

ANMF EA UPDATE 1

Serco AHSC Nurses EA 2025 - Newsletter 3

On Monday 9 December 2024, the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with Serco representatives to discuss your 2025 enterprise agreement. This agreement represents a significant opportunity to secure improved conditions and ensure fair treatment for all nurses under the Serco-ADF contract.

We discussed the ANMF's log of claims and Serco's claims, which are:

1. Proposed four-year agreement expiring four years after the commencement date of the agreement (kindly note, length of term negotiable and dependent on acceptable conditions reached at bargaining).
2. Pay increases to be bargained and agreed for implementation on commencement date of new agreement and subsequently further on the first, second and third anniversary of the commencement date of the new agreement.
3. Amend clause 16.8 and 16.9 to allow for a reduction, by mutual agreement, of the minimum break between ordinary periods of duty from 10 to 8 hours. This aligns with the underlying modern award.
4. Amend clause 16.10 and 16.11 to allow for a reduction, by mutual agreement, of the minimum break between overtime and subsequent periods of duty from 10 to 8 hours. This aligns with the underlying modern award.
5. Insert clause 17.6 to allow for Serco, with four weeks' notice, to compel an employee to take annual leave which has been accrued more than 12 months prior.
6. Amend clause 17.7 to remove cap on amount of annual leave which can be requested by employees to be cashed out.
7. Insert new clause 23 to comply with delegates' rights provisions required in new agreements.
8. Amend names and dates of signatories to the agreement.
9. Make other minor amendments for any typographic, grammatical, or structural mistakes in current agreement as identified by either party.



Claims 8 and 9 are purely technical.

Next Steps

There will be a two-day face-to-face meeting in January with ANMF officials and members to further progress negotiations. Negotiations will then continue in the coming months, and we will keep you updated on key developments.

Keeping up to Date

To ensure you receive all updates, please make sure your contact details are correct. You can do this by signing in the member portal [here](#). Staying informed is crucial as we move through these negotiations. If you know a member who is not getting these updates, get them to update their details such as workplace.

Join Your Union

If you know someone who is not a member, **ask them to join!** Being part of the union means having a collective voice to advocate for fair pay, better conditions, and workplace rights. Together, we are stronger, and membership makes a real difference.

If you need further information or want to become a workplace delegate, please contact ANMF Organiser Ben Naismith at Ben.Naismith@anmftas.org.au.

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
17 January 2025