



ANMF EA UPDATE 3

ANMF Bargaining Update TasIVF/HSDH

In yesterday's bargaining meeting, your Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) bargaining team clearly conveyed your feedback that management needs to significantly improve its pay and conditions offer that you are willing to campaign for the necessary improvements.

Your bargaining team's advocacy is backed up by our Protected Action Ballot (PAB) which will be open for voting from Tuesday 16 July to Wednesday 24 July 2024. As part of the PAB process, the Fair Work Commission has also listed a conciliation conference for Friday 19 July 2024.

A "Yes" vote on the PAB will give ANMF members the option to take protected industrial action should that be required to gain the improvements in a timely manner.

Yesterday, management indicated it will consider the feedback in time to respond at the next bargaining meeting, scheduled for Tuesday 23 July 2024. This will include giving consideration to back pay.

Progress of bargaining

Yesterday, management was interested in what it would take to reach agreement and sounded very keen to resolve issues associated with Level 2 nurses acting up in the position of in charge.

We are seeking confirmation that Level 2 nurses acting up in the position of in charge and having the phone outside of work hours, and therefore required to be contactable, will receive the In Charge Allowance and the On-Call Allowance. We need to make sure this is given proper effect to.



Other items that management is yet to agree to include:

- Recognition that time spent in the workplace changing into scrubs or otherwise preparing should be paid work time.
- A favourable approach to requests for leave for professional development purposes.

We have also raised the need for better management of situations where nurses are effectively directed to take annual leave because of temporary closures. An example is next Tuesday when the hospital will be closed.

About the PAB

Voting in the PAB will run from **Tuesday 16 July 2024 to Wednesday 24 July 2024**.

It will be an electronic ballot of ANMF members, conducted by Vero Voting, an independent voting service.

Vero will send each ANMF member an email and text message with a unique URL link to login to the voting portal.

Look out for more information. Please speak to your Workplace Reps if you have any questions.

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

11 July 2024