

**Better Pay**

**Better Nursing  
Numbers**

**Better Care**

**ANMF**

**Australian  
Nursing &  
Midwifery  
Federation**  
Tasmania

## **EA UPDATE 20**

### **Health Care North West Private Hospital**

Management is scrambling to talk to staff after the proposed agreement was rejected by 78.5% in a formal staff ballot, while refusing to make significant improvements at the bargaining table.

Senior management will try to convince you that the wages offer was going to attract and retain sufficient nurses and that your workload concerns will be managed.

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) position is that management should focus on resolving outstanding issues by agreeing to appropriate wages and staffing commitments in the enterprise agreement. If it's not in the enterprise agreement, it's not enforceable!

#### **Progress in recognising specialist ENS**

Health Care management has made some changes to its offer since staff rejected the agreement and ANMF members participated in further industrial action.

In relation to wages, Health Care proposes a new classification level for specialist Enrolled Nurses (ENs), which would have an hourly rate of \$43.75. This would be in addition to, and sit above, the proposed new pay point for EN Yr 4.

ANMF analysis indicates that this rate would be higher than the Public Sector rates for specialist ENs.

#### **Management gives while taking away**

Meanwhile management has revised its position on staffing for Rivendell Ward.

Management is willing to commit to 3 nurses for the afternoon shift, but, has taken away the offer of 2 nurses for the night shift.

The ANMF maintains its position that 2 nurses on night shift is essential to provide safety.

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Management has indicated it will talk further with staff in Rivendell Ward and Bass Ward about their workload concerns.

Concerns remain outstanding for HDU and DSU, with Health Care giving no indication that it will talk with staff in these areas in the same way.

### **Next steps**

Your ANMF bargaining team will continue to press for a resolution to outstanding issues at the bargaining table, while members continue the campaign of industrial action. While Health Care are conducting meetings with staff to discuss solutions to workloads and safe staffing, the ANMF maintains that any undertakings made are not legally enforceable unless they are included in the enterprise agreement.

Please talk to your ANMF workplace delegate, Kathy Jarvis, and look out for further instructions regarding the campaign.

Regards

**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

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