

ANMF NEWSFLASH

Calvary Aged Care Proposed Changes Riverside and Sandhill

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has been advised that consultation is underway in relation to possible changes at these sites. We are advised that consultation has only just commenced. Please feel free to provide feedback/raise concerns with employer representatives or, as an alternative, email the Member Support Team (MST) with your concerns and we will forward by way of general comments not attributed to any one person.

In summary:

At Riverside Views:

- From a Registered Nurse (RN) perspective – no changes to hours, pay or roles and Calvary will be increasing the number of RNs.
- From an Enrolled Nurse (EN) perspective – no changes to their hours, pay or registration. Their actual role will differ in that they will become team leaders in each wing (they already do this, without the title). ENs have objected to the wording of their new Position Description (PD) which aligns them with L4 Personal Care Workers (PCWs). There will be no L4 PCWs in team leader roles, only ENs.
- We understand members feel that Calvary has downgraded their role. However, the ANMF would assert that this is an industrial classification and does not impact upon the fact that an EN is part of a profession. An EN will still be able to demonstrate they meet recency of practice in their role.
- Staffing numbers will increase on shifts.
- From a PCW perspective – no changes at all.
- Any staff member can organise to meet with the Facility Manager (Sarah), our General Manager and Human Resources (HR).



- The changes are not due to go live until late August/September 2023.
- The proposed blank roster is available to all staff to identify shifts.
- The booklet produced by Calvary that explains to new PDs will be sent by email to all staff this afternoon, there are also hard copies available in the staff room for all staff.

We understand a similar approach is being taken at Sandhill.

Northern Organiser Nicki Hood and the MST are aware of the situation. Please contact the ANMF via the MST as below:

MemberSupport@anmftas.org.au.

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. Email is the preferred and fastest way of contacting the team. Alternatively, you can phone 1800 001 241.

Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary
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