

**RETAIN.
RECRUIT.
RECOGNISE.**



TASMANIAN NURSES AND MIDWIVES

Nurses and Midwives Agreement

EA Update 6

Your ANMF representatives participated in a meeting with the employer representatives (12 July) to discuss your claim.

No matters have been decided.

A working group has been established to look at the issue of Fixed Term contracts and how employees may have certainty of ongoing employment.

It was pointed out by ANMF that there were situations where people who were on maternity leave, who were willing to do some casual work, who were unable to do so because this would mean their maternity leave would have to come to an end. There is benefit for the employer in having a staff member available and benefit for the nurse as they maintain currency of skills.

Parental leave

ANMF noted there was an issue of equity of pay for women who are absent from the workplace during maternity leave – and that to redress that imbalance maternity leave should be extended to 26 weeks of paid leave. Also seeking 3 weeks of paid partner leave – without having to use Annual or LSL entitlements. It was pointed out that the World Health Organization recognises the importance of 26 weeks of leave – a paper will be circulated.

Frank Ogle (State Sector Management Office) said this was a matter which would be better discussed as a whole of service issue.

Donation of sick leave

The DHHS/employer representative pointed out that other mechanisms for the donation of leave relied upon the donation of paid annual leave. They said there were also mechanisms to increase leave entitlement in extreme situations – however it appears this additional entitlement may sit at a few days and would be at the discretion of senior management approval. A suggestion was made that employees in a workplace could elect to be paid out for some AL entitlements and gift that money wherever they see fit.

The employer also said that administration of a scheme (using donated annual leave) was very difficult to administer.

RETAIN. RECRUIT. RECOGNISE.



TASMANIAN NURSES AND MIDWIVES

However, this has not been dismissed and DHHS/employer representatives will bring an overview of the other mechanisms to access leave in extreme circumstances to the next negotiation meeting.

Day and shift workers – extra leave

ANMF workplace representatives explained that nurses (day and shift work) were often working overtime every day and missing meal breaks in addition to rising patient acuity and stressful work environments. It was further suggested that for rest, relaxation and recuperation of staff may also aid in reducing sick leave rates.

It was also suggested that, given the ageing workforce, the provision of an extra week of leave might encourage shift working nurses to remain as shift workers for a longer period of time.

Payout for Public Holiday leave accrued

Is a discussion which has already commenced.

Mandatory training

It was explained by the workplace representatives that training is no longer always face-to-face as much is available on-line. However, there was little opportunity to undertake that training while at work.

The employer noted that some NUM's manage to allocate quarantined time while others do not. The office of the chief nurse is going to follow up with EDON's to determine the 'size' of the issue.

ANMF discussed the fact that rural and remote areas may have particular needs – in relation to management of acutely unwell patient presentations as well as specialty areas who require specific mandatory clinical skills and training.

There are a number of outstanding Award matters that need clarification/amendment.

It was agreed that a working party would meet to discuss these matters. This includes a proposal to accrue sick leave on all ordinary hours worked by way of a simple calculation.

Workforce planning

The meeting was advised that Ruth Kearon has been appointed to look at workforce planning – not only for nurses.

It was acknowledged at the meeting that leaving a wage rise to the end of discussions might allow for other matters to be addressed by way of a consultative process.

Discussions continue but nothing is yet agreed.

A further meeting is scheduled for July 26.

**RETAIN.
RECRUIT.
RECOGNISE.**

ANMF
Tasmanian Branch

TASMANIAN NURSES AND MIDWIVES

If you have any queries please do not hesitate to contact our Member Support Team on (03) 6223 6777 or 1800 001 241 (if outside Hobart). Alternatively, email membersupport@anmftas.org.au

Authorised by Emily Shepherd, Branch Secretary
13 July 2018