

## ANMF EA UPDATE 6

# Calvary Health Care Tasmania Nursing Staff Enterprise Agreement

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with the employer on Wednesday 8 March 2023 to bargain for a replacement Enterprise Agreement (EA). The employer provided the following response to the ANMF Log of Claims (LOC):

- 3 year agreement with nominal expiry date of 1 July 2025.
- Wage and allowance offer not yet provided.
- New special maternity leave provision to provide 12 weeks' paid leave in the event of stillbirth.
- No in charge allowance for Level 2 nurses.
- No professional development allowance.
- No increase to penalty rates.
- No paid meal breaks except as set out in current agreement.
- No penalty rates for paid meal breaks.
- No right to have a meal break between the 4<sup>th</sup> and 6<sup>th</sup> hour of a shift.
- No additional tea break per shift.
- No increase to overtime penalty rates or change to Nurse Unit Manger (NUM) overtime arrangements.
- No increase to annual leave entitlements.
- No increase to paid parental leave.
- No superannuation on unpaid parental leave.
- No staff-patient ratios.

The ANMF is very concerned that the employer has rejected so many member claims. The employer did not agree that nurse workloads were excessive, did not agree that NUM overtime provisions were unreasonable, and argued that current meal break provisions were working well. The ANMF is meeting with members 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](mailto: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  
16 March 2023