



The Hobart Clinic Enterprise Agreement

EA Update 5

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with members at the Hobart Clinic on 23 May 2019 to discuss the current offer put forward by Hobart Clinic to staff.

Members in attendance at the meeting today were very concerned about the offer and intend to vote **No**. Members held concerns regarding the following elements of the offer:

- 2% per annum to be backdated to the first full pay period on or after 1 July 2018
- 2% per annum from the first full pay periods on or after 1 July 2019 and 1 July 2020
- Redundancy payments capped at 26 weeks for all employees (including those grandfathered under the current agreement)
- Dispute resolution clause – less beneficial status quo definition included
- Discussions prior to decision to terminate employment clause deleted – fewer protections if the employer is considering terminating an employee's employment
- Payment on termination clause deleted – less beneficial for resigning employees or employees whose employment has been terminated.

Members are also concerned about the inclusion of a clause that seeks to allow for shift length changes, up to 10 hours, without significant consultation with nurses.

Members believe that the offer does not reflect an employer that is interested in retaining its nurses. Members are concerned that many nurses will leave Hobart Clinic as they seek better pay and conditions from other employers in Tasmania, or interstate.

Members are concerned that casual nurses have not been appropriately consulted about this offer, that many casual nurses may not be aware of their right to vote. Members believe many casually employed nurses work across employers and are likely to make a choice to drop shifts at Hobart Clinic alternatively choosing employers with better pay and conditions.

At the meeting on 23 May 2019, members asked about the numbering on their ballot papers. The ANMF can advise that numbering ballot papers is legal. The Fair Work Act does not require a



confidential vote. The Hobart Clinic is entitled to run a non-confidential ballot. The ANMF suggests asking your employer why they have chosen to number their ballot papers.

The ANMF suggests members exercise your right to vote. This is your opportunity to tell your employer how you feel about their offer. The ANMF urge all members to discuss with and consider the viewpoint of your nursing colleagues before casting your vote.

If you need further support or advice please do not hesitate to contact our Member Support Team on (03) 6223 6777. Alternatively, email membersupport@anmftas.org.au.

Authorised by Andrew Brakey, Executive Director

24 May 2019