

## ANMF EA UPDATE 9

# Calvary Health Care Tasmania

## Members to complete Industrial Action Survey

**On Thursday 1 June 2023 the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) attended a bargaining meeting with Calvary representatives. At this meeting an offer was put to members (details of the offer to be sent out via separate communication to members), we anticipate that the wages offer will not be satisfactory to members. We remain concerned that the proposal to implement Assistants in Nursing (AINs) into the staffing profile without agreement on the minimum nursing hours will further magnify members workloads. As a result, the ANMF are conducting a member survey as a part of process to move towards a formal application to Fair Work Australia for a Protected Action Ballot (PAB).**

**What is a PAB?** To allow ANMF members to take industrial action, the ANMF must apply to the Fair Work Commission (FWC) for a PAB, where members would vote whether or not to participate in various forms of industrial action. To succeed, the ballot needs at least 50% of all members employed by the employer to vote, and for more than 50% of those making a valid vote to vote YES. For example, if 300 ANMF members are employed by the employer, at least 151 people must vote. If 160 vote but only 75 of those votes are YES, the ballot will fail.

**Why run a survey first?** A PAB that is run, but fails, will make the employer believe that members are not serious about industrial action. Any industrial action will need to create an inconvenience to the employer if it is to be effective, and people will need to participate in that action.

**What do I need to do now?** Before the ANMF seeks permission to run a PAB, we are asking if you would be willing to vote to engage in protected industrial action to try to obtain a better offer from the employer? This vote would be an internal ballot only and does **NOT** authorise the taking of any industrial action.



**When?** The survey will remain open until **0900hrs Monday 19 June 2023**. Please note, if you have completed the survey using the link that was sent out via SMS there is no need to complete the survey again.

**Survey:** <https://www.surveymonkey.com/r/CHCTIASurvey2023>

**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  
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