

ANMF EA UPDATE 4

Medea Park Association Inc. Summary of Final Negotiations

Negotiations with Medea Park Association Inc. (**Medea Park**) management and their bargaining representatives have now concluded for the **Medea Park Association Incorporated Nurses Enterprise Agreement (EA)**.

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

On Monday 18 August 2025, Medea Park presented management's final EA offer and will shortly be asking for all Nursing employees to **VOTE**, based on the following timeframe:

- **Access** period opens on **Tuesday 19 August 2025**.
- Ballot opens at **0900hrs** on **Friday 29 August 2025**.
- Ballot closes at **1600hrs** on **Monday 8 September 2025**.

Your EA protects your wages and conditions at work, so it's important that everyone understands how the Agreement will affect them.

The EA will only be accepted if a majority of people who cast a vote, vote 'yes'. Therefore, **it is up to you to decide if this agreement is good enough**.

What is in the offer?



Your ANMF bargaining team have been negotiating with Medea Park about the terms of your new EA. Due to the extended nominal expiry of this agreement, its terms will be in place only to 30 July 2026.

Wage Increases & Allowances

Your Employer has agreed to **increase wages by 2.75%** (from the first full pay period on or after **1 July 2025**) with a **further 2.75% increase from 1 July 2026**.

Medea Park will also **increase wages** according to the Fair Work Commission Annual Wage Review Decision, subject to Government funding for wages to nurses.

New allowances to be introduced or further increased include:

- The **higher-duties allowance** will now be paid for all time worked in that higher position.
- **Meal allowances (working away)** have been increased in line with the original EA (1.3% increase every July) and are now at the 1 July 2025 pricing structure.
- **Preceptor allowance** has increased to \$2.25 per hour (or \$2.75 per hour for nurses with Train the Trainer qualifications (sourced and paid for by Medea Park)).
- **Foul and nauseous linen allowance** has been set at \$0.51 per hour.
- The remainder of allowances remain at the original EA (2019) allowances and have not been increased in line with cost of living.

Entitlements / Conditions

The following are the improvements in your working conditions as agreed by your Employer:

Enrolled Nurse Handover



As per our last EA Update, Enrolled Nurses (ENs) are entitled to handover during their rostered shift to the Registered Nurse (RN) or clinical lead (not external to your shift).

Paid Lactation and Express Breaks

Lactation breaks are available to breastfeed (have the baby brought into the workplace) or express breastmilk during work hours, taking reasonable time to do so.

Workload Management

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.

Paid Union Delegate Leave

Each delegate will receive up to five (5) days paid leave each calendar year (non-cumulative).

Final Offer

Medea Park management have made it clear that the EA presented is their ‘best and final position on this matter’.

What Happens Next?

Voting for the proposed Medea Park Association Incorporated Nurses Enterprise Agreement will begin shortly.

All employees covered by the EA are eligible to vote.

Voting YES	Voting NO
If most (50%+) employees vote <u>YES</u> , then an application for approval will be made to the Fair Work Commission (FWC).	If most (50%+) employees vote <u>NO</u> , then the EA will not be made, it cannot be approved by the Fair Work Commission, and it will not come into effect. The old EA will remain in force as is.



If approved by the FWC, the agreement would become legally enforceable seven (7) days later.	A <u>NO</u> vote doesn't necessarily mean the end of the process. It indicates that the current proposal isn't acceptable to most employees, and further negotiation is needed.
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Ballot Timeline

Access Period:

This is the seven (7) clear day access period to view the proposed agreement. Employers will distribute the agreement to all eligible employees with a 'key changes' summary document during the access period.

Information Session:

On **Thursday 4 September 2025 at 1300hrs**, your ANMF organiser will be onsite to answer any outstanding questions you have relating to the proposed EA.

Ballot:

Voting on your new EA opens **0900hrs, Friday 29 August 2025** and closes 1600hrs, **Monday 8 September 2025**. Eligible employees will be able to vote electronically at any time during this period.

The result will be declared following the ballot.

Please reach out to a member of your ANMF bargaining team with any questions or concerns.

ANMF Bargaining Team – Medea Park

Nicki Hood (Organiser) – Nicki.Hood@anmftas.org.au.

Terrina Planincic (Industrial Officer) – Terrina.Planincic@anmftas.org.au.



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

19 August 2025