

ANMF EA UPDATE 4

May Shaw Health Centre

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is continuing to negotiate with the employer for replacement Enterprise Agreements (EA) for nurses and care workers. Here is a summary of the employer's revised offer (new details included in blue):

- A single agreement covering nurses and non-nurses across both Scottsdale and Swansea.
- 2-year agreement.
- New classification structure for nurses.
 - All nurses to move to the classification structure in the current Swansea agreement, with nurses currently classified as gerontic nurses under the PCT agreement having the following translation:
 - Year 1 will translate to Year 3 under the new classification structure.
 - Year 2 will translate to Year 4 under the new classification structure.
 - Year 3 will translate to Year 5 under the new classification structure.
 - Year 4 will translate to Year 6 under the new classification structure.
 - Year 5 will translate to Year 7 under the new classification structure.
 - Year 6 will translate to Year 8 under the new classification structure.
- Wage increases for non-nurses (increases to applied to current Swansea rates, and no additional increase applying the work value decision).
 - Year 1: 11%
 - Note that the employer will need to further increase care worker wages in Year 1 so that rates are higher than the modern award – this offer will be 2% lower than the modern award from 1 July 2023 and EA rates cannot be lower than modern award rates.
 - Year 2: 3% or the Fair Work increase to the modern award, whichever is higher.
- Wage increases for nurses (increases to applied to current Swansea rates and note no additional increase applying the work value decision).



- Year 1: 3.5%
 - Note that wages for nurses employed under the MCT agreement were between 12% and 28% above the modern award in 2022, and wages for nurses employed under the PCT agreement were between 8% and 23% above the modern award in 2022.
 - Under the employer's offer, wages for all nurses will be between 3% and 9% above the modern award from 1 July 2023.
- Year 2: 3%.
- Allowances to increase by 2% for each year of the agreement, with the exception of allowances that are expressed as a percentage of base rates of pay or any allowance expressly excluded).
- Rural and remote allowance of 2% to be paid to nurses at both Swansea and Scottsdale (that is, remote and remote allowance to be reduced by 2% at Swansea).
- New 4% allowance to be paid for all purposes – Swansea nurses only (note that this will compensate Swansea nurses for the reduction in their rural and remote allowance).
- 2 days' paid vaccination leave per vaccination requirement when the employee has a reaction to a vaccination or booster vaccination.
- 2 days' infectious disease testing leave per instance where employee cannot work from home.
- 1 week's paid and 1 week's unpaid infectious disease leave.
- 5 days' paid leave per year for attending specialist appointments for matters relating to reproductive health (excluding casuals).
- 5 days' paid pregnancy loss leave per occasion and 2 days' paid leave for a partner.
- 5 days' compassionate leave per occasion.
- Higher duties allowance to be paid to nurses required to perform the duties of a higher position for three or more consecutive working days.
- Foul and nauseous linen allowance to be paid to nurses on night shift for work which is of an unusually dirty or offensive nature.



- In charge allowance for RNs to increase to \$25 per shift and then to increase in line with wage increases.
- Meal charges to increase to \$10 per meal if the meal includes a hot course, and \$6 per meal if the meal does not include a hot course.
- The employer will pay the cost of all mandatory vaccinations.
- Day worker nurses are entitled to 5 weeks of annual leave per year, and shift worker nurses are entitled to 6 weeks of annual leave per year.

The employer has said that this is its best offer with regards to wages and duration, though the ANMF notes that the wage offer for care workers is lower than the legal minimum wage rate. 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. 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
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