

## ANMF EA UPDATE 3

# Uniting AgeWell Enterprise Agreement Bargaining Update

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with Uniting AgeWell (UAW) again on Tuesday 28 January and Wednesday 19 February 2025 to advance our Enterprise Agreement (EA) negotiations.

Following our survey in December 2024, we have reiterated to UAW in writing and at the meetings that the ANMF do not think the 3% per year wage increase offered for the life of the agreement is a fair offer, especially for Enrolled Nurses (ENs), Registered Nurses (RNs) level 2 and above, or care workers. We have presented detailed calculations to show that current wages for those staff are behind those of other facilities, and that the middle-of-the-road wage increase offer would not help our UAW members catch up, let alone get ahead.

We also raised the issue of preceptor allowances being paid for anyone who fulfills those duties, irrespective of whether they have completed a training course.

We have also requested a review of the RN Level 1 classification. While our calculations show that RN Level 1 wages compare well with other facilities, there are only 6 pay points instead of 8, meaning more experienced RN Level 1s fare slightly less well off.

While UAW will have a formal written response to these matters to us as soon as possible.

They have agreed to an increase in some penalty loadings, as below.

Afternoon shift loading (currently 15%) to increase:

- To 16.5% from the first full pay period on or after the date of operation of the proposed agreement.
- To 17% from the first full pay period on or after 1 March 2026.
- To 17.5% from the first full pay period on or after 1 March 2027.

Night shift loading (currently 17.5%) to increase:

- To 20% from the first full pay period on or after the date of operation of the proposed agreement.
- To 20.5% from the first full pay period on or after 1 March 2026.
- To 21% from the first full pay period on or after 1 March 2027.

On the other matters raised, however, they seem immovable.

The best way to maximise the outcome of the negotiation and to get UAW moving to improve employment wages and conditions is to work together. Have your say and get involved in the campaign.

If you are in a UAW site in the south of Tasmania, please come along to the members meetings being held on Tuesday 25 February and Wednesday 26 February 2025. Check your email inbox for details.

If you would like to participate as a workplace delegate in the negotiation meetings, please let us know.

We are stronger together, and now it is an important time to get involved, to get what **YOU** want in **YOUR EBA**.

**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  
20 February 2025