



ANMF NEWSFLASH

Public Sector Payroll Concerns

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has been contacted by members from more than one department working for the Tasmanian Health Service (THS) with ongoing payroll concerns. Pay issues take time to address. The level of frustration at times leads to members unwilling to accept extra shifts as the certainty of being suitably recompensed is not there.

The ANMF has raised these concerns in writing and at a meeting with THS management.

The concerns include but are not limited to:

- Extra or double shifts not being paid despite payroll receiving the overtime/additional hours forms.
- Penalty rates not always correctly paid.
- At times paid penalty rates, post graduate allowances and extras shifts but missing all normal hours of pay.
- Overtime hours for the month (152 hrs) not being calculated in every second pay period.
- Double shifts not being paid overtime at the grade the shift commenced at.
- Sick leave not paid despite appropriate documentation.
- In charge allowance not paid for some or all shifts.
- Annual leave not paid on all rostered hours from the leave period.
- Overtime not applied to shifts in a standard way statewide, some examples given were; overtime not paid on the second shift in the day, post a single day off, when working more than 152 hours in a 4-week period or when there has not been an 8-hour break between shifts.
- Overtime not being paid at the grade it was worked at.



The THS have committed to reviewing the resourcing for payroll services, and to investigate the discrepancies between regions as many concerns are generated from the North West. Furthermore, a written response will be provided following the review.

Two further concerns were able to be addressed at the meeting, they are:

1. Failure to add hours to public holiday accrual.
2. Sick leave disappearing in bulk sum, without the leave being physically taken.

Explanation

The payroll system Access shows the payslip whilst it is still being calculated but updates when payroll is completed. This essentially means that if individuals view their pay slip early in the week some calculations such as sick leave will show reduced balances which is corrected when the pay run is finalised. Further to this, public holiday accrual is all manually entered and is dependent on resourcing, all hours have to be balanced through a separate process to standard pay runs. It does not automatically update in the period the public holiday was in.

The THS have committed to reviewing the resourcing for payroll services, and to investigate the discrepancies between regions as many concerns are generated from the North West. Furthermore, a written response will be provided. The ANMF will update members via newsflash.

Members are encouraged to raise individual matters in the first instance directly with the THS via an email or the new tracking system which goes live on the 14th of February. Communication regarding the change will be available to all employees, the ANMF understand that it will allow individuals to track their queries leading to a faster process to have concerns addressed.

The ANMF Tasmanian Branch is 8000 plus members strong! Supporting nurses, midwives, and care workers as the only union in Tasmania employing nurses, midwives 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
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