



ANMF EA UPDATE 7

Healthscope Nurses Enterprise Agreement Negotiation Update

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) and ANMF members met with Healthscope representative on Tuesday 13 April 2021 to continue negotiations for the Healthscope Nurses Enterprise agreement 2020. The discussions continued to revolve around workloads and securing a clause in the agreement that will give an avenue for members to escalate their workload issues to be dealt with by management.

At the meeting on 13 April, Healthscope made a commitment to the ANMF to meet with staff on the Surgical Unit and Maternity Ward to look to address their workload issues, especially on the night shift. The ANMF sees this as a positive move forward, by management, to prove to ANMF members that workloads are being taken seriously by Healthscope, and that the workload committee will have the power to make positive changes for ANMF members in their workplace.

The discussions at this meeting revolved around the below matters.

Wages

- 1.75% from January 2021
- 1.75% from January 2022

Superannuation Guarantee

- Healthscope have guaranteed they will hand on an increase of 0.5% to nurses and midwives in the event that the Federal Government makes the decision to delay the July 2021 increase.



Workloads and Creation of a Workload Consultative Committee (WCC)

- Work continues on the rewriting of a workload consultative committee clause.
- The intent of this clause is to enable ANMF members to have an avenue to raise workload concerns for them to be dealt with by management.
- Healthscope have agreed that the WCC will meet every month for six months once an agreement on the enterprise agreement is met.
- Healthscope, on pressing by the ANMF, agreed to consider the inclusion of mention of an acuity tool to improve transparency on nurses and midwives' workloads. However, Healthscope has since contacted the ANMF to clarify that they are not willing to include an acuity tool in the enterprise agreement.
- Healthscope have agreed for the ANMF to continue drafting on the WCC clause to ensure that there is agreed transparency around decisions made around staffing of units on a shift-by-shift basis. This will be provided to Healthscope for their consideration and the ANMF will be meeting with members to discuss this over the coming week.

Introduction of Assistants in Nursing (AINs)

- Healthscope has reported during the negotiations that feedback from staff is that their workloads could be decreased if they had some regular assistance for low level nursing duties such as making and moving beds and Activities of Daily Living.
- The ANMF has made it clear that AINs cannot be used to replace nursing positions and would only be considered as an addition to nursing hours on applicable wards and units.
- The implementation of AINs would be monitored via the WCC in consultation with ANMF members.

Removal of Ambiguity to the Roster Clause

- The ANMF redrafted the Healthscope roster clause to remove ambiguity. The clause now clearly provides for:
 - Overtime payment for the shift changed if an employee's shift is changed without 7 days' notice, or by mutual agreement.
 - 4 weeks' notice of rosters except in exceptional circumstances throughout the year. These circumstances have not been provided at this point and will be communicated to members once received.

- Once this clause is finalised by Healthscope, the ANMF will consult with members to ensure it meets their requirements around work-life balance.

The Ability for Part-Time Nursing Staff to Request Specific Holiday Periods Off

- Healthscope has proposed a plan whereby a part-time employee could enter into an agreement with Healthscope to lock in their annual leave each year.
- An employee could lock in school holidays, or any other time each year and be assured that this holiday period would be available to them.
- The ability to do this would be in return that the employee picks up additional hours during the periods they are not on leave. These hours would then be backed via TOIL or Healthscope's purchased leave scheme to provide payment over the leave period.

ANMF Organisers will be in the workplace to discuss the above over the coming week. The next meeting is scheduled for Wednesday 21 April 2021. If you have any other questions about the enterprise agreement process, please contact ANMF Organiser Jane Pond via email at jane.pond@anmftas.org.au.

The ANMF continues to support nurses, midwives, and care workers as the only union in Tasmania employing nurses and care workers to represent members. This is why our Organisers and Member Support Team are uniquely positioned to understand your experiences, represent you in your workplace, and offer industrial advice that's relevant to you.

If you have any queries, please do not hesitate to contact our Member Support Team via email on membersupport@anmftas.org.au. Email is the preferred and fastest way of contacting the team. Alternatively, you can phone (03) 6223 6777.

Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary
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