly encourage members to report all physical and psychosocial hazards, incidents and near misses through the THS's internal safety reporting processes.

Formal reporting is important to ensure these risks are documented and appropriately addressed. Members are also encouraged to share concerns with the ANMF.

Have Your Say – Join a Staff Parking Working Group

At the meeting, members proposed approximately **30–35 dedicated parking spaces for afternoon and late-shift employees from 1300hrs-1330hrs onwards.**



The ANMF encourages interested members to form a **staff parking working group** to explore practical solutions and develop proposals to put forward to management through the formal consultation process.

We welcome participation from staff across all wards, departments and shift patterns.

If you would like to participate, suggest alternative arrangements or raise concerns, please contact the ANMF.

Become an ANMF Workplace Delegate

The ANMF relies on the valuable contribution of workplace delegates to strengthen communication and representation across our workplaces.

Delegates act as an important **communication link between members and the union**, helping to share relevant information, engage colleagues and raise workplace concerns. This collaborative role can assist in arranging members to resolve matters such as the current parking concerns more effectively and efficiently.

If you are interested in becoming an ANMF workplace delegate, please contact the ANMF for further information.

What Happens Next?

The ANMF will continue progressing the formal grievance and seeking meaningful consultation with the THS.

We will keep members informed as discussions progress.

Your involvement is important in ensuring safe, accessible and practical parking arrangements for all staff.

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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