



## ANMF EA UPDATE 9

### Respect Aged Care

Respect has improved its wages offer for 1 July 2025 from 3% to 3.5%, but it is saying much of its offer for 1 July 2024 has already been paid, and part-time arrangements remain at risk.

Our Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) snap poll on the potentially confusing offer for 1 July 2024 is receiving a range of responses. If you have not yet completed our snap poll, please do so now [here](#).

#### Wages developments

Respect Management has recently sought to clarify that because they already increased wages by 3.75% on 1 July 2024, the offer for this year amounts to a 1% wage increase (which would give a total of 4.75% from 1 July 2024). The 1%, on commencement of the agreement, would include backpay from 1 July 2024.

Respect had offered 3% wage increases for both 1 July 2025 and 1 July 2026. In response to your feedback, management has recently improved the 1 July 2025 component to be 3.5%.

In another positive step, Respect has incorporated Aged Care Work Value Case wage increases effective **1 January 2025** into the proposed agreement. These will flow to care workers and general and support staff, consistent with Government funding guidelines.

#### Regular patterns for part-time employment at risk

Disappointingly, management is yet to desist from seeking changes to part-time employment that would reduce certainty for staff.



- Management is proposing to remove the requirement for part-time employees to work according to an agreed 'regular pattern' of hours. The requirement for part time agreements to specify the number of hours to be worked would, for nurses, also be removed.
- In the case of nurses engaged to work part-time, Respect proposed to adopt the concept of 'guaranteed minimum number of ordinary hours'.

### Summary of negotiations document

The ANMF has prepared a detailed summary of negotiations, which includes the benefits achieved and the unresolved items. You can read this [here](#).

### Next steps

It's possible management will proceed to a staff vote on the agreement in the leadup to Christmas.

As it stands there are still significant unresolved issues, complexities that have emerged at the last minute and a risk the agreement is not as good as it could be.

The ANMF will continue to update members so that you can give the offer due consideration.

Meanwhile, please encourage your colleagues to complete our online snap poll [here](#).

**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

6 December 2024