



ANMF EA UPDATE 7

Healthscope Tasmania Enterprise Agreement ANMF Summary of Negotiations 1 April 2025

Introduction

On Friday 28 March 2025, Healthscope management tabled an offer with wage increases of 4.5% each year accompanied by changes to hours of work that would make 10 hour shifts the norm across the Hospital and reduce overtime payments in operating theatre.

The wages offer

The wages offer is as follows:

- 4.5% from the first full pay period on or after (FFPPOA) 1 January 2025. This includes a backpay.
- 4.5% from FFPPOA 1 January 2026
- 4.5% from FFPPOA 1 January 2027.

Allowances would generally be adjusted by the same percentage as the wages offer.

Conditions Improvements

Tea Breaks

Tea breaks would be improved by providing a paid 10-minute tea break in each 4 hours, resulting in two 10-minute breaks for an 8-hour shift, rather than the current single 15-minute break.



Part-Time Hours

Healthscope has agreed to increase the minimum shift length from 2 hours to 3 hours. Part-time employees would also have the right to request a review of their minimum contract hours when they are working above this amount for an extended period.

Parental Leave

The current entitlement to 12 weeks paid parental leave for the primary carer would be increased to 14 weeks and the current entitlement of 1 week for the non-primary carer would be increased to 2 weeks.

Study Leave

The current entitlement to 2 hours a week of study leave would be increased to 3 hours a week.

Professional Development Leave

The current entitlement to 4 days per annum would be increased to 5 days per annum.

Breastfeeding

Reasonable paid time during work hours for lactation breaks would be provided, along with access to appropriate facilities.

Family and Domestic Violence Leave

The current entitlement of up to 5 days paid family and domestic violence leave per year would be increased to 10 days.

Break After Night Shifts

Healthscope has agreed to provide 48 hours off after a period of working night shift. This clause is subject to drafting.



Infection Control Nurse

Healthscope has committed to employing a dedicated infection control nurse. However, the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) claims for staff staffing would not otherwise be addressed.

Work Health and Safety Clause

Management would include a general commitment to take all reasonably practical steps to provide and maintain a safe working environment.

Safe Staffing and Ratios

Management has not agreed to the ANMF claims for staff staffing, which would include committing to staffing ratios in the Enterprise Agreement (EA).

What are the Proposed Changes to Hours?

The existing EA is premised on shifts being 8 hours duration, unless otherwise agreed. Under management's proposals, they could roster 10-hour shifts, however it is retained in the agreement at clause 17.2.4 by mutual agreement that '*Shifts between 4 & 10 hours duration would normally be rostered and worked **by mutual agreement.***

The employer will have the right to average ordinary hours over periods up to 5 or 6 weeks. The requirement for averaging hours over 4 weeks to be by mutual agreement would be removed.

Ordinary hours of work for 12-hour shift workers could be averaged over up to 6 weeks.

There would be associated changes to Accrued Day Off (ADO) clauses whereby arrangements other than the normal 19-day month may be utilised to provide an average of 38-hour week and subsequent ADO.



Cut to Overtime in Theatre

Nurses in the operating theatre working 10-hour shifts would no longer receive 2 hours at double time rates. This entitlement would be removed from the overtime clause as part of making 10-hour shifts standard.

Why is Management Seeking to Change Hours

Management has told the ANMF it is seeking to make it easier to engage permanent employees, citing the fact that 40% of nurses and midwives are electing to remain casual.

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
2 April 2025