

## ANMF EA UPDATE 2

### Serco AHSC Nurses EA 2025 - Newsletter 4

On Tuesday 21 and Wednesday 22 January 2025, Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) officials and member workplace representatives met with Serco representatives in Melbourne to discuss your 2025 AHSC nurses' enterprise agreement.

During discussions, Serco advised details around revenue and profit relating to its contract with BUPA concerning nurses. As with the last round of bargaining, Serco would not reveal the formula used in its contract with BUPA to calculate wage increases, only that there was a "bucket of money" it had available.

#### Claims agreed:

At the meeting, Serco agreed to the following ANMF claims:

- Claim 1: 5 days of Professional Development Leave (PDL) for nurse practitioners, to recognise the extra professional development requirements.
- Claim 10: Access to paid employer time to receive vaccinations, up to one shift per dose.
- Claim 17: Top-up defence reservist pay for 20 days of an employee's ADF reservist service a year – so that an Employee suffers no loss of income during ADF reservist service inserted into EA.
- Claim 57: Higher duties payable after one or more shifts at higher classification.
- Claim 58: If regularly performing higher duties, then employee is entitled to be reclassified to the higher classification. (Serco is to draft words for consideration on this claim).

- Claim 60: Inclusion of *clause 28A* of the *Nurses Award 2020* with *clause 28A.8* amended to provide 5 days of delegate's training for every year beyond the initial training.

### Claims partially agreed:

- Claim 3: *Where a valid application is made for PDL, but no leave is granted during a calendar year, 1 day's leave will be added to the Employee's annual leave or paid out at ordinary rates.* Serco counterclaim that it will only decline in exceptional operational circumstances and otherwise encourage PD, requiring adequate notice.
- Claim 5: *Employer mandated to provide a response to a leave request within 21 days of application by Employee.* Serco to draft proposed words broadly in line with this principle.
- Claim 16: *One- or two-day absences are to not require evidence.* Employer will accept subject claim to leave not being either side of a weekend or public holiday. The ANMF is seeking clarification on what "weekend" means in the context of 7-day shift workers where Saturday and Sunday are often not the weekend for a particular employee.
- Claim 47: *All public holidays to be paid if they occur on a day an employee usually works. This includes when an employee is directed to take LWOP or when an employee does not work a particular day (i.e. all annual leave to be treated as NES protected).* Serco agreed that it would pay for public holidays during RSP Stand Down if the bargaining team agreed to accept Serco excessive leave claim.

### Serco claims:

In November 2024, Serco provided its claims. ANMF officials and workplace representatives provided the following responses:

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):*  
Yes, but from April each year. Length is dependent on wages offer.

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: From April each year.*
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. Yes, but mutual agreement must be in writing.*
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. Yes, but mutual agreement must be in writing.*
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: Agreed, subject to ANMF claim 47 with Serco counter proposal, and wording having Nurses Award protections.*
6. *Amend Clause 17.7 to remove cap on amount of annual leave which can be requested by Employees to be cashed out: Yes*
7. *Insert new Clause 23 to comply with delegates rights provisions required in new agreements. No, ANMF claim 60 has been agreed.*
8. *Amend names and dates of signatories to the Agreement: Yes*
9. *Make other minor amendments for any typographic, grammatical, or structural mistakes in current Agreement as identified by either party: Yes*

It should be noted that our agreement to the above is subject to an acceptable offer concerning overall pay and conditions.

### Priority claims:

Throughout discussions between ANMF workplace representatives and officials it became clear that the following claims were particularly important to members:

- Wages claim and pay parity (claims 22 and 23). The ANMF is willing to discuss how to implement this (e.g. uplifting rates at lower paying sites over the life of the agreement) and will consider a claim that provides parity to all sites whilst ensuring that everyone has a fair pay increase.
- Increased shift penalties (claims 27, 30), particularly night shift beyond 15% (claim 27), rostering issues (claim 51) and addressing the iniquitous incentive system. ANMF workplace representatives and officials offered solutions such as uplifting shift penalties to address the excessive use of incentives. Many private sector employers pay a 20-25% loading for night shift. Serco recognised the problem of offering ad hoc incentives inconsistently but did not offer tangible solutions to the problem of its own making.

### Next steps:

ANMF officials and workplace representatives are scheduled to meet with Serco on **Thursday 13 February 2025**, before which Serco said it would provide its wages offer. ANMF officials and workplace representatives will subsequently meet to evaluate the proposal and determine subsequent actions, contingent on the adequacy of the offer.

If your bargaining team thinks the offer (or a revised offer) is acceptable then we will likely survey members.

### Industrial action?

Your current *Serco AHSC Nurses' Enterprise Agreement 2022* expires on 7 April 2025. After this time, Protected Industrial Action (PIA) is a possibility to progress our claims for wage parity and better overall wages and conditions.



During the last negotiations, ANMF members voted up a ballot conducted by the Australian Electoral Commission. This led to further concessions by Serco.

If Serco do not come to the table with an acceptable offer, then ANMF members should consider taking PIA as a lawful way to collectively advocate for better wages and better working conditions. PIA demonstrates unity and resolve. It will put pressure on Serco to address our concerns while ensuring members are protected from adverse treatment.

### **Keeping up to date:**

To ensure you receive all updates, please make sure your contact details are correct. You can do this [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.

**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  
7 February 2025