

ANMF EA UPDATE 4

Salvation Army Barrington Lodge

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) attended the second bargaining meeting for our members at the Salvation Army Barrington Lodge. At this meeting the employer provided a comment to the ANMF Log of Claims. To date the response to our requested claims from members is as follows:

The ANMF again raised our concern that care worker members are currently not covered by any agreement and that we feel they would be best covered by this agreement. The employer is taking this matter away to seriously consider and report back.

- A 3-year agreement
- **Wages** 3% per annum, back paid until 1 July 2023
- **Flexible working arrangements** – not agreed
- **Minimum Engagement period** – the ANMF requested an increase to 3hrs from 2hrs. The employer is considering this
- Allowances will increase by the wage percentage.
- Enrolled nurses involved in preceptorship with students are to be provided with an allowance – the employer will consider this further
- **Superannuation changes** – broadly not agreed. Will consider current practices relating to termination figure calculated without salary packaging
- **Shift penalty increases for afternoon shift, night shift, Sundays and Public Holidays** - not agreed
- **Workloads:** No agreement to implement a consultative committee to discuss current aged care minutes and broadly workload concerns of members. Will consider a forum where these matters can be discussed.
- **Rosters:** employees absent to be replaced with the same classification level or higher. Not agreed, the employer states they try to do this currently. The ANMF will seek further information from members regarding this matter
- **Meal Breaks:** No changes to current practice
- **Personal leave:** the ANMF argued at the meeting that the employer should consider their position on this matter, considering the risk that members face in contracting sickness whilst at work. Noting that



the current entitlement of 10 days is insufficient and not in line with other like organisations. The employer will further consider this matter

- **Compassionate leave:** no change to current practice
- **Parental leave:** no change to current practice
- **Family domestic violence leave:** no change to current practice
- **Inclusion of a quality nurse into classification:** no change to current practice
- **Training and professional development leave:** the employer agrees to provide leave that does not accrue from year to year
- **Pandemic leave:** not agreed
- **Vaccination leave:** not agreed as currently provided vaccinations on site
- **Reproductive health leave, pregnancy loss leave:** not agreed
- **Union Delegates leave:** agree to leave entitlement for union delegates
- **Work Health and Safety clause:** not agreed to have a new consultative committee but will consider a forum for staff to discuss and raise concerns
- **Environmental sustainability committee:** not agreed. Currently have a policy that covers this.
- **Working with Vulnerable People Checks:** Agree to consider payment of renewals for current staff
- **Lactation and express breaks:** not agreed
- A private place for breastfeeding is already provided and the employer will purchase a fridge to be used for the sole purpose of milk storage.

The ANMF will schedule a meeting with members to discuss in more detail the above. At this meeting we will be seeking member feedback and directions to take back to the next bargaining meeting that is expected to be held within one month. Please watch out for a member meeting flyer coming your way.

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

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