

ANMF EA UPDATE 1

Aged Care Deloraine Agreement Bargaining 2024

We have received an offer from Aged Care Deloraine in the bargaining process.

They have offered wage increases for the life of the Agreement that are at the same percentage as the Fair Work Commission's annual minimum wage increase. In 2024 it was 3.75%, so this was passed on as of 1 July 2024. This increase was also passed on from 1 July 2022 (4.6%) and 1 July 2023 (5.75%).

On 30 June 2023, a further increase occurred for carers covered by the Work Value Case decision. In addition to the minimum wage increase, Aged Care Deloraine will pass on any further increases based on further Work Value Case decisions.

They have proposed that where a part-time employee has regularly worked more than their guaranteed hours for at least 12 months, the employee may request in writing to increase their guaranteed hours. This can be refused on reasonable business grounds.

Further, they have proposed a clause allowing requests 10 days' special paid leave in special circumstances relating to violence/assault, reproductive health issues and pregnancy loss after 20 weeks' of gestation. Each request would be assessed on a case by case basis.

They have also committed to implementing a 10 hour break between the ending of one shift and the beginning of another for non-casual employees, except in the cases of mutual agreement for a specific occasion.



They have not agreed to a 10% penalty for additional workload when working short on shifts.

We'd like to know your views on this offer. Please click on the link below to have your say. The survey will remain open until **1700hrs Monday 26 August 2024.**

Survey: <https://www.surveymonkey.com/r/ANMFACDSurvey2024>

Once you have completed the survey, if there are items that are important to you for continued negotiation The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) will pursue them. Should the survey indicate that the majority of members will accept the offer, the ANMF will review the draft agreement to ensure that it matches the offer before it comes to you for voting.

Watch your inbox for further updates.

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
21 August 2024