

ANMF EA UPDATE 3

Synovum Care Wynyard Enterprise Agreement Bargaining Update

Your Australian Nursing and Midwifery Federation Tasmanian Branch (**ANMF**) negotiating team met with Synovum Care Wynyard (your **Employer**) and its bargaining representative for Meeting #3 on Tuesday 9 September 2025.

At this meeting, your Employer presented its response to your Log of Claim (LoC) asks, detailing management's position on 'Leave' entitlements with a theme of *"Allowing Employees To Have Sufficient Time Off To Recover, Seek Support, And Manage Personal Safety Without Financial Penalty"*.

Your Employer is offering the following entitlements:

- **Compassionate Leave** – updating the old clause to reflect current standards (increase to **3 days** paid per permissible occasion).
- **Pregnancy Loss Leave** – a new clause entitling employees to **access 5 days' paid** leave on each occasion a pregnancy ends by way of miscarriage up to 20 weeks' gestation.
- **Family and Domestic Violence Leave** – entitlement to **20 days' paid** leave, non-cumulative.
- **Ceremonial and Cultural Leave** – entitlement up to **5 days' unpaid** leave, non-cumulative, for the purpose of fulfilling ceremonial, cultural, religious or traditional obligations.
- **Public Holiday Substitution** (by written agreement) – entitlement to substitute a public holiday for another day of cultural or religious significance to the employee – we will work with your employer to ensure this is a clause of practical use for you.
- **Parental Leave** – non-clinical employees will be entitled to an extra week (**9 weeks** up from 8) of paid parental leave. Clinical employees to retain the current entitlement.
- **Exceptional Circumstances Leave** – employees *may* be granted up to **5 days' paid** leave, non-cumulative, for events occurring which have *"unforeseen or compelling circumstances"*. Examples include household emergency, loss of household pet, outbreak-related absences, etc.
- **Workplace Delegate Leave** – paid training leave for one (1) ANMF Union Delegate as per the Model Clause (which will be added as a new clause).



Improvements to your Leave entitlements are a positive step forward and we are pleased that your Employer is understanding of 'leave' related matters as they affect real people.

Next Meeting Date

Currently scheduled for **Tuesday 30 September 2025.**

ANMF Negotiating Team – Synovum Care Wynyard

Please reach out to a member of your negotiating team with any questions or concerns:

Annette Beechey (Organiser) – Annette.Beechey@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

12 September 2025