



## ANMF EA UPDATE 2

# Christian Homes Tasmania Ltd. Enterprise Agreement Negotiations

The parties met on Thursday 12 December 2024 in relation to the Christian Homes Enterprise Agreement bargaining.

A number of issues were discussed.

### **Wage Increase**

Christian Homes have clarified their wage increase offer.

They are offering 2.5% for each year of the three-year agreement or the Fair Work Commission minimum wage increase percentage, whichever is the higher.

The rate for this year 2024-2025 was 3.75%, so Christian Homes have confirmed that the wage increase for the 2024-2025 year will be 3.75%.

It is difficult to predict what the percentage will be next year.

Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) calculations show that Enrolled Nurse (EN) and Registered Nurse (RN) wage rates compare favorably with comparable facilities, but wages look closer to comparative rates for aged care workers.



You may be aware that work value case increases are to be passed on to aged care workers, not nurses, in January and October 2025. These will be separate from the wage increases being negotiated in the agreement. Christian Homes tell us they are preparing communications for staff to inform on this issue.

### **Personal Leave**

Christian Homes have proposed that personal leave entitlements will accrue on a “years of service” model

<u>Up to 2 years of service:</u>	<u>10 days of leave per 364 days.</u>
<u>3 years of service:</u>	<u>13 days of leave per 364 days.</u>
<u>4-6 years of service:</u>	<u>16 days of leave per 364 days.</u>
<u>7 years or more of service:</u>	<u>20 days of leave per 364 days.</u>

### **Paid Parental Leave**

The ANMF raised questions about their paid parental leave proposal, which is for primary carers to receive 3 weeks paid leave per year, up to a maximum of 14 weeks. We have asked if this would disadvantage newer employees over the current arrangements. Currently, *Clause 44.2* of the agreement provides for “top-up” the difference between the government’s paid parental leave payment, which is set at minimum wage, and their ordinary rate of pay for a maximum of 14 weeks.

Christian Homes have said they would provide calculations showing newer employees will be better off under this model. We will assess those when we receive them.

### **Pandemic, Compassionate and Personal Leave**

Christian Homes have offered pandemic leave of 7 days and will continue to provide 5 certificate-free days of personal leave.

Compassionate leave will increase to 4 days for all staff, nurses and aged care workers.



## **Pregnancy Loss**

Christian Homes are proposing 2 weeks paid leave for a loss between 10 and 20 weeks, and 3 weeks for a loss at 20+ weeks. This is a new entitlement.

## **Meal Breaks**

The provisions remain unchanged. For ENs/RNs, meal breaks are paid if there is only one nurse on duty, or the break is interrupted. For aged care workers, meal breaks will remain unpaid, unless workers are required to remain on duty, in which case overtime rates will apply until the break is taken, or the shift ends.

## **Allowances**

As we reported in our last update, the RN in-charge allowance will increase from \$25 to \$30 per hour.

## **Afternoon and Night Shift Penalties and Allowances**

Public Holiday and Sunday penalties will remain the same.

The night duty penalty will increase from 17.5% to 20% for aged care workers and nurses but will otherwise remain the same.

If you work a night shift in such a way that you do not get at least one third of working time off night shift in each shift cycle. You will continue to be paid 30% more than your ordinary hourly rate for all time worked during ordinary working hours for this cycle, for the entire shift.

Please *Clauses 28.1, 28.2 and 28.3* in the current agreement.

Reproductive leave can be taken as personal leave, and lactation and express breaks will remain as per Christian Homes' policy.



We'd like to know what you think. Please complete the survey below or come see us at our next members' meetings. The ANMF will be at **Snug Village** on **Tuesday 17 December 2024** at **1100hrs**, and **Hawthorn Village** on **Wednesday 18 December 2024** at **1000hrs**.

**Survey:** <https://www.surveymonkey.com/r/CHTLtdEAMemberSurvey2024>

**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  
16 December 2024