



# Respect Group Limited Enterprise Agreement

## EA Update 7

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) have now received a final offer in writing from Respect management in relation to a new enterprise agreement and the ANMF log of claims.

At the end of this newsflash, you will be asked to complete a short survey to indicate your acceptance or rejection of management's offer.

### Management's response to the ANMF log of claims is as below:

1. **Wage increases:** 2.75% wage increase per year for the next 3 years (July 2020, 2021, and 2022)
2. **Allowances:** to increase in line with wage offer, 2.75%
3. **In charge allowance:** to increase by 2.75% each year; 2020 \$32.54, 2021 \$33.43 and 2022 \$34.35
4. **Public holiday penalty rate:** to remain at the current rate of 100%
5. **Increase in night duty penalty rate to 20%:** night duty penalty to remain at current rate of 15%
6. **Payslip details:** the claimed information is already provided for, personal leave is available via time target
7. **Overtime:** agreed to include wording to clarify who can approve overtime on each shift, i.e. the designated supervisor
8. **Overtime penalty for interrupted and/or being required to perform duties during a meal break:** no change to current agreement's arrangements
9. **Handover:** no change to current agreement's arrangements
10. **5 weeks annual leave for Care Managers:** no to this claim
11. **Parental and partner leave:** no to the bulk of the claimed items, however, will consider removing the wording "on application from the existing clause"
12. **5 days compassionate leave:** proposal is to retain the current agreement clause of 3 days per permissible occasion
13. **Increase family violence leave to 20 days paid:** proposal is to increase the current entitlement from 5 days to 10 days
14. **Pandemic and natural disaster leave:** no to this claim

15. **Purchased leave:** no to this claim
16. **Professional development leave of 5 days:** no to this claim
17. **Overtime and penalties for paid compulsory training:** no to this claim
18. **Union delegates leave:** no to this claim
19. **Nurse patient ratios:** no to this claim

Along with the claimed items above, during negotiations Respect agreed to include the following additional items:

### 1. Meal breaks

Currently an employee is entitled to the following:

- 4 hours or less, no break
- More than 4 hours but less than 7.6, 30-minute meal break
- 7.6 hours or more, 30-minute meal break and one 10-minute paid rest period

Proposed amendment will provide:

- 5 hours or less, 10-minute paid rest period
- More than 5 hours but less than 7.6, 30-minute meal break and one 10-minute paid rest period
- 7.6 hours or more, 30-minute meal break and two 10-minute paid rest periods

2. **Foul and nauseous work:** Rates to increase in line with Modern Award Rates, \$0.47 per hour or part thereof with a minimum of \$2.54 per week

### 3. Uniform allocations:

Current agreement provides:

- 1-40 hours = 2 tops, 1 bottom
- 41-60 hours = 2 tops, 2 bottoms
- 61-76 hours = 3 tops, 2 bottoms

Proposal to amend clause to provide:

- 1-37 hours = 2 tops, 1 bottom
- 38-52 hours (i.e. 5 shifts or more based on 7.6 hours) = 3 tops, 2 bottoms
- 53-76 hours (i.e. 7 shifts or more based on 7.6 hours) = 4 tops, 2 bottoms

Negotiations have now advanced the original offer provided by Respect back in February 2020, as summarised in EA Update 4 here: <https://mailchi.mp/60a0b9619e7b/anmf-ea-update-4-respect-group-limited-enterprise-agreement-2019?e=8f8c9189bf>

Respect have refused to grandfather the current Mt St Vincent entitlements.



**The ANMF is now asking members to vote on the offer.**

**The offer is summarised as follows:**

1. 3-year agreement, 2.75% each year
2. Allowances: to increase in line with wage offer, 2.75%
3. In charge allowance: to increase by 2.75% each year; 2020 \$32.54, 2021 \$33.43 and 2022 \$34.35
4. Overtime, wording included to clarify who can approve overtime on each shift, i.e. the designated supervisor
5. Family Violence leave is to increase from 5 days to 10 days
6. Improvements to meal breaks as detailed above
7. Improvements to foul and nauseous Work rates as detailed above
8. Increased uniform allocations as detailed above
9. Except as varied by the above, conditions of employment are to remain as set out in the *Respect Group Limited Enterprise Agreement 2017*.

Please have your say by completing the survey via the link below:

**<https://www.surveymonkey.com/r/Respectgrouplimited>**

This survey can only be completed once per member. We suggest you complete it from a private computer, tablet or smart phone.

In order to identify the most important issues in a timely fashion, the ANMF requires your suggestions by no later than **1700 hrs on Thursday 4 June 2020**.

The ANMF is committed to finalising a new enterprise bargaining agreement for members as a matter of priority. On receipt of a majority yes vote, the ANMF will ask Respect to provide a draft agreement for the ANMF to review before the agreement is put to an official ballot.

The ANMF will continue to advocate for members during this difficult time, with further updates and advice provided as they come to hand. If you have any queries please do not hesitate to contact our Member Support Team via [membersupport@anmftas.org.au](mailto:membersupport@anmftas.org.au) or for urgent matters phone (03) 6223 6777 or 1800 001 241 (if outside Hobart).

**Please note:** Due to the current COVID-19 situation, our Member Support Team are now practicing social isolation measures and working from home. Bearing this in mind, email is the preferred and fastest way of contacting them.

Authorised by Emily Shepherd, Branch Secretary

1 June 2020