

## Aged Care Deloraine

### Employer seeking to issue new contracts

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has received correspondence from Aged Care Deloraine (ACD) management that details the following:

*'We are writing to all casual staff who have consistently worked over the last year and will commence a conversation that could lead to permanent part time employment.'*

*Secondly most staff have old contracts (pre 2010). We are reissuing all contracts so they reflect our current EA, the NES and FWA standards. Everyone will have a similar contract except for the specific details relating to their employment. I can assure you we will not be reducing staff conditions, just bringing them to a contemporary view and reflect modern standards and awards.'*

ANMF welcomes the news that casual staff will be given consideration for conversion to permanent part time employment. We also welcome the assurance that staff conditions will not be reduced.

However, in relation to the reissuing of employment contracts to existing contracted staff the ANMF advises members to only sign if the contract includes conditions of employment equal to or better than your current conditions. As an example, this would include, your place of employment and work patterns like set rosters that fit in with your work life balance that was perhaps negotiated on your commencement of employment with ACD. Any new contract should include your original starting date with ACD.

Whilst your original contract may reference now outdated Statutory documents like Awards, Agreements, National Employment Standards and the Fair Work Act these provisions are automatically superseded by the new statutory reference documents. There is no need to sign new contracts, in some circumstances you could be worse off if you had conditions (individually agreed) included in your contract that were over and above statutory conditions.

If you have any queries, please do not hesitate to contact the ANMF Member Support Team on 1800 001 241 or email [membersupport@anmftas.org.au](mailto:membersupport@anmftas.org.au).

Authorised by Andrew Brakey (Executive Director)  
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