



## ANMF EA UPDATE 19

### Calvary Health Care Tasmania - VOTE NO

Calvary Health Care moves to commence the access period for nurses to vote!

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) wishes to inform members of the main points in the offer put forward by Calvary management for your new Enterprise Agreement (EA). Calvary has decided to put the offer out to vote **without discussion or consultation with the ANMF**. Please see below a summary of the main points detailed in the offer that is being put to vote:

- **Wages** offer of 3% from the first full pay period on or after 1 July 2022, 3% 1 July 2023, 3% 1 July 2024.
- **Work hours:** All wards and units are to have 5 hrs per patient per day, with 12% of those hours allocated to non-nursing hours, the day area to have 2 hrs per patient per day, with 12% of those hours allocated to non-nursing hours, the theatre as per ACORN standards.

The ANMF has concerns as to the low number of hours allocated for clinical care on the wards and units. Calvary can also increase or DECREASE these hours on a temporary basis or ONGOING, provided they advise employees directly. The ANMF proposed numerous suggestions that would have resolved these concerns, but Calvary has ignored these.

- Casual conversion to permanency can be requested after 6 months.
- **Night shift** increased from 25% to 27.5%.
- **After-hours coordinator** to be paid a rostered paid meal break.
- **Compassionate leave** now extends to the member, their spouse or de facto partner in the event of a miscarriage or stillbirth.
- **Special parental leave**, of 12 weeks can be taken in circumstances where there is a stillborn child and other unique and similar circumstances, as defined on page 44 of the draft agreement.
- **Family and Domestic Violence Leave** in line with the National Employment Standards.
- **Payment of Overtime** when there is not an 8-hour rest after overtime. The first 4-hours are paid as overtime and the remainder of the shift paid at ordinary rates.



**The ANMF strongly urges members to consider the offer in full and to Vote NO.**

**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.**

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Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary  
22 November 2023