

# ANMF EA UPDATE 1

## Uniting AgeWell Enterprise Bargaining Negotiations

The parties in the Uniting AgeWell (UAW) Enterprise Agreement (EA) bargaining met on **Wednesday 30 October 2024**. We have received a written response to our claims. We would like to know what you think of the current proposals.

### Wage Increase

The proposed wage increase is 3% for the life of the agreement, with no backpay.

They have proposed a four-year agreement.

The percentage is in the lower range of proposed wage increases within the sector, and the ANMFs' calculations show that UAW's wages are currently on average approximately 4% behind comparable facilities.

### UAW are considering:

- Shift penalties.
- Use of personal leave for reproductive and well-being leave.
- A Right to Disconnect Clause.

### They have proposed that there will be no change to:

- Preceptor Allowance: The current agreement requires a qualification approved by UAW for payment; we have requested that a qualification not be required for payment.



- **Compassionate leave:** The current Agreement provides 3 days, we have claimed 5 days.
- **Ceremonial and cultural leave:** Currently, the entitlement is up to 10 days unpaid leave: we claimed 5 days paid leave with additional unpaid leave.
- **Study leave:** We requested that study leave be calculated by the number of shifts per fortnight, not the number of hours per fortnight.
- **FDV leave:** Currently 20 days per year; the National Employment Standards (NES) provide for 10 days per year.
- **Classification and years of service:** We asked for annual leave to be recognised for the purposes of progression
- **On call/ Re call**

We would like to know what you think. Please complete the survey below before **0900hrs on Monday 9 December 2024**. We are due to hold our next bargaining meeting on that day.

**Survey:** <https://app.smartsheet.com/b/form/e134c8093d1f45618ea4ca4f6f3e6ca3>

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Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary  
4 December 2024