

ANMF EA UPDATE 5

Emmerton Park

Enterprise Agreement Bargaining Update

Emmerton Park has provided their response to our Log of Claims (LoC) presented as part of the ongoing Enterprise Agreement (EA) negotiation, and we met again for a brief discussion on Tuesday 8 April 2025. We have summarised their response below:

Wage Increase Offer

Emmerton Park proposes the following wage increases:

- 2.5% from First full Pay Period on or After (FFPPOA) 1 July 2025
- 2.5% from FFPPOA 1 July 2026
- 2.5% from FFPPOA 1 July 2027.

Preliminary Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) calculations show that Emmerton Park's current wages are comparable to other facilities and the Public Sector, but the wage offer is on the lower end of the range, and around the current inflation rate of 2.4%.

We have expressed to Emmerton Park that you deserve more in your pockets each day.

Classifications and Allowances

- All Extended Care Assistants (ECAs) who qualify and enrol as a Registered Nurses (RN) are classified as RN Grade 1 Year 2.
- The in-charge allowance to increase \$35 per shift from FFPPOA date of operation of the agreement, then in line with the wage increase.



- The mentor allowance will be increased to \$1.50 per hour from FPPOA, the date of operation of the agreement. The allowance will be increased by the proposed wage increases.
- Emmerton Park will include a provision that on-call rates will be in accordance with the Federal Nurses Award (MA00034, link: <https://calculate.fairwork.gov.au/payguides/fairwork/ma000034/pdf>). These are:
 - On call allowance – Monday to Friday: \$26.43 for each on call period of up to 24 hours.
 - On call allowance – Saturday: \$39.82 for each on call period of up to 24 hours.
 - On call allowance – Sunday, public holidays and rostered days off: \$46.45 for each on call period of up to 24 hours.

Study Leave

The ANMF proposed five days of study leave in addition to mandated training in standard competencies.

Emmerton Park has offered 3 days study leave for full-time workers, and pro-rata study leave for part-time workers who work not less than 4 shifts per fortnight.

The leave would be for the purpose of attending courses, conferences and/or undertaking or preparing for examinations in a course of study.

Cultural Leave

Emmerton Park has proposed to insert a clause for substitution of public holidays to allow for cultural and religious observance.

Changes to Provision of Statutory Declaration for Personal Leave



Emmertown Park proposes to permit the production of a Statutory Declaration signed by the Employee on not more than three occasions (non-accumulative) in any one year for a maximum of one day per occasion (excluding the day before, the day of or the day after a public holiday).

Workload

Proposed workload management clause, including provision regarding:

- Reasonable staffing levels.
- Workload as a compulsory agenda item at staff meetings.
- Raising unreasonable and unsafe workloads with management.
- Escalation to a more senior manager if the issue isn't resolved within 7 days.
- A commitment to increase a permanent workforce.
- Filling vacancies as soon as practicable.

Family and Domestic Violence Leave

A proposed increase to 15 days from 1 July 2025.

Reproductive Health and Wellbeing

The ability to use personal leave for reproductive health matters, with an extra 2 days available if personal leave is exhausted, for those with at least 6 months' service.

Parental Leave

It is proposed that the current provision be amended to state that employees who are primary carers will be entitled to 15 weeks of parental leave after 5 years' service at the date of operation of the agreement. This will mean that the entitlement will be 3 weeks per year of service, up to 5 years. This is an increase of one week in total, as the previous maximum was 14 weeks.



Special Parental Leave

An additional 6 weeks special parental leave is proposed for those who are not yet on parental leave when the pregnancy ends after not less than 20 weeks' gestation, and the baby is not living.

We'd like to know what you think. Please complete the survey below. It will remain open until **1700hrs on Tuesday 29 April 2025**. The ANMF will also be holding a members' meeting on **Thursday 1 May 2025**. Keep your eye open for details!

Survey: <https://app.smartsheet.com/b/form/0196180778287b83b255cb4893228c7b>

We can then pass your feedback on, prior to our next meeting currently scheduled for **Wednesday 21 May 2025**. It is important to get as much member feedback as possible to take into the negotiations. It is YOUR agreement. Have YOUR say.

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
9 April 2025