

**RETAIN.  
RECRUIT.  
RECOGNISE.**

ANMF  
Tasmanian Branch

TASMANIAN NURSES AND MIDWIVES

# Nurses and Midwives Agreement

## EA Update 26 – NEW OFFER RECEIVED

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) received a revised offer from the government of Friday 21 June 2019. ANMF has met with its Branch Executive on Monday 24 June 2019 to discuss the offer.

On review of the offer ANMF Branch executive have stated that this does not represent a long term solution to recruitment and retention of nurses and midwives in the state, but have requested that the offer is put out to ANMF members to vote on as they are aware of the importance of backpay for ANMF members.

This offer will be put out to members via survey over the next week, please watch your email.

The government has stated that if the offer is not accepted back pay cannot be paid. The reality of the current offer is that it is a stop gap measure that will see backpay secured for all nurses and midwives to December 2018.

The offer is for a one-year agreement, this means that negotiations will continue immediately to secure better pay and conditions for nurses and midwives moving forward. Over the past year ANMF negotiators have forcefully represented members pay and conditions and resolutely defended the rights of Tasmanian nurses to have equivalent pay of their mainland colleagues. The offer consists of:

- 2.1% wage increase
- Back paid to December 2018
- A 13-month agreement (which means negotiations will continue)
- No offsets (i.e. no loss of public holiday or other 'efficiencies').
- Accrual of personal leave hours to be calculated on ordinary hours worked
- Streamline progressions through various specialty classifications (e.g. Nurse Practitioner candidate to NP)
- Implementation of clinical coaches in areas where deemed appropriate and with agreement.
- All other conditions of employment for Nurses and Midwives remain unchanged.

### **Specialist Carer Pathways**

Specialist Career pathways is agreement by the government and ANMF to facilitate the movement through the nursing career structure and ensuring permanent employment for the individual employee. This will include initiatives such as facilitating:

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1. The direct appointment of a graduate nurse who has completed Transition to Practice to a substantive Registered Nurse position. Both positions are classified as Grade 3.
2. The direct appointment of an Assistant in Nursing (Grade 1) to an Enrolled or Registered Nurse (Grade 2 or 3) Transition to Practice position on completion of their qualification and registration with the Nursing and Midwifery Board of Australia (NMBA).
3. The direct appointment of a substantively employed Enrolled Nurse, Grade 2, to a Registered Nurse position at Grade 3.
4. The direct appointment of a Nurse Practitioner Candidate (NPC) at Grade 6 to a Nurse Practitioner (NP) position at Grade 8.
5. The recruitment of graduate nurses outside the traditional Transition to Practice recruitment
6. The introduction of “Specialist Career Pathway” that is enabled by a structured employment pathway.

## **Clinical Coaches**

Clinical coaches are a role outside of the Nursing Hours per Patient Day (NHpPD) used to support new staff into wards and units. This role will be implemented in areas that will be agreed between the government and ANMF and will be used to support bringing employment of new staff in areas where there are increased staff vacancies.

## **Accrual of Personal Leave on Hours Worked**

Presently personal leave is accrued on contracted hours for part-time staff. This means that where a part time staff member does above their contracted hours (i.e. picks up an extra shift) they do not automatically accrue the personal leave for those hours worked.

If a part-time staff member becomes ill and runs out of personal leave, they must know to ask for an audit of their personal leave hours to ascertain if they have hours owing. If the nurse or midwife does not know to ask for this audit, then they can be financially disadvantaged. This initiative will alleviate this risk.

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  
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