

## ANMF EA UPDATE 6

# TasIVF and HSDH Nurses Break the Impasse

After your workplace reps spoke passionately at last week's bargaining meeting about why nurses are prepared to take industrial action, your Employer has put forward a significantly improved offer. Our member meeting last week decided to pause industrial action while members consider the offer.

### Wage increases

At the core of management's new offer are the following general wage increases:

- 4.3% from 1 July 2024
- 3.5% from 1 July 2024
- 3.3% from 1 July 2026.

The Market Adjustments, relevant to RNs, are still a feature of the offer, however, they would be phased in by equal percentage instalments on 1 July 2024 and 1 July 2025, and contingent on a 4 year Agreement.

Management's position is that if employees agree to a 4-year agreement, the general wage increase on 1 July 2027 would be 3%. If employees would prefer a 3-year agreement, it would not contain the Market Adjustments.

The above wage increases would be back paid from 1 July 2024.

### New Pay Points

Management has agreed to introduce new top points for nurse classifications which are expected to provide significant benefit to many nurses within the first year of the Agreement.



New pay points for RN Level 1 and RN Level 2 would be set at 3% above the top of the range. A new pay point for EN would be set 3.5% above the top of the range.

TasIVF has many experienced nurses who will be eligible for these new pay points within the first year of the agreement. Nurses who meet the required work hours for these pay points, will progress to the new pay point from the first full pay period in January 2025.

The new pay points mean for example, that for an RN with 9 years of service, wages would increase in the first year of the agreement as follows:

- 4.3% from 1 July 2024
- Possible additional 0.25% Market Adjustment from 1 July 2024
- 3% salary advancement in January 2025.

### **Pausing industrial action**

While we have paused industrial action, we reserve the right to notify further actions. Whether further industrial action will be necessary depends on members' assessment of this offer.

### **Next steps**

The ANMF has scheduled a member meeting for Tuesday 27 August 2024 to consider this offer and we'll need everyone's feedback.

If you have questions or comments, please send them to ANMF Southern Organiser Jane Pond [Jane.Pond@anmftas.org.au](mailto:Jane.Pond@anmftas.org.au) or speak 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.**

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Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary  
26 August 2024