

**RETAIN.
RECRUIT.
RECOGNISE.**

ANMF
Tasmanian Branch

TASMANIAN NURSES AND MIDWIVES

Nurses and Midwives Agreement

EA Update 17 – Revised Wages Policy Received from Government

Yesterday the Tasmanian Premier Will Hodgman released the outcome of his discussion with his cabinet ministers over the governments wages policy. This new policy proposes annual wage rises of 2%, 2.25% and 2.5%, provided that there is an agree to the following productivity measures:

- Removal of Waiting time payments
- No overtime payable to part time staff until the equivalent of 1.0 FTE is worked
- A program of early retirement and public sector renewal of no greater than 150 positions (WRIP's)
- Performance Based Salary Progression being implemented in all awards
- Removal of public holidays to align with other jurisdictions (e.g. Easter Tuesday and regional half day holidays)
- A review of the State Service, to be conducted over a two-year period completed by mid-2021 to consider structural, legislative and cultural improvements that would transform current structures, services and practices and deliver a State Act fit for the 21st Century.

This package does not represent the full package the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) are negotiating for members. This is a wages package and does not include the allowances or conditions that remain under separate negotiation. Wages form only one part of the total package. Standing alone, this wages position and the proposed productivity measures do not improve Tasmania's position to recruit and retain nurses and midwives to the state.

As this wage offer does not constitute a formal offer to nurses and midwives, additional meetings with government will seek more detailed information in writing. The ANMF will provide an update on the situation regarding allowances and conditions as soon as possible.

The ANMF will be holding mass membership meetings across the State next week to update members on the process of bargaining, review the new wages policy, and seek endorsement of the next step in the campaign. This may include escalation of industrial action.

**RETAIN.
RECRUIT.
RECOGNISE.**

ANMF
Tasmanian Branch

TASMANIAN NURSES AND MIDWIVES

You can continue your action by continuing to work to rule and by going to <https://ea.anmftas.org.au/letter>. This will ensure that a letter is sent to the Premier advising him of your concerns regarding the future of the nursing and midwifery workforce and the health system in Tasmania.

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 Andrew Brakey, Executive Director
1 March 2019