

ANMF EA UPDATE 9

Emmerton Park

Summary of Final Negotiations

It has been a full year since negotiations commenced with Emmerton Park management for a replacement Enterprise Agreement (**EA**) to improve wages and conditions for its nursing, direct care and general staff.

Our Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) organisers and industrial officers remained in regular contact with Emmerton Park management and its representatives to communicate the matters that were of particular importance to you.

On Wednesday 30 July 2025, Emmerton Park presented management's final **EA** offer, and we were informed that they intend to put your EA out to VOTE, based on the following timeframe:

- **Access period opens on Monday 18 August 2025**
- **Ballot opens** at 0900hrs on **Tuesday 26 August 2025.**
- **Ballot closes** at 1600hrs on **Monday 1 September 2025.**

What is in the Offer?

This agreement will be in place for the next 3 years. Overall, it is a mixed bag.

Wage Increases & Allowances

For **nursing** staff, Emmerton Park have agreed to increase wages by 2.5% per year (from the first full pay period on or after Tuesday 1 July 2025).



For **direct care** staff, Emmerton Park have agreed to increase wages from Tuesday 1 July 2025 by 3.75% and then increases according to the Fair Work Commission (FWC) Annual Wage Review Decision.

New allowances to be introduced or further increased include:

- For nurses, we asked that the timeframe to receive the **higher duties allowance** be reduced from having to work the position for 5 or more days, **to 3 or more days**.
- All allowances in the EA will be increased in line with the above nursing percentages.

Conditions – The Good

Emmerton Park management has agreed to several improvements in your working conditions:

Study Leave

- Three (3) days per year study leave for full-time workers, and pro-rata study leave for part-time workers who work not less than four (4) shifts per fortnight, for the purpose of attending courses, conferences and/or undertaking or preparing for examinations in a course of study.

Statutory Declarations for Personal Leave

- You may rely upon a signed Statutory Declaration on not more than three (3) occasions (non-cumulative) in a single (1) year for a maximum of one (1) day per occasion (excluding the day before, the day of or the day after a public holiday).

Rest breaks between rostered shifts

- This has been increased from eight (8) hours to ten (10) hours to assist with fatigue management.

Family and Domestic Violence Leave

- Increased from 5 days to 15 days per year (non-cumulative) paid leave for employees to deal with family and domestic violence.



Reproductive Health and Wellbeing

- Applicable employees may now use personal leave for reproductive health matters, offering an extra 2 days available if personal leave is exhausted, for those with at least 6 months' service.

Parental Leave

- Employees who are primary carers will be entitled to a maximum of 15 weeks of paid 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.
- Employees who are not the primary carer (secondary carer) will be entitled to two weeks paid parental leave.

Workload

- For safe staffing, there is now a workload management clause, where workload concerns can be escalated through a dispute procedure – a great first step in the right direction.

Conditions – The Bad

Disappointingly we have been unsuccessful in our attempts to have the Employer accept what lies at the heart of your working arrangements:

(1) Fixed rostering of part-time hours

Rejected.

But, it is not all bad news – the **EA** reflects that your minimum hours or span of hours for shifts will be rostered consistent with your agreed availability (day, afternoon and/or night) for the fortnight and we have it in writing from Emmerton Park representatives that part-time employees with fixed or permanent shifts in the roster will not suddenly have those arrangements altered as a direct consequence of the amendments made to the clause.



(2) Overtime

Emmerton Park have remained resolute that your paid meal break is your time and not “active duty” – you can and should “break free” from duty, eat a meal, rest and refresh!

IF you agree to perform overtime, your paid meal break will count towards the calculation of ordinary hours for overtime purposes – BUT it will not count for the purposes of determining whether the fortnightly threshold for overtime is exceeded.

We challenged Emmerton Park’s desire to have your meal break excluded when you performed overtime at the end of your rostered shift (8 or 10 hours). We confirmed that in the instance where the employer needs you to perform overtime, the meal break you took earlier in the day will be counted within your ordinary hours and overtime will be a standalone event.

Emmerton Park did not give any respite in the case of overtime payable for time worked “in excess of 76 ordinary hours” per fortnight. In these instances, it is important to note:

- (a) for those taking a 30-minute meal break, your ordinary hours for that fortnight will become 71 hours – you will need to work a further 5 hours of ordinary time to hit the overtime rate (5 short);
- (b) for those having 60 minutes, your ordinary hours are 66 – you will need to work a further 10 hours of ordinary time to obtain the overtime rate (10 short).

Final Offer

Emmerton Park management have made it clear that the **EA** is their ‘best and final position on this matter’ for its workforce.

What Happens Next?

The Emmerton Park Incorporated **EA ballot will open on Monday 18 August 2025.**



All employees covered by the agreement are eligible to vote. If the majority of those who vote, vote YES then an application for approval will be made to the FWC, in accordance with the provisions of the *Fair Work Act 2009*.

If approved by the FWC, the agreement would become legally enforceable seven days later.

Ballot Timeline

Access period: Monday 18 August to Monday 25 August 2025

This is the seven clear day access period to view the proposed agreement. Employers will distribute the agreement with a key changes summary document to all eligible employees for the seven-day access period.

Members meetings

On Wednesday 27 August 2025 ANMF North West organiser will be onsite to answer any outstanding questions relating to the proposed agreement.

Ballot: opens 0900hrs, Tuesday 26 August and closes 1600hrs, Monday 1 September 2025

Eligible employees will be able to vote electronically at any time during this period.

The result will be declared following the ballot.

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
4 August 2025