

## ANMF EA UPDATE 1

# Christian Homes Tasmania Enterprise Agreement

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with Christian Homes for the first time to begin bargaining for the new Enterprise Agreement on Monday 26 August 2024.

### **Wage Increase:**

Christian Homes proposed wage increases for the life of the Agreement of the percentage determined by the Fair Work Commission in their minimum wage decision. For reference, the decision this year was 3.75%, with the currently inflation rate sitting at 3.8%

### **Allowances:**

Allowances will increase at the same rate as the proposed wage increase under the new Agreement, except for the in-charge allowance for Registered Nurses (RNs), which would increase from \$25.50 to \$30.00 per shift.

Night shift penalties would increase to 20%.

Christian Homes' view is that wages have increased considerably following the Work Value Case, with a top-up for other employees. Of course, the intention of the Work Value Case is to be separate from general wage increases for all.

### **Delegates Rights:**

Christian Homes have stated one isn't required.

The current Agreement does not have a clause protecting the rights of union delegates, and as of 1 July 2024 legislation requires that each new Agreement must include one.

### **Paid Parental Leave:**

Christian Homes propose to introduce paid parental leave for primary carers at the rate of 3 weeks per year, after one year of service, up to a maximum of 14 weeks. The ANMF has asked for calculations on this as the concern was raised that newer staff may be worse off under this system. 14 weeks' paid parental leave or more for primary carers with one year of service or more is a common provision in other Agreements.



**Lactation and Express Breaks:** It has been agreed to allow reasonable breaks to facilitate this.

**Family and Domestic Violence Leave:**

As per legislation, this is 10 days per year. However, Christian Homes will consider a further allowance of up to 10 days with the approval of the Chief Executive Officer (CEO). No details have been provided as yet on what the CEO would require to approve this additional leave.

**Workloads:**

The ANMF requested that government-mandated care minutes be included as a clause in the Agreement, which was refused. Consultation about workloads was agreed to but no details have been put forward as yet on how this might be achieved.

**Paid meal breaks:**

No change. The RN in charge will be the only meal break that is paid.

**Compassionate Leave:**

Increase to 4 days for all staff.

We'd like to know what you think. Have your say up upcoming members' meetings. Meeting dates will be notified to members shortly.

If you have any queries regarding this EA update, please contact Southern Organiser Avril Cooper at [Avril.Cooper@anmftas.org.au](mailto:Avril.Cooper@anmftas.org.au).

**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  
2 September 2024