



Masonic Care Tasmania Enterprise Agreements

EA Update 2

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) held meetings with members throughout the state on 15, 16 and 17 October 2018 to discuss Masonic Care Tasmania (MCT) proposed agreement covering nurses and carers. ANMF members expressed serious concerns about the cuts to conditions proposed by MCT. Please refer to the second page of this update for a summary of MCT proposed cuts.

The ANMF then met with MCT management on Thursday 18 October 2018 for a second bargaining meeting. MCT attempted to justify the proposed cuts and did not agree to maintain current conditions of employment. MCT has not yet made a wage offer.

The ANMF will meet with MCT again on 12 November 2018 to discuss concerns about the proposed draft agreement in more detail. The ANMF will then meet with members before a further bargaining meeting with MCT, which is scheduled to take place on 19 November 2018.

Grandfathering

As discussed in recent membership meetings, MCT is proposing to grandfather some existing conditions for current employees. Note that MCT is not proposing to grandfather all current conditions – there will still be some cuts for current employees. One condition MCT is proposing to grandfather is 20 days' paid personal leave for nurses statewide and for care workers in the north. To illustrate how grandfathering works, if MCT's proposed agreement is approved by the Fair Work Commission:

- Nurses and care workers in the north who were employed by MCT on or before 31 January 2019 will continue to accrue 20 days paid personal leave for the life of the new agreement.
- Care workers in the south and all employees hired after 31 January 2019 will accrue only 13 days paid personal leave.
- It will be more difficult for MCT to recruit new nurses and care workers, which may increase workloads and threaten quality of care.
- MCT may prefer to assign additional permanent hours to new nurses and care workers, as new employees will be 'cheaper'.
- When the new agreement expires in 2 to 4 years, MCT can seek to remove grandfathered entitlements – this has happened in health facilities across Tasmania in the past few years.

**Cuts to conditions proposed by MCT:****Nurses (State-wide):**

- personal leave reduced from 20 days to 13 days.
- removal of paid parental leave (one-off cash payment offered instead - less beneficial).
- no casual loading on weekends.
- less beneficial casual conversion clause and loss of part-time review of hours clause.
- kilometrage allowance reduced.

Additional cut for northern nurses: 2 days of additional bereavement leave for interstate or overseas death removed.

Additional cuts for Southern Nurses:

- removal of casual compounding.
- removal of late payment of wages penalties.
- time and a half for first two hours of overtime worked by shiftworkers (currently double time).
- no payment of registration fees or police checks.
- no reimbursement of child care costs for emergency overtime.
- removal of higher penalty rate for permanent night shifts.

Care Workers (North):

- personal leave reduced from 20 days to 13 days.
- no casual loading on weekends or public holidays.
- removal of casual compounding.
- less beneficial casual conversion clause and loss of part-time review of hours clause.
- less beneficial contract of employment clause for part-time employees.
- kilometrage allowance reduced.
- 2 days of additional bereavement leave for interstate or overseas death removed.

Care Workers (South):

- less beneficial contract of employment clause for part-time employees.
- less beneficial casual conversion clause and loss of part-time review of hours clause.
- 200% for shiftworkers and casuals working public holiday shifts (currently 250%).
- kilometrage allowance reduced.



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

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