

**RETAIN.  
RECRUIT.  
RECOGNISE.**

ANMF  
Tasmanian Branch

TASMANIAN NURSES AND MIDWIVES

# Nurses and Midwives Agreement

## EA Update 9

Work to Rule industrial action is now in place across the State. ANMF members have taken this action as a direct result of the Government's fixed position in relation to ANMF member claims and Enterprise Agreement negotiations.

### So far negotiations have produced:

- A Government offer of a capped pay rise of 2% per annum for 3 years, which is well below other States and Territories.

### Not Supported

- The development of a staffing methodology which calculates additional staffing requirements for the care of infants/neonates across Maternity Units.
- Increased permanent pool staffing.
- Implementation of additional Clinical Nurse Educators.
- Payment for nurses who undertake shifts on a clinical practical component when undertaking study to qualify as a midwife. Establishment of a scholarship fund.
- Increase parental leave to 26 weeks in line with World Health Organisation recommendations and 3 weeks for partners.
- Establishment of a sick leave donation fund for nurses with excessive sick leave.
- Increasing of annual leave to 6 weeks annual for day workers and 7 weeks for shift workers.
- ALS training provide for all RN and EN nurses working in rural and primary health sites. An increase in professional development (PD) allowance to \$1,300 pro-rata and 5 days paid PD leave.

### Examining Further

- The inclusion of indirect ANUM's, CNC's, CNS's, CC's. This is being costed.
- Deferred to a working group the commitment to address workloads via an agreed timeframe for implementation of a new model of care (which may include a hybrid Nursing Hours per Patient Day/Ratio tool).
- A moratorium on all fixed term positions. Consideration of more appropriate employment and appointment mechanisms for nursing and midwifery are being explored.
- Permanent THS positions for graduate nurses on completion of their transition to practice or 12 months of fixed term contracts.
- NUM allowance for wards with higher FTE and or larger budget allocation.

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- Simplification of the award regarding sick leave credits which should accrue on ordinary hours worked.
- Correction of Award anomaly regarding statutory declarations for a sick day.
- Review of relief factor to ensure cover of annual, long service, parental and professional development leave as well as mandatory training.
- A rural and remote community assistance allowance to assist with increased costs of living and accommodation provisions for those taking up permanent positions in rural and remote areas.
- Provision of onsite child care. **Consideration given only if a whole of State Service approach.**
- Improved environmental responsibility with options for recycling, focus on renewable energy and consideration of waste generation when selecting medical consumables. **Joint project is proposed.**
- Commitment for reasonable on-call requirements and practices to be implemented by December 2018, base rate payment for Grade 8 who spend time after hours making or taking phone calls, specified arrangement for minimum rest times.
- 3 days for paid mandatory training.
- Double time payment for day workers required to undertake overtime to provide direct clinical care. **Prepared to examine where forced overtime occurs e.g. theatre.**

## Agreed

- Inclusion of a comprehensive aggression and violence strategy. Agreed to establish a project team to look at a project plan.

## **ANMF have a further meeting scheduled with Government representatives on Thursday 20 September 2018.**

Please continue to support the industrial action to demonstrate your concerns about the inability of the Government to seriously consider your claims for improved conditions and wages.

ANMF Workplace Representatives and Organisers will be visiting ward areas. Please talk with them if you have any questions.

The ANMF recognise and support the fact that clinical care, as always, remains a priority for nurses and midwives. However, actions can be taken which will not impact negatively on patients/clients.

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](mailto:membersupport@anmftas.org.au).

Authorised by Emily Shepherd, Branch Secretary  
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