



## ANMF EA UPDATE 3

### Calvary Community Care

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met again with Calvary as part of the Enterprise Agreement negotiations on Wednesday 23 October 2024 and Thursday 31 October 2024.

There were three main issues for discussion.

**Calvary's Wage Offer:** There has been no improvement on the wage offer recently circulated to members.

**Right to Disconnect:** We know that this is a live issue for many members at many workplaces, and you may have heard there are new laws around this. Issues around workplaces include being contacted while on leave, being contacted out of hours, and bulk communications for available shifts, and either opting in and out of these.

We have been encouraging Calvary to include a Right to Disconnect Clause in the new Agreement, presenting them with a draft clause drafted by ANMF staff. Alternatively, we have suggested an incorporation of the relevant section of the Fair Work Act. They are “agreeing to disagree” on this issue. Nevertheless, you are covered by the new laws summarised below, and we will continue to advocate for this issue during bargaining.

**Overtime:** We have also sought clarity from Calvary about changed wording within the draft agreement surrounding the definition of ordinary hours and whether employees are entitled to overtime after 8hrs work or 10hrs. We do not want our members to lose out on this issue.

The next meeting is Thursday 7 November 2024.



## Explainer – Right to Disconnect

### Where:

S.333m of the Fair Work Act.

### What:

Employees may refuse to monitor, read or respond to contact, or attempted contact, from an **employer** outside of the **employee's** working hours unless the refusal is unreasonable.

### How do we know what is reasonable or not?

The Fair Work Commission will provide further advice on this as cases on this issue come before it. It will be obvious in some cases, for example it will not be reasonable to refuse contact while on an on-call shifts.

If you experience any issues around this, please talk to the ANMF Member Support Team.

**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

5 November 2024