

ANMF EA UPDATE 1

Eskleigh Foundation Inc

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) and Eskleigh met on Thursday 30 January 2025 to advance enterprise bargaining negotiations.

A number of matters were discussed. The emphasis was on consistency with the Eskleigh General Agreement, and comparison with other Agreements. However, the Agreements considered were either older Agreements currently being negotiated, or hospital Agreements. The ANMF will work to provide more appropriate Agreements for comparison.

Wage Offer:

The wage offer is 3.5% per year for the life of the Agreement, effective from the date of the operation of the Enterprise Agreement (EA).

Penalties and Allowances:

Eskleigh have agreed to the following:

- In-charge allowance – increased to \$33.95 per hour.
- Sunday penalty rates increased to 200%.
- Public holiday penalty rates increased to 200%.
- Afternoon shift penalty rates increased to 15%.
- Nightshift penalty rates remain at 15%.

Meal Breaks:

- 30 minutes of paid meal breaks for Eskleigh staff on any shift who have to remain on-site for their break has been agreed.

Leave:

- Compassionate leave has increased to 5 days for all staff, not just those required to travel interstate.

Overtime



- Our claim for overtime to be paid at the rate of double time for every hour except for public holidays when the rate would be 250% has not been accepted.

Right to Disconnect:

New Right to Disconnect laws provide that employees can reasonably refuse employer contact outside work hours.

We provided a proposed wording of a clause to this effect, including a request for an opt-in/opt-out system regarding communication about vacant shifts.

Esleigh are open to including a Right to Disconnect clause, but wish to discuss the wording further with us.

We'd like to know what you think. Please complete our quick 4 question survey [here](#). The survey will remain open until **0900hrs Monday 10 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
3 February 2025