

ANMF EA UPDATE 2

Australian Red Cross Lifeblood Enterprise Agreement 2023

On Tuesday 5 September 2023, the Australian Nursing and Midwifery Federation (ANMF) met with the employer to continue the bargaining process. In bargaining meetings, Lifeblood has repeatedly emailed documents being displayed to bargaining representatives via video only after unions have demanded them, instead of before meetings. Despite having months to prepare for bargaining, the employer has drip-fed information and still does not have a finalised position on many matters, making bargaining extremely difficult. Here is a summary of the employer's latest offer (changes shown in red):

- Single national agreement covering nurses, DSNAs, medical officers and administrative employees.
- 3 year agreement.
- Removal of Area Managers from the agreement coverage, and no reference to unions being covered by the agreement.
- **Wage offer: 3.8% in year 1, 3% in year 2 and 2.5% in year 3 – this is well below inflation.**
- **Remove pay points, leaving salaries within pay bands entirely at the whim of the employer.**
- **Freeze progression for nurses and DSNAs working at lower pay points at pay point 4, leaving them worse off in the long-term.**
- No access to overtime for part time employees who work additional hours if they have not worked more than 10 hours in a day, unless they have worked more than full time hours in a fortnight.
- Minimum shift length reduced to 4 hours, and 12 hours shifts by agreement with no additional breaks.
- No provisions for clear days off work (currently 2 days a week or 4 days a fortnight).
- Introduction of split/broken shift provisions, where shifts can span a maximum of 12 hours with unpaid gaps/breaks.
- Span of ordinary hours to change to 6 am to 6 pm Monday to Sunday (currently 6:30 am to 6 pm Monday to Friday – this means that morning shift allowance will no longer be paid to employees starting shifts at 6 am).
- Afternoon shifts to be paid at the same rate as day shifts on weekends and public holidays.

- 175% for ordinary hours worked on Sundays.
- 175% + 25% casual loading for weekend work for casual employees.
- Removal of travel home from overtime provisions.
- Removal of rostering principles.
- Removal of disciplinary clause.
- Removal of skill mix clause, which currently states ‘a maximum of 35% DSAs being rostered/ circumstances where the skill mix cannot be achieved the skill mix can be varied as long as no one donor centre exceeds 45%’ has been removed, which means that the skill mix of staffing is at the discretion of the employer.
- No provision for a change of roster allowance.
- Removal of right of part time employee to ask for contracted hours to be increased to reflect hours regularly worked.
- ADO provisions removed.
- Higher duties clause removed.
- **Employees unable to leave the building during a meal break will be paid ordinary pay only (currently paid for the meal break as time worked plus 20%).**
- Purchased leave provisions removed.
- 15 days’ personal leave per year for all employees regardless of length of service – reduction for employees with more than 4 years of service by 5 days pa.
- **Evidence must be provided for all personal leave days.**
- **No projected roster leave loading, only 17.5% on 4 weeks.**
- New definition of shift worker to mean fewer employees receive an additional week of annual leave – employees must work across 7 days of a week required to get access to the additional week of annual leave and a set number of Saturdays and Sundays required to be worked is not specified.
- No obligation to consult with unions in proposed consultation clause (under consideration by the employer).
- Unlimited paid family violence leave.
- 14 weeks’ paid parental leave for both parents, with superannuation on all paid parental leave.
- Professional development leave reduced to 3 days per year.
- Union training leave reduced to 3 days per year.
- 1 day’s paid volunteer leave per year.
- Improved redundancy provisions.
- Employees to be required to provide 4 weeks’ notice of resignation.



- 10 days' paid ceremonial leave.
- Employees to have the opportunity to donate blood during working hours without loss of pay.
- 6 weeks' paid and 46 weeks' unpaid gender affirmation leave.
- Employer not to pay for police checks.
- No salary packaging clause.
- No uniforms clause.

Members of the ANMF working for Lifeblood around Australia will gather for the first time ever for an online nationwide mass meeting on Sunday 10 September 2023 at 10 am. Please register by Friday morning so your registration can be processed before the meeting.

[Register now!](#)

If you have colleagues who are not yet union members, please encourage them to join as soon as possible. By becoming union members, they will receive support not only during this process but also for any future industrial, professional, and occupational health and safety matters that may arise throughout their nursing or DSNA career.

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.

Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary
6 September 2023