

ANMF EA UPDATE 4

OneCare Nurses Offer Details

In recent weeks the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) conveyed your feedback on issues arising from the drafting of the enterprise agreement and has made significant progress in resolving these.

Management has indicated that many of the adverse changes to conditions they had proposed were drafting errors on their behalf and they are no longer pursuing these.

Key elements of the offer

There are no changes to the following uncontroversial clauses:

- 3 year agreement.
- Wage increases: 4.25% from 1 July 2024, 4% from 1 July 2025 and 4% from 1 July 2026.
- 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.
- 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.



Unresolved issues

The ANMF is continuing to seek to resolve the following outstanding issues arising from the draft.

- Unpaid meal breaks to be taken between the beginning and the fourth hour and the end of the sixth hour of a shift. This wording mirrors the shift work clause but is contradictory and requires review, one clause says between 4-6 hours another says between midday and 1400hrs.
- Handover to be paid to RNs only, this is a significant issue at some facilities. Many areas have an EN on day and or afternoon shift without an RN and they handover to the oncoming nurse, they expect to be paid for handover.
- Proposed increase to notice period for employee resignations, depending on years of service.
- Medical certificates required for the second and subsequent days of sick leave taken due to gastroenteritis. This appears concerning as Infection Control Direction is to stay home for 48 hours.

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
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