

ANMF NEWSFLASH

The ANMF Secures Enrolled Nurses Industrial Right to Permanency on Upgrade to Registered Nurse

In January the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) became aware that Enrolled Nurses (ENs) employed within the Tasmanian Health Service (THS) had been advised that they would no longer be employed as a Registered Nurse (RN) without completing a Transition to Practice (TtP). Many members were not aware of this until December and at that time places in the TtP were full, members were advised they could continue hold a dual EN/RN registration however they would remain employed and paid as an EN if they wished to continue working for THS.

This is in breach of the Nurses and Midwives Agreement that states:

Enrolled Nurse (Grade 2) advancing to Registered Nurse (Grade 3)

- a. Enrolled nurses engaged on an ongoing basis who attain the relevant qualification and are Registered (Division 1) with the Nursing and Midwifery Board of Australia will advance from their current pay point in Grade 2 to the appropriate entry level at Grade 3 as a Registered Nurse.*
- b. The advancement will occur with effect from the first full pay period on or after the employer is informed and provided with the requisite evidence in support of satisfaction of 11.3(iv)(a) above.*

After ongoing discussions between the ANMF and the Department of Health, the ANMF has now been advised that ENs will be upgraded to RN positions upon receipt of the requisite evidence - as per their industrial right. The Department has advised the ANMF they are working with those affected and are working on developing a fact sheet and protocol to prevent this reoccurring in the future.



The ANMF Tasmanian Branch is 8000 plus members strong! Supporting nurses, midwives, and care workers as the only union in Tasmania employing nurses, midwives 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
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