

## ANMF EA UPDATE 5

### The District Nurses

At last week's Enterprise Agreement (EA) bargaining meeting District Nurses management put forward some condition changes, but management is still yet to provide a wage offer.

Management has put forward a number of largely technical condition changes which we are considering carefully. We seek your feedback on the items set out below.

It is disappointing that we are yet to see progress significant unresolved items, such as the wage increase and adequate recognition of team leaders (clinical care coordinators).

#### **Casual Minimum Engagement**

Management agreed to increase the minimum a casual will be paid per engagement. The agreement currently states that a casual will be paid a minimum of 2 hours per engagement. This will be increased to 4 hours. The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) welcomes this change.

#### **Travel Expenses**

Management is seeking to change the clause dealing with travel expenses to remove any expectation that the employer pays for accommodation, in favour of a reimbursement model for all travel expenses.

The proposed clause would state:

- Where the employer requires an employee in the course of duties to be absent overnight or for part of the day, the employee must be reimbursed for reasonable travelling, accommodation and other incidental expenses, such as food; and,



- This provision does not apply if the expenses are paid for by the employer.

The table setting out the amount of accommodation allowance for each capital city would be removed from the agreement.

### **Employee Notice of Termination**

Management is seeking to increase the required notice of termination for employees with more than three years of service.

Management seek that the period of notice provided by the employee increase based on years of service in the same way that notice of termination by the employer increases. This would mean:

- An employee with more than three years of service, but less than five years of service would be required to provide 3 weeks' notice of termination; and,
- An employee with more than five years of service would be required to provide 4 weeks' notice of termination.

The ANMF would not be inclined to support this change.

### **Part-Time Employment**

Management proposed to reword the clause dealing with part-time employment to express the hours agreed between the employer and part-time employee as 'the guaranteed minimum number of hours to be worked'.

We will be seeking more explanation from management as to why they see the need for this change and its potential effects.

### **Wages Offer for Nurses yet to Materialise**

Your ANMF bargaining team has conveyed to management the need for urgent progress on wages.



We will be discussing with members what further we may be able to do to send a strong signal and focus management's attention.

Please provide us with your feedback and be ready to discuss options to show support.

**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 Phoebe Mansell, ANMF Tasmanian Acting Branch Secretary  
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