



## ANMF EA UPDATE 5

# Meercroft Home for the Aged Enterprise Bargaining Update

Meercroft have provided a written response to the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) bargaining claims.

### Wages, Penalties and Allowances

- The wage increase offer includes the offer of backpay back to 1 July 2023 of 3%, with 3% offered for the years of the agreement. They have instructed us that they will pass on any extra increases under the fair Work Commission minimum wage determination (in 2024 the determination was 3.75%, so an extra .75%) and any work value case decisions.
- On wage comparison from 1 July 2023, Meercroft is approximately 2% below wages for Tandara Lodge and Melaleuca Home for the Aged (who have just had their new agreement approved by member vote, with wage increases of 5.75%, 3.5% and 3% for the years of the agreement), and 4% behind Respect.
- The backpay offer will help address this deficit, but the ANMF would like to see Meercroft get ahead of the game in terms of comparable wages and will push for an increase. For reference, the latest Fair Work Commission minimum wage increase was 3.75% and the inflation rate is currently 3.5%. The ANMF would also like to see any increases from work value cases added to this. However, Meercroft has warned that here may need to be changes to new entitlements agreed in order to make this happen. We would like to have your feedback on what you think a fair wage increase figure would be, and what of the new entitlements are most important to you.



- Meercroft have agreed to double time and a half penalty rate to be paid on public holidays for all employees.
- They have also agreed that casual employees are to be paid the overtime penalty rate, as well as the casual loading.
- They have also not agreed to increase afternoon and night shift penalties, so they will remain at 15% for afternoon shifts and 20% for night shifts. They have also not agreed to recognition for those working in the dementia unit, preferring to offer a higher wage increase to all.
- An increase to the medication shift allowance to \$1.00 per hour has been agreed.

### **Other Agreed Entitlements**

- They have suggested a four year not a three-year agreement. ANMF industrial staff are happy with this, as it fits well into our bargaining schedule.
- Meercroft has agreed to 7 days COVID-19 leave per calendar year.
- 10 days family and domestic violence leave, and 5 days Union representational leave has also been agreed to.
- Meercroft have agreed to add to the dispute resolution clause to enable the complainant's work status to remain unchanged during a workplace dispute.
- They have agreed to 15 days personal leave per year for all eligible employees, with changes to evidence requirements. Only five single days without evidence would be permitted, either side of an RDO or weekend would be permitted. Any others would need a statutory declaration or a medical certificate. They also reserve the right to require a medical certificate for every occasion.

- They have also agreed to six days' compassionate leave, when employees are in a significant relationship. "Significant relationship" has not yet been defined.

### **Entitlements Not Agreed**

- Claims relating to unpaid meal breaks, vaccination leave, communicable disease allowance, reproductive health and wellbeing leave, pregnancy loss leave and increases to annual leave have not been agreed.
- They have also not agreed to changes to training and development leave; however, they are open to making operational improvements in this area.

### **Change to Parental Leave Clause**

- Meercroft have proposed a change to the parental leave clause in the agreement (clause 43.3(i)). Currently all eligible employees are entitled to 14 weeks parental leave at full ordinary pay or 28 weeks at half ordinary pay. The new clause would see eligible employees entitled to three weeks per year of service up to 14 weeks. It would take 4 years of service to reach 14 weeks eligibility. In order to ensure current staff with shorter service, lengths are not disadvantaged, Meercroft propose that the changes only apply to new staff ("Grandfathering").

### **Rostering, Staffing and Workload**

- Meercroft have not agreed to adding ENs to the skill mix or agreed to have care minutes embedded in the agreements.
- They have not agreed to a 10% penalty for working short on shifts but have said they are working on addressing this issue, including recruitment.
- They have also committed to providing a break of 10 hours between one shift and the next, or 8 hours by mutual agreement.



- You may remember the survey on extra shift requests the ANMF conducted a month or so ago. We haven't done so as yet, but the ANMF is happy to discuss this in general terms with Meercroft as relevant. Tell the ANMF what you think. Come along to our members' meeting at **1100hrs on Tuesday 15 October 2024.**

**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  
9 October 2024