

ANMF EA UPDATE 11

Respect Aged Care Final Offer

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has received an update on the Enterprise Agreement (EA) negotiations for Respect. Respect has now provided to the ANMF their final offer.

Despite the ANMFs efforts to improve Respect's offer, they have confirmed their final position. Below is a summary of the key terms of the proposed final offer on key outstanding matter for the agreement.

Wage Increases

Aged Care Employees:

- 3% First Full Pay Period on Or After (FFPPOA) the date of a majority YES vote (applied to rates adjusted by 3.75% on FFPPOA 1 July 2024).
- 3% FFPPOA 1 July 2025.
- 3% FFPPOA 1 July 2026.

Nursing Employees (RNs and ENs):

- 1% FFPPOA the date of a majority YES vote (applied to rates adjusted by 3.75% on FFPPOA 1 July 2024).
- 3% FFPPOA 1 July 2025.
- 3% FFPPOA 1 July 2026.

Refer to Annexure A for detailed rates.

Revised Clauses

1. **Clause 41(f) Workload:**

- Staff unit meetings will serve as consultative forums to discuss ward matters, including workloads.

2. **Clause 8(c)(ii) Part-Time Employees:**

- Guaranteed hours and work schedules will be agreed upon in writing before employment.
- Additional hours worked beyond rostered hours will be paid at the ordinary rate, unless exceeding maximum shift hours, in which case overtime penalty rates apply.
- Consequential amendments to *Clause 22(a)(ii)(3)* and *(4)*.

Additional Matters (Outside the Proposed Agreement Terms)

- **Care Minutes:** Respect will engage in quarterly discussions with unions regarding care minutes, recruitment, and retention strategies.
- **PH Lump Sum Offer:** A lump sum payment will be made to eligible employees as per the Masonic General Services 2017 EA.

Key Issues Not Addressed

Respect has not made further concessions on the following:

- Wage increases for nurses from 1 July 2025.
- Improvements to ceremonial leave.
- Clarity on handover processes.
- Strengthened workload management clauses.

Ballot Timeline

- **Access Period Opens:** Thursday 9 January 2025.
- **Access Period Closes:** Thursday 16 January 2025.
- **Voting Opens:** Friday 17 January 2025 at 0900hrs.



- **Reminder Emails:** Monday 20 January 2025 and Wednesday 22 January 2025.
- **Voting Closes:** Thursday 23 January 2025 at 1700hrs.
- **Outcome Announced:** Friday 24 January 2025.
- **Payroll Changes Effective:** Monday 27 January 2025

ANMF Position

While the ANMF is disappointed that Respect has not adopted key amendments proposed by members, it is now up to you to decide. The ANMF has not given in-principle support for this agreement but will support the outcome of a majority vote in the ballot.

If you have any questions or need further clarification, please don't hesitate to reach out to your ANMF representative.

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
7 January 2025