



## 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.

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Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary  
2 April 2025