

ANMF EA UPDATE 1

Uniting AgeWell Enterprise Agreement

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has met with the employer to discuss the member-endorsed log of claims for a replacement enterprise agreement. In response, the employer has made the following offer:

- 2-year agreement with an expiry date of 2 January 2025.
- Wage increases:
 - 1.5% from the first full pay period on or after 31 October 2022.
 - 1.5% from the first full pay period on or after the date of operation of the agreement.
 - 1.5% from the first full pay period on or after 1 September 2023.
 - 1.5% from the first full pay period on or after 1 March 2024; and
 - 1.5% from the first full pay period on or after 1 September 2024.
- Wage related allowances to be increased by the wage increases set out above.
- No changes to preceptor and buddy allowances to improve access to these entitlements.
- Increase to the current Registered Nurse (RN) in-charge allowance from \$33.29 to \$39.43.
- No change to penalty rates.
- Removal of paid meal breaks for day shift and afternoon shifts.
- Paid meal breaks at base rate only (no penalty rate applied) for night shifts.
- No pandemic leave or vaccination leave.
- Increase in family violence leave to 20 days paid leave per annum.
- Increase to 5 days compassionate leave per occasion for the loss of a child or partner.
- Increase to 15 weeks paid parental leave.
- Superannuation to be paid on employer paid parental leave, but not on government parental leave pay or unpaid parental leave.

- Proposed classification changes:
 - RN Level 1: 3rd and 4th year increments will become a single pay point at 4th year rates
 - RN Level 1: 5th and 6th year increments will become a single pay point at 6th year rates
 - Two new increments for Cert III qualified ECAs
 - Two new increments for Cert IV qualified ECAs.

The ANMF is very concerned about the proposed loss of paid meal breaks, particularly when the wage offer is less than half the current inflation rate. The ANMF is meeting with members this week to discuss the offer.

The ANMF Tasmanian Branch is 8000 plus members strong! Supporting 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 or 1800 001 241 if outside Hobart.

Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary
22 November 2022