

ANMF EA UPDATE 5

TasIVF/Hobart Specialist Day Hospital

In recent weeks your workplace reps have coordinated industrial action in the form of distributing flyers to patients with compelling stories as to why TasIVF nurses deserve a real pay rise.

Last Thursday members met to discuss next steps.

The meeting decided to assist management by proposing a 3-year agreement with the following wage increases:

- 6.5% for all nurses on 1 July 2024, with backpay
- 5.5% on 1 July 2025
- 5% on 1 July 2026.

In the expectation that significant industrial action will be required to achieve these increases, members decided to notify a 1 hour stoppage. It will be important to have strong participation in this stoppage.

Focus on wages

The meeting agreed that achieving outcomes on wages is the priority. Therefore, to further assist towards a resolution, it was agreed to no longer seek that the enterprise agreement deals with preparation or changing time.

1 hour stoppage notified

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has notified TasIVF of a 1 hour stoppage this Thursday. Members are encouraged to participate in the following action:



- Thursday 22 August 2024 ANMF members employed by TasIVF will stop work from 1300hrs to 1400hrs.

What protections apply to protected Industrial Action?

If you participate in protected industrial action, the Fair Work Act prohibits your employer from taking adverse action against you in relation to your employment. For example, the employer cannot discipline you or discriminate against you.

Pay deduction

The Fair Work Act provides that an employer must not make payment to an employee for the total duration that the employee is engaged in protected industrial action.

To help TasIVF give effect to this rule, you should notify your manager after you take any period of protected industrial action. There is no requirement to notify your manager prior to you taking the action.

For more information, and to provide any feedback, please talk to your workplace reps.

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
20 August 2024