

## ANMF EA UPDATE 3

# Christian Homes Tasmania

## Draft Enterprise Agreement - Provisions

As part of the Enterprise Agreement bargaining process, Christian Homes Tasmania (CHT) has sent the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) through a draft Enterprise Bargaining Agreement. It contains the following provisions:

### Wage Increase

CHT have offered the following wage increase:

- 5.00% first full pay period after 1 July 2024
- 2.50% first full pay period after 1 July 2025\*
- 2.50% first full pay period after 1 July 2026\*

\*CHT have also committed to pass on the Fair Work Commission minimum wage percentage increase (FWCI) if it is greater than the above figures. In 2024, it was 3.75%. This has already been passed on effective 1 July 2024.

The ANMFs calculations show that wages at CHT compare moderately well to rather well with other facilities, depending on classification. The 2.5% is at the lower end of wage offers, but the FWCI may remain higher.

### Other Provisions

- Reimbursement for WWVC and police checks
- An increase in compassionate leave from 3 days to 4 days for full and part-time staff with 2 days for casuals
- Reasonable paid breaks for lactation and expressing
- Five days Union delegates leave, with provision to utilise annual leave or unpaid leave for further days.

## **Personal Leave:**

### **Aged Care Workers**

10 days per year for less than 2 years' service

13 days per year for between 2 years' and one day and 3 years' and 364 days' service

16 days per year for between 4 and 6 years' service

20 days per year for 7 years' service or more.

This is an increase for aged care workers from the entitlement of 10 days in the current Agreement.

### **Registered Nurses**

- 20 days per year personal leave
- An increase in compassionate leave from 3 to 5 days per occasion for part time and full time staff, with two days for casuals.

### **Parental Leave**

The amount of leave for a primary carer is dependent on a services-based structure as depicted below:

- 3 weeks: after 12 months of continuous employment
- 6 weeks: after 2 years of continuous employment
- 9 weeks: after 3 Years of continuous employment
- 12 weeks: after 4 Years of continuous employment
- 14 weeks: After 5 Years of continuous employment

This is a change from the previous provision, in which CHT topped up the government paid parental scheme payments with a payment equating to an employee's ordinary wages, to a maximum of 14 weeks, including superannuation.

- The new provision is seen as more beneficial by CHT as employees who are unable to participate in the government paid parental leave scheme and therefore did not receive paid parental leave from CHT will benefit.
- The partner leave entitlement has increased from 1 to 3 weeks.
- Part time employees shall be paid in accordance with their guaranteed hours over the period of the paid parental leave
- Paid parental leave will be paid at the employee's base rate of pay applicable to their classification



- An employee may elect to take paid parental leave at half pay for double the duration
- Superannuation will be paid on periods of paid parental leave.

### **Pregnancy Loss Leave**

- In the circumstances of an employee suffering a pregnancy loss between 10 & 19 weeks and 6 days, the Agreement provides for two weeks paid parental leave
- In the circumstances of an employee suffering a pregnancy loss after 20 weeks gestation or the child is not living at the time of birth, the Agreement provides for three weeks paid parental leave.

### **Study Leave**

- CHT is offering study leave for a course of study, conference or preparation for an examination with the approval of the CEO. The course of study or conference must be relevant to the employee's work with CHT.

The ANMF is seeking member feedback on the draft provisions via a short survey, which can be completed by clicking the link below. The survey will close at **1700hrs on Friday 4 April 2025**.

**<https://www.surveymonkey.com/r/YGGPKDP>**

**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  
31 March 2025