



ANMF EA UPDATE 14

Regis Aged Care Ballot

Negotiations for the *Regis Aged Care, ANMF & HACSU Enterprise Agreement - Tasmania 2023* have ended and all eligible employees will now have the opportunity to vote as to whether they want to accept the new agreement.

Voting:

COMMENCES: 9 am Tuesday 28 May 2024

CLOSES: 12 noon Friday 31 May 2024

Summary of employer offer:

- Lump sum payment for ENs and carers:

FTE	Lump Sum Payment (\$) (gross)
Full-time	\$2,500
Above 0.75 but less than FT	\$2,000
Above 0.5 to 0.75	\$1,000
0.25 to 0.5	\$800
Less than 0.25	\$500



- Wage increases.

Classification	EFFPPOA majority Yes vote	Lump Sum Payment	EFFPPOA 1 July 2024
Aged Care Employees	5%	Yes	3%
Enrolled Nurses	5%	Yes	3%
Registered Nurses	8%	No	3%

- 6 weeks paid parental leave for carers (status quo for nurses).
- Public holiday penalty rate increased to double time and a half for carers.
- Removal of the allowance in lieu of paid meal break after a three month ‘transition’ period (note that the employer is continuing to pay this allowance during negotiations, but is not required to pay it under the current EA).
- Public holiday penalty rate reduced to double time for nurses.
- Afternoon shift penalty rate for carers reduced from 15% to 10% for shifts commencing at 10 am and before 12 noon and finishing at or after 4 pm.
- New early night shift for carers – 10% penalty for shifts commencing at 4 am and before 6 am.
- Nurses’ paid meal breaks not to be counted as time worked and not to include any penalties.
- Reduction in Monday to Saturday overtime penalty rate for the first two hours from 100% to 50%.

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
27 May 2024