



## ANMF EA UPDATE 3

# OneCare Nurses Offer Details

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is meeting with members to discuss the employer's offer, which includes the following proposed changes to the current Enterprise Agreement:

- 3 year agreement.
- Wage increases: 4.25% from 1 July 2024, 4% from 1 July 2025 and 4% from 1 July 2026.
- Change in day worker ordinary hours of work to 6 am to 6 pm (currently 7 am to 7 pm).
- Removal of Level 2 RN ratio – no remaining obligation for the employer to roster Level 2 RNs.
- Removal of Level 5 RN classification – no requirement for Director of Care to be a nurse.
- Removal of Accelerated Advancement clause which grants an additional increment progression to RNs – this change would mean, for example, RNs with 5 years' experience would be appointed at RN Level 1 Year 5 (currently they would be appointed at RN Level 1 Year 6).
- Unpaid meal break to be taken between the beginning and the fourth hour and the end of the sixth hour of a shift.
- If a permanent employee has a permanent Sunday shift and works an overtime shift in a fortnight, they will be paid an additional 12.5% for the Sunday shift.
- Change to definition of night shift to 'any shift commencing on or after 6 pm and finishing before 7:30 am on the following day' (currently it is 'a shift which is not an afternoon or day shift').
- Handover to be paid to RNs only.
- Medical certificates required for the second and subsequent days of sick leave taken due to gastroenteritis.
- Paid pregnancy loss leave: 5 days for 0-12 weeks' gestation, 10 days for 13-18 weeks' gestation, and 4 weeks for 20 weeks' gestation or more.
- 12 days' paid family violence leave.



- 2 days paid 'exceptional leave' per annum.

**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  
6 August 2024