



ANMF EA UPDATE 18

Calvary Health Care Tasmania Enterprise Agreement 2022

After extensive discussions with Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) members at all campuses about the employer's proposed workload clause, the ANMF wrote to the employer setting out an alternative workload clause for consideration. If adopted, the ANMF's proposed workload clause would:

- Increase the hours in the Working Hours per Patient Day model set out in the workload clause to take into account the non-nursing hours included in the model by the employer;
- Clarify that Nurse Unit Manager (NUM) hours will not be included in the Working Hours per Patient Day model, and that NUMs will not be allocated a patient load; and
- Require the employer to consult with employees and unions before making any changes to the Working Hours Per Patient Day set out in the enterprise agreement.

To maintain a constructive and collaborative approach to negotiations, the ANMF will give the employer a reasonable period of time to consider its proposal before any escalation of industrial action. When the employer has responded to the ANMF's proposal, the ANMF will schedule membership meetings at all campuses to discuss the offer and assess future plans for industrial action.

We appreciate your ongoing support and solidarity during this process.

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
10 November 2023