

**RETAIN.  
RECRUIT.  
RECOGNISE.**

**ANMF**  
Tasmanian Branch

**TASMANIAN NURSES AND MIDWIVES**

# Nurses and Midwives Agreement

## EA Update 19 – ANMF Members Reject Government Offer Unanimously and Endorse ANMF Counter Offer

Last week the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) members across the state rejected the government's offer put forward on the 1<sup>st</sup> of March 2019. At mass membership meetings held across the state members endorsed the ANMF to put forward a counter offer that would see Tasmanian nurses and midwives reach parity in wages and conditions with nurses and midwives interstate.

On Friday 8<sup>th</sup> of March ANMF Executive endorsed a final counter offer to go to government, a response has been sought by COB Thursday 14 March. This counter offer included the following wages and conditions:

### Salaries and Allowances

- Wage increases over three years that will see Tasmanian nurses and midwives reach pay parity with interstate nurses and colleagues.
- A \$1,000 retention allowance paid into base salary of all nurses and midwives.
- An Increase in the Professional Development allowance for nurses and midwives to \$1300 is paid into base salary.
- Improved Superannuation benefits including:
  - Payment of Superannuation whilst on unpaid parental leave over the first 24 months
  - Payment of Superannuation for nurses and midwives on workers compensation.
- An increase in paid parental and partner leave of:
  - An increase of parental leave from 14 to 16 weeks commencing 1 July 2019
  - An increase in partner leave from 1 to 3 weeks commencing 1 July 2019.
- The ability to reclaim recreation and parental leave where compassionate or bereavement leave is taken during a parental leave period.
- Paid time as per the Nurses and Midwives (Tasmanian State Service) Award for Grade 8 and 9 nurses and midwives who take calls out of hours or is required to return to work.
- Where a day worker is required to do overtime to undertake clinical duties, double time will be paid from the beginning of the overtime period.

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## Recruitment Initiatives

- Specialist career pathways to be established for AINs, nurses and midwives who are looking to progress their careers providing them with assurance of ongoing employment:
  - Nurse practitioner candidates (Grade 6) progressing to nurse practitioners
  - Enrolled nurses (Grade 2) progressing to registered nurses (Grade 3)
  - Transition to practice graduate permanent appointed to registered nurses (Grade 3)
  - Assistant in nursing to enrolled nurses or registered nurses (Grade 3) in mental health.
- The role out of clinical coaches into specialty areas across the state to facilitate and support units to introduce new nurses and midwives to these areas and reduce the costs of agency staff.

## Workload Model Improvements

- A commitment to a project plan that sees the final implementation of either NHpPD or Ratios. With a commitment to the finalisation of this project for areas covered by the 2016 agreement to be completed by the 1<sup>st</sup> of December 2019.
- A commitment that staffing models will be expanded to cover all areas with a priority given to currently agreed areas including mental health, outpatient clinics, and district hospitals.
- A commitment that all areas will have a staffing model implemented by the end of the agreement.

## ANUMs

- ANUMs to be permanently relieved of their patient loads on wards and units to ensure they are free to concentrate on patient flow and clinical support, without increasing the numbers of patients per nurse on each individual ward/unit.

## Retention Initiatives

- The ability for nurses who have been employed on fixed term contracts to convert to permanent employment if they choose, where the following criteria are met:
  - The fixed term contracts have been for a continuous period of 18 months or more
  - There is clearly an ongoing requirement for those duties or similar duties
  - There have been 2 or more consecutive fixed term periods of employment
  - Employee preference.
- Where an employee wishes to convert their employment to permanent employment, it will be the onus of the employer to prove that they do not meet the above criteria.
- Immediately increase permanent recruitment pools with graduate nurses who would have completed transition to practice by 30 June 2019 and who have not served an alternative permanent appointment in the Tasmanian Health Service.

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## Other Specific Conditions

- Accrual of personal leave on ordinary hours worked, instead of contracted hours. This will eliminate the need for an audit of personal leave hours where a part time employee uses all their sick leave but may have worked over their contracted hours.
- Payment of accrued public holiday leave to reduce leave liability.
- Reword the nurse practitioner clause to remove confusion around post graduate allowance (PGA). Hence a nurse practitioner will be able to apply for a PGA for post graduate studies other than their required master degree.
- Tidying up and clarification of the Multi-Disciplinary Allowance payable to mental health workers working in multidisciplinary teams.

## Where to From Here

ANMF officials will be meeting with members across the state to discuss the next steps in the campaign. This may include escalated industrial action in the week of the 18<sup>th</sup> of March if an adequate offer, that will see nurses and midwives recognised and help to improve the future recruitment and retention of nurses and midwives in Tasmania, is not received.

If a further offer is received from government prior to Friday 15<sup>th</sup> of March, ANMF will be consulting with members in further mass membership meetings and surveys to discuss the offer.

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 Andrew Brakey, Executive Director  
13 March 2019