



ANMF EA UPDATE 14

Health Care

Members vote to continue campaign

Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) members have voted to reject Health Care's third bargaining offer and to continue the campaign for improvements to wages and staffing.

- 72% of respondents voted to reject the offer and committed to further industrial action.

The ANMF has accordingly notified Health Care that members will be stopping work for 30 minutes on **Wednesday 16 October 2024**, while also requesting that negotiations continue.

Progress to date

So far, campaigning by ANMF members has improved Health Care's wages offer by a total of 1.75% over the life of the agreement.

- Health Care's first offer was 3% each year. The second offer was 3.5%, 3.25% and 3%. The latest offer of 4%, 3.75% and 3% has now been rejected by members.

We have also made gains on Working Hours per Patient Day (WHpPD).

What members say about the offer

Member comments in the survey indicate that the pay offer continues to fall below your expectations.





Staffing priorities are:

- Safe staffing in HDU: The current offer proposes staffing levels below the existing numbers, raising concerns about safety and care standards.
- DSU staffing: Health Care's refusal to staff a minimum of two nurses when post-operative patients are present has been a significant point of contention.
- Rivendell staffing: Seeking a third nurse on afternoons.

Stop Work Meeting

In response to the survey results and members' concerns, the ANMF has formally notified Health Care management of an escalation in industrial action. Here are the details of the Stop Work Meeting:

Wednesday, 16 October 2024
From 0750 hours to 0820 hours

To ensure the action meets the requirements of the Fair Work Act for protected industrial action, ANMF members should only stop work for the time specified in the notice.

ANMF members should also continue to wear badges while performing work, as per our previous instructions.

Will there be further negotiations?

Your ANMF Bargaining Team will continue to press Health Care management for improvements to the offer.

It's possible that, despite the feedback from ANMF members, Health Care management will proceed to test support for the draft agreement in a vote of all employees who will be covered by the agreement. This could be an inefficient exercise in the event that the proposed agreement is voted down.





If a better offer is presented before the scheduled action, the ANMF will consult with members to consider standing down the industrial action. If no improvement is made, the stop work action will proceed as planned. ANMF officials will be in the workplace early next week to discuss the current negotiations and industrial action with members.

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
10 October 2024

