

ANMF EA UPDATE 4

Midwifery Group Practice Offer from Department The ANMF Pushes, Government Delivers...Halfway

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has received a formal offer from the Department of Health in response to our advocacy for Midwifery Group Practice (MGP) members across Tasmania. While the offer includes **some progress**, it **falls short on several key claims put forward on behalf of our members and does not address the request from 2024 to recommence negotiations and address the following issues.**

This raises questions about the Government's real commitment to valuing midwives working under this unique model of care.

What's in the Offer?

Shift Loading on Paid Leave

The Department has finally agreed that the all-purpose loading will apply to *all periods of paid leave*, including personal and sick leave — a claim originally committed to by Mr Shane Gregory at the start of negotiations. This is a **win**, but **does not include back pay**, despite repeated requests.

Meal Breaks Clause to be Added

Existing Award rights around meal break entitlements will now be formally included in the agreement for clarity and enforceability. This is a **positive step**, but it merely affirms what midwives were already entitled to.

Operational Changes (Non-Agreement Matters)

- Work phones will now be provided.



- Fleet vehicles can be accessed if your personal car is damaged.
- Timekeeping systems to track hours more effectively.

These are **welcome improvements**, but they do not address the core Enterprise Agreement (EA) bargaining concerns.

What's Missing?

No Increase to the Caseload Loading

The ANMF clearly called for an increase to the loading to 40% in recognition of the on-call nature and intensity of MGP work. This has been completely **ignored** in the Department's offer.

No Commitment to Ongoing Negotiation

Rather than continuing to work collaboratively, the Department has attached a **hard deadline of Friday 18 April 2025**, stating the offer will be withdrawn if not accepted. This is **not genuine negotiation** — it's an ultimatum.

What Happens Next?

The ANMF will consult with MGP members statewide via the below survey to gauge views on the offer. Members will ultimately determine whether the offer is acceptable or whether further action is required.

Survey: <https://app.smartsheet.com/b/form/019622af55dc7a04949efb1c6ebda63a>

Bottom Line?

The Department's offer **recognises some of our claims** but fails to deliver on **the most critical improvements needed to attract and retain midwives in MGP models**. If the Government is serious about supporting flexible, woman-centred care, it must do better, however in the context of this offer members need to consider if this will satisfy for now until we recommence negotiations for a new agreement which will commence with



consultation with members in late 2025 and engagement with the Department in early 2026. Further updates to follow.

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
11 April 2025