



## ANMF NEWSFLASH

# Uniting AgeWell Meal Breaks

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has received the Change Impact Statement from Uniting AgeWell regarding “contractual meal breaks”.

This proposal affects staff that have a contractual entitlement to a paid meal break whether they work during the period or not.

Uniting AgeWell states “This appears to have originally been offered during a time when staff could not leave the facility” and that “With the implementation of the new Uniting AgeWell Enterprise Agreement (2022), there are new provisions that, upon direction from their Manager give all staff working in a Residential home access to entitlements if they are required to have an interrupted break, recalled to duty during their unpaid break or unable to take their meal break during their shift. With this introduction of the new provisions enabling access to all staff when required and upon direction the need for particular staff having a contractual paid meal break is no longer required.”

Uniting AgeWell are “offering employees with a contractual entitlement to a paid meal break the opportunity to ‘buy-out’ their contractual entitlement as a ‘one-off’ lump sum offer. This offer is open until 19<sup>th</sup> May 2023 and acceptance is optional and employees are not required to accept the offer.”

“This change of contract will impact on employees fortnightly contractual hours. A review of our current vacancies will be undertaken to accommodate, where possible employees who are seeking additional shifts.”

“If an offer of additional hours/shifts is offered by Uniting AgeWell, the employee is able to decline the additional shifts.”

In summary:

- Paid meal break 'One-off' lump sum offer accept or decline form to be returned by **1600hrs Friday 19 May 2023**.
- New contracts will be issued if the lump sum offer is accepted and needs to be returned by **Friday 26 2023**.
- Contractual entitlements will cease on **Sunday 28 May 2023**. Payments will be made to employees commencing **Monday 29 May 2023**.

“In the situation where an employee elects to decline the offer and retain their current contractual entitlement to a paid meal break employees will be required to confirm their decision by returning the signed form and ‘ticking’ declined. In this situation employees will retain this entitlement whilst on their current contract. Following this if an employee elects to vary their terms and conditions of employment by way of a variation Employees will be required to sign a new contract that will include EBA entitlements to meal breaks only. At this time there will not be any offers made to ‘buy-out’ the contractual paid meal break entitlement the employee may have held.”

Full Change Impact Statement can be read here <https://anmftas.org.au/pdf/ChangeImpactStatement-TasmanianPaidMealBreak-May2023-FINAL.pdf>.

**The ANMF Tasmanian Branch is 8000 plus members strong! Supporting nurses, midwives, and care workers as the only union in Tasmania employing nurses, midwives, 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  
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