

ANMF EA UPDATE

Respect Group Limited Enterprise Agreement

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) officials attended a meeting with your employer on 21 August 2020. Your employer has indicated that they will be putting the proposed enterprise agreement to ballot soon. The ANMF has revised the proposed enterprise agreement and has summarised the key terms below for your review:

- The proposed Agreement will operate from the date of approval by the Fair Work Commission until 31 August 2022.
- 2.75 % wage increase for each year of the proposed agreement applying from the date of approval of the proposed agreement and thereafter on 1 July 2021 and 1 July 2022. The same increase will apply to allowances.
- The employer will consult with employees in circumstances where it has made a **preliminary** decision to introduce a major change that is likely to have a significant effect on employees. Previously the employer was only required to consult where a definite decision had been made.
- Family and domestic violence leave increased from 5 days to 10 days paid leave per year.
- Foul and nauseous work allowance increased to Modern Award rate.
- Unpaid meal breaks of 30 minutes to be taken for day workers who work over 5 hours (this was previously 4 hours). This will have an impact on employees who are rostered for 5 hour shifts at Eliza Purton, Coroneagh Park and Wellington Views.
- Paid meal break of 30 minutes to be taken for shift workers who work over 5 hours (this was previously 4 hours).
- Paid rest break of 10 minutes for any employees who work **less** than 5 hours in any day.
- 2 paid rest breaks of 10 minutes for any employees who work 7.6 hours or more in addition to the applicable meal break.



- All overtime to be approved by the General Manager, Care Manager or designated supervisor prior to that overtime being worked.
- An employee is entitled to a paid meal allowance or be supplied with a meal if they are required to work more than one hour after their usual finishing time (this was previously two hours after usual finishing time).
- An additional meal will be provided, or allowance paid if overtime continues beyond 4 hours.
- The employer will provide uniforms as follows:
 - Casuals 1 – 37 hours 2 tops and 1 bottom
 - 38 – 52 hours 3 tops and 2 bottoms
 - 53 – 76 hours 4 tops and 2 bottoms.
- More comprehensive workloads clause.

If you have any queries, please do not hesitate to contact our Member Support Team on 1800 001 241. Alternatively, email membersupport@anmftas.org.au. Please note: Due to the COVID-19 situation, our Member Support Team are practicing social isolation and working from home. Bearing this in mind, email is the preferred and fastest way of contacting them.

Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary
29 September 2020