

ANMF EA UPDATE 3

Medea Park Enterprise Bargaining Update

Bargaining parties met again on Tuesday 28 January 2025 to progress negotiations for your Enterprise Agreements (EAs). A number of matters were discussed.

Wage Increase:

We still don't have a wage increase offer for general staff, and the offer for nurses remains:

- From the first full pay period after 1 July 2024, a 3.5% increase
- From the first full pay period after 1 July 2025, a 3.0% increase
- From the first full pay period after 1 July 2026, a 3.0% increase.

Medea Park stated that there will be no movement on the nurses' wage offer, despite member feedback that the wage increase clause states "or the Fair Work Commission minimum wage increase percentage, whichever is higher."

Allowances and Penalties:

We presented the following to Medea Park for their consideration:

- An increase in the buddy/orientation allowance to \$2 per hour
- Aligning meal break clauses in the general and nurses agreements – currently the nurses agreement offers paid meal breaks for day workers but in the general agreement both shift workers and day workers get a paid meal break
- Rewording the handover allowance (Clause 17) is paid to any registered or enrolled nurse undertaking handover, not simply one per shift
- Rewording the higher duties allowance which currently is only paid after 5 days of higher duties.

We will have an answer to these in a future update.

New Clauses:



The following new clauses are being inserted in the nurses and general agreements:

- **Right to Disconnect:** following changes to the law, a clause will be inserted allowing reasonable refusal of contact outside working hours, exceptions including while being paid an on-call allowance, recall to work, or emergency change of shift.
- **Lactation and Express Breaks:** offering reasonable time during working hours without loss or pay for breast/chest feeding or expressing.
- **Workload Escalation Clause:** allowing escalating of workload concerns.
- **First Aid Allowance** (1.67% of the Award [standard rate](#) per week) for social community, home care and disability services workers.

Hours of work and Overtime:

On member feedback, we requested the following during the meeting:

- That hours for full-time shift workers for nurses be changed from 38 hours per week to 76 hours per fortnight (Clause 13 of the nurses agreement)
- That rostered hours for part time shift workers cannot exceed 72 hours per week, instead of 80 as per (Clause 13.6 of the nurses agreement).

Medea Park said that these issues had been discussed in the previous bargaining round, and current clauses are the result of employee feedback.

They say that more hours than the new minimum would not be given if the hours changed.

Rest Periods:

We also discussed rest periods. The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is of the belief that there should be at least 10 hours between each shift, including after overtime, for fatigue management and general wellbeing.

We'd like to know what you think. Please complete the following survey [here](#) by **1700hrs Friday 7 February 2025**.

We can then pass on your feedback at the next meeting, due to be held on **Thursday 27 February 2025**.

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
29 January 2025