

ANMF EA UPDATE 3

Uniting AgeWell

Enterprise Bargaining Update - Agreement Vote

Uniting AgeWell (UAW) have decided to take their proposed Uniting AgeWell (Tasmania) Enterprise Agreement 2024 to ballot, so UAW employees including our members can have the opportunity to cast their ballot in respect to this agreement. To that end, UAW has proposed the following ballot timetable:

- Access period commences: **Wednesday 26 March 2025**
- Ballot opens: Thursday 3 April 2025 at 0900hrs
- Ballot closes: Thursday 10 April 2025 at 1600hrs.

As part of the voting process, UAW will provide you with the documents such as a copy of the proposed Enterprise Agreement (EA) and voting information. Please ensure you check the information carefully so you can have your say.


Wage Offer

3% per year for the life of the agreement.

In negotiation meetings, we have provided survey results that show responding members do not accept this wage offer and provided calculations that show UAW wages are behind those of comparable facilities in a number of cases.

New Entitlements

- Reproductive Health and Wellbeing Leave clause – clarifying that employees would be able to use their accrued personal leave for such matters and conferring a paid leave entitlement of 2 days per year,



non-cumulative, where an employee has exhausted their personal leave, provided that the employee has completed a minimum of 6 months' continuous service.

- Insertion of a new clause confirming that UAW will pay or reimburse the cost of any required updated or renewed police record check or working with vulnerable people check.

Amended Entitlements

- UAW has increased the number of days from 1 day to 3 days for 3 occasions per year in which the statutory declaration may be provided as a permitted form of evidence in respect to personal leave.
- UAW 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.
- Increase in kilometre allowance to 99c per kilometre.

Preceptor Allowance

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) raised the issue of preceptor allowances being paid for anyone who fulfills those duties, irrespective of whether they have completed a training course. This has not been agreed.

Unchanged Provisions



- Meal break provisions - currently, paid meal break allowances are only available to those who work a shift longer than four hours, must remain on the facility and remain on-call and available for duty, or for those who work a period of overtime over 1.5 hours.
- Compassionate leave - the current Agreement provides 3 days; our claim for 5 days was not accepted.
- Ceremonial and cultural leave - currently, the entitlement is up to 10 days unpaid leave; our claim for 5 days paid leave, and additional unpaid leave was not accepted.
- Study leave - we requested that study leave be calculated by the number of shifts per fortnight, not the number of hours per fortnight.
- On call/Re call.
- Our request for higher duties allowance to be paid to Registered Nurses (RNs) for any time served was not accepted.

Updated Agreement Clauses

- Work Value Case clause.
- Union Delegates Rights.
- Emergency Services Leave.
- Casual Conversion.

New Agreement Clauses



- A new clause covering the employee Right to Disconnect from work outside work hours following new legislation effective 26 August 2024.
- Flexible Work Arrangements - following the National Employment Standards, so embedding an existing entitlement into the agreement.

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
21 March 2025