

## ANMF EA UPDATE 7

# Calvary Health Care Tasmania Nursing Staff Enterprise Agreement 2022

The Australian Nursing and Midwifery Federation, Tasmanian Branch (ANMF) met with the employer on Monday 3 April 2023 to bargain for a replacement enterprise agreement. The employer provided the following [updated](#) response to the ANMF log of claims:

- 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.
  - [Exception: rostered paid meal breaks for after-hours coordinators to be paid at ordinary rate \(together with any applicable penalty rate\).](#)
- 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 Manager (NUM) overtime arrangements.
  - [Proposed change to Call Back clause: An employee who is recalled to work within three hours of his or her normal starting time shall be paid at overtime rates with a minimum payment of four hours at double time, and then would be paid at ordinary rates for the remainder of that shift, provided that where the employee has not had at least 8 consecutive hours free from duty prior to the recall, such employee will be released from duty no later than 6 hours from the commencement of the recall attendance, without loss of pay.](#)



- Change to NUM overtime arrangements: all overtime worked by NUMs in excess of 38 hours per annum, and all overtime undertaken as clinical duties, will be paid at double time (except on a public holiday, when it will be paid at double time and a half).
- No increase to annual leave entitlements.
- No increase to paid parental leave.
- No superannuation on unpaid parental leave.
- No staff-patient ratios.
- Introduction of Assistant in Nursing classification with the following scope:
  - Assistant in Nursing means an employee, other than a Registered Nurse or Enrolled Nurse, who provides delegated elements of nursing/midwifery care in a hospital under the supervision and direction of a Registered Nurse, including but not limited to patient hygiene, patient positioning and mobility, and other care related work. Work of an Assistant in Nursing may also be overseen by an Enrolled Nurse.

The next meeting is scheduled for **Thursday 20 April 2023**, but the employer has said that it may not present the wage offer at that meeting. The ANMF is meeting with members to discuss the updated 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.

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Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary  
12 April 2023