



ANMF EA UPDATE 5

Calvary Health Care Tasmania (CHCT) Employer Responds to Log of Claims

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has finally received a response from the employer regarding your log of claims. Whilst the employer wishes to discuss many log items further, the below items have had a definitive response from the employer:

- CHCT propose a three-year agreement with a nominal expiry of 1 July 2025
- CHCT has not outlined their wages position but will do so after the meeting on 8 March 2023
- CHCT has not committed to no reduction in conditions but stated that their ‘agreement proposal will be a comprehensive set of minimum terms and conditions that is an overall enhancement from the current agreement terms.’
- The request for preceptor allowance when training students or mentoring nursing students was not supported
- The request for Level 1 or 2 nurses to be paid an in-charge allowance for a day or shift was not agreed
- Calvary have not agreed to paid meal breaks however, noted that the employer recognises the benefits for employees in having some specificity regarding standing arrangements for those undertaking certain duties which necessitate a paid meal break. Calvary will therefore propose additional arrangements for such. Calvary has indicated they believe the timing of breaks are an operational matter.
- Calvary did not support the overtime claim
- The part time hours and progression claim was not supported, noting that CHCT would not unreasonably withhold a meeting request to review part time hours
- No response was provided to the COVID-19 leave and vaccination claim with CHCT only citing existing policy
- CHCT indicated that they will not support the annual leave claim item and only commit to wording updates in the agreement re the purchased leave scheme
- CHCT has not agreed to an increase in parental leave provisions.

- On the matter of special maternity leave, Calvary proposes a new provision which will afford access to up to 12 weeks of paid leave in the specified circumstances. The proposed provision is as follows:
- Special Maternity Leave
 - *An Employee eligible for paid parental leave in accordance with (XX), who gives birth to a stillborn child (at or after 20 weeks gestation) or who gives birth to a live baby who subsequently dies, during or before the period of intended leave, will be entitled to 12 weeks paid leave provided by this Agreement.*
 - *The Employee must as soon as practicable give notice to the Employer of the taking of leave advising the Employer of the period, or expected period, of the leave;*
 - *In addition to the paid leave set out at (i), the Employee may be entitled to unpaid special maternity leave in accordance with the NES.*
 - *If an Employee takes leave for a reason outlined in paragraphs (XX)(i) and (XX)(ii), the Employer may require the Employee to provide evidence that would satisfy a reasonable person or a certificate from a registered medical practitioner*
- CHCT did not agree to the increased compassionate leave claim
- CHCT did not agree to the reproductive health and wellbeing claim
- CHCT believe lactation and express breaks are an operational matter
- CHCT did not agree to gender affirmation leave
- CHCT have proposed a new family and domestic violence clause including 20 days paid leave – see draft proposal for details
- CHCT did not support an increase to professional development leave
- CHCT have requested that the staffing claim be discussed further
- CHCT did not agree to the consultation and dispute resolution claim and did not support the increased to paid union leave
- CHCT did not support the increased superannuation claim
- CHCT did not support the statement of wages claim, indicating pay slips can be requested via the app

The ANMF will attend a further negotiation meeting with the employer on 8 March 2023 and further details will be provided to members following the meeting.

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
6 March 2023