



The Salvation Army Tasmania Division Barrington Lodge Nurses Agreement

EA Update 2

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has been in continued discussions with the Salvation Army (the employer) in negotiation of ANMF members' enterprise agreement. The ANMF will be meeting with members soon to discuss the progression of these negotiations. The current progress of negotiations is outlined below.

Facility Manager role

- The employer indicates that they still wish to remove the Facility Manager role from coverage of the agreement.

Public Holiday clause

- The ANMF has written to Barrington Lodge raising concerns over the removal the Public Holiday clause.

Meal breaks

- The employer wishes to make meal breaks, of between 30 and 60 minutes as determined by management, to be available only after the 5th hour of a shift. The ANMF pressed the employer on this matter, however their position has not changed.
- The employer has agreed on paid meal breaks for all existing staff, however, new employees will have unpaid meal breaks. It is important for members to know that, in the absence of a paid meal break, you are entitled to leave the facility.

Reduction in Allowances and Rostering Provisions

- The employer has retained the Qualifications Allowances and Preceptorship Allowance.



- The notice for the change of rosters remains at 28 days.
- The employer sought to remove clause 6.5 regarding employer provided meals. The ANMF has provided evidence that this is a standard benefit to Tasmanian aged care employees. The employer will offer staff meals at a 10% reduction to cost price.

Family and Domestic Violence Leave

- The employer has offered all employees 5 days unpaid Domestic Violence Leave each year.
- All employees (other than casual) may be granted up to 20 days of paid leave (pro-rata).

The ANMF will be asking for member feedback in relation to this offer. The ANMF is asking that members email us at membersupport@anmftas.org.au, as we are unable to attend Barrington Lodge to meet with members.

Alternatively, you can contact the ANMF office on (03) 6223 6777 to arrange for a member of staff to call you back.

Authorised by Emily Shepherd, Branch Secretary

3 April 2020