

ANMF EA UPDATE 2

Uniting AgeWell Enterprise Bargaining Meeting

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) attended the latest Enterprise Agreement bargaining meeting on Thursday 19 December 2024.

The proposed wage increase was the first topic of discussion. Uniting AgeWell (UAW) was adamant that there would not be movement on the wage increase. The ANMF argued that wages were already behind comparable facilities based on our calculations, and that our members deserve backpay on that basis, and a fair wage increase.

Paid meal breaks was also a hot topic. Again, UAW is adamant that there will be no change to meal break provisions in the new agreement. Currently, paid meal break allowances are only available to those who work a shift longer than four hours, must remain on the facility and remain on-call and available for duty, or for those who work a period of overtime over 1.5 hours.

Compassionate leave increases, the introduction of special reproductive leave, including lactation breaks in the agreement were raised with no movement proposed on these issues.

Changes to preceptor allowance, the amount of extra leave for care managers and senior care managers and study leave were raised again, with no commitments on these issues at this stage.

UAW propose to have a draft agreement to all bargaining parties before the next meeting on **Tuesday 28 January 2025**. We will assess it and consult with members and provide a member survey, so we have feedback prior to that meeting.



UAW have indicated that stable staffing is their reason to say “No” to so many bargaining requests. The ANMF pointed out that this is no excuse for not providing wages and conditions our members deserve.

We would like to hear from you to know if you have a personal experience to share as an anonymised example around:

- Preceptor allowance.
- Study leave.
- On-call/recall.

So, we have some case-studies to use in the negotiations. Please share your story in the survey below.

Survey: <https://www.surveymonkey.com/r/UAWEAAllowacnesSurvey2024>

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
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