

ANMF NEWSFLASH

Public Sector Union Wages Agreement

Public Sector Entitlements

The Government offered the below entitlements to all Public Servants, e.g. Teachers, Police, Fire fighters, etc. These conditions reflect 'entitlements' that will be of benefit to some, if not all, public sector employees. These 'common' entitlements flow on to Nurses and Midwives. They have not formed part of the 'package' of offer made to Nurses and Midwives, they are in addition to that offer.

Paid Parental Leave (extension to current entitlement)

Primary caregiver 18 weeks paid leave.

Secondary caregiver 4 weeks paid leave at time of birth, additional 12 weeks paid parental leave if the secondary caregiver takes over primary care responsibilities within the first 18 months of the life of the child.

Paid and Unpaid Grandparent Leave (extension to current entitlement)

To support primary caregivers, employee grandparents acting as primary caregivers will be entitled to paid Parental Leave: 18 weeks continuous paid parental leave where the grandparent has primary responsibility for the care of a newborn or newly adopted grandchild.

Further including the 18 weeks paid parental leave, grandparents acting as primary caregivers are entitled to 52 weeks continuous unpaid leave where assuming primary care responsibilities in respect of the birth or adoption of a child.

Foster Leave (new entitlement)

Up to 10 days paid leave per year.

Surrogacy Leave (new entitlement)

6 weeks paid surrogacy leave.

Bereavement and Compassionate Leave (extension to current entitlement)

Amend the scope of Bereavement and Compassionate Leave to include still birth, miscarriage, enabling employees to take up to 10 days compassionate and bereavement leave in these circumstances.

Aboriginal Cultural Leave (new entitlement)

5 days paid leave per year for Aboriginal and Torres Strait Islanders to assist in cultural and ceremonial obligations or community cultural events.

Aboriginal Kinship Relationships (new entitlement)

Amend the definition of immediate family to recognise significant Aboriginal kinship relationships for the purpose of access to personal (carer) leave and compassionate and bereavement leave.

Disability Leave (new entitlement)

5 days paid leave per year to be used for activities/appointments associated with the disability of an employee.

Gender Transition Leave (new entitlement)

4 weeks paid leave per year and 48 weeks unpaid leave for employees undertaking a gender affirmation process.

Family Violence Leave (extension to current entitlement)

The quantum of paid Family Violence Leave to increase to 20 days per personal leave year.

Salary Sacrifice in Rural and Remote Locations (new entitlement)

The extension of salary sacrifices arrangements for all staff in remote/rural locations for remote area housing, rental, home loan interest or cost of purchasing or building a property in line with ATO guidelines.

Recreation Leave Clause (new clause)

Amend the current recreation leave clause in the awards and provide a standard clause to uncap recreation leave and provide flexibility for management to meet operation needs and the ability to direct employees to take leave after excessive accrual and where an employee has an excessive leave accrual and genuine agreement has not been reached to reduce the excessive leave accrual, the employee may give a written notice to Heads of Agency requesting to take one or more periods of recreation leave.

Special Leave Clause (new entitlement)

Allow for 'paid leave' during Christmas/NY period where a service closes down over the break.

Improved Superannuation Benefits

Superannuation benefits extended to all periods unpaid Parental Leave and extended personal leave without pay over 4 weeks.

The Government put forward a number of non-agreement matters for consideration as per the below:

Registered Nurses to Enrolled Nurse Ratio

THS propose that the parties agree to develop a skills-mix matrix across all patient care areas, recognising a balanced workforce comprised of RNs, Midwives, ENs, RUSON/RUSOM and AIN. The matrix will include enhanced scope of practice of Enrolled Nurses and seek to expand the nursing workforce through expansion of current EN ratio. Via an EN working group consideration to achieving a maximum employment ratio of RN to EN of 70:30.

Replace Nursing Hours per Patient Day (NHPPD)

Replace NHPPD with Ratios.

Improved Rostering

- Late -early rostering only by agreement with employee
- Elimination of the reverse double (and clarity about payment if needed in extreme circumstances).

Develop protocol for **opt-out of after-hours contact** for additional hours/shifts (to stop being interrupted on days off).

Improve standards of rostering and balance staffing across patient care areas on a shift-by-shift basis to reduce reliance on Agency nurses.

Review current workplace flexibility and night shift relief in extenuated circumstances, current policies to support employees.

Support implementation of whole of service health reforms including:

- HRIS Rostering and clock-on clock-off to allow for accurate time recording.
- Autopay, reduce late payment claims and increase payroll productivity.
- Adoption of Bedside Coding for Medicare.
- Adoption and roll out of Criteria Led Discharge (reduce length of stay).
- Extension of transit lounge to all Hospitals with 9am to 11pm coverage 5 days and 9am to 5pm weekends and public holidays and a target utilisation of 80% within 2 years.
- Aim to reduce average length of stay by 1 day per patient by the three initiatives above.
- Adoption of the use of 'medtasker' for interhospital transfer.
- Adoption of MCAP bed use/qualification of patient data.
- Targeted 50% reduction in the use of Agency Nursing.

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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.

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