

## ANMF EA UPDATE 4

# Healthscope - Hobart Private Hospital Enterprise Agreement Update

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) attended an Enterprise Agreement (EA) meeting on Thursday 23 January 2025.

At this meeting, the employer responded to the ANMF log of claims. A summary is as follows:

**Wages Claim:** – A wages offer will not be presented until discussions have progressed around the other claims that may have a financial impact on Healthscope.

**Allowances:** – To be discussed with the wages offer. Healthscope agree to increase allowances by the same percentage as the wages unless they are fixed.

**Preceptor Allowance:** – *Not agreed.*

Backpay will be paid from Wednesday 1 January 2025.

**Safe Staffing – Implementation of Ratios:** – *Not agreed.* Healthscope have committed to revisit the Principles of Workload Management in Schedule 2 of the *Healthscope-Tasmania-Nurses-Enterprise Agreement 2021-2024* (current agreement).

**Night Shift Penalty Increase:** - Under consideration.

**Part time Minimum Hours to Increase to 3 hours (Previously 2 Hours):** – *Agreed.*

**Compassionate Leave:** – Claim for 5 days for each occasion *not agreed*, to remain at 3 days for each occasion.

**Parental Leave:** – Claim of 18 weeks for primary caregiver and 4 weeks for non-primary caregiver *not agreed.* Healthscope will increase the Parental Leave from 12 to 14 weeks for primary caregiver and from 1 to 2 weeks for non- primary caregiver.



**Domestic Violence Leave:** – Claim for 20 days *not agreed*. Healthscope will increase leave from 10 days to 15 days.

**Study Leave:** – Claim for 4 hours per week per year for Post Graduate Study related to nursing (pro rata part time) *not agreed*. Healthscope will increase from 4 hours per week for 26 weeks per year to 3 hours per week per year (pro rata part time).

**Special Leave:** – *Not agreed*.

**Reproductive Health Leave:** – *Not agreed*.

**Aboriginal and Torres Strait Islander Cultural Leave:** – *Not agreed*.

**Aboriginal Kinship Relationships:** – For further discussion.

**Professional Development Leave:** – *Agreed* to 5 days per annum. Further discussion on the travel claim needed.

**Breastfeeding and lactation Breaks:** - *Agreed*. Healthscope state this is already covered in the policy.

**Employee Assistance Program:** – *Not agreed*. This is already provided and does not need to be in the Agreement.

**Union Delegates Rights:** - For further discussion. Healthscope will refer to the modern Nurses Award in drafting a clause.

**Consultation:** *Not agreed* - Healthscope consider the current clause is sufficient.

**Work Health and Safety:** – *Agreed* to take all reasonably practical steps to provide and maintain a safe working environment, including adequate resources and training to minimise workplace risks.

The next EA meeting is scheduled for **Thursday 13 February 2025**.

The ANMF will be onsite on Tuesday 28 January 2025 from 1300hrs -1400hrs visiting staff tea rooms and also on Thursday 30 January 2025 in room 327 from 1430hrs - 1530hrs to answer any questions regarding this EA update and how you can become more involved.

If you have any questions, please contact ANMF Organiser Jane Pond at [Jane.Pond@anmftas.org.au](mailto:Jane.Pond@anmftas.org.au). Alternatively, you can telephone the office on (03) 6223 6777.



## This is your EA – Have your say!

**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  
28 January 2025