



Japara Enterprise Agreement

EA Update 6 – Second Ballot

Negotiations for the *Japara Administration Pty Ltd Tasmanian Nurses and Aged Care Employees Enterprise Agreement 2018* have been finalised and the final document will now be distributed by Japara Administration Pty Ltd for your consideration prior to a ballot.

Please note that the ANMF was not able to reach in principle agreement on the offer made by your employer. However, the employer has improved the offer as follows:

- Afternoon shift allowance will increase to 15% for nursing staff to align with aged care staff
- Wage increases will be as follows:
 - 1.75% from the first full pay period on or after 31 July 2019 (note – this increase will apply to an adjusted rate for nursing staff)
 - 1.25% from the first full pay period on or after 30 January 2020
 - 1.25% from the first full pay period on or after 31 July 2020
 - 1.5% from the first full pay period on or after 30 January 2021
 - 1.5% from the first full pay period on or after 31 July 2021
- The expiry date of the Agreement will be 31 December 2021.

Note that the enterprise agreement does not provide for backpay. However, the employer has said that it will backpay increases of 2.1% (carers) and 2.3% (nurses) to 30 November 2018.

The ANMF will advise members of the ballot dates when these have been confirmed by the employer.

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

Authorised by Andrew Brakey, Executive Director

28 March 2019