



Japara Enterprise Agreement

EA Update 3

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with representatives from Japara on 19 October 2018.

Here is a summary of Japara's revised offer:

1. Wage and allowance increases:

	2018/19			2019/20		2020/21	
	31-Jul	30-Nov	31-Mar	31-Jul	30-Jan	31-Jul	30-Jan
Nurses	1.25%	1%	1%	1.50%	1.25%	1.25%	1.25%
	3.25%			2.75%		2.50%	
Aged Care	1.25%	1.25%	0.00%	1.25%	1.25%	1.25%	1.50%
	2.50%			2.50%		2.75%	

2. 2% allowance for Enrolled Nurses (ENs) who have attained an Advanced Diploma of Nursing allowance (wording to be negotiated).
3. Additional 2 days compassionate leave for interstate travel related to the serious injury, serious illness or death of an employee's parent, partner or child.
4. Additional 4 weeks' top up leave parental leave for primary carers; additional lump sum payment equating to two weeks' pay at the ordinary rate of pay for employees who have returned to work for at least 8 weeks after parental leave has ended; grandfathered entitlements maintained.
5. 2 weeks paid parental leave for eligible employees who are not primary carers.
6. 5 days' paid family violence leave.
7. Aged care uniform allowance to apply to nurses (improvement for nurses).



Japara has said that it will not change its wage offer, but will respond in writing to some outstanding matters. Japara intends to put its proposed agreement out to ballot in November whether or not ANMF members support the agreement.

Japara has refused most ANMF claim items, including staff-resident ratios and increases to penalty rates. The ANMF will meet with members after it has received Japara's final offer in writing.

If you have any queries please do not hesitate to contact our Member Support Team on 1800 001 241 or alternatively, email membersupport@anmftas.org.au.

Authorised by Emily Shepherd, Branch Secretary

26 October 2018