



ANMF EA UPDATE 12

Respect Aged Care Upcoming Access Period

In December 2024, Respect changed its offer several times and now an IT issue means Respect has had to allow staff further time to consider the agreement before a vote can occur.

The proposed agreement is a mixed bag, with recent improvements in the wages offer for carers, but lacking the commitments we have been seeking to address workload and care minutes.

While the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is disappointed that Respect has not adopted key amendments proposed by members, it is up to you to decide whether to accept the agreement or continue the campaign for improvements.

Your ANMF bargaining team has not endorsed this agreement at the bargaining table but will support the outcome of a majority vote in the ballot.

Reformulated Wage Offer

The wages offer is now as follows:

Aged Care Employees:

- 3% Monday 27 January 2025 (applied to rates adjusted by 3.75% on FFPPOA 1 July 2024). See note below
- 3% FFPPOA 1 July 2025
- 3% FFPPOA 1 July 2026.



Nursing Employees (RNs and ENs):

- 1% Monday 27 Jan 2025 (applied to rates adjusted by 3.75% on FFPPOA 1 July 2024). See note below:
- 3% FFPPOA 1 July 2025
- 3% FFPPOA 1 July 2026.

Note: we are still in discussion with management as to the precise date of effect of the first pay rise and are seeking that it takes effect as early as possible and be processed by payroll as soon as possible. The date is intended to reflect when a majority “Yes” vote would have been possible had the access period not had to be restarted.

ANMF analysis indicates that Respects’ wage rates for carer members are so low that the 3.75% wage increase from 1 July 2024 was in fact necessary for Respect to keep their wages above modern award minimums.

- Wages for carers increased from Wednesday 1 January 2025 FFPPOA as a result of the Aged Care Work Value Case in the Fair Work Commission, which the Government continues to provide additional funding for. Respect payroll intends to process this increase at the same time as processing the first wage increase due under the agreement.

Care Minute Discussions

At one point, discussions about including a commitment to meet care minute targets in the agreement were making progress, however, in December Respect reverted to its preferred position of leaving this out of the agreement.

We have achieved the following:

- A commitment in the enterprise agreement that staff unit meetings are a consultative and informational forum for general business on ward matters, including workloads;
- A proposal, not contained in the enterprise agreement, to meet with the unions at quarterly intervals, or at times agreed, to have high-level discussions of care minutes.



Your ANMF bargaining team continues to be of the view that if Respect is serious about these matters, this should be reflected in the enterprise agreement.

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](#).

Restarting the Access Period

Respect management had intended the 7-day access period to run from Thursday 9 January 2025 to Thursday 16 January 2025. However, management's email to all staff about the access period was subject to an IT glitch meaning the timetable has been moved back.

We now expect the new access period will run until around Tuesday 28 January 2025 and the voting period will open on or around Wednesday 29 January 2025.

Please let us know if you have any questions or feedback.

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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