

# ANMF EA UPDATE 1

## Hobart Day Surgery

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with Hobart Day Surgery (HDS) management on Monday 5 February 2024 for the third Enterprise Agreement (EA) meeting.

### **HDS has agreed to the following:**

- *For the Agreement to be a 3-year term.*
- *To maintain compliance with the Fair Work Act.*

### **Under Consideration:**

- *Time off in Lieu (TOIL) – response still to be provided.*
- *Compassionate Leave – to be considered in line with company-wide policy.*
- *Public Holidays – looking to simplify the wording in the Agreement. Still under discussion.*
- *Consultation Around Workplace Change – not agreed.*
- *Natural Disaster Leave due to bushfire and flood of up to 2 days leave per annum not accumulated.*
- *Unforeseen Leave – to cover any other type of leave such as pregnancy loss, reproductive leave, gender reassignment and mental health of 2 days leave per annum not accumulated.*

### **Not agreed:**

- *Overtime to remain as per other Nexus hospitals and in line with the award.*
- *Special Leave for Christmas closure – not agreed, HDS state staff get a generous 5-week annual leave allowance.*
- *Rosters – claim for 4 weeks in advance posting of the roster rejected as not being feasible. To remain at 2 weeks.*
- *Work Security – claim for 4 hours minimum shift pay rejected. To remain at 3 hours.*

- *Training and Professional Development claim to increase from 3 days to 5 days rejected. HDS states only 3 people have claimed study leave in the last 3 years.*
- *Parental Leave claim for 14 weeks paid leave rejected – to remain at 12 weeks as per Nexus parental leave policy.*
- *Domestic Violence Leave to remain at 10 days.*
- *Lactation and Express Breaks- covered in parental leave policy.*
- *Sexual Harassment – already legislated – not needed in the Agreement.*
- *Union Delegates’ rights – claim for 5 days rejected, to stay at 3 days.*
- *Gender Equity and Pay Secrecy – not agreed.*
- *Environmental Claim – not required in the EA.*
- *Dispute Resolution to remain unchanged.*

#### **Other points of discussion:**

- *Wages and Allowances – to be considered and presented at the next meeting but the claim of 6% per annum is not viable. HDS reminded the ANMF that members received a pay rise of 2.5% in May 2023 as a gratia payment.*
- *The proposed introduction of a 10-hour shift as a standard in theatre. Despite members’ concerns around this introduction.*

The next meeting is scheduled for **Monday 19 February 2024** from 1330hrs-1500hrs. Nexus have indicated that they will come back with a wages and allowances offer and clarification on points still being considered, at this meeting.

The ANMF will schedule member meetings following this meeting to discuss with members.

If you would like any further information regarding this update or would like to submit comments about the information contained, please contact Southern Organiser Jane Pond at [Jane.Pond@anmftas.org.au](mailto:Jane.Pond@anmftas.org.au). Alternatively, you can phone (03) 6223 6777.



**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  
15 February 2024